

# New data on The Minnesota Psychology Profession & Workforce

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Psychology CE Conference

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OFFICE OF

**RURAL HEALTH  
& PRIMARY CARE**



# **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** 

# 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

## **Background**

## **Psychology, the Profession**

## **Psychology, the Workforce**



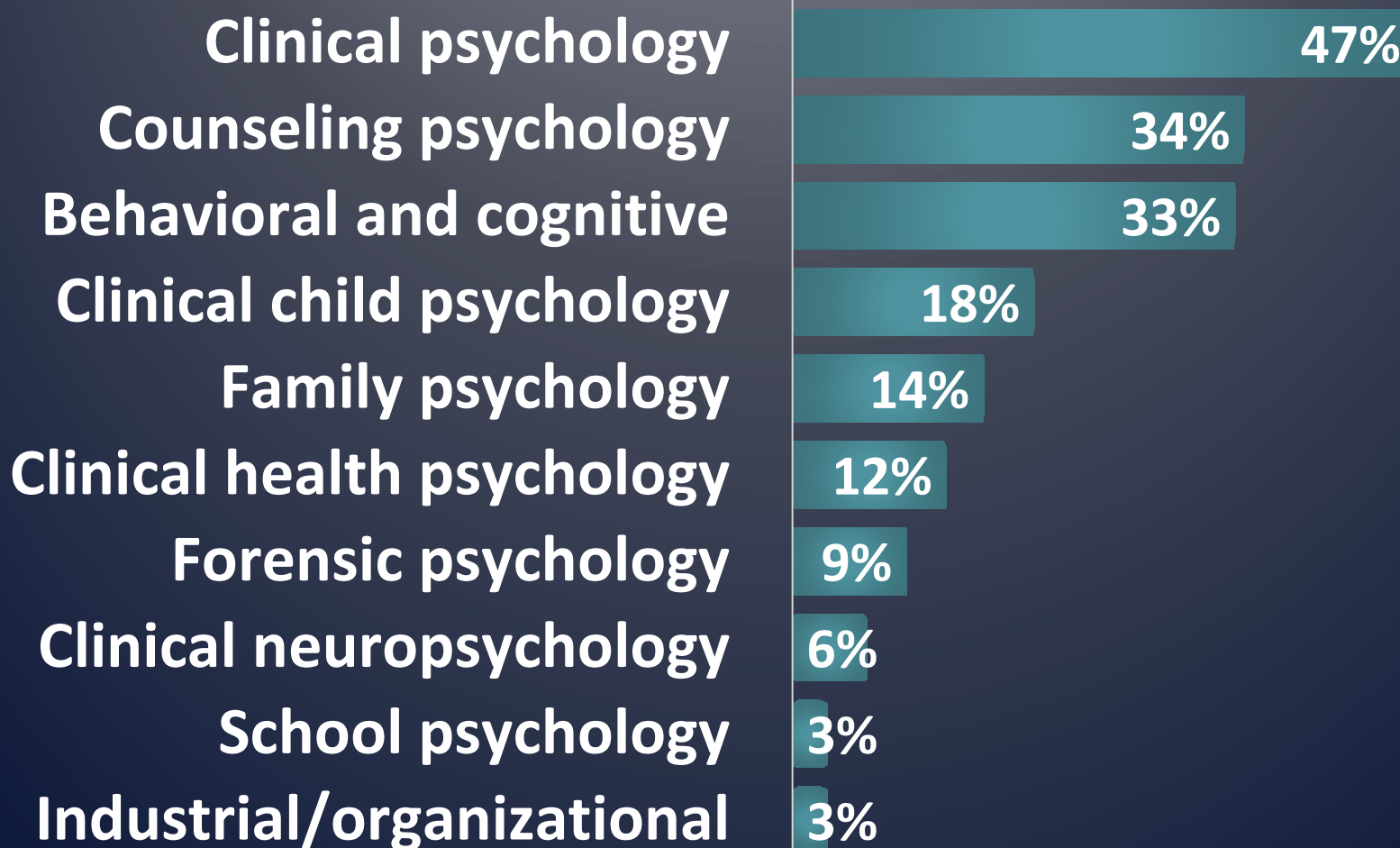
# Psychology, the Profession (Who you are and what you do)

## Some simple counts

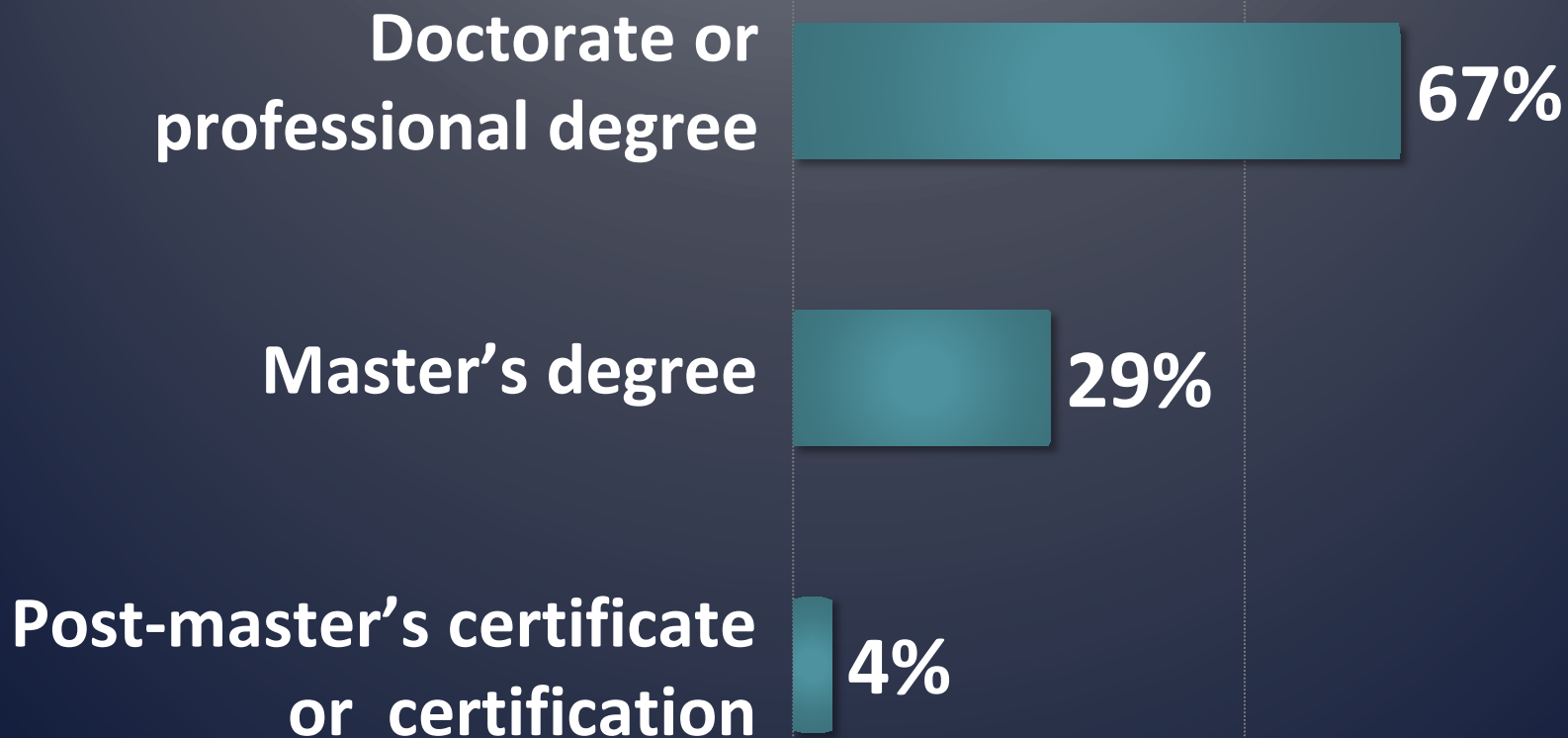
Number of Minnesota  
licensed **psychologists:** **3,824**

