

Health Care Workforce Census

Psychologists: Master's and Doctoral, 2018

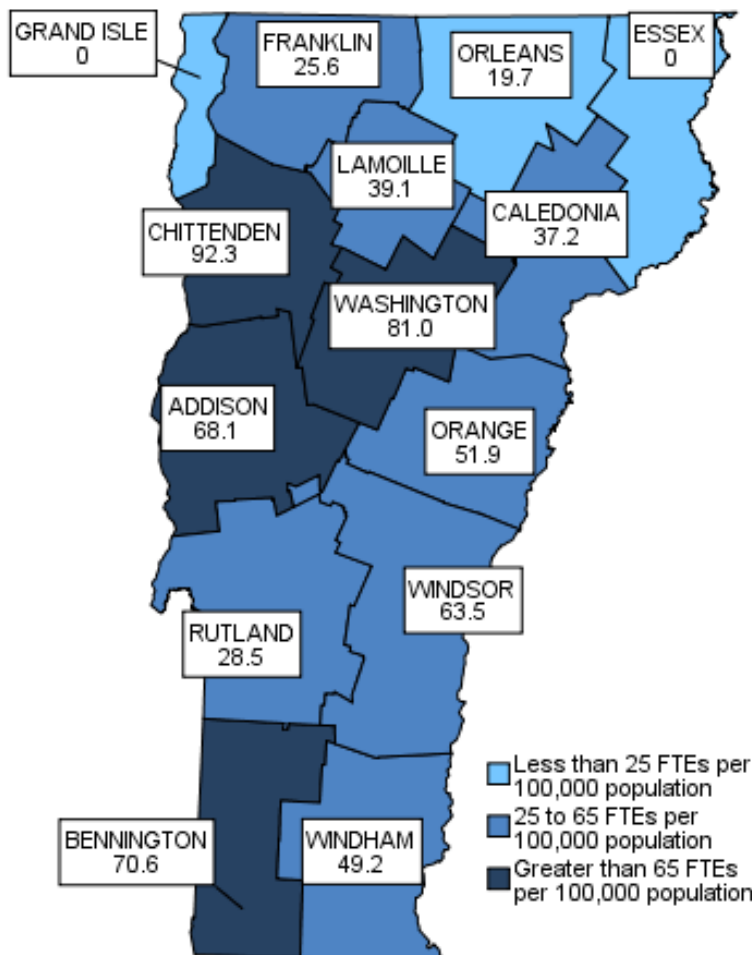
March 2020

Overview

This Psychologist census is part of the Vermont Department of Health's healthcare provider data program, which is used to monitor and measure the supply of health care providers in Vermont over time. This is the report for Vermont psychologists, who are relicensed every two years. Data for this report were obtained during the January 2018 relicensing period and represent a snapshot of the profession at that time.

In Vermont, psychologists can hold either a master's or doctoral level license, which is determined by the highest level of psychology-specific education they have completed. Out of the psychologists actively providing patient care in Vermont, 34.5% were licensed at the master's level and 65.5% were licensed at the doctoral level.

Psychologist FTEs per 100,000 population by county



In Brief

Workforce

Census period – January 2018
 Response Rate: 100%
 Licenses renewed: 600
 Active in VT: 501
 Full-time Equivalents (FTEs): 378.1

Demographics

% Female: 63.2%
 Median Age: 59
 % 60 or older: 48.5%

Education and Training

% doctoral level: 65.5%
 % educated in VT: 30.4%
 % educated in Northeast: 67.6%

Specialties

Clinical Psych.: 49.3%
 Clinical Child and Adolescent Psych.: 15.8%

Current Employment

Accepting new patients: 82.5%
 Full-time hours at one site: 39.5%
 Full-time hours at all sites: 44.3%
 Plans to reduce hours: 5.8%
 Plans to retire: 0.8%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 92.3, Chittenden
 Lowest: 0, Essex & Grand Isle

Workforce

- 600 psychologists renewed their licenses during the surveyed period, and all completed the workforce census for a response rate of 100%.
- 25.3% (25/99) of psychologists that are not currently providing care in Vermont indicated they planned to do so within the next 12 months.
 - 4 master's level
 - 21 doctoral level
- The remainder of this report is based on the 501 psychologists who reported providing direct patient care in Vermont.
 - 173 master's level – 34.5% of active psychologists in Vermont
 - 328 doctoral level – 65.5% of active psychologists in Vermont

