

## OCCUPATIONAL PROFILE: CLINICAL/COUNSELING PSYCHOLOGISTS

Psychologists are licensed independent mental health clinicians who administer assessments to derive mental health diagnoses, and treat mental disorders, cognitive behavioral and emotional problems, and learning disabilities, using psychotherapy or talk therapy, behavior modification programs, and other therapeutic interventions. They cannot prescribe medications in Washington state.

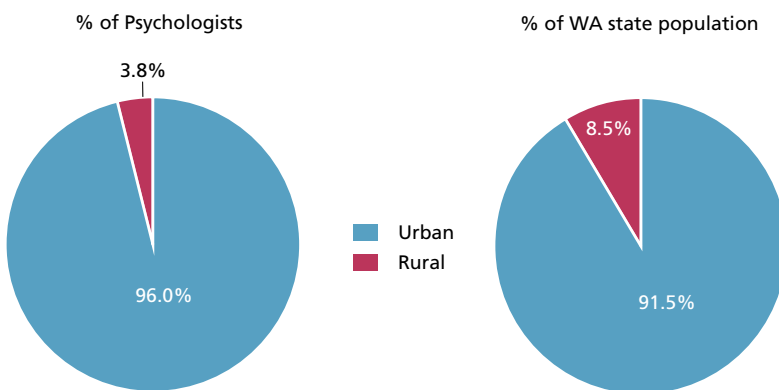
School psychologists' numbers are often included among psychologists in counts of the workforce, but their training and credentialing requirements in Washington state differs from that of clinical or counseling psychologists. School psychologists may be master's

or doctor's level-trained professionals and often receive their degrees through Colleges of Education rather than Departments of Psychology. In addition, school psychologists are credentialed through the Office of Superintendent of Public Instruction rather than the Department of Health. Developmental, forensic, and sports psychologists are smaller groups of specialty clinical psychologists who use assessment techniques in subgroup populations to ascertain psychological aspects of a problem and recommend appropriate treatment or accommodations. Industrial/organizational psychologists, often included in the psychologist workforce data, are a small subspecialty of the profession and are more likely to work in an administrative than a therapeutic role.

### Size, Distribution, and Demographics of Supply

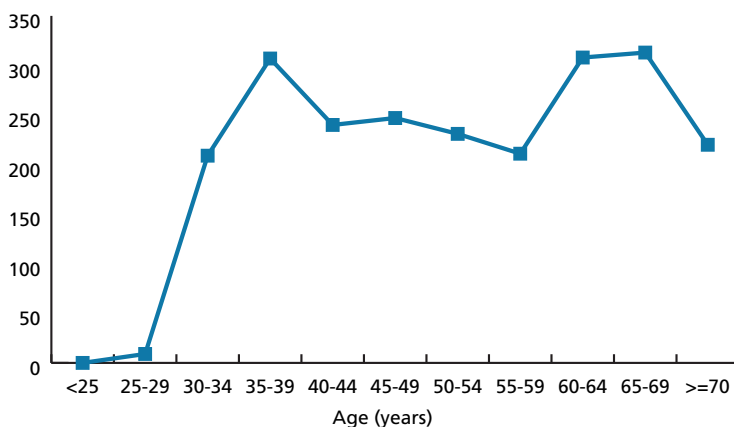
In April 2017 there were 2,716 psychologists who held an active license in Washington. The mean age of these Washington psychologists was 52 years old, and 62.6% were female. Nearly all (96.0%) had urban addresses.

**Figure 1: Rural/Urban Distribution of Psychologists Compared with the General Population in Washington.**



Data sources: 2016 Washington State Office of Financial Management county population data; Washington State Department of Health, 2017 Health Professions Licensing Data System. Does not include 0.1% of total individuals for whom location was unknown.

**Figure 2: Licensed Psychologists by Age Group in Washington, 2017**



Data source: Washington State Department of Health, 2017 Health Professions Licensing Data System.