Psychologists reporting a  
Minnesota address: **3,556**

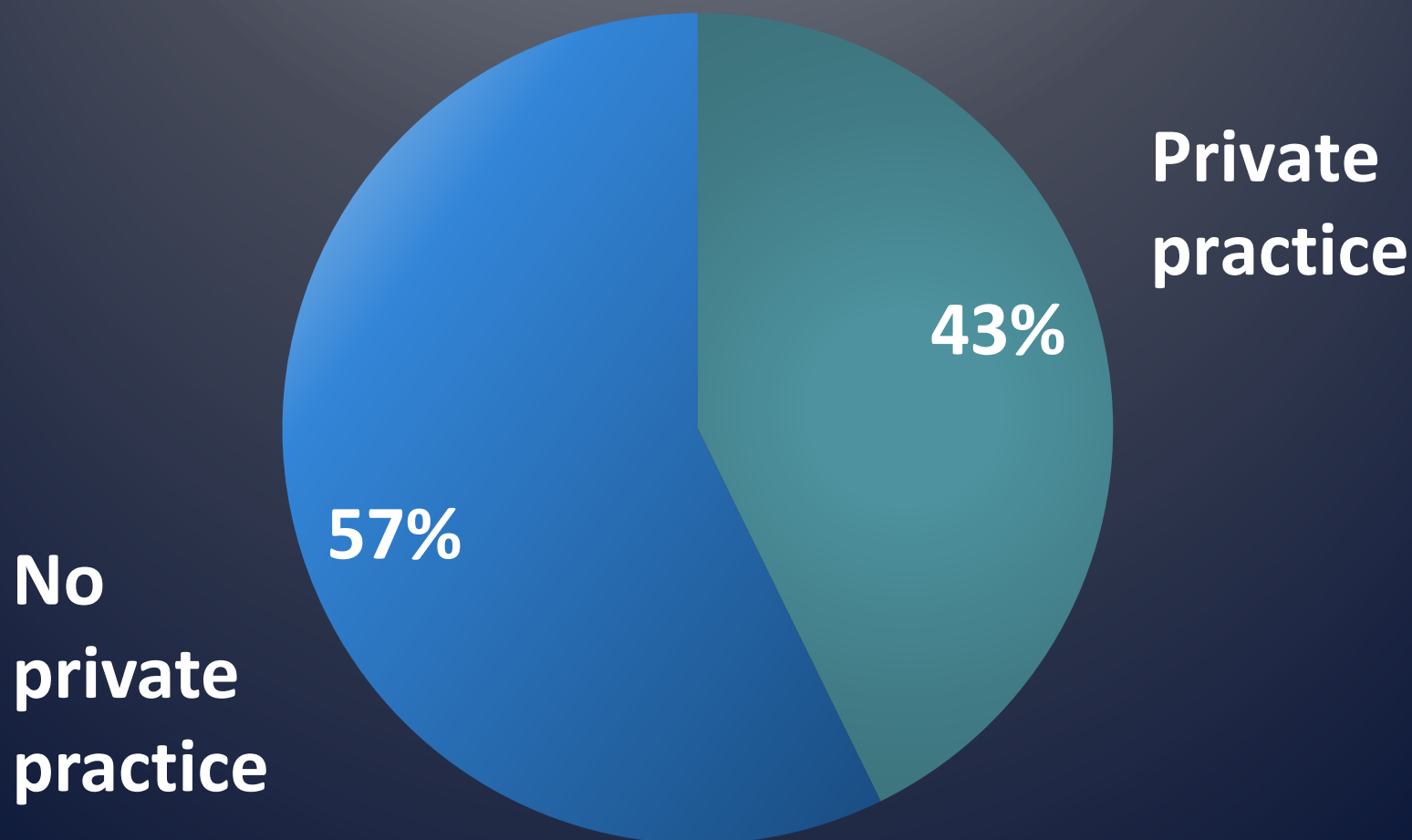
# Psychological specialties



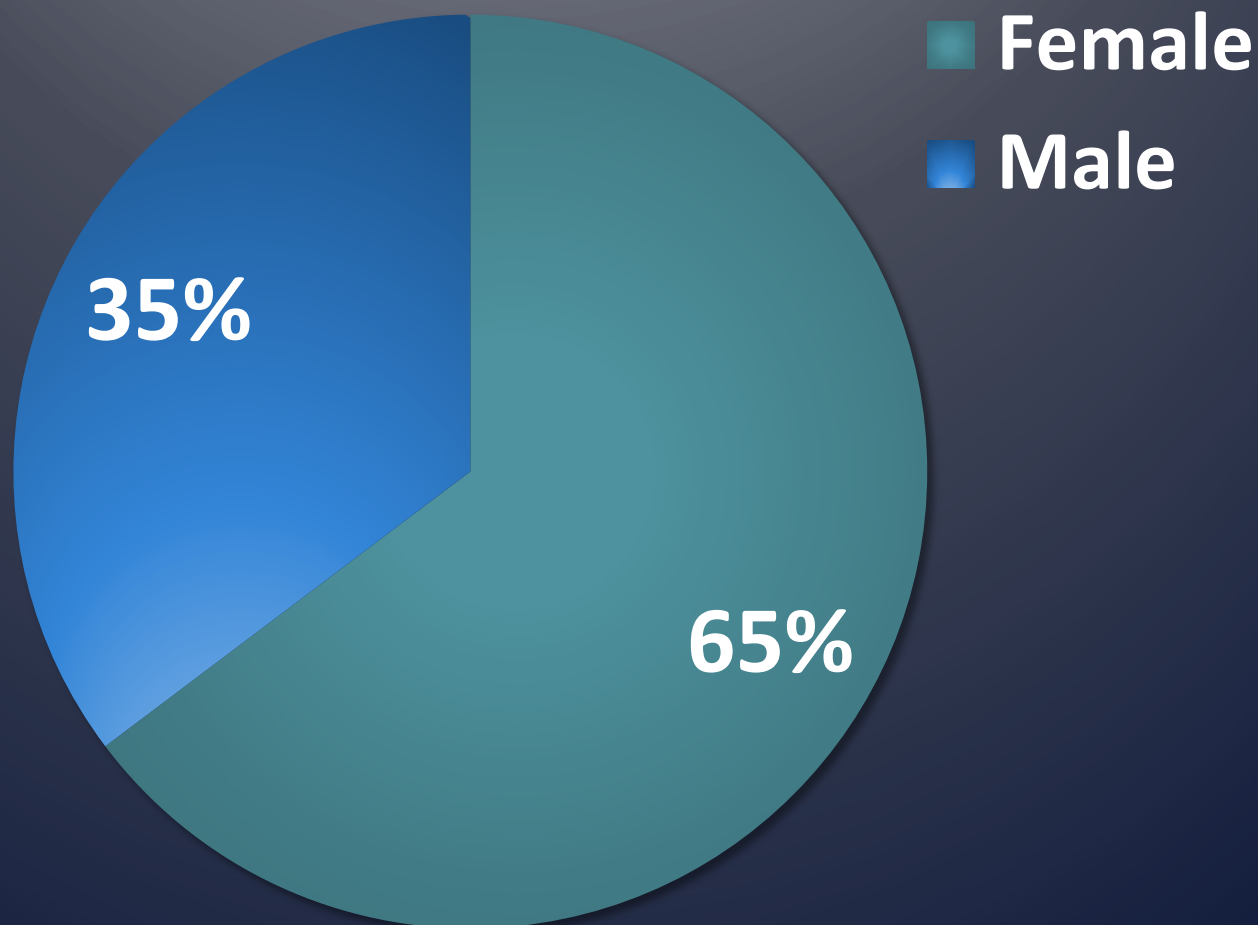
