

Broadening and Diversifying the Psychology Workforce in a Shifting Educational Landscape

Susan M. Orsillo, PhD

Head of Education

American Psychological Association

February 25, 2025 | Council of Clinical Health Psychology Training Programs Annual Meeting



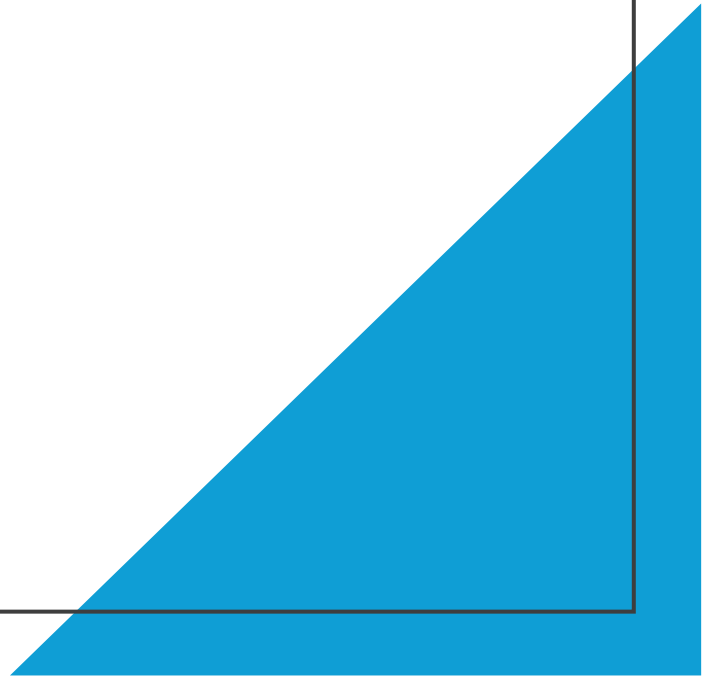
Disclosures

I have no conflict of interest related to this presentation.

PowerPoint Designer, an AI-powered feature in PowerPoint, was used to format some slides. AI was not used to generate content

Please note that not all opinions reflected by the author are those of the APA

APA Resources





Resources for Challenging Times

[APA/APA Services Response Center website](#)

- Stay informed and read regular updates on policies, APA's efforts, and actions you can take.

[Impact portal](#)

- Tell APA how you are being how policy changes are affecting your work and the people you serve. With your consent, APA will use these examples to educate policymakers about the real-world impacts of their decisions.

[Expert database](#)

- Let APA know how your expertise could help educate our partners, policymakers or the media.

APA's Commitment to Justice, Human Rights, Fairness and Dignity

Goals

Discuss

how broadening and diversifying the psychology workforce is essential for meeting projected mental health need.

Highlight

potentially novel strategies that psychologists can consider.

Describe

resources that APA has developed (or is developing) to support psychology a multi-tiered profession.

The United States is in
mental health crisis

1/5 adults experienced symptoms of anxiety and depression in 2023¹

2/5 high school students reported struggling with persistent sadness and hopelessness in 2023²

5.8 million emergency department visits occurred in 2021 with mental, behavioral, and neurodevelopmental disorders as the primary diagnosis³

Deaths from drugs, alcohol, and suicide more than doubled from 2000 to 2017⁴

Suicide is the second leading cause of death for youth and young adults (ages 10-24)⁵

1. Household Pulse Survey. (2020–2024). *Anxiety and Depression*. [Data set]. CDC National Center for Health Statistics and U.S. Census Bureau. <https://www.cdc.gov/nchs/covid19/pulse/mental-health.htm>; Substance Abuse and Mental Health Services Administration. (2024). *2023 Companion infographic report: Results from the 2021, 2022, and 2023 National Surveys on Drug Use and Health* (SAMHSA Publication No. PEP24-07-020). Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration. Retrieved from <https://www.samhsa.gov/data/report/2021-2022-2023-nsduh-infographic>; ⁴Cairns C, Kang K. (2021). *National Hospital Ambulatory Medical Care Survey: 2021 emergency department summary tables*. CDC National Center for Health Statistics. Retrieved from https://www.cdc.gov/nchs/data/nhamcs/web_tables/2021-nhamcs-ed-web-tables-508.pdf; ⁵CDC. (2024). *Health disparities in suicide*. Retrieved June 24, 2024 from <https://www.cdc.gov/suicide/disparities/index.html>

The psychology workforce is
insufficiently sized to address
population health needs



Projected Supply and Demand of Healthcare Workers

Projected Supply and Demand of Healthcare Workers Through 2037

All Health Workforce

Allied Health

Behavioral Health

Long-Term Care

Oral Health

Primary Care

Women's Health

Behavioral Health

Behavioral Health care includes care that addresses any behavioral problem, including mental health and substance abuse conditions, stress-linked physical symptoms, patient activation and health behaviors.

Data displayed are for only the selected occupation within this occupation group.

Occupation

(Adult) Psychiatrists
Addiction Counselors
Child & Adolescent Psychiatry
Child, Family, and School Social Workers
Healthcare Social Workers

Rurality

Total

Psychologists

Assess, diagnose, and treat mental disorders and learning disabilities, as well as cognitive, behavioral, and emotional problems. Note: Projections only include psychologists that have obtained a doctorate degree.

Year

2022 to 2037
and null values

2037

Supply & Demand Trends

U.S. Map

What if? Scenarios

Change in Total Supply 2022 - 2037

Change in Total Demand 2022 - 2037

Total Percent Adequacy 2037

-20,380 ▼ -18%

Starting Value: 115,270 Ending Value: 94,890

58,350 ▲ 50%

Starting Value: 115,700 Ending Value: 174,050

55%

Supply

Likely Underestimate

- Draws on current use of behavioral health services to estimate need.
- Does not address the large unmet need for these services
 - 26% of U.S. adults with any mental illness
 - 47% of U.S. adults with serious mental illness

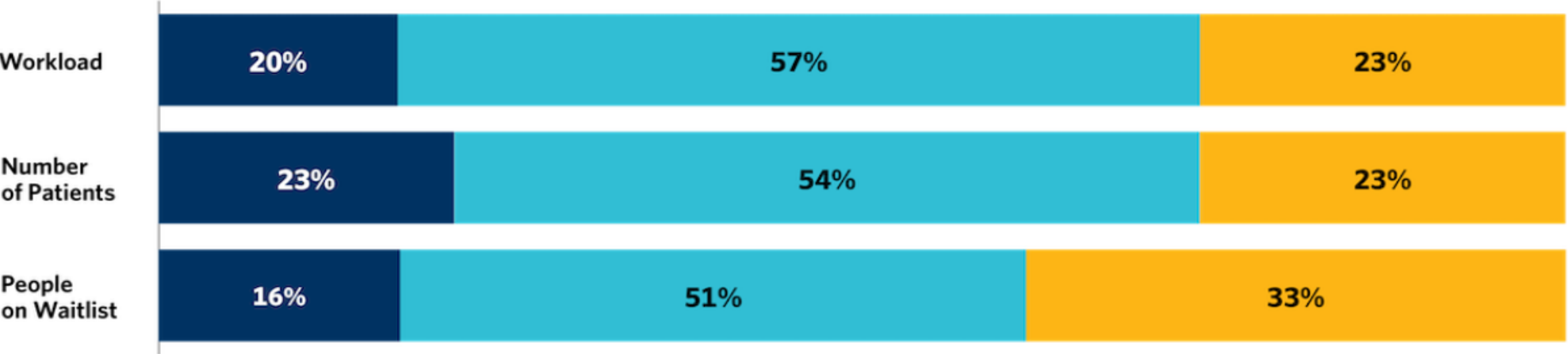
¹Substance Abuse and Mental Health Services Administration. (2020). *Key substance use and mental health indicators in the United States: Results from the 2019 National Survey on Drug Use and Health* (HHS Publication No. PEP20-07-01-001, NSDUH Series H-55). Rockville, MD: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration. Retrieved from <https://www.samhsa.gov/data/>

