Psychology Workforce Presentation to the Mental Health and Disabilities Workforce Workgroup

Michele Greiner, Ph.D.
Michael Rosmann, Ph.D.
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Contact Information

Michele Greiner, Ph.D.
Training Development Director
Iowa Psychological Assn.
2000 B South Main Street
Fairfield, IA 52556
Telephone: 641-472-4156
Email: mgreiner@lisco.com

Michael Rosmann, Ph.D.
AgriWellness, Inc.
1210 7th Street, Suite C
Harlan, IA 51537
Telephone: 712-235-6100
Email: mike@agriwellness.org
mike@agbehavioralhealth.com

Behavioral Healthcare Professionals Per 100,000 Persons in the U.S. 2011 and Iowa 2005*

Profession	Per 100, 000 - U.S. 2011	Per 100,000 – Iowa 2005
Psychology	36.2	15.8
Psychiatry	12.6	7.75
Social Work	Unknown	23.6
Professional Counselors	Unknown	17.94
ARNPs **	Unknown	2.25

*Available at: www.hipaaspace.com/Medical.Statsitics/Healthcare.Professionals.Availability/.../ or www.statehealthfacts.org.

**All ARNPs are included here and the number of psychiatric mental health ARNPs is not known.

Behavioral Healthcare Professionals in Iowa 2005*

Profession	Total
Psychology	472
Psychiatry	231
Social Work**	702
Professional Counselors	535
ARNPs ***	67

*Iowa's Mental Health Workforce, compiled by Mary Kelly, RN, Ph.D., March 2006 for the Iowa Department of Public Health

**Includes only Social Workers who are employed in a mental health setting

***Only psychiatric mental health ARNPs are included here.

Some Facts About Licensed Psychologists in Iowa

The March 2006 Report, “Iowa’s Mental Health Workforce,” compiled by Mary Kelly, RN, Ph.D. of the Iowa Department of Public Health indicated the following percentages of professionals were age 55 or older in 2005:

- 47% of Iowa psychologists
- 35% of psychiatrists
- 34% of professional counselors
- 28% of social workers
- 24% of mental health ARNPs

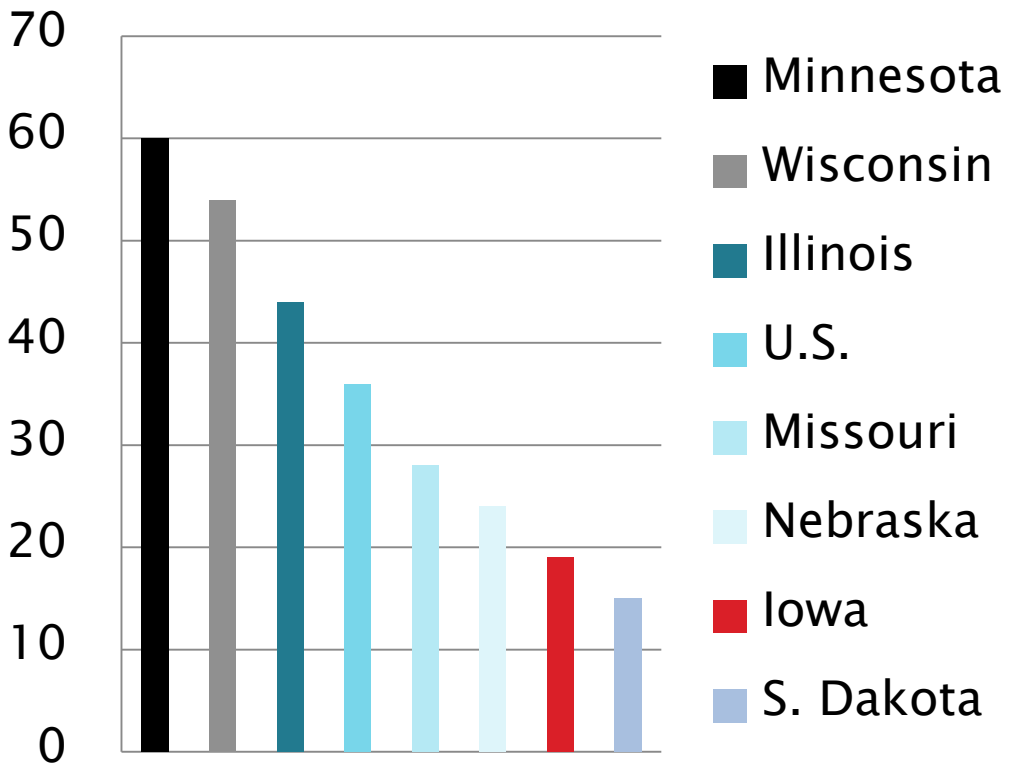
Some Facts About Licensed Psychologists in Iowa (Cont.)