**TABLE 1. Psychologists with Washington State Licenses, 2017**

With address in:

<b>Washington</b>	2,295 (84.5%)
<b>Oregon</b>	109 (4.0%)
<b>Idaho</b>	26 (1.0%)
<b>Other</b>	286 (10.5%)
<b>Total</b>	2,716

Data sources: Washington State Department of Health, 2017 Health Professions Licensing Data System.

Of the 39 counties in Washington, 22 (56.4%) had 10 or fewer psychologists; and 8 counties (20.5%) had no psychologists.

There are more psychologists of the age 35-39 years and 60-69 years. Those in the latter range are expected to retire in the near future.

**TABLE 2.** Distribution, Age, and Sex of Psychologists in Washington by Accountable Community of Health, 2017

Psychologists	N	Population	Rate per 100,000	Mean Age	%, (N) >55 Years	%, (N) Female
<b>Statewide*</b>	2,295	7,183,700	31.9	52	45.8% (1,052)	62.6% (1,436)
<b>Accountable Community of Health (ACH) †</b>						
<b>Pierce County</b>	283	844,490	33.5	49	37.8% (107)	60.1% (170)
<b>North Sound</b>	270	1,206,900	22.4	54	53.7% (145)	61.9% (167)
<b>King County</b>	1,159	2,105,100	55.1	51	41.6% (482)	67.6% (783)
<b>Better Health Together</b>	154	587,770	26.2	54	50.6% (78)	51.9% (80)
<b>Cascade Pacific Action Alliance</b>	132	614,750	21.5	55	59.8% (79)	53.8% (71)
<b>Greater Columbia</b>	96	710,850	13.5	53	54.2% (52)	53.1% (51)
<b>Southwest Washington</b>	104	493,780	21.1	54	47.1% (49)	58.7% (61)
<b>Olympic Community of Health</b>	81	367,090	22.1	59	65.4% (53)	53.1% (43)
<b>North Central</b>	16	252,970	6.3	52	43.8% (7)	62.5% (10)

Data source: Washington State Department of Health, 2017 Health Professions Licensing Data System.

\* Psychologists with Washington State license address only.

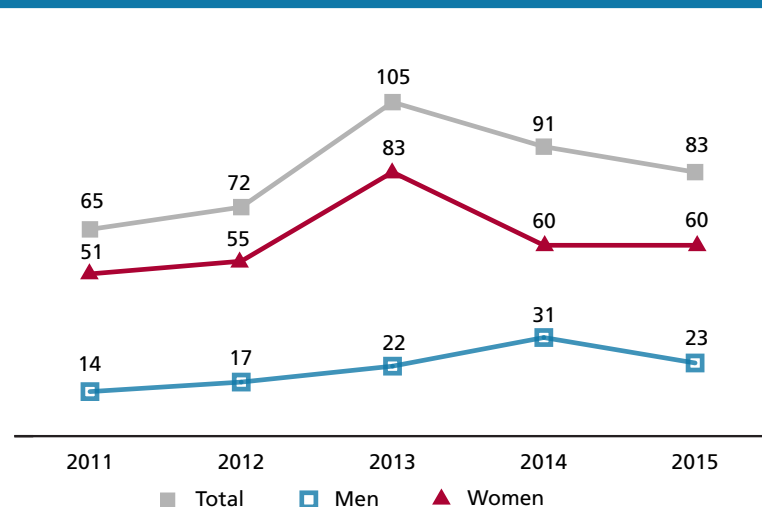
† Counties in multi-county ACH's are Whatcom, Skagit, Snohomish, San Juan, Island (North Sound), Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams (Better Health Together), Grays Harbor, Mason, Thurston, Pacific Lewis, Wahkiakum, Cowlitz (Cascade Pacific Action Alliance), Whitman, Asotin, Garfield, Columbia, Walla Walla, Franklin, Benton, Kittitas, Yakima (Greater Columbia), Clark, Skamania, Klickitat (Southwest Washington), Clallam, Jefferson, Kitsap (Olympic Community of Health), Okanogan, Chelan, Douglas, Grant (North Central).