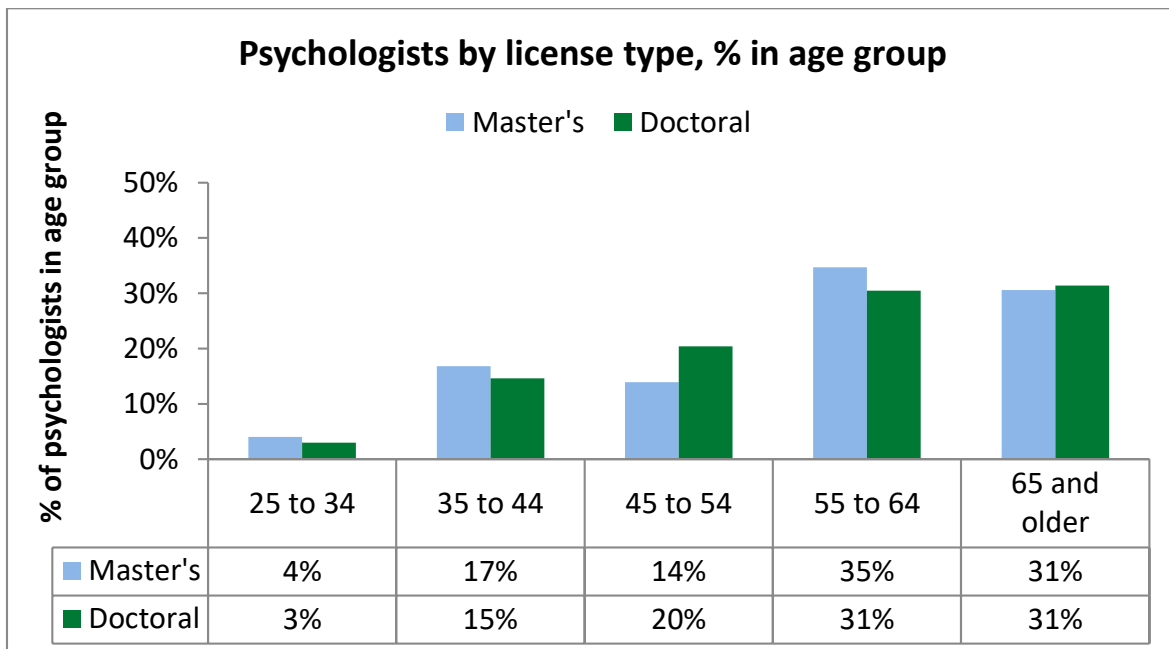
Demographics

Gender

- Both license types: 63.2% were female and 36.8% were male
 - Master's psychologists: 66.9% were female and 33.1% were male
 - Doctoral psychologists: 61.3% were female and 38.7% were male

Age

- Overall, distribution of age was similar between the two groups, with master's level psychologists being slightly older on average. Half of master's level psychologists were younger than 60 and half of doctoral level psychologists were younger than 58.



Education and Training

- 52.3% of master's level psychologists finished schooling in VT (90/172).
- 18.9% of doctoral psychologists finished schooling in VT (62/328).
- Doctoral psychologists
 - 69.0% had a PhD
 - 27.3% had a PsyD
 - 3.1% had an EdD

Highest degree awarded in...	Number	Percent
Vermont	152	30.4%
Northeast excluding Vermont	186	37.2%
Midwest	49	9.8%
South	46	9.2%
West	59	11.8%
Canada	3	0.6%
Outside the U.S. or Canada	5	1.0%
* Missing data from 1 individual		

Doctoral-level additional training

- 94.8% of doctoral psychologists completed an internship as part of their doctoral program.
 - 73.0% of those internships were APA accredited.
 - 5.0% of those internships were CPA accredited. (66.4% of respondents did not know whether their internship was CPA accredited, so this may be an inaccurate measure of CPA internships.)
- 86.8% of doctoral psychologists indicated 1-2 years of post-doctoral supervised training.
- 3.4% of doctoral psychologists indicated specialized training in the following: Clinical Psychology, Geriatric & Rehab, Neuropsychology, School Psychology, and Sexuality.