The March 2008 Report, "Iowa Mental Health and Disability Services Workforce Review," prepared for the Division of Mental Health and Disability Services of the Iowa Department of Human Services by the Annapolis Coalition on the Behavioral Health Workforce indicated that Iowa ranked 47th among states in the number of psychiatrist per 100,000 people and 46th among states in the number of psychologists per 100,000 people.

Some Additional Facts about Licensed Psychologists in Iowa

- Iowa has fewer psychologists than most nearby states

Number of Psychologists per capita (100,000) nationally and in neighboring states

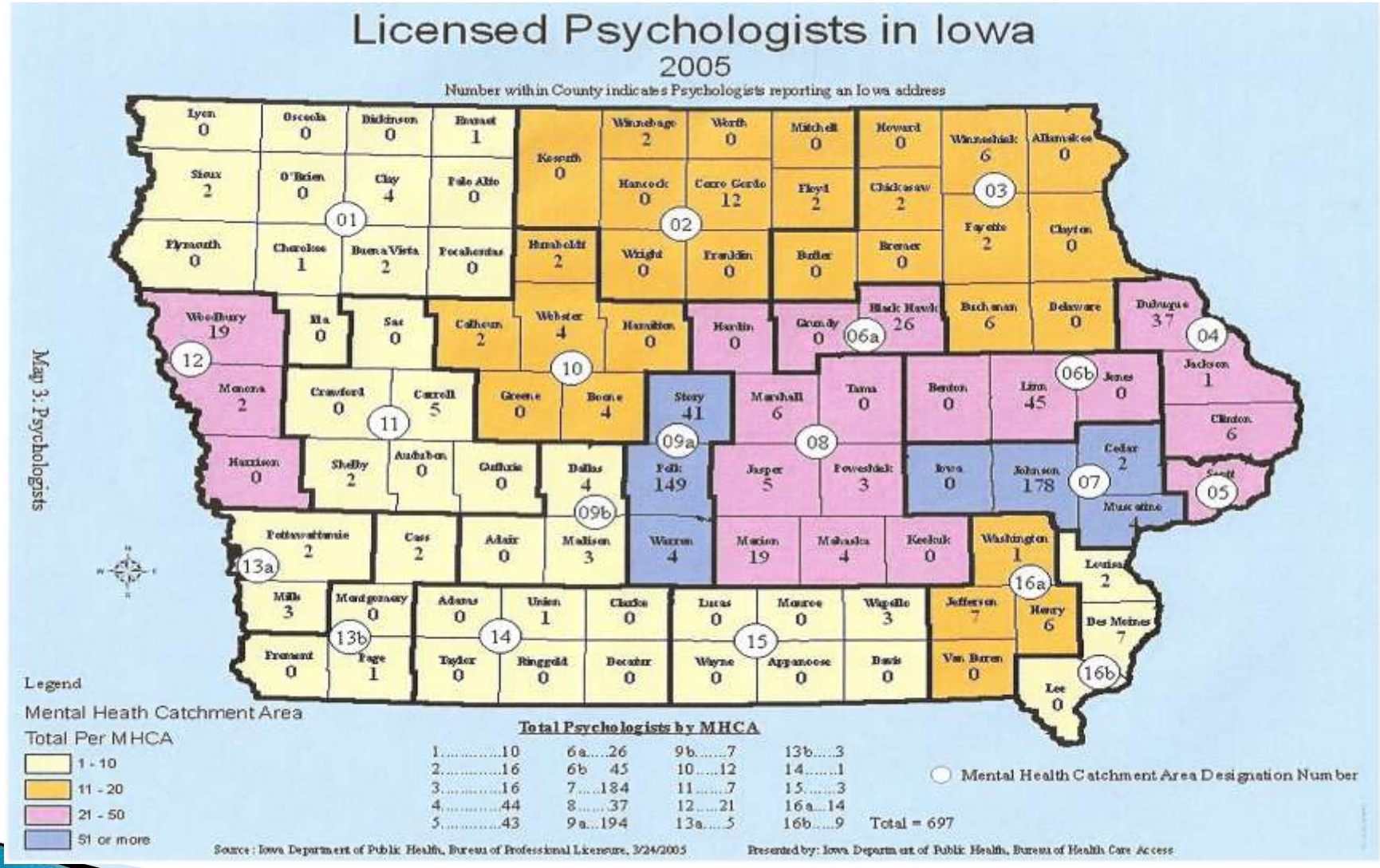


Iowa's Mental Health Workforce (2006)
http://www.idph.state.ia.us/OHDS/IHWC.aspx?prog=IHWC&pg=Reports

More Facts about Iowa Psychologists

- In 2010 53% of Iowa psychologists were age 55 or older (as compared to 47% in 2005)
- In August, 2012 89 of Iowa's 99 counties where designated mental health professional shortage areas
- As of November, 2012 there were 564 licensed psychologists in Iowa. Eighty-three of those have out of state addresses.