Infographic: Changes in workload



Psychologists seeing changes in their workloads in the last 12 months, 2024

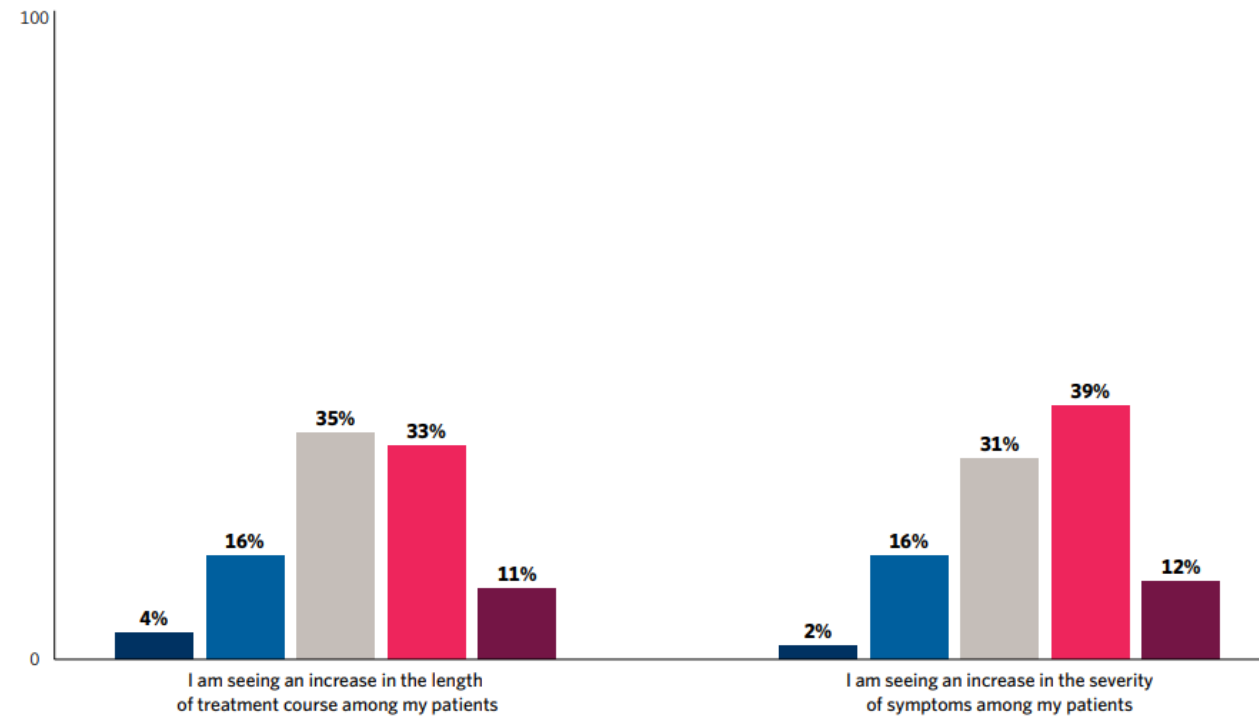
■ Less than 12 months ago ■ Same as 12 months ago ■ More than 12 months ago



- 44% longer length of treatment
- 51% greater severity of symptoms

FIGURE 3.
PSYCHOLOGISTS REPORTING CHANGES IN PATIENT TREATMENT, 2024

■ Strongly disagree ■ Disagree ■ Neither disagree nor agree ■ Agree ■ Strongly agree

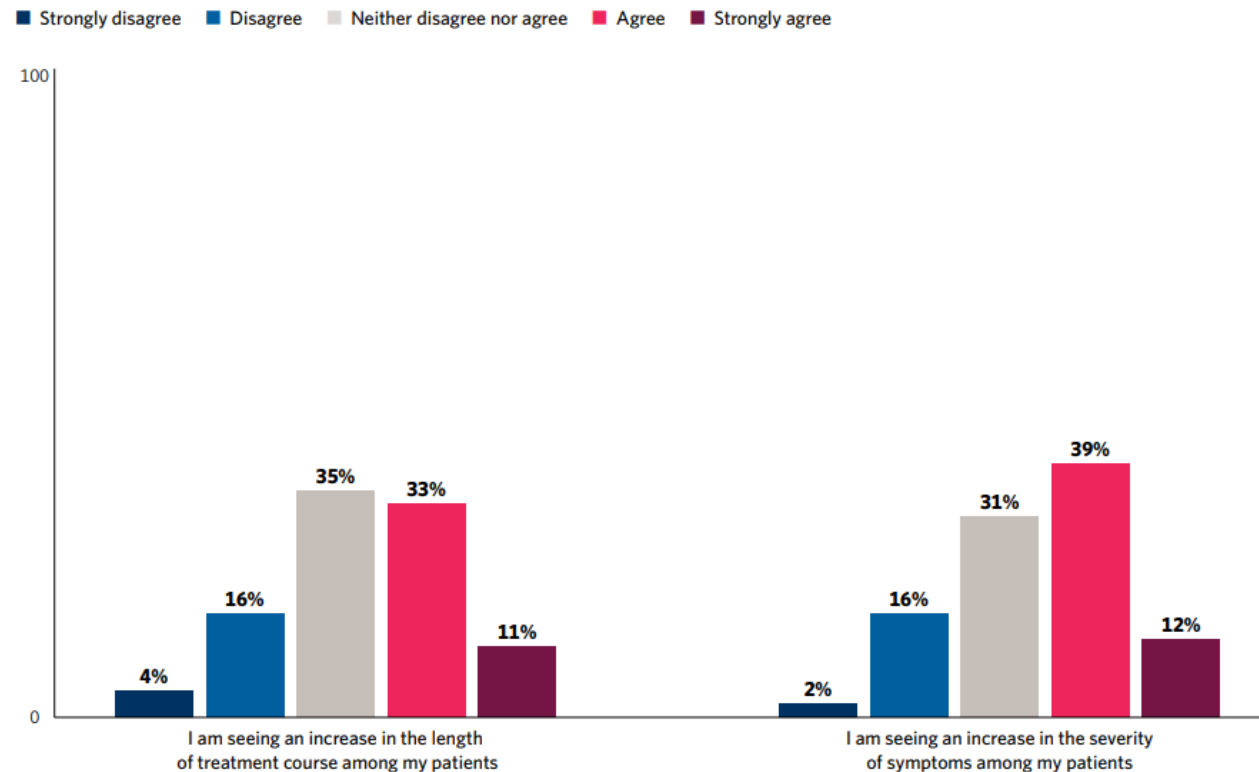


Source: American Psychological Association, 2024 Practitioner Pulse Survey.



- 58 % longer length of treatment
- 64 % greater severity of symptoms

FIGURE 3.
PSYCHOLOGISTS REPORTING CHANGES IN PATIENT TREATMENT, 2024



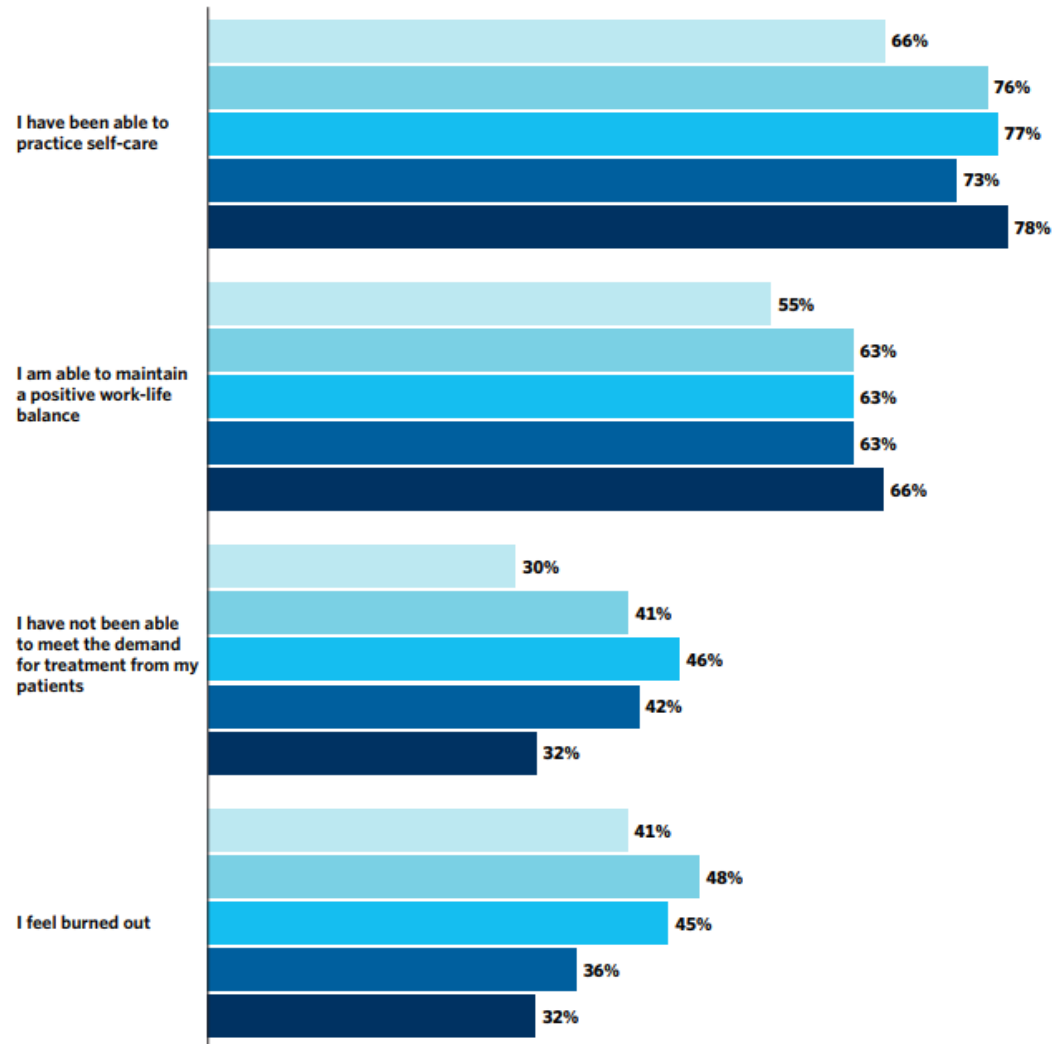
Source: American Psychological Association, 2024 Practitioner Pulse Survey.