# Highest degree obtained



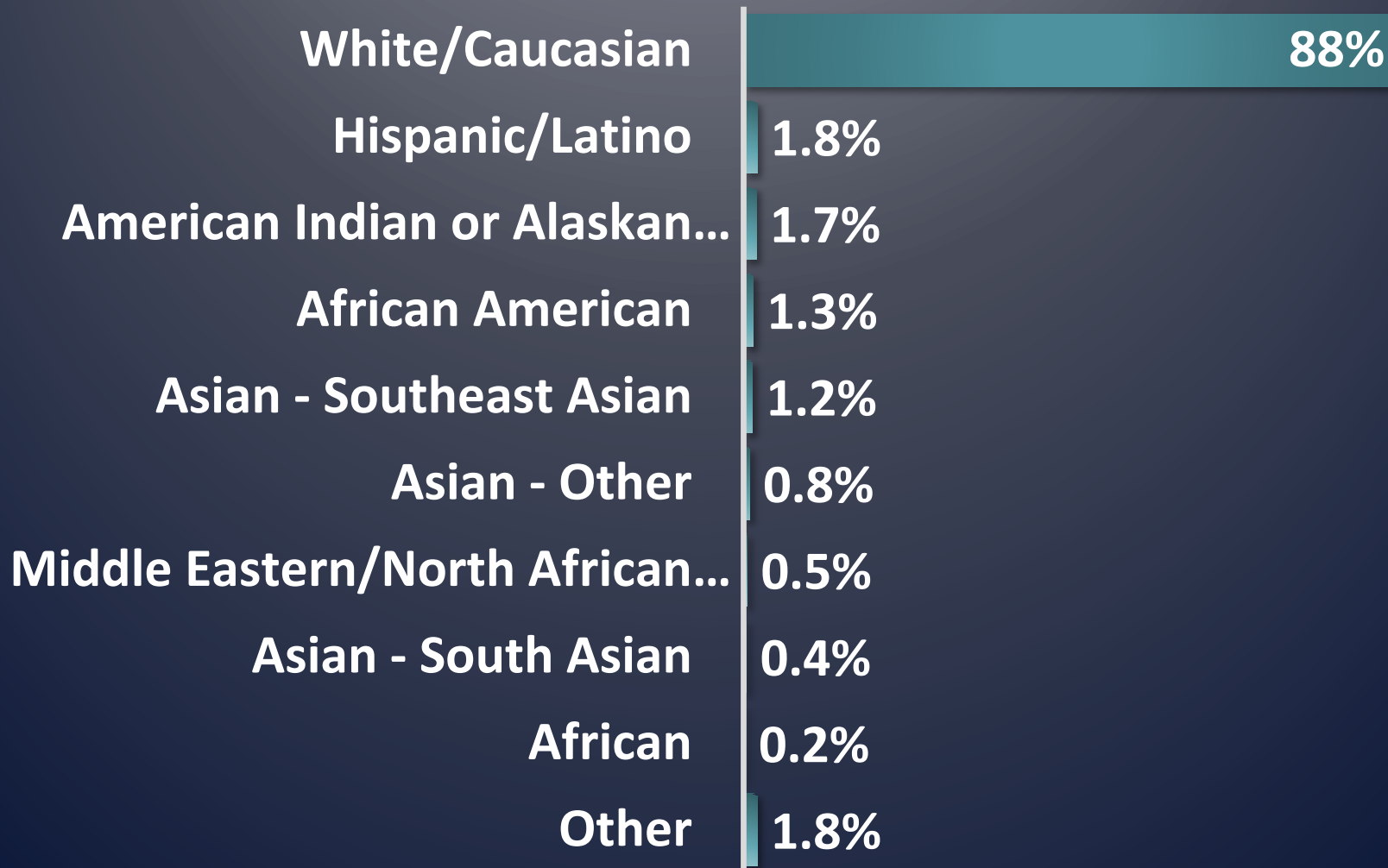
# 43% of psychologists own or co-own a private practice