Practice Characteristics

Specialties

- The most common main specialty for both masters and doctoral psychologists was clinical psychology.

Specialty	Masters				Doctoral			
	Main*		Secondary		Main*		Secondary	
	Count	FTEs	Count	FTEs	Count	FTEs	Count	FTEs
Clinical Child and Adolescent Psychology	28	15.0	5	1.2	51	29.6	23	3.8
Clinical Health Psychology	5	2.9	3	0.5	10	3.9	12	1.8
Clinical Psychology	69	48.2	18	4.7	178	111.5	31	7.0
Cognitive or Dialectical Behavioral Psychology	8	5.9	12	3.3	12	8.0	26	7.7
Counseling Psychology	45	27.1	8	2.8	14	8.1	9	1.6
Couple & Family Psychology	6	3.1	28	5.4	2	0.8	27	6.1
Forensic Psychology	--	--	2	0.3	14	8.3	9	2.7
Geropsychology	--	--	--	--	8	6.2	1	0.3
Neuropsychology	--	--	--	--	12	6.8	9	1.4
Psychoanalytic Psychology	3	1.3	5	1.8	11	8.2	15	4.5
School Psychology	5	2.0	4	0.3	7	5.1	9	2.9
Other	4	2.2	14	3.6	8	4.6	19	3.9

*main specialty is one in which most annual hours were reported by individual psychologists

Number of sites

- 12.1% of master's level psychologists practiced at more than one location.
- 12.2% of doctoral level psychologists practiced at more than one location.

Practice setting

- The most common main setting for all psychologists was independent solo practice.

Main Setting	Master's level		Doctoral level	
	Number	Percent	Number	Percent
College/University Counseling/ Health Center	4	2.3%	9	2.7%
Correctional Facility	--	--	1	0.3%
Designated Agency	32	18.5%	12	3.7%
Health clinic/ Outpatient facility	8	4.6%	6	1.8%
Hospital/Medical Center	5	2.9%	32	9.8%
Independent group practice	14	8.1%	52	15.9%
Independent solo practice	99	57.2%	164	50.0%
Long-term care facility	--	--	3	0.9%
Mental Health Clinic	1	0.6%	12	3.7%
Organization/Business	1	0.6%	2	0.6%
School-based Mental Health Service	4	2.3%	11	3.4%
Rehabilitation	--	--	1	0.3%
Residential	1	0.6%	4	1.2%
Veterans Facility	--	--	10	3.0%
Other setting	4	2.3%	9	2.7%

Access to Care

- Doctoral psychologists were less likely to accept new patients, participate in Medicaid, or accept new Medicaid patients than master's level psychologists.
- The lower percentage of master's level psychologists providing care to Medicare patients is primarily due to the reimbursement structure of Medicare. Medicare does not reimburse master's level psychologists so only doctoral level psychologists and master's level psychologists working directly under doctoral level psychologists can be reimbursed through Medicare.

% of psychologists that	Master's level	Doctoral level
Accept new patients	89.4%	78.8%
Participate in Medicaid	86.1%	65.2%
Accept new Medicaid patients	76.0%	58.7%
Participate in Medicare	15.4%	55.9%
Accept new Medicare patients	12.8%	51.6%