- 1/2 of ECPs feel burned out
- 1/5 of advanced career feel burned out

PSYCHOLOGISTS' SELF-CARE AND BURNOUT, 2020-2024

2020 2021 2022 2023 2024



Source: American Psychological Association, 2024 Practitioner Pulse Survey; American Psychological Association, 2023 Practitioner Pulse Survey; American Psychological Association, 2022 COVID-19 Practitioner Impact Survey; American Psychological Association, 2021 COVID-19 Practitioner Survey; American Psychological Association, 2020 COVID-19 Telehealth Practitioner Survey.



Multifaceted Problem Requiring Multifaceted Solutions



Contributing Factors

Increased stress and isolation (worsened by COVID-19 pandemic)

Lack of access to affordable mental health services

Social stigma and discrimination

Possible Solutions

Implement a population health approach

Unique delivery options

- Telehealth; interjurisdictional practice

Ensure parity for behavioral and physical health care

Invest in mental health research, treatment, education, and training

Ethical and equitable use of AI/technology

Broadening and Diversifying Pathways

Background



"Cliffs of Moher" by alex
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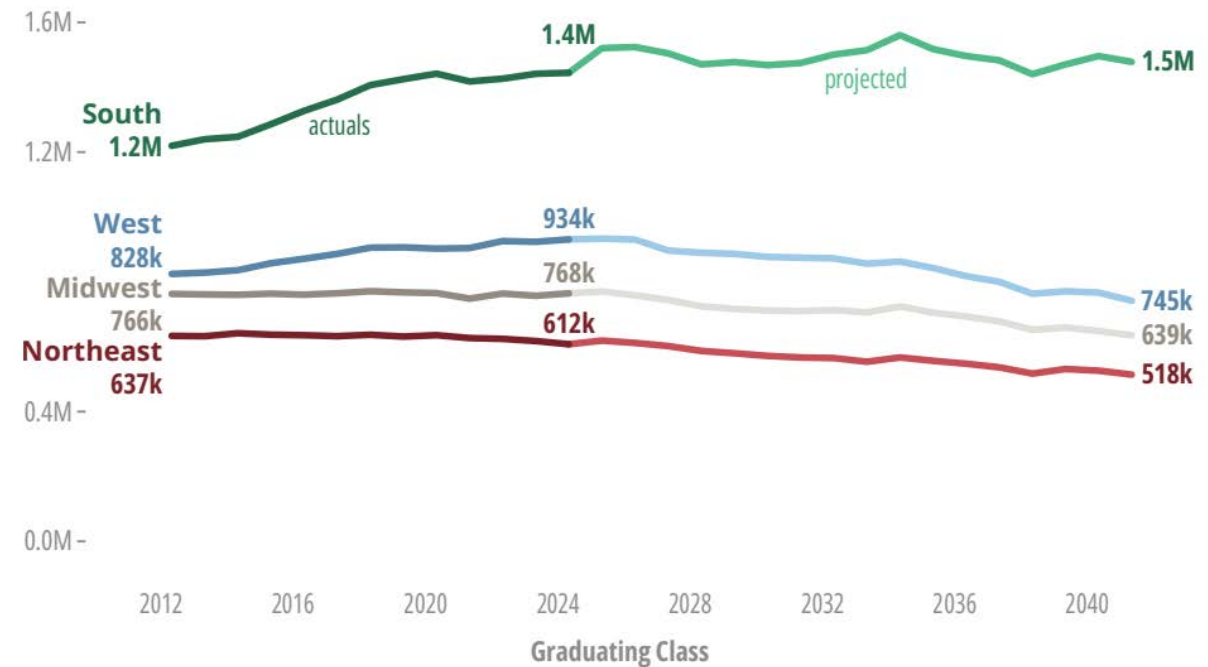
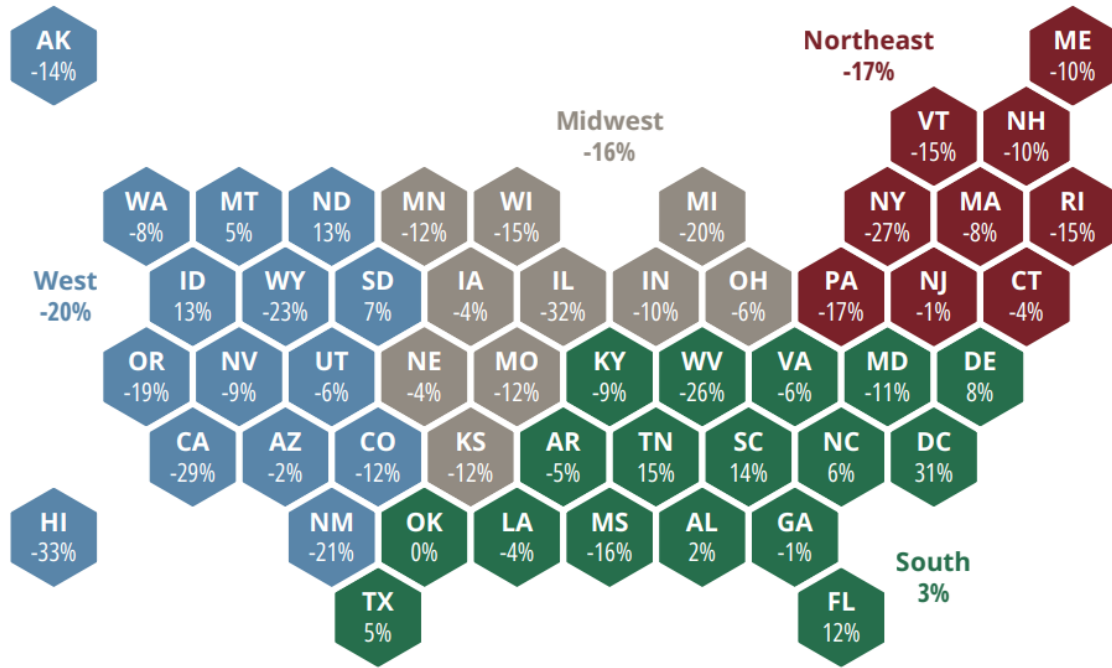
Demographic Cliff