## Education and Training

On completion of a bachelor's degree, to become a professional psychologist one must obtain a doctoral degree (Ph.D., or Psy.D) in psychology from a regionally accredited or equivalent institution. Six training programs offer doctoral degrees in Washington: Antioch

University, Argosy University, Seattle Pacific University, University of Washington, Northwest University (all located in or near Seattle), and Washington State University. Argosy University is no longer accepting new students at the Seattle location and expects its final students in the program to graduate by August 2018. Washington State University is also no longer accepting new students and plans to close the program.

**Figure 3: Doctoral Degrees Awarded in Psychology in Washington State, 2011-2015**



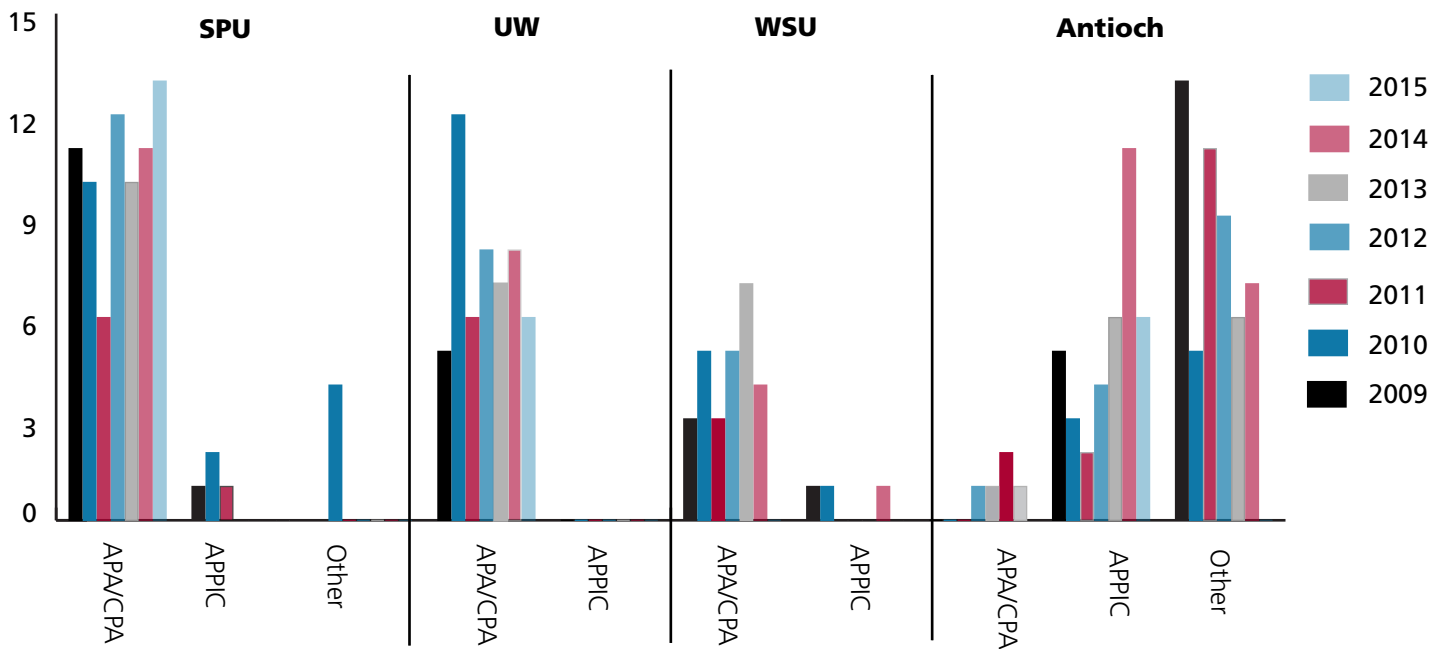
Data source: Integrated Postsecondary Education Data System (IPEDS).