Full Time Equivalents

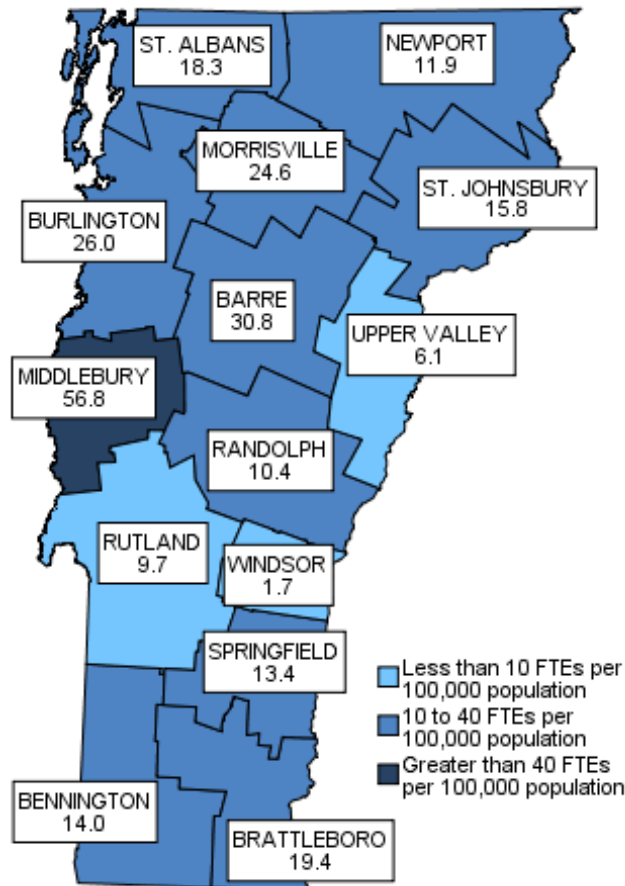
- All psychologist FTEs: 378.1 FTEs (n = 501)
 - Master's level: 132.5 FTEs (n = 173) – 35% of all psychologist FTEs
 - Doctoral level: 245.6 FTEs (n = 328) – 65% of all psychologist FTEs
- 39.5% of all psychologists worked 40 hours or more a week at their primary work location.
- 19.6% of psychologists worked less than 20 hours a week at their primary work location.
- A large proportion of FTEs were provided by psychologists age 60 or older.
 - Master's level: 88 individuals over 60 contributed 64.4 FTEs or 48.6% of total master's level FTEs.
 - Doctoral level: 155 individuals over 60 contributed 110.3 FTEs or 44.9% of total doctoral level FTEs.

Average weekly hours - main site	Number	Percent
Less than 20 hours	98	19.6%
20 to 39 hours	205	40.9%
40 hours or more	198	39.5%

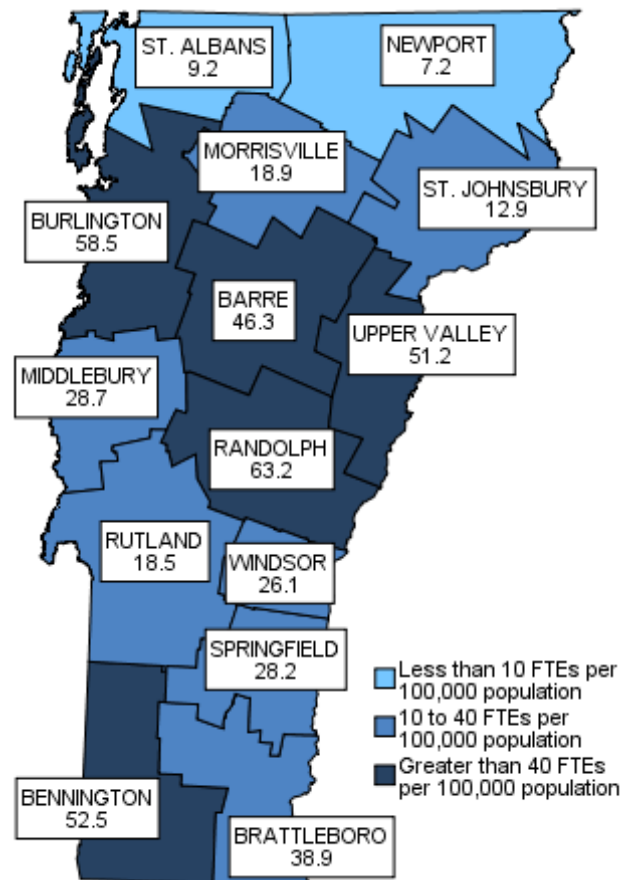
Blueprint Health Care Areas *(see Appendix for details)*

- There was a wide variation in ratios of FTEs to 100,000 population among health care areas: Highest to lowest for master's level was 56.8 (Middlebury) to 1.7 (Windsor) and for doctoral level was 63.2 (Randolph) to 7.2 (Newport).