# 65% of psychologists are female



# Most psychologists identify as white



# “Which best prepared you to provide culturally competent care?”

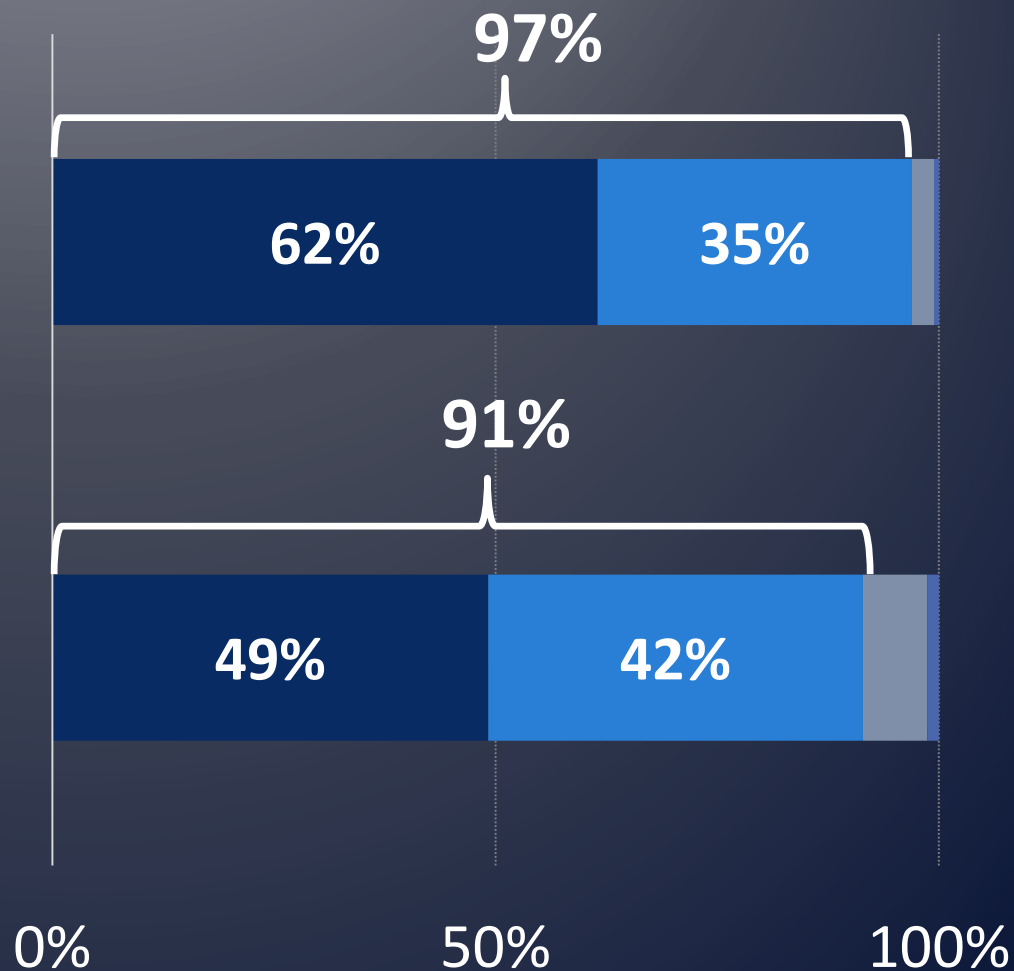
Informal learning on the job	34%
Continuing education or professional development coursework	22%
Formal educational coursework	22%
Formal on-the-job training	20%
None	1%
My job doesn't involve culturally competent care	1%



# Career satisfaction

How satisfied have you been with your career overall?