- Sharp drop in birth rates following great recession



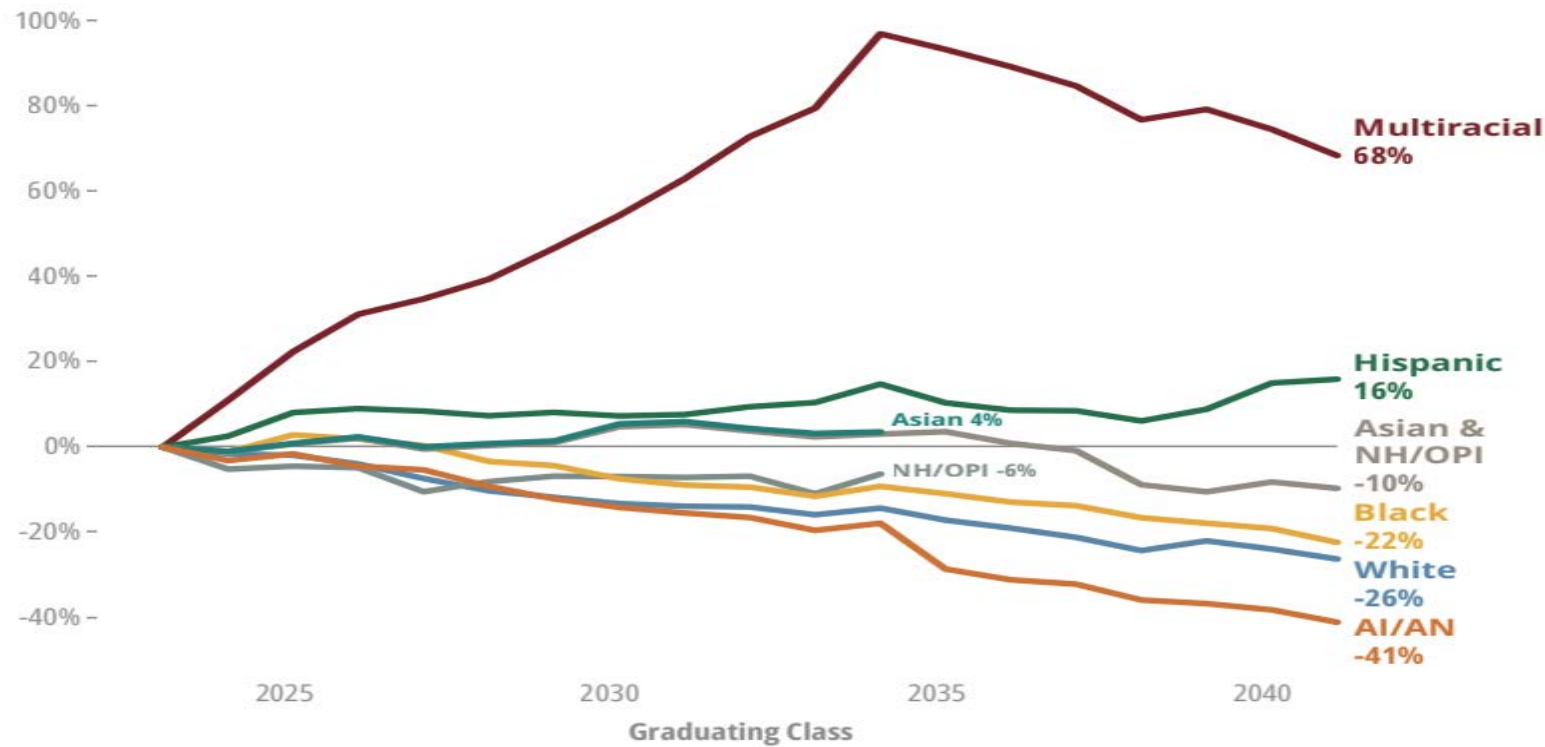
Lane, P., Falkenstern, C., & Bransberger, P. (2024). *Knocking at the College Door: Projections of High School Graduates*. Western Interstate Commission for Higher Education. <https://www.wiche.edu/knocking>.

Nuances in the Demographic Cliff



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Nuances in the Demographic Cliff

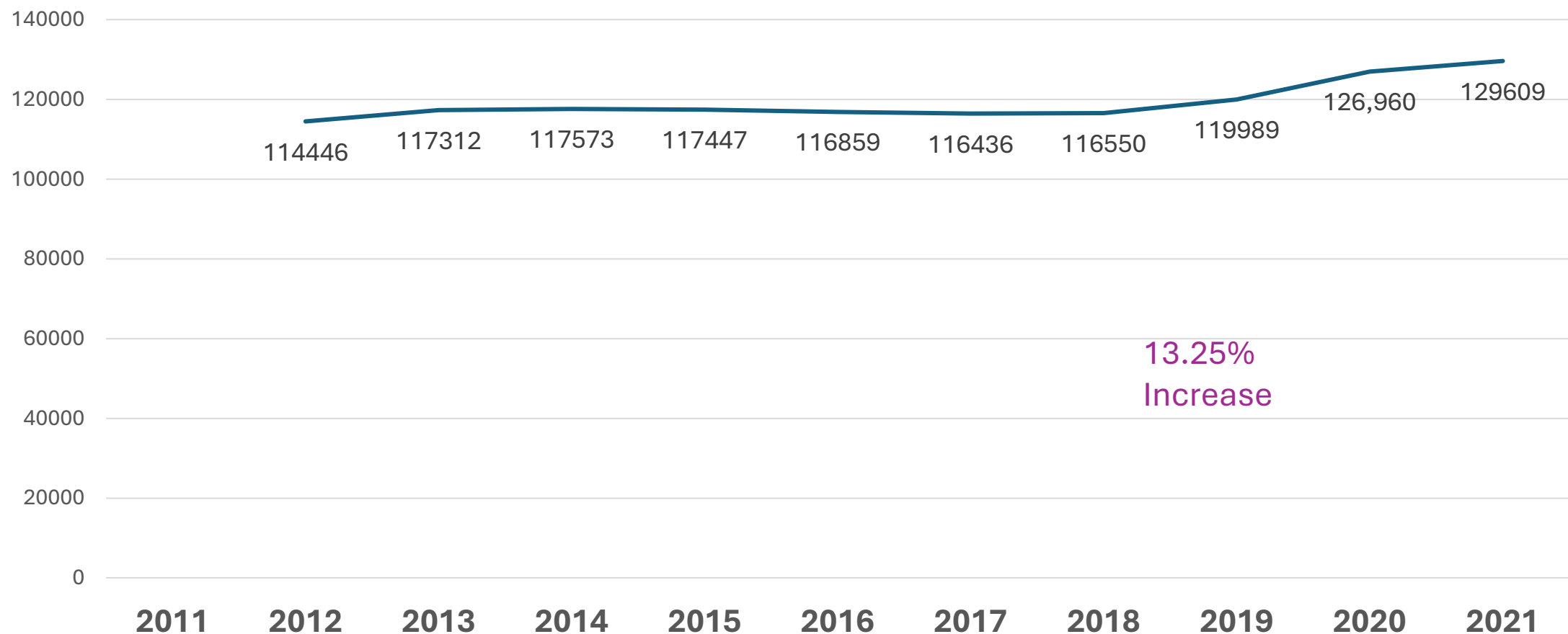


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Will Fields of Study be Differentially Impacted?

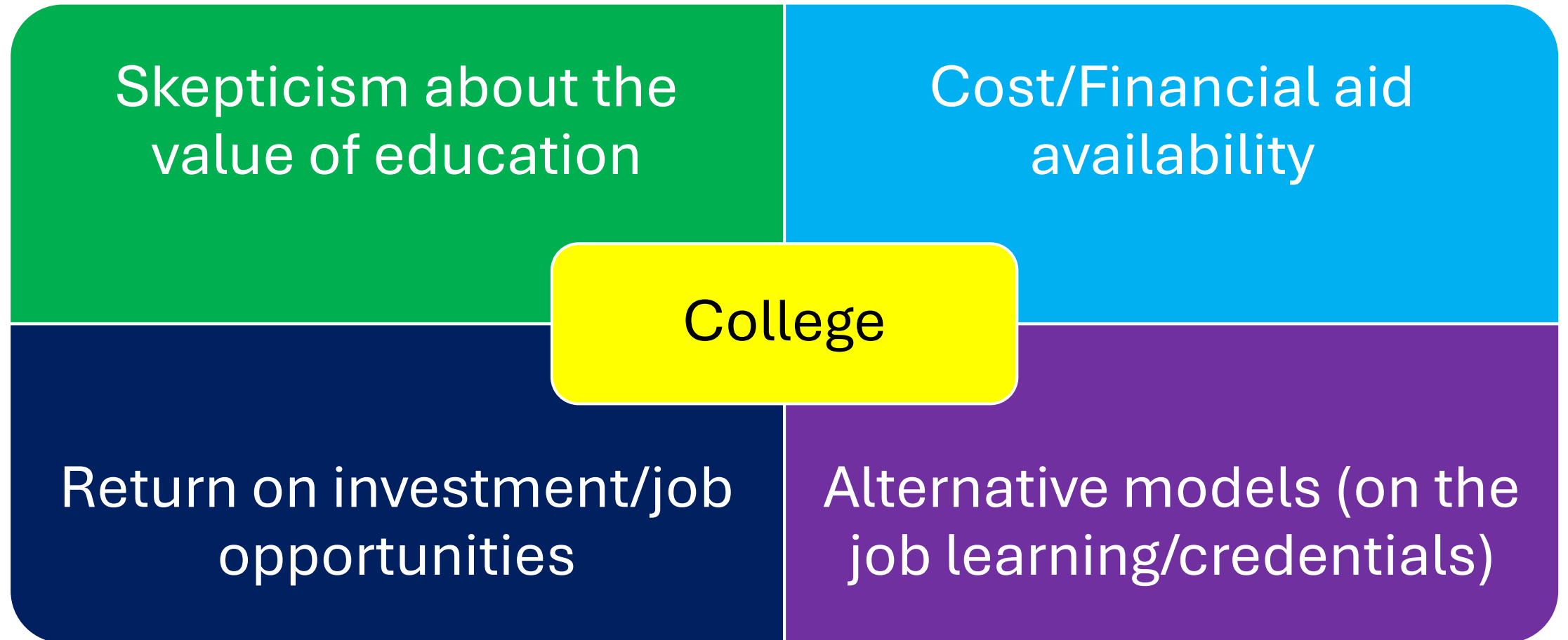
Background

Bachelor's Degrees in Psychology Awarded



U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1970-71 through 1985-86; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:91-99); a