Master's level psychologist FTEs per 100,000 population by Blueprint Health Care Areas



Doctoral level psychologist FTEs per 100,000 population by Blueprint Health Care Areas

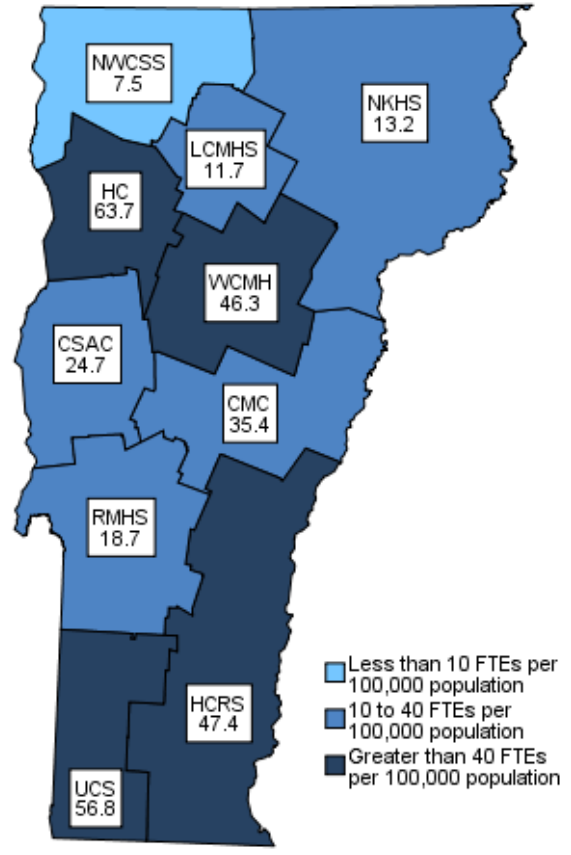
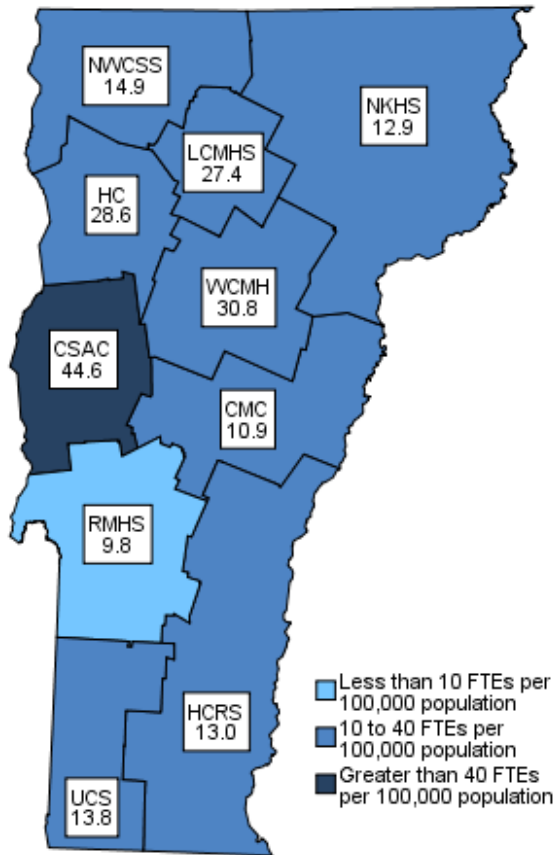


Mental Health Catchment Areas *(see Appendix for details)*

- This same wide range in FTE ratios was seen at the larger mental health catchment area level with sizable differences from master's license to doctoral license types.

Master's level psychologist FTEs per 100,000 population by Mental Health Catchment Areas

Doctoral level psychologist FTEs per 100,000 population by Mental Health Catchment Areas



Current Experience and Future Plans

- Median years licensed in Vermont : 23
- 55.9% of psychologists in Vermont have been licensed here for over 20 years.

Years licensed in Vermont	Number	Percent
0 to 5 years	57	11.5%
6 to 10 years	49	9.9%
11 to 15 years	47	9.5%
16 to 20 years	66	13.3%
21 to 25 years	69	13.9%
Over 25 years	209	42.1%

- Similar percentages of both master's and doctoral psychologists indicated plans to increase or decrease hours.
- Few psychologists were planning to retire in the next 12 months – less than 2% for either master's or doctoral level – even though greater than 46.9% of them were 60 or older (53.4% - master's and 43.3% - doctoral).