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



■ Very satisfied 
 ■ Satisfied 
 ■ Dissatisfied 
 ■ Very dissatisfied

# 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

## **Background**

## **Psychology, the Profession**

## **Psychology, the Workforce**

# 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**

## In context

Social Workers 12,678\*

**Psychologists 3,824**

Alcohol & Drug Counselors 2,920

Marriage & Family Therapists 1,807

Professional Counselors 1,567

Psychiatrists 867

Psychiatric Nurses 303

**Total Licensed MH Workforce: 23,976**

# Number of Minnesotans per each type of provider

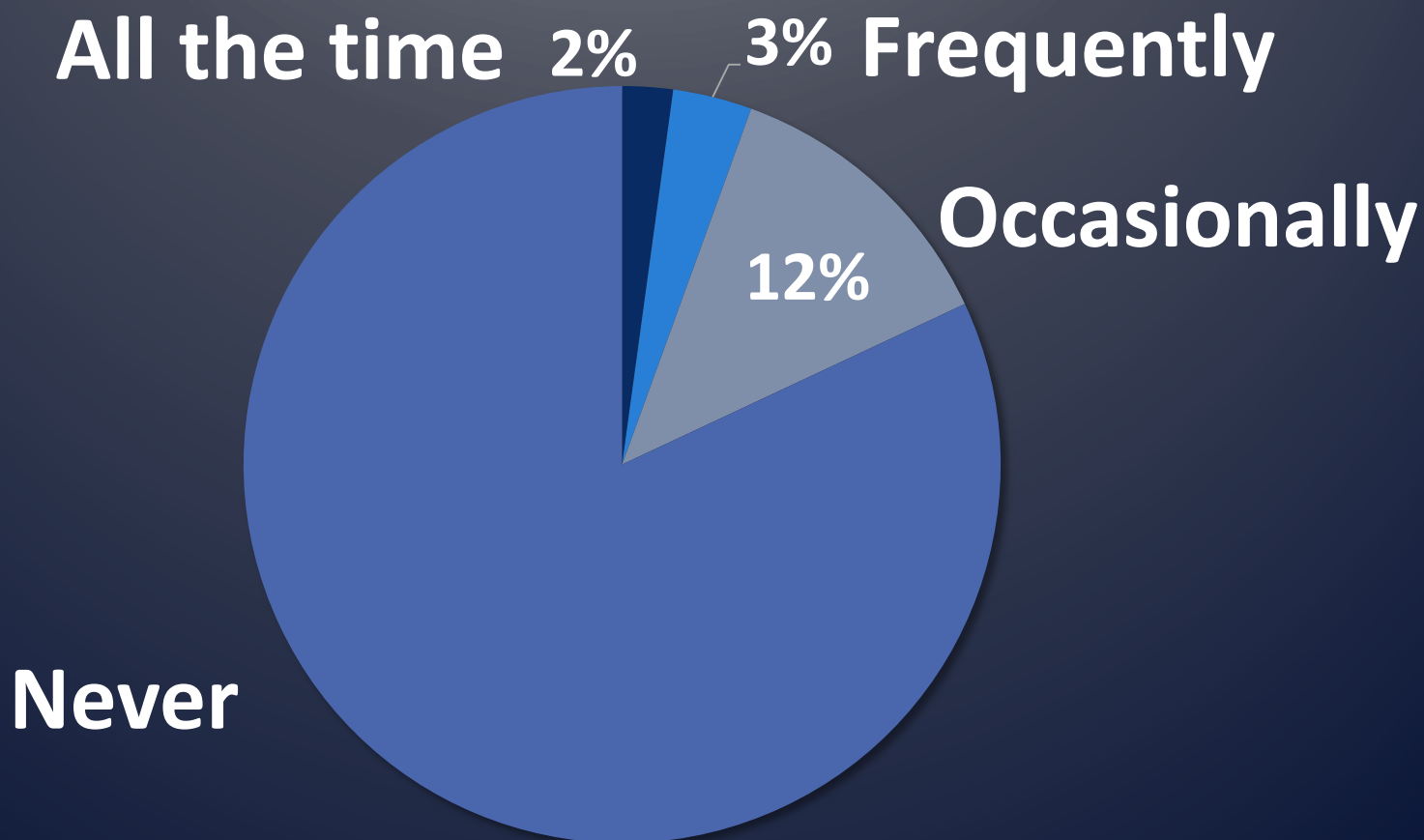


# But not all regions are the same

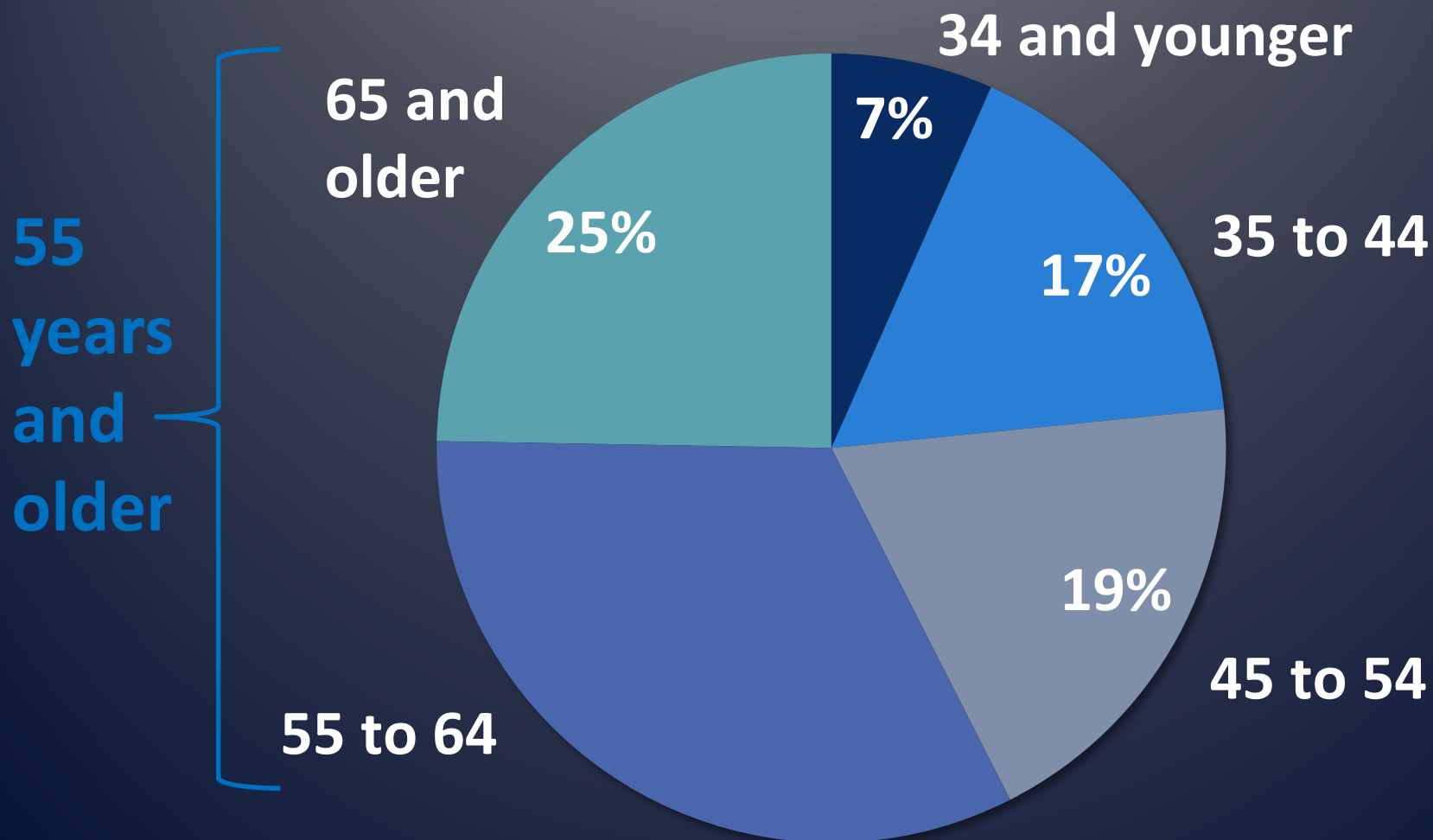
## Population to provider ratio by region