Factors Influencing Entry Into Higher Education



Return on Investment



Earning a college degree is still associated with greater earning, but the differential earning that a college degree provides has declined¹

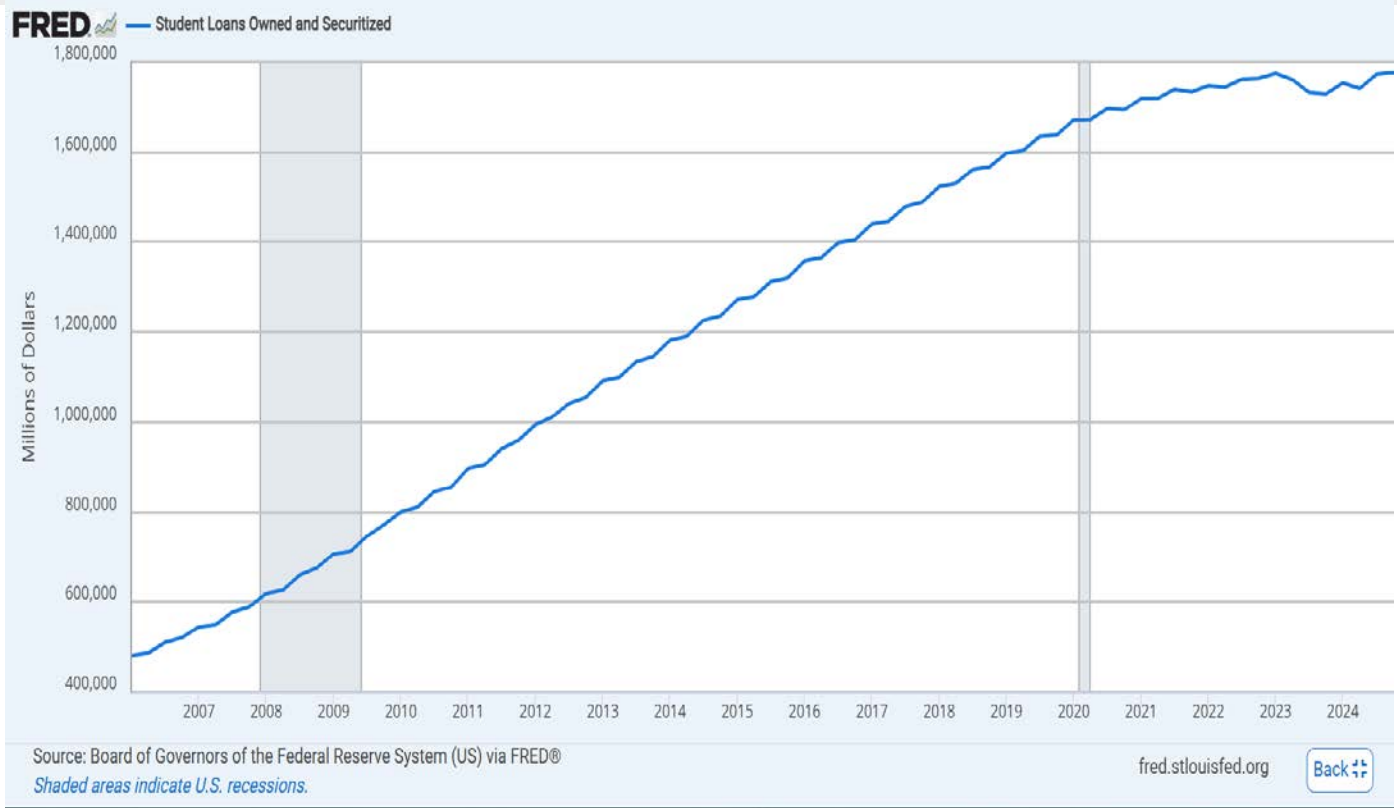
Return on investment also varies across college majors²

44% of social and behavioral science majors would now choose a different major³

¹Emmons, W.R., Kent, A. H., & Ricketts, L. R (2019). Is college still worth it Federal Reserve Bank of St. Louis Review, Fourth Quarter 2019, 101(4), pp. 297-329. <https://doi.org/10.20955/r.101.297-329>. ²Zhang, L., Liu, X., & Hu, Y. (2024). Degrees of Return: Estimating Internal Rates of Return for College Majors Using Quantile Regression. *American Educational Research Journal*, 61(3), 577-609. <https://doi.org/10.3102/00028312241231512> ³Federal Reserve Board, "Economic Well-Being of U.S. Households in 2023" <https://www.federalreserve.gov/publications/files/2023-report-economic-well-being-us-households-202405.pdf>

Growth in Student Loan Debt

Average student loan debt-to-income ratio for a new graduate is 61%¹



¹Hanson, Melanie. "Average Student Loan Debt by Year" EducationData.org, August 16, 2024, <https://educationdata.org/average-student-loan-debt-by-year> Board of Governors of the Federal Reserve System (US), Student Loans Owned and Securitized [SLOAS], Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/SLOAS>

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Average Salaries by Major for Selected Fields

Computer and Information Science	83,399
Engineering	76,249
Business, Management, Marketing and Related Support Services	61,970
History	46,663
Sociology	46,092
Criminal Justice	44,631
Education	43,749
Psychology	42,125

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Broadening and Diversifying Pathways

Possible Solutions

CCTC Social Responsiveness Toolkit



- Module 1: Diversifying the HSP pipeline
- Module 2: Revisiting Program Structures
- Module 3: Transforming Curriculum
- Module 4: Socially Responsive Research Training
- Module 5: Socially Responsive Ethics/Professionalism
- Module 6: Social Justice and Advocacy
- Module 7: Community Engagement
- Module 8: Socially Responsive Evaluation
- Module 9: Lifelong Learning