Planned changes to hours in next 12 months	Number	Percent	Number of FTEs	Percent of FTEs
Master's				
Increase hours	8	4.7%	4.2	6.4%
Decrease hours	12	7.0%	7.1	6.8%
Retire	1	0.6%	1.0	<0.01%
Doctoral				
Increase hours	17	5.2%	10.6	7.3%
Decrease hours	17	5.2%	10.5	6.3%
Retire	3	0.9%	1.4	1.3%

Key Takeaways

- Aging workforce – 48.5% of psychologists active in Vermont were 60 or older. Even though only a small percentage indicated plans to retire, additional psychologists are likely to leave the workforce over the next few years.
- Limited access for patients with Medicare and Medicaid– only 56% of doctoral level psychologists participated in Medicare and 65% participated in Medicaid.
- Unequal distribution of psychologists among geographical regions – this indicates lower access to psychologists in areas with smaller FTE to population ratios.

**Almost half of
psychologists active in
Vermont are 60 or older.**

For more information: Jess Moore, AHS.VDHPhysicianCensus@vermont.gov

Appendix

Active Psychologist

A psychologist who reported working in Vermont as such (regardless of how many hours) is considered active.

Census

The census was taken during the biennial psychologist relicensing process which ended on January 31, 2018. The data include all licensed psychologists except for new licensees enrolled less than three months before the renewal date (October – December 2017), as their license was valid until the next renewal date of January 31, 2020. Census questions available upon request.

Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

Health Care Areas

The Health Care Areas in this report are those used by the Vermont Blueprint for Health, an initiative working to transform the way primary care and comprehensive health services are delivered and paid for. It disseminates information on healthcare expenditures, utilization, and care quality measures within these regions (see <http://blueprintforhealth.vermont.gov/>). Data are available for other regional definitions from the Division of Health Surveillance. See the contact information at the end of this report.

Maps

For county map, colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color. For comparison maps (Blueprint Health Care Areas and Mental Health Catchment areas), a common breakpoint was determined for both license levels by using the average of the two groups' quartile breakpoints for the Mental Health Catchment Areas.

Mental Health Catchment Areas

There are 10 designated agencies across the state of Vermont responsible for helping their local populations access mental health services among other things. When determining shortage areas for mental health care providers, the designated agency catchment areas are the dividing lines for Vermont.

Mental Health Catchment Area	Abbreviation
Clara Martin Center	CMC
Counseling Services of Addison County	CSAC
Howard Center	HC
Health Care and Rehabilitation Services of Southeastern Vermont	HCRS
Lamoille County Mental Health Services	LCMHS
Northeast Kingdom Human Services	NKHS
Northwestern Counseling and Support Services	NWCSS
Rutland Mental Health Services	RMHS
United Counseling Services	UCS
Washington County Mental Health Services	WCMH

Missing data

Unless otherwise noted, missing data are excluded from tables. Thus totals may vary from table to table.

Population Estimates

Population estimates are for July 2017 and were provided by the Department of Health.

Primary Practice, Site, Setting, and Specialty

The primary practice, site, setting, or specialty refer to the practice with the greatest number of reported annual hours per individual.

States

States were grouped into the following regions:

Northeast	Midwest	South		West
Connecticut	Illinois	Alabama	North Carolina	Alaska
Maine	Indiana	Arkansas	Oklahoma	Arizona
Massachusetts	Iowa	Delaware	South Carolina	California
New Hampshire	Kansas	Florida	Tennessee	Colorado
New Jersey	Michigan	Georgia	Texas	Hawaii
New York	Minnesota	Kentucky	Virginia	Idaho
Pennsylvania	Missouri	Louisiana	Washington DC	Montana
Rhode Island	Nebraska	Maryland	West Virginia	Nevada
Vermont	North Dakota	Mississippi		New Mexico
	Ohio			Oregon
	South Dakota			Utah
	Wisconsin			Washington
				Wyoming

Weekly Hours

Average weekly hours is based on hours and weeks reported, adjusted to a full-time 48-week working year (hours * (weeks/48)). Thus, the average weekly hours for an individual working 40 hours a week for half the year (24 weeks) is 20.