MN Region	Psychiatrists	Psychologists	Social Workers*	Marriage & Family Therapists	LPCs & LPCCs	Psych Nurses
Central	22,998	2,602	558	4,724	5,747	21,551
Northeast	20,398	1,793	518	6,527	5,532	9,890
Northwest	32,804	3,064	537	9,784	9,294	16,402
MSP	8,756	1,183	446	2,654	4,431	19,287
Southeast	6,664	1,999	467	8,471	5,048	14,279
Southwest	17,887	2,733	520	6,054	6,347	24,594
<b>Statewide</b>	<b>10,901</b>	<b>1,540</b>	<b>477</b>	<b>3,639</b>	<b>5,082</b>	<b>17,881</b>

**How often do psychologists:**  
***“Diagnose or consult with patients...in real-time using  
telemedicine equipment or software?”***



# More than half of Minnesota psychologists are 55 or older



## 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.



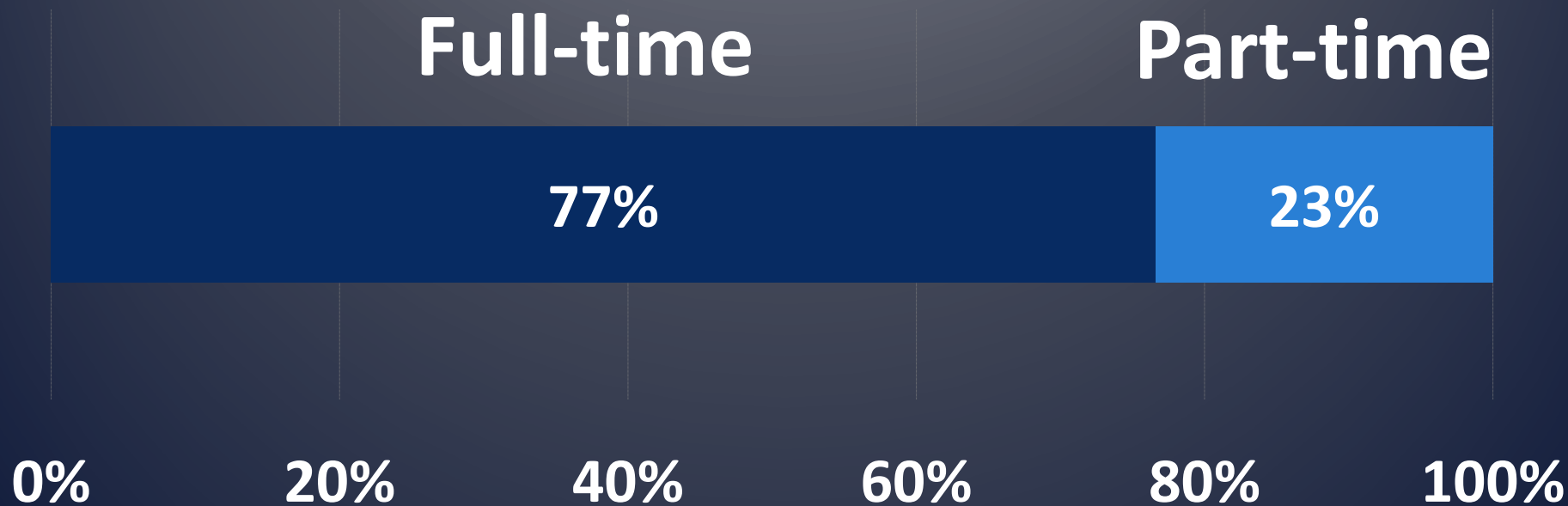
# And by age group?

Percent who are  
 working in a position  
 related to license

## Age group

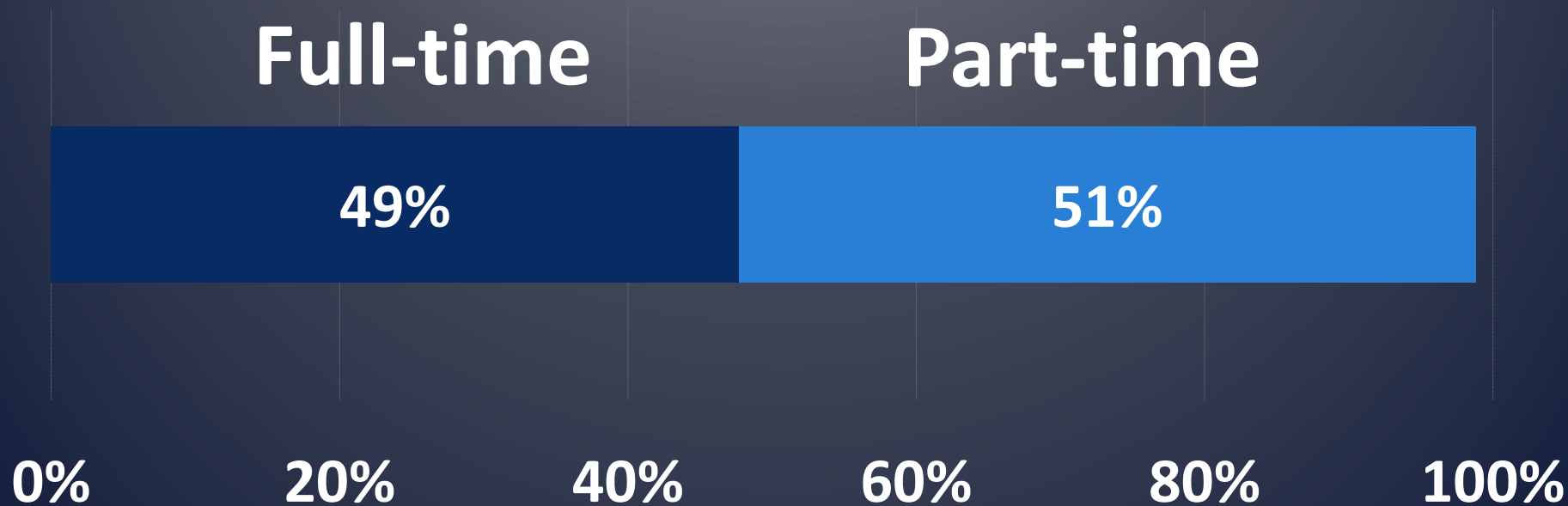
34 and younger	99%
35 to 44	98%
45 to 54	95%
55 to 64	96%
65 and older	87%
<hr/> Total	94%