To be eligible for licensure in Washington as an independent mental health clinician, a psychologist must complete a one-year pre-doctoral internship of at least 1,500 hours and an additional 1,500 hours of training through practicums, pre-internship or post-doctoral fellowships. (Washington State Legislature, "Internship", 2009) In total, at least 3,000 hours of supervised experience must be completed as part of or after the didactic education, and at least 300 must be in direct client contact. (Washington State Legislature,

“Practicum”, 2009; Washington State Legislature, “Post-doctoral supervised experience”, 2009) The supervision must be completed by the trainee within 24 months of finishing the educational program.(Washington State Legislature, 2017)

Internships can be approved or accredited by different agencies, and a graduate’s ability to meet credentialing requirements or job qualifications depends on the accreditation level of the completed internship. The most widely accepted accreditation is by the American Psychological Association (APA) or Canadian Psychological Association (CPA). While not an accrediting body, internship site membership in the Association of Psychology Postdoctoral and Internship Centers (APPIC) is also well accepted. Students whose internship is not recognized by the above agencies must demonstrate that the internship met the requirements outlined by statute. (Washington State Department of Health, 2017)

**Figure 4: Percentage of Internship Positions Filled by Accreditation Type in Washington State, 2009-2015**



Data retrieved from school websites May 3, 2017. Internships displayed here as “Other” are not accredited. Data from Northwest University and Argosy University – Seattle were not available.

For the schools for which internship completion outcomes data were available<sup>1</sup>:

- Most internships (79%) completed by Washington clinical/counseling psychology graduates in the past seven years meet APA/ CPA/APPIC standards of accreditation; in the past three years, that number rose to 88%.
- 76% of the internships completed were paid.

<sup>1</sup>Seattle Pacific University, Antioch University, University of Washington – Seattle Campus

**TABLE 3.** Association of Psychology Postdoctoral and Internship Centers (APPIC) Members Providing Psychology Internships and Residencies in Washington

Internship	# Full Time Slots Expected Next Class*	APA Accredited
University of Washington, Department of Psychiatry & Behavioral Health	14	X
National Psychology Training Consortium, Cascades Region	9	
Veterans Affairs Puget Sound Health Care System, Seattle Division	9	X
Veterans Affairs Puget Sound Health Care System, American Lake Division	8	X
Madigan Army Medical Center, Department of Behavioral Health	6	X
Western Washington University, Counseling Center	4	
Western State Hospital, Psychology Department	4	X
Fairfax Behavioral Health Psychiatric Hospital, Clinical Psychology	4	
Washington State University, Counseling and Psychological Services	4	X
Walla Walla and Spokane Veteran's Administration Medical Center Psychology Internship	4	X
Central Washington University, Student Medical and Counseling Clinic	3	X
University of Washington, Counseling Center (Seattle)	3	X
Puget Sound Psychiatric Center / Doctoral Clinical Training and Psychiatric Residency	3	
University of Puget Sound, Counseling, Health and Wellness Services	3	X
University of Washington Tacoma, Student Counseling Center	2	
Columbia Valley Community Health, Behavioral Medicine Department	2	X
Pacific Rehabilitation Centers, Behavioral Health Services	0†	

Postdoctoral Program	# Full Time Slots Expected Next Class*	APA Accredited
Confluence Health, Integrated Behavioral Health	6	
Madigan Army Medical Center, Clinical Psychology Residency Program	6	X
Veterans Affairs Puget Sound Health Care System, Seattle Division	13	X
Veterans Affairs Puget Sound Health Care System, American Lake Division	5	
Western State Hospital, Psychology & Center for Forensic Services, Western State Hospital	1	

Data source: APPIC Membership Directory, accessed July 31, 2017.

