New data on
The Minnesota Psychology Profession & Workforce

Teri Fritsma
Senior Healthcare Workforce Analyst
Minnesota Department of Health
Psychology CE Conference
May 19, 2016
Background

Psychology, the Profession

Psychology, the Workforce
Background

MN Department of Health

Division of Health Policy

Office of Rural Health & Primary Care

Health Workforce Analysis Unit
What professions do we survey?

- Physicians
- Physician Assistants
- Nurses
- Dentists
- Dental Assistants
- Dental Hygienists
- Dental Therapists
- Physical Therapists
- Respiratory Therapists
- Pharmacists & Techs

- Mental Health:
  - Social Workers
  - LMFTs
  - Counselors
  - Psychologists

NEW
What data do we collect?

• Basic demographics
• Education and preparation
• Work location / practice characteristics
• Hours worked
• Future plans
• Use of EHR / telehealth equipment
• Job satisfaction
Why?

- Minnesota Statutes 144.051 and 144.052 and
- Minnesota Rules 4695.0100-4695.0300

- To inform specific legislative recommendations
- To inform policy workgroups
- To support decision-making for postsecondary program offerings
- To respond to special requests
Details on the psychology survey

• Surveyed all licensed psychologists with a valid email address, April 2016

• 34% response rate (1,270)
  • No response differences by gender or age
  • Lower response rate from out-of-state psychologists
Psychology, the Profession
(Who you are and what you do)
Some simple counts

Number of Minnesota licensed psychologists: 3,824

Psychologists reporting a Minnesota address: 3,556
Psychological specialties

Clinical psychology: 47%
Counseling psychology: 34%
Behavioral and cognitive: 33%
Clinical child psychology: 18%
Family psychology: 14%
Clinical health psychology: 12%
Forensic psychology: 9%
Clinical neuropsychology: 6%
School psychology: 3%
Industrial/organizational: 3%
Highest degree obtained

- Doctorate or professional degree: 67%
- Master’s degree: 29%
- Post-master’s certificate or certification: 4%
43% of psychologists own or co-own a private practice.

- Private practice: 43%
- No private practice: 57%
65% of psychologists are female
<table>
<thead>
<tr>
<th>Identification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian</td>
<td>88%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1.8%</td>
</tr>
<tr>
<td>American Indian or Alaskan</td>
<td>1.7%</td>
</tr>
<tr>
<td>African American</td>
<td>1.3%</td>
</tr>
<tr>
<td>Asian - Southeast Asian</td>
<td>1.2%</td>
</tr>
<tr>
<td>Asian - Other</td>
<td>0.8%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0.5%</td>
</tr>
<tr>
<td>Asian - South Asian</td>
<td>0.4%</td>
</tr>
<tr>
<td>African</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other</td>
<td>1.8%</td>
</tr>
</tbody>
</table>
“Which *best* prepared you to provide culturally competent care?”

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal learning on the job</td>
<td>34%</td>
</tr>
<tr>
<td>Continuing education or professional development coursework</td>
<td>22%</td>
</tr>
<tr>
<td>Formal educational coursework</td>
<td>22%</td>
</tr>
<tr>
<td>Formal on-the-job training</td>
<td>20%</td>
</tr>
<tr>
<td>None</td>
<td>1%</td>
</tr>
<tr>
<td>My job doesn’t involve culturally competent care</td>
<td>1%</td>
</tr>
</tbody>
</table>
Career satisfaction

How satisfied have you been with your career in the last 12 months?

- Very satisfied: 49%
- Satisfied: 62%
- Dissatisfied: 35%
- Very dissatisfied: 0%

How satisfied have you been with your career overall?

- Very satisfied: 91%
- Satisfied: 97%
- Dissatisfied: 35%
Greatest sources of satisfaction

DIRECT CLIENT/PATIENT CARE

- Observing positive changes in patients’ lives
- Developing trusting relationships
- Emphasis on psychotherapy over drugs
- Working with special populations (immigrants, children, veterans, teens, severely mentally ill)
Greatest sources of satisfaction

OTHER SOURCES

- Feeling appreciated by clients (e.g., letters, feedback, word-of-mouth referrals)
- Feeling your work is meaningful
- Rich collaboration with co-workers and colleagues from other disciplines
Greatest sources satisfaction

OTHER SOURCES

- Mentoring/training students
- Intellectual stimulation; the ability to continue learning throughout your career
- Autonomy and flexibility (some mentioned owning your own practice)
Greatest sources of dissatisfaction

INSURANCE!

- Pre-authorization
  - Arbitrary oversight that overrides professional expertise and discretion

- Reimbursement
  - Many legitimate patient care activities are not reimbursed

- Coding, billing, burdensome documentation
Greatest sources of dissatisfaction

OTHER SOURCES

- Administrative tasks divert time from more meaningful work.

- Pay is low relative to other highly educated professions (student loan debt). Stagnant reimbursement rates.

- Electronic health records

- Burnout/feeling helpless at times
Psychology, the Workforce
(Access to care now and into the future)
Reminder...