Psychologists Located in Iowa



Behavioral Healthcare Professionals in Iowa With National Provider Identifier Credentials in 2011*

Profession**	Number of Licensed Providers in Iowa
Psychology	207
Psychiatry	318
Social Work	478
Professional Counselor	156
ARNPs	1,281***

*Available at: www.hipaaspace.com/Medical.Statsitics/Healthcare.Professionals.Availability/.../ or www.statehealthfacts.org.; National Provider Identifier Credentials are listed with the Center for Medicare/Medicaid Services.

** Some individual providers have more than one national provider identifier number because they are employed in more than one setting

***Includes all ARNPs

Particular Skills of Psychologists

- Rigorous training in research methodology, statistics and translation into practice
- Ability to utilize a broad range of therapy modalities
- Ability to offer culturally competent services
- Psychological assessment and evaluation linked to improved accuracy in diagnosing and treatment planning
- Specialized work with identified populations (e.g. medical, child, gerontological, rural, veterans, etc.)
- Specialized skills for those who are qualified in such areas as:

  ---neuropsychological assessment

  ---biofeedback

  ---prescriptive capacity

Training and Licensure

- Bachelor's degree or master's degree followed by competitive entry into 5-6 years of doctoral work

Number of Students Who Applied to, Were Accepted by, and Enrolled in U.S. In Clinical, Counseling, and School Psychology Doctoral Programs

2009–2010		Applied	Accepted	Enrolled
Clinical	Sum	38,804	6,661	4,154
	N Programs	265	265	265
Counseling	Sum	10,567	3,097	2,228
	N Programs	115	115	115
School	Sum	3,451	1,087	689
	N Programs	92	92	92

http://www.apa.org/workforce/publications/11-grad-study/table-17.pdf

Acceptance and Enrollment Rates in U.S. Doctoral Psychology Programs in 2009-2010 by Area of Program

Acceptance Rate				
	Median	Q1	Q2	N
Clinical	.09	.04	.31	219
Counseling	.10	.07	.15	73
School	.31	.20	.42	62

Enrollment Rate				
	Median	Q1	Q2	N
Clinical	.68	.56	1.00	219
Counseling	1.00	.70	1.00	73
School	.71	.46	1.00	60

- Note--- Acceptance rates are ratios of acceptances to applicants, while enrollment rates are the ratios of enrollments to acceptances.
- Summary statistics are not reported where the N is less than 10.

http://www.apa.org/workforce/publications/11-grad-study/table-18.pdf

Training and Licensure

- Doctoral level providers ---Ph.D and Psy.D. degrees
- Ph.D requires dissertation and Psy.D. requires research project
- Doctoral programs include a one year intensive clinical internship
- Prior to the one year clinical internship students complete practica in a variety of settings

Practicum Hours as Reported by 2011 Internship Applicants

Doctoral	Median	N
Intervention	573	1992
Assessment	148	1959
Supervision	303	1961
Master's	**Median**	**N**
Intervention	295	430
Assessment	38	235
Supervision	100	422

http://www.appic.org/match/matchstatistics/applicantsurvey2011

Clinical Pre-doctoral Internship

- Competitive application for intensive year of clinical work and supervision
- Primarily occurs in 5th or 6th year of doctoral training
- Variety of mental health service sites across the nation
- National match program by Association of Psychology Postdoctoral and Internship Centers (APPIC)

http://www.appic.org/Match/MatchStatistics/ApplicantSurvey2011Part1.aspx

Clinical Pre-doctoral Internship

- Sites are accredited by the American Psychological Association or listed in APPIC directory

- Fewer slots available as compared to trainees
  (In 2011, only 80% of trainees matched)

- Lack of sites increases competitiveness among students
  ---currently applicants apply to an average of 16 sites
  ---currently apply later in training sequence to "beef up" their doctoral practica experiences

- Median cost to applicants = $1,425 / mean cost to applicants = $1,812
- Mean internship salary in 2011 = $24, 218