Possible Solutions

1

1. Enhance career outcomes to all who enter the psychology pathway

2

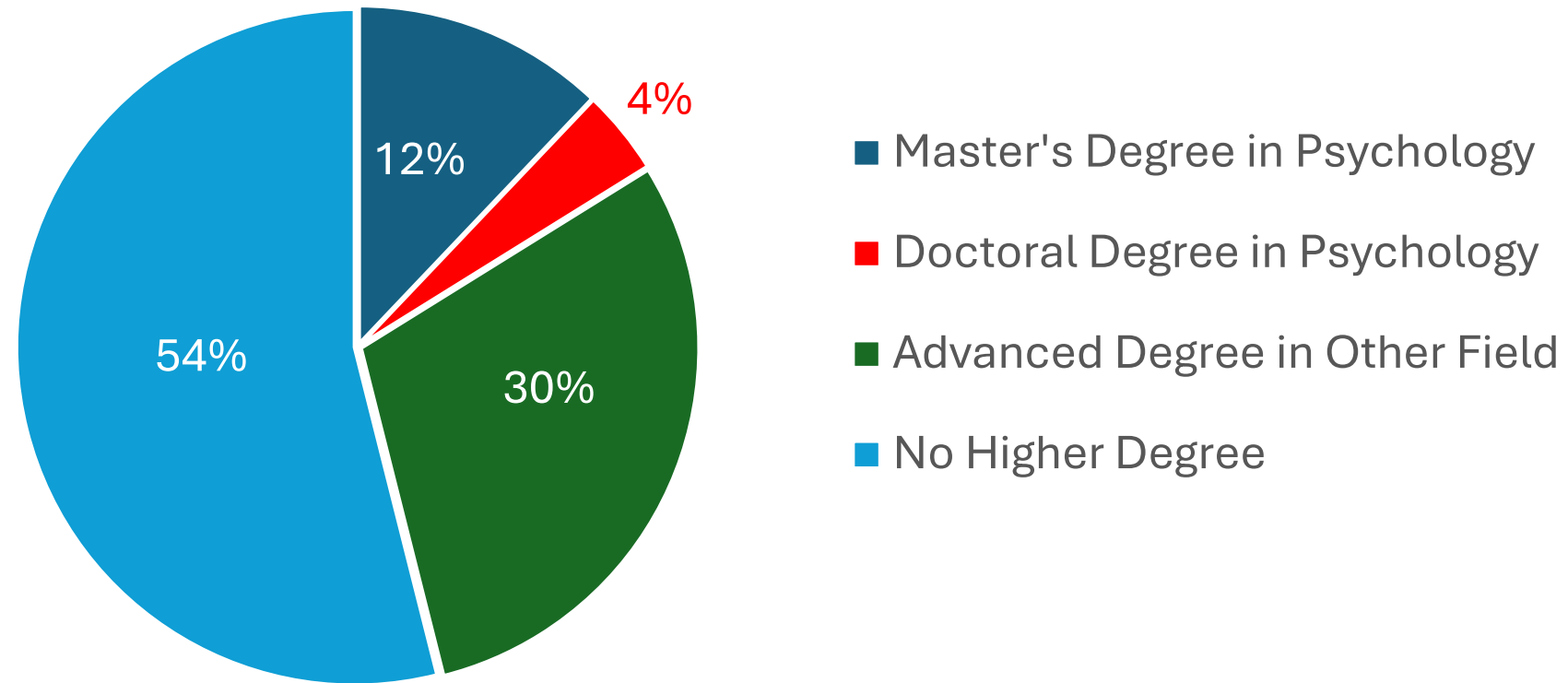
2. Consider outreach at earlier segments of the pathway

3

3. Lead efforts to establish psychology as a multi-tier profession

Enhance Career Outcomes for All Who Enter the Pathway

Degree Pathways
from a Bachelor's
Degree in Psychology



Enhance Career Outcomes for Psychology Majors

The Skillful Psychology Student

- Handout for students to understand the skills they develop as a psychology major that employers across industries value.

The Market-Ready Psychology Major

- Resource to help all psychology instructors explicitly teach students the specific, transferable, employer-valued skills developed in the course

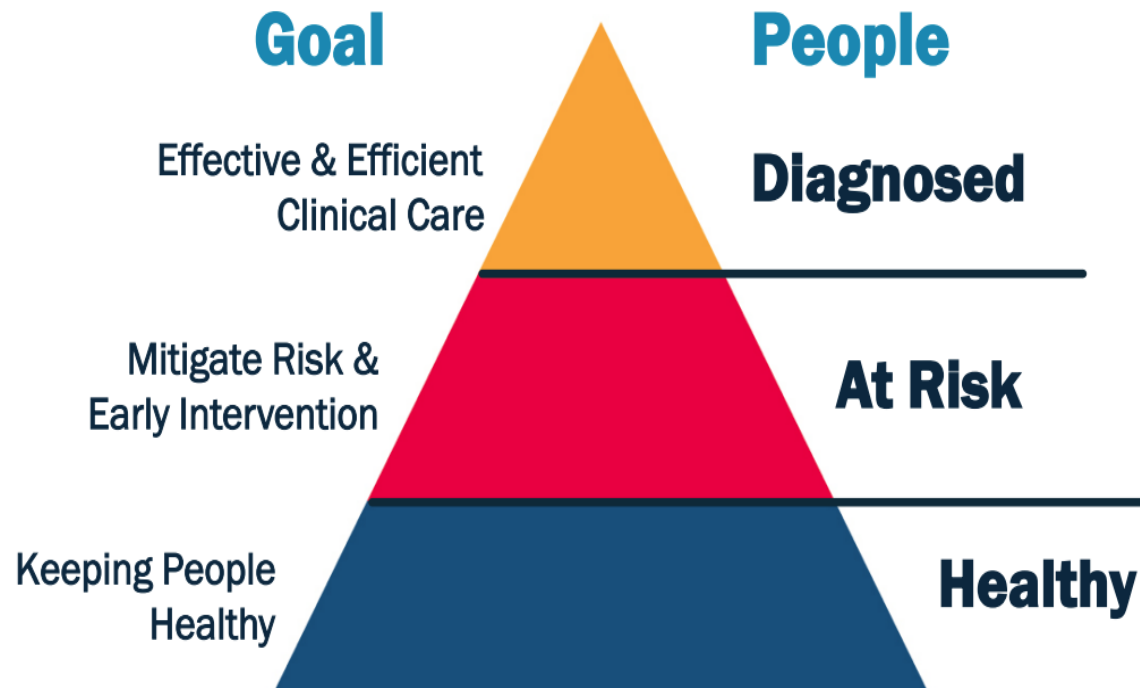
Yes, You Can

- A PASS assignment through which students identify interesting bachelors level job opportunities and align the job descriptions with skills they've developed and concepts they have learned



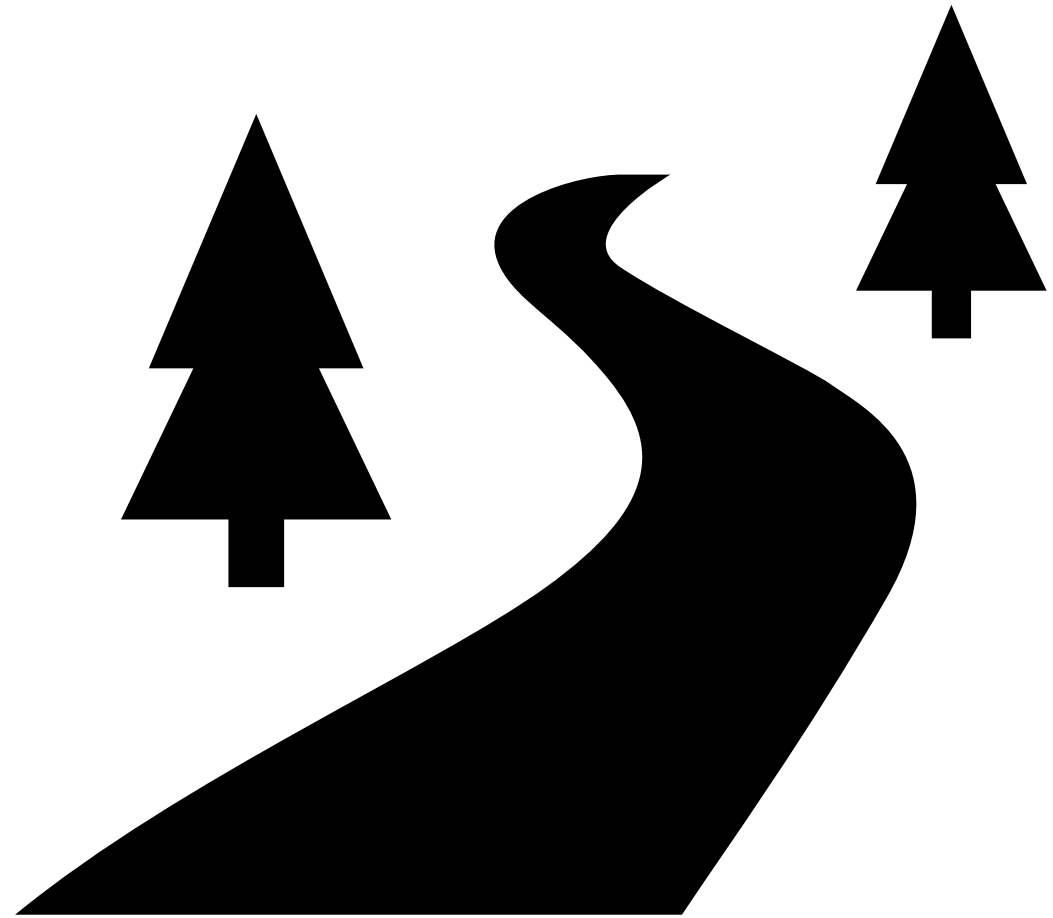
Create Opportunities for Psychology Majors Informed by Population Health Model

Population Health Approach



Example: Bachelor's Degree in Child Behavioral Health at the Ballmer Institute at University of Oregon