\* "Next Class" determined by start date of next internship cycle per agency, 2017 or 2018.

† Total number of interns for 2016-2017 was 2, have discontinued the program as of 2017-2018 year.

By 2020, the American Psychological Association (APA) intends to require that students of accredited doctoral programs attend only accredited internships.(Hatcher, 2015) While the APA is striving to assist programs to become accredited, the APA requirement may lead to failure of non-accredited APPIC-member internships nationally. One unaccredited internship in Washington reported closure after the 2016-2017 program completion.

### Credentialing

On completion of the necessary education and training requirements, candidates must earn a passing score of 500 or higher on the Examination for the Professional Practice in Psychology (EPPP) board exam, which is the recognized standard for the U.S. and Canada. In Washington, they must pass a jurisprudence examination covering professional judgment, knowledge of state laws, and ethics pertaining to the practice of psychology before applying for licensure.

Clinical/counseling psychologists may pursue specialization by becoming board certified. To become board certified, candidates must graduate from an eligible doctoral program, demonstrate licensure, and pursue post-doctoral preparation (training and experience) as needed to meet the standards of the specialty.(American Board of Professional Psychology, 2017)

Clinical Psychology Specialties:

- Clinical Child & Adolescent Psychology
- Clinical Health Psychology
- Clinical Neuropsychology
- Clinical Psychology
- Cognitive & Behavioral Psychology
- Counseling Psychology
- Couple & Family Psychology
- Forensic Psychology
- Geropsychology
- Group Psychology
- Organizational & Business Consulting Psychology
- Police & Public Safety Psychology
- Psychoanalysis in Psychology
- Rehabilitation Psychology
- School Psychology

## Practice Characteristics

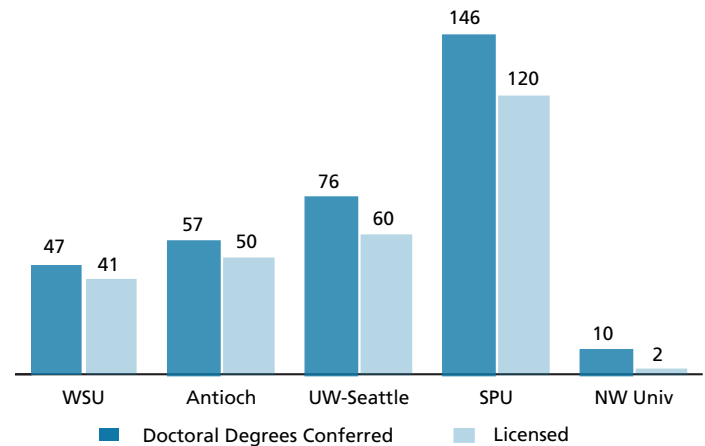
Nearly one in three psychologists is self-employed. (Bureau of Labor Statistics, "Outlook Handbook", 2017) Psychologists may work in government, offices of mental health practitioners, medical clinics and hospitals, and individual and family services. Clinical psychologists focus on the assessment, diagnosis, and treatment of mental, emotional, and behavioral disorders. They are not allowed to prescribe medication in Washington, though a handful of states, including neighboring Idaho, do allow psychologists prescriptive authority. Counseling psychologists generally focus on those with a less clinically severe mental illness as they work through problems at home, workplace, or community.

The 2016 mean annual wage<sup>2</sup> for clinical, counseling, and school psychologists in Washington was \$69,430. (Bureau of Labor Statistics, "Employment Statistics", 2017) The 10<sup>th</sup> percentile mean annual wage was \$46,200 and the 90<sup>th</sup> percentile mean annual wage was \$92,930.

### Relevant Skills Needed for Behavioral Health – Primary Care Integration:

Competence in primary care psychology has been adopted by the APA to mean "the knowledge, skill, and attitudes – and their integration – that allow an individual to perform tasks and roles as a PC [primary care] psychologist, regardless of service delivery model". (American Psychological Association, 2015