Licensure and Certification

- Licensure ---Iowa
  - Doctoral degree from an APA or CPA accredited program*
  - Examination for Professional Practice of Psychology (EPPP)
  - One year (1500 hours) of postdoctoral work that is individually supervised face to face

- Health Service Provider Certification---Iowa
  - Meet the above requirements for licensure with the additional stipulation
  - Two years of supervised clinical experience in a recognized health service setting where one year is in an organized health service training program and one year is postdoctoral and in a recognized health service setting as defined by the Board

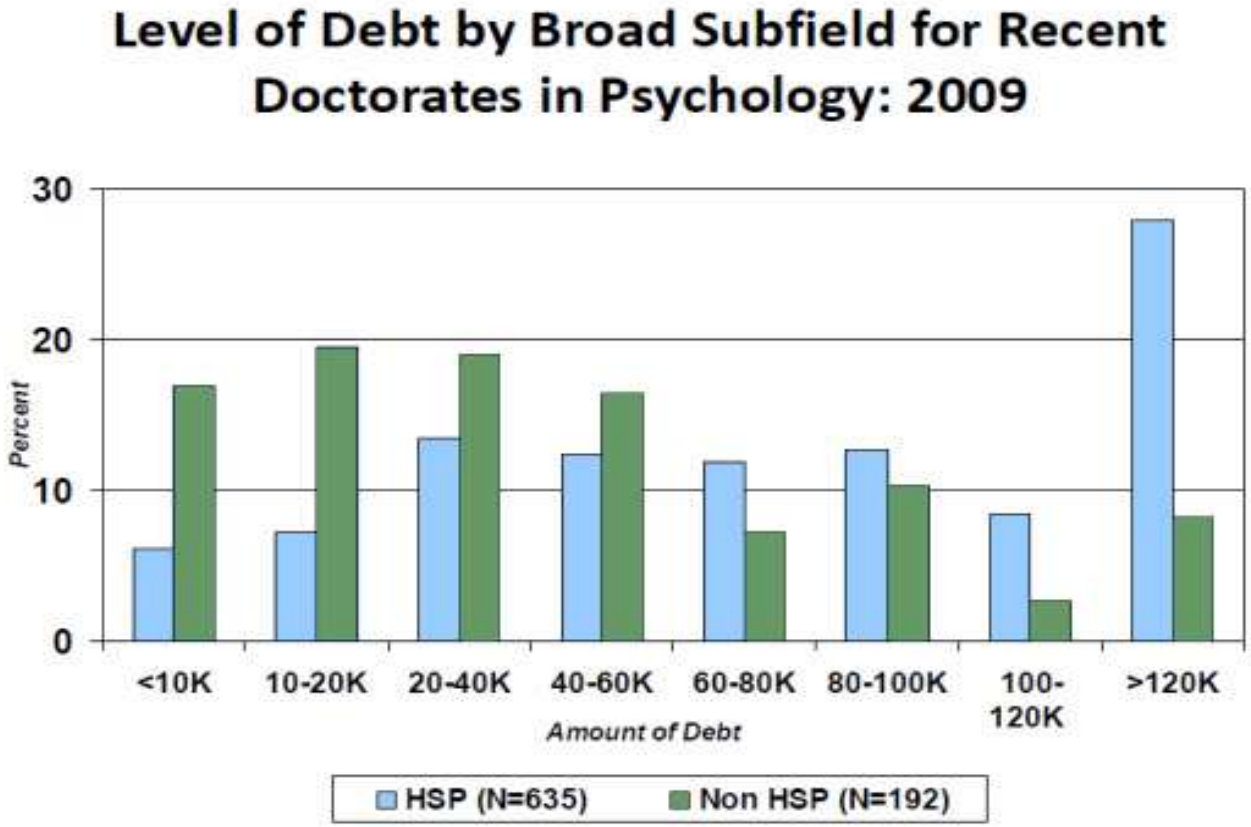
- Requirements vary by jurisdiction
  - Eleven jurisdictions have removed the postdoctoral requirement and instead evaluate the applicant's experience no matter when in the training sequence it was earned

* Or American Board of Professional Psychology designation or through meeting provisions for foreign graduates

Comparison of Training and Licensure Sequence for Psychology and Other Mental Health Professions

Provider Type	Typical Years Needed to Earn Graduate Degree	Pre-degree Intensive Internship Required	Years of Post Degree Supervision Required	Typical Years to Licensure
Psychology	5-6 years	Yes	1 year	6-7 years
Psychiatry	4 years	No	1 year	5 years
LISW	2 years	No	2 years	4 years
LMHC	2 years	No	2 years	4 years
LMFT	2 years	No	2 years	4 years