Consider
Outreach at
Earlier
Segments of
the Pathway

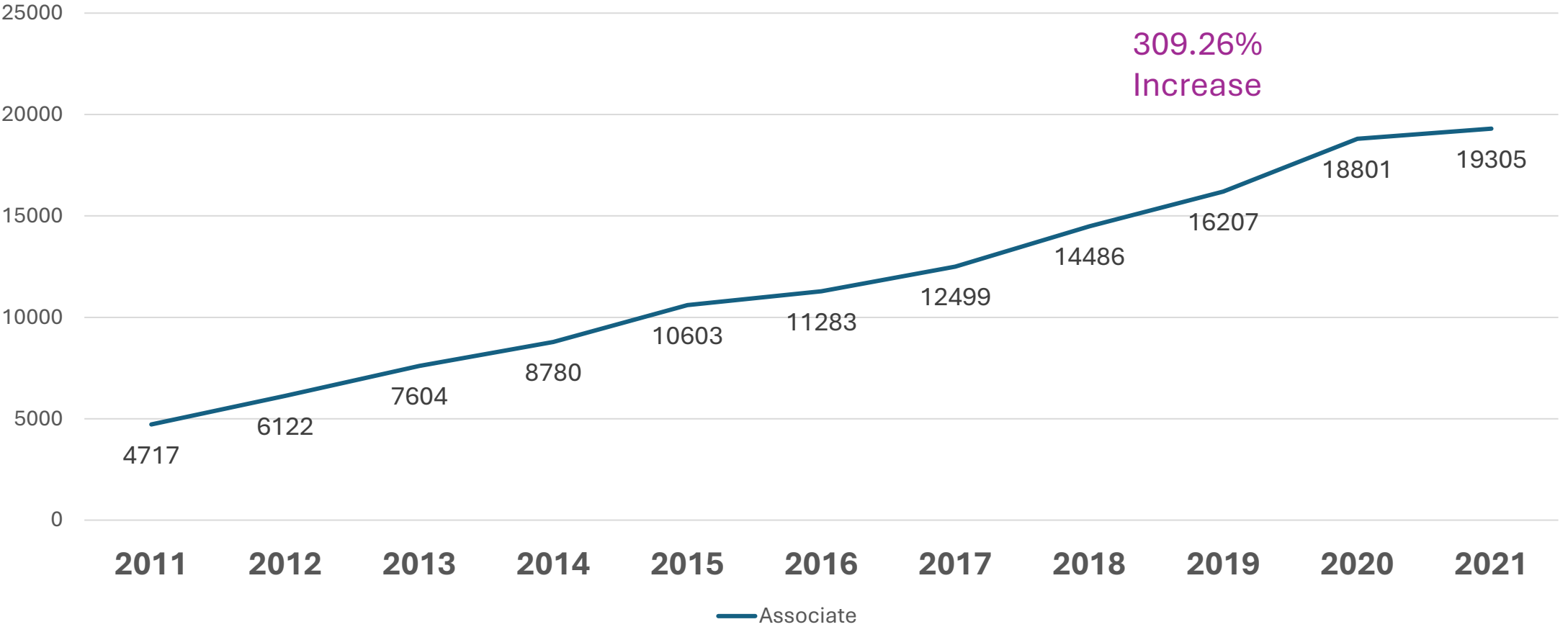


Community College: An Overlooked Segment

- Serve about 10 million students per year
 - 44% of all undergraduates
- Affordable and accessible (rural, suburban, and urban areas)
 - Provide broad access to higher education
- Entry point for many first-generation, low-income, Black, and Hispanic students
 - 51% of all Hispanic undergraduates
 - 40% of all Black undergraduates



Associate's Degrees in Psychology Awarded



U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Completions component, Fall 2011 through Fall 2021 (final data) and Fall 2022 (provisional data). (This table was prepared September 2023.)

80% of Students Entering 2YC Intend to Earn Bachelor's Degree

Horn, L., & Skomsvold, P. (2011). Community college student outcomes: 1994-2009. *Washington, DC: National Center for Education Statistics.*

Most Do Not

623,953

31% Transferred to 4Y

15% Earned Bachelor's Degree





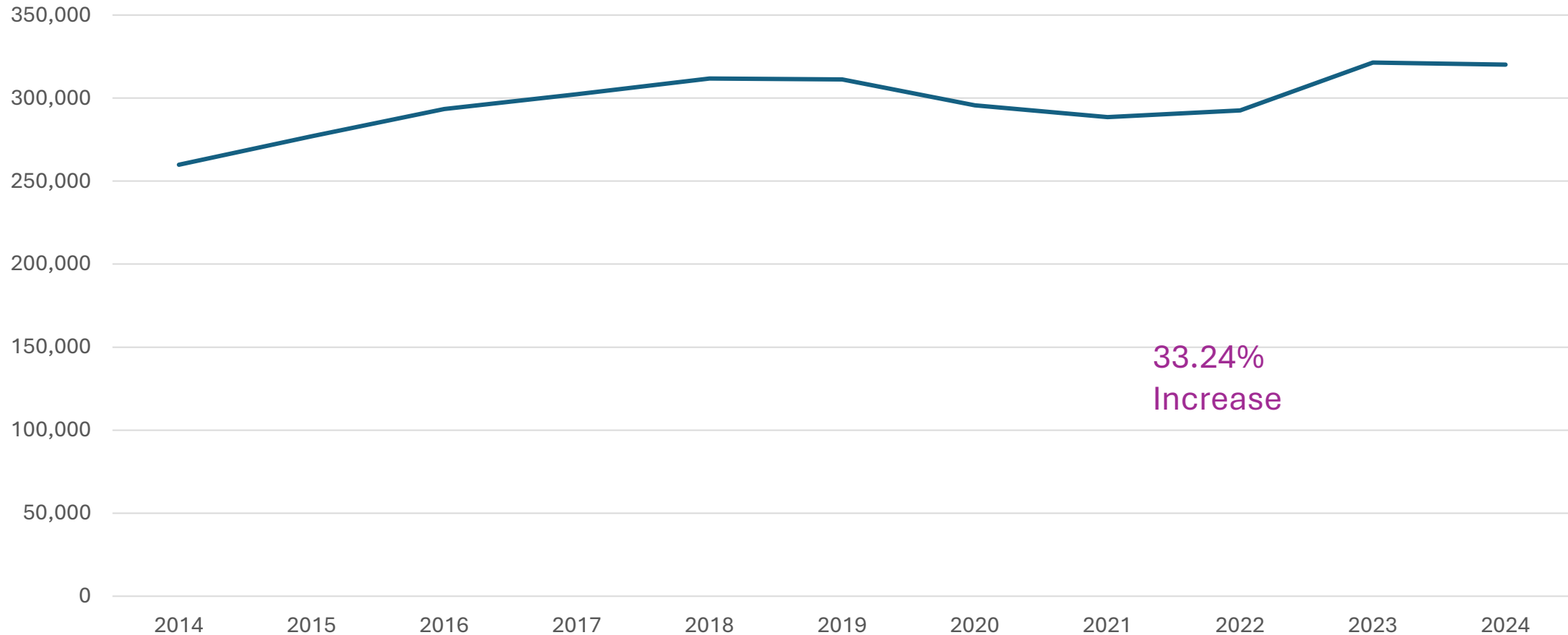
IUSE: Innovation in Two-Year College STEM Education (ITYC)

[View guidelines](#)[NSF 23-584](#)

Psychology Educators from 2-Year Colleges in Disciplinary Societies: Promoting Equitable Educational Outcomes and Broadening the Pathway into Psychology

- (1) Identify effective outreach strategies
- (2) Explore unique professional needs of psychology educators at 2YC, uncover barriers to participation, and brainstorm methods of creating a more inclusive community in which educator needs are met;
- (3) Begin to develop a network of educators at 2-year colleges who can catalyze change at their institutions, in their local regions, and within the discipline; and
- (4) Provide a transformational professional development experience

Number of Students Taking AP Psychology Exam





Increase the Role of Psychologists in the Teaching of High School Psychology

- 38 states do not require credentials to teach high school psychology
 - Most states have not adopted APAs National Standards for High School Psychology curricula.
 - Most students earning psychology credit take an on-level course
 - On-level teachers do not have the same access to professional development opportunities and course guidance as AP and IB teachers
-

Increase the Role of Psychologists in the Teaching of High School Psychology



Serve as a faculty advisor to TOPSS (Teachers of Psychology in Secondary Schools)



Cultivate a relationship with the high school teacher in your local community



Offer professional development for high school psychology teachers

Graduate credit

Summer workshops (TOPSS offers funding)

Engaging Psychology's Future: A 2025 APA Presidential Initiative



Make an impact by participating in this presidential initiative designed to excite students about the field of psychology, inspire career exploration, and encourage further study.