Number of Minnesota licensed psychologists: 3,824

Psychologists reporting a Minnesota address: 3,556
<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Workers</td>
<td>12,678*</td>
</tr>
<tr>
<td>Psychologists</td>
<td>3,824</td>
</tr>
<tr>
<td>Alcohol &amp; Drug Counselors</td>
<td>2,920</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapists</td>
<td>1,807</td>
</tr>
<tr>
<td>Professional Counselors</td>
<td>1,567</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>867</td>
</tr>
<tr>
<td>Psychiatric Nurses</td>
<td>303</td>
</tr>
<tr>
<td><strong>Total Licensed MH Workforce:</strong></td>
<td><strong>23,976</strong></td>
</tr>
</tbody>
</table>
Number of Minnesotans per each type of provider

- Psychiatric Nurses: 17,881
- Psychiatrists: 10,901
- LPCs and LPCCs: 5,082
- Marriage and Family Therapists: 3,639
- Psychologists: 1,540
- Social Workers: 477
But not all regions are the same

Population to provider ratio by region

<table>
<thead>
<tr>
<th>MN Region</th>
<th>Psychiatrists</th>
<th>Psychologists</th>
<th>Social Workers*</th>
<th>Marriage &amp; Family Therapists</th>
<th>LPCs &amp; LPCCs</th>
<th>Psych Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central</td>
<td>22,998</td>
<td>2,602</td>
<td>558</td>
<td>4,724</td>
<td>5,747</td>
<td>21,551</td>
</tr>
<tr>
<td>Northeast</td>
<td>20,398</td>
<td>1,793</td>
<td>518</td>
<td>6,527</td>
<td>5,532</td>
<td>9,890</td>
</tr>
<tr>
<td>Northwest</td>
<td>32,804</td>
<td>3,064</td>
<td>537</td>
<td>9,784</td>
<td>9,294</td>
<td>16,402</td>
</tr>
<tr>
<td>MSP</td>
<td>8,756</td>
<td>1,183</td>
<td>446</td>
<td>2,654</td>
<td>4,431</td>
<td>19,287</td>
</tr>
<tr>
<td>Southeast</td>
<td>6,664</td>
<td>1,999</td>
<td>467</td>
<td>8,471</td>
<td>5,048</td>
<td>14,279</td>
</tr>
<tr>
<td>Southwest</td>
<td>17,887</td>
<td>2,733</td>
<td>520</td>
<td>6,054</td>
<td>6,347</td>
<td>24,594</td>
</tr>
<tr>
<td>Statewide</td>
<td>10,901</td>
<td>1,540</td>
<td>477</td>
<td>3,639</td>
<td>5,082</td>
<td>17,881</td>
</tr>
</tbody>
</table>
How often do psychologists:
“Diagnose or consult with patients... in real-time using telemedicine equipment or software?”

- Never: 82%
- Occasionally: 12%
- Frequently: 3%
- All the time: 2%
More than half of Minnesota psychologists are 55 or older.

- 65 and older: 25%
- 55 to 64: 34 and younger
- 35 to 44: 17%
- 45 to 54: 19%
- 55 years and older: 7%
Median age of...

U.S. Workforce: 42
U.S. Psychologists: 46
Minnesota Workforce: 41
Minnesota Marriage & Family Therapists: 45
Minnesota Social Workers: 43
Minnesota Psychiatrists: 55
Minnesota Psychologists: 57
What share of licensed psychologists are practicing in the field?

94%

Compared to about 85% of LMFTs, 91% of social workers, and 92% of physicians.
And by age group?

<table>
<thead>
<tr>
<th>Age group</th>
<th>Percent who are working in a position related to license</th>
</tr>
</thead>
<tbody>
<tr>
<td>34 and younger</td>
<td>99%</td>
</tr>
<tr>
<td>35 to 44</td>
<td>98%</td>
</tr>
<tr>
<td>45 to 54</td>
<td>95%</td>
</tr>
<tr>
<td>55 to 64</td>
<td>96%</td>
</tr>
<tr>
<td>65 and older</td>
<td>87%</td>
</tr>
<tr>
<td>Total</td>
<td>94%</td>
</tr>
</tbody>
</table>
How much do psychologists work?

40 hours is the median work week.

- Full-time: 77%
- Part-time: 23%
How much do psychologists work? (Age 65+)

30 hours is the median work week.
Share of time spent on patient/client care

- More than 75% of my time: 45%
- 50%-75% of time: 25%
- 25%-50% of time: 10%
- Up to 25% of time: 11%
- (None—my position does not involve client care): 10%
“How long do you plan to continue practicing?”

- More than 10 years: 51%
- 6 to 10 years: 24%
- 5 years or less: 26%

Of those planning to leave the field within 5 years, 90% said the reason was retirement.
How often do psychologists:
“Provide clinical training or supervision to students or interns?”

- Never: 39%
- Occasionally: 34%
- Frequently: 18%
- All the time: 8%
Some supply and demand data

Statewide annual market demand for psychologists: 133

Graduates from MN Psychology programs, 2014 (PhD/PsyD levels): 106
Summary

- The second-largest mental health profession in the state, psychologists occupy a special niche in the mental health workforce.

- They derive great satisfaction from intellectual challenges, working with clients, and seeing them succeed.

- Like other health care professionals, they are also stymied by bureaucratic oversight.
Summary

- This is a group of professionals that is **fully utilized**: most are working full-time well into their 60s.

- There is a **maldistribution** of professionals across the state. Telemedicine does not appear to be a clear solution—at least not now—and post-graduate training opportunities are scarce.

- The profession is **aging**. Can Minnesota produce enough new grads to meet the need?
Q & A
Map 1: Minnesota planning regions