# How much do psychologists work?



**40 hours is the median work week.**

# 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**

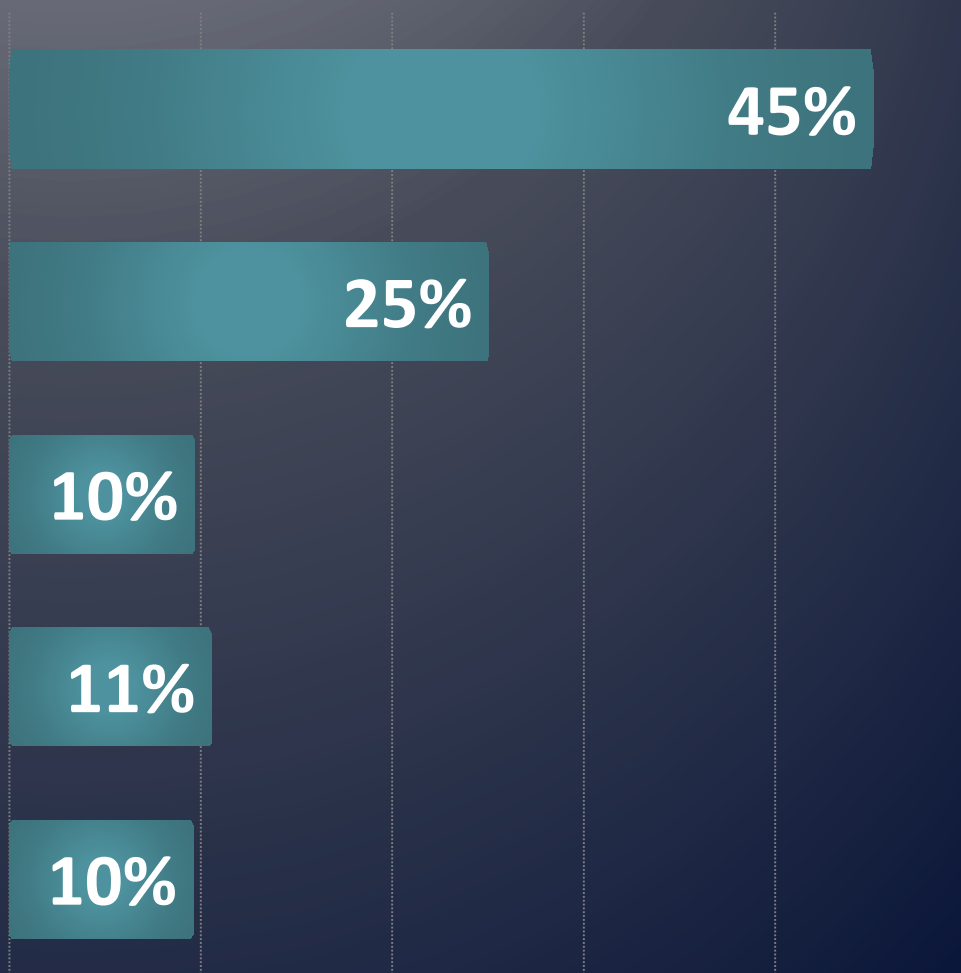
**10%**

**Up to 25% of time**

**11%**

**(None—my position does not involve client care)**

**10%**

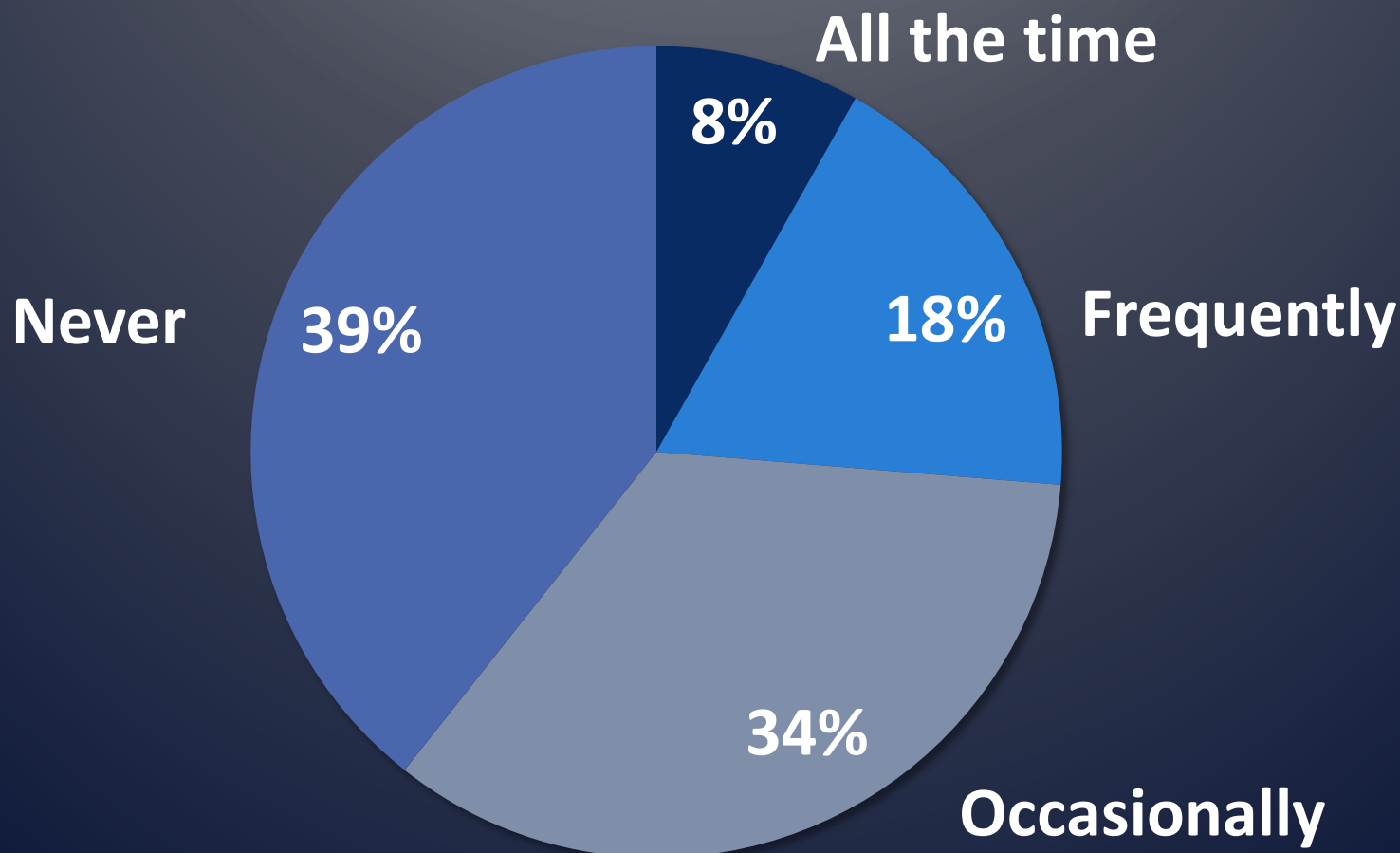


# “How long do you plan to continue practicing?”



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?”*