Overview and introduction

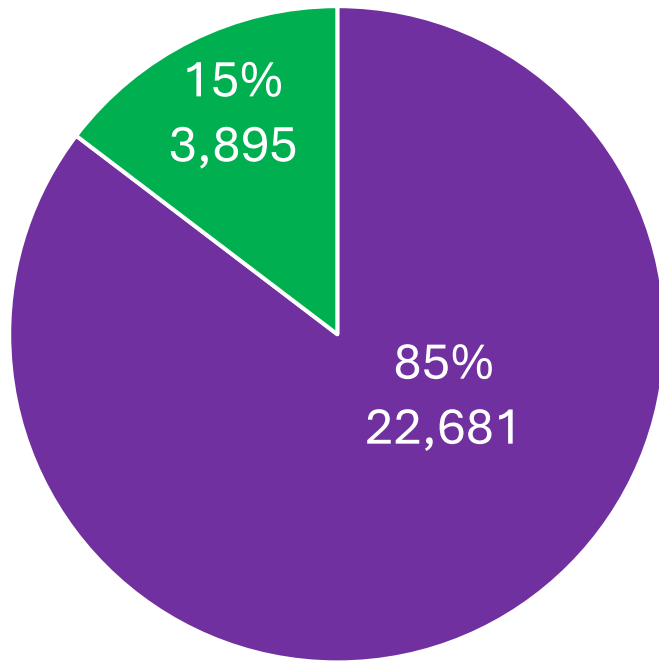
APA President Debra Kawahara, PhD, invites high school teachers, educators, and other psychology professionals to team up and participate in the Engaging Psychology's Future presidential initiative by hosting a Psyched for Success event.

Your participation will be essential to growing, diversifying, and supporting the next generation of psychology professionals.

Psychology as a Multi-tiered Profession

The Current Educational Landscape

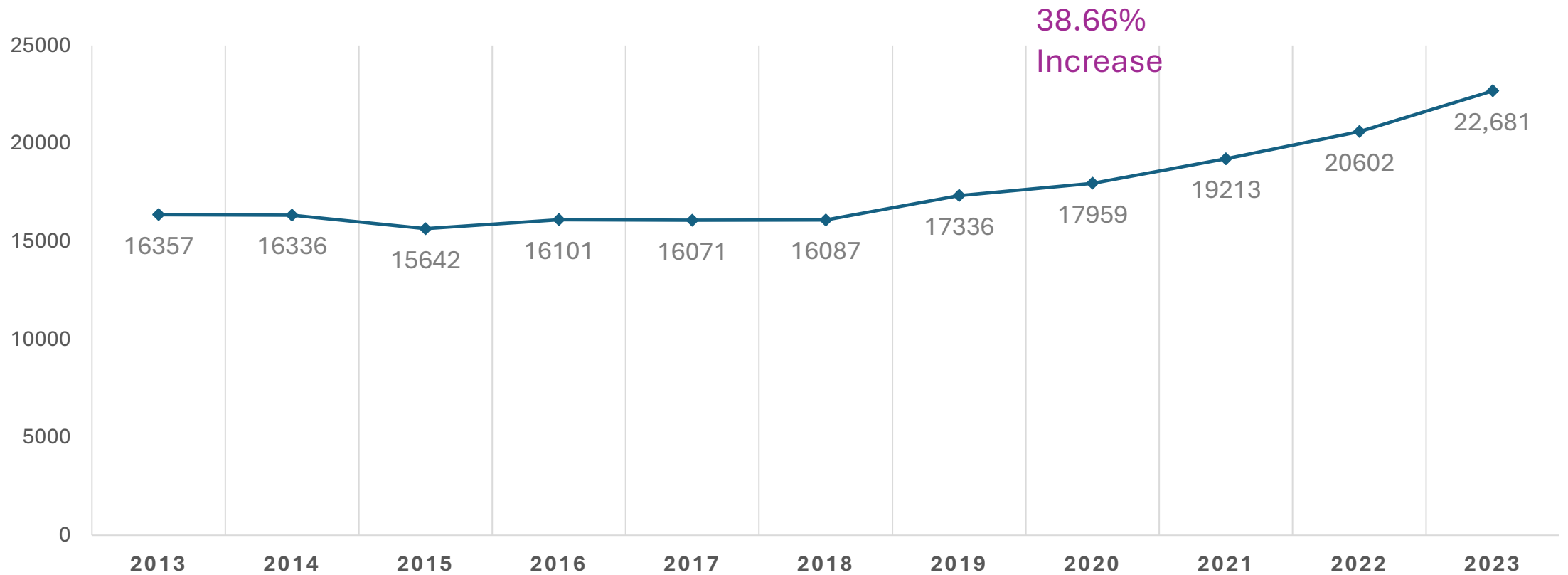
2024 Graduates from HSP Programs in Psychology



■ Master's ■ Doctoral

- Most students graduating from HSP programs in psychology earn a master's degree

HSP Master's Degrees Awarded



American Psychological Association (2024). Degrees in Psychology [Interactive data tool]. Retrieved from [CWS Data Tool: Degrees in Psychology](#)

The Current Practice Landscape

Practicing with a Master's Degree in Psychology

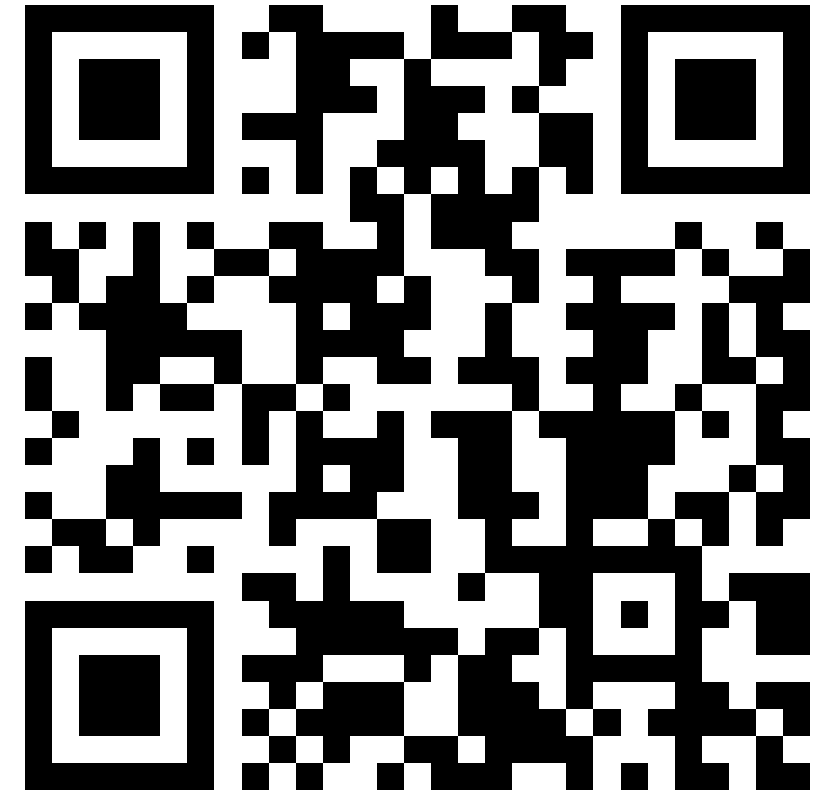
- 19 states currently license/ register master's degree psychology professionals
 - No guidance from APA; Little consistency in licensing/regulations
- Historically many students from master's in psychology programs sought licensure under LPC/LMHC
 - Increasing restrictions on LPC/LMHC to this path
- Psychology's minimal focus on master's degree education and practice limits our impact on the field.



ASPPB Update

ASPPB Shares Updates on PRI-LM Task Force on Masters Title and Scope

Public Comment Period Yields Significant Feedback Helping to Shape Future Actions



Overview of APA Efforts to Provide Guidance to the Field on Psychology as a Multi-Tier Profession

EDUCATION

Standards of Accreditation

- Minimally required elements of an HSP training program

Council Approved
February 2021

PRACTICE

Competency Guidelines for Educators

- **Guidance for faculty and students**
- Aspirational recommendations that can be adopted or adapted to prepare students to thrive in rapidly changing workplace

Not Approved by
Council

Model License Act

- Appropriate **title and scope** for clinicians with a master's degree.

Currently Under
Development



Thank You
and
Questions