Debt for Psychology Education and Training



HSP=Health Service Provider

American Psychological Association–
http://www.apa.org/education/grad/faqs.aspx?item=6#

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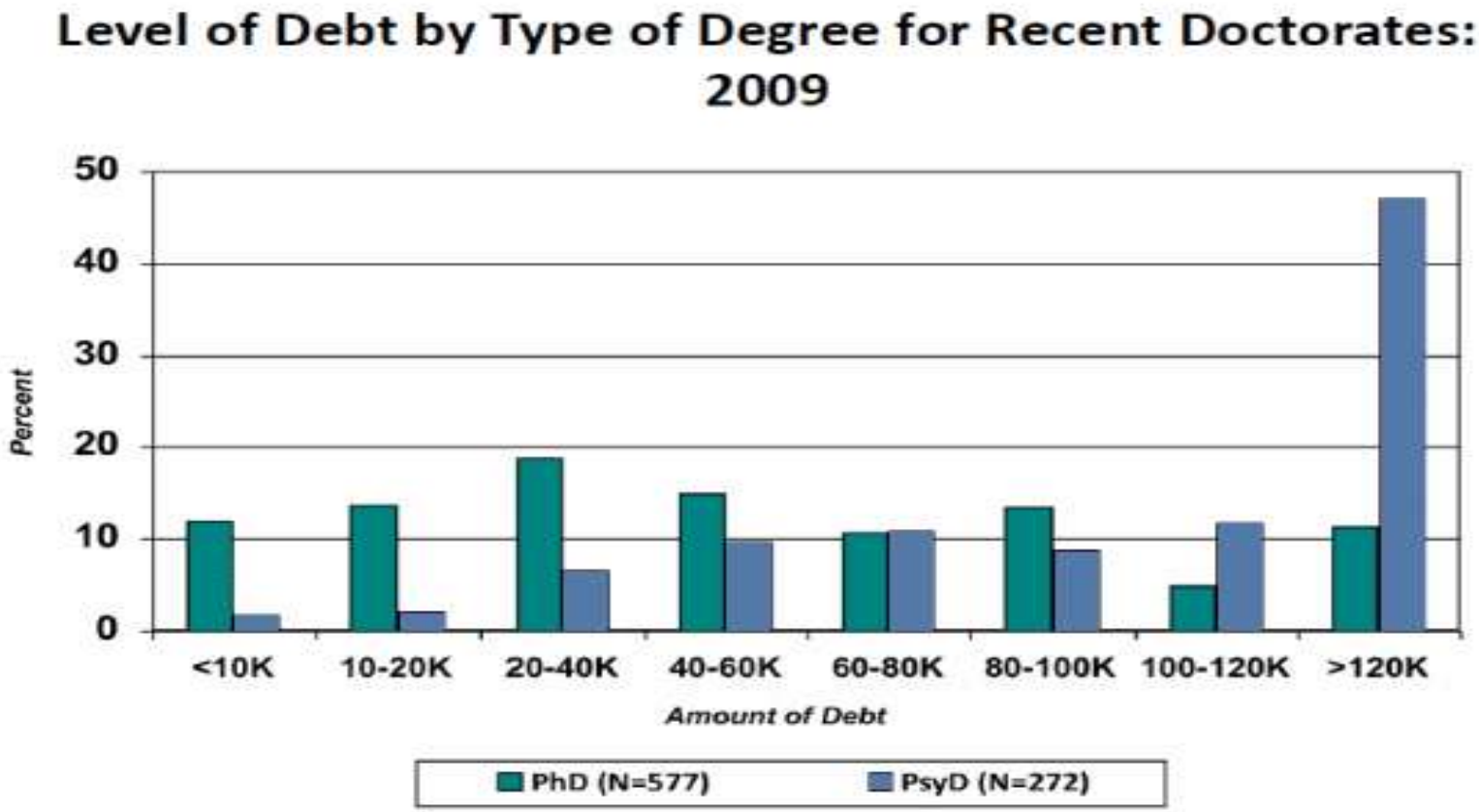

American Psychological Association-
http://www.apa.org/education/grad/faqs.aspx?

Recommendations to Workgroup

- Maintain and strengthen state-funded psychology internships
- Approve licensure and reimbursement for those with prescriptive capacity
- Change Iowa psychology laws to allow licensure and certification upon receipt of degree
- Strengthen training in areas of need for Iowa (e.g., cultural confidence, rural and gerontological specialties)
- Strengthen training and models of integrated, team approach to care (psychologist, medical care-giver, nurse, case manager, and others as needed)