## Some supply and demand data

Statewide annual market  
demand for psychologists: **133**

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

# 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.

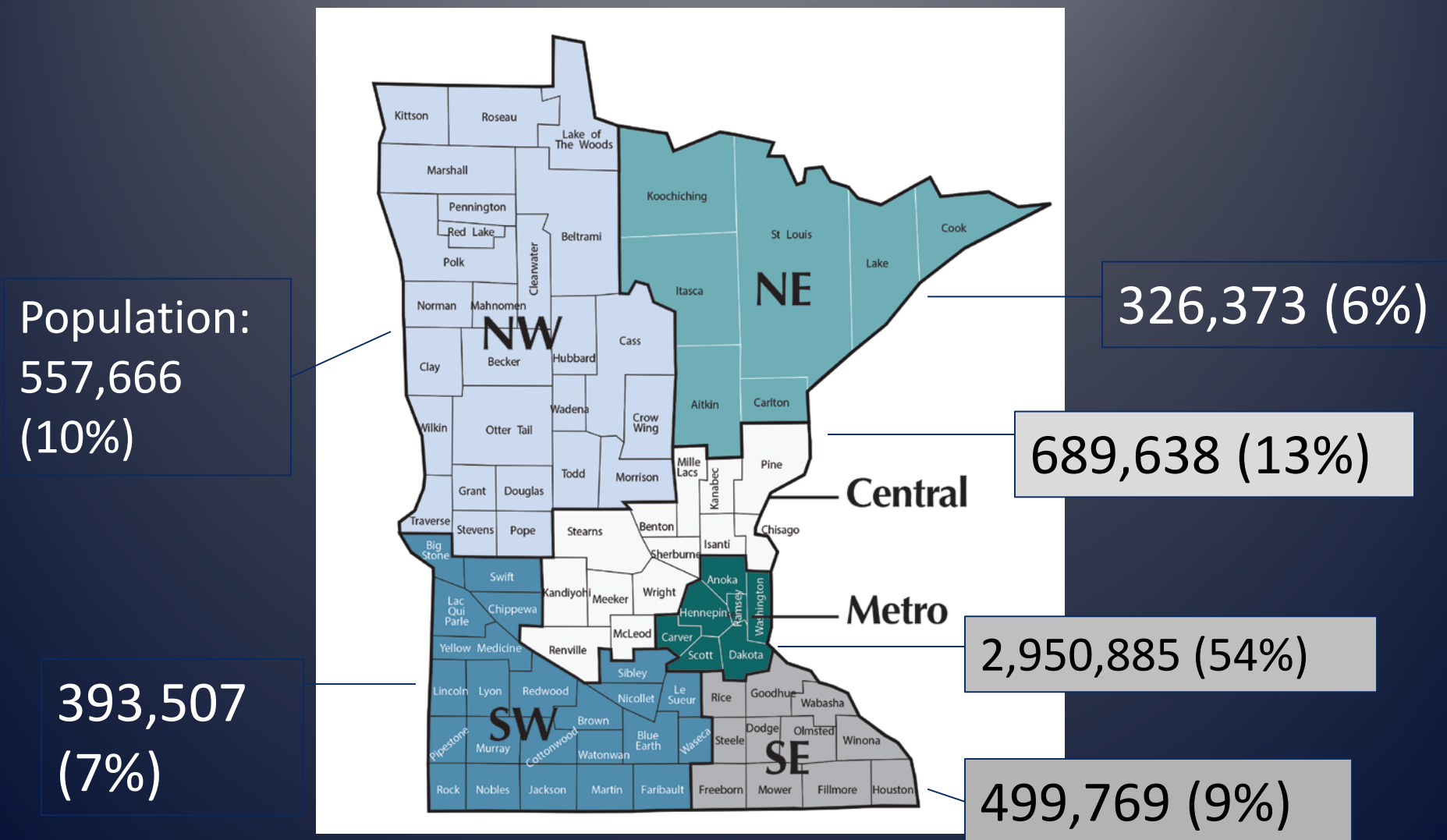


# Summary

- 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



Population estimates are from the Minnesota State Demographic Center for 2013. Release date July 15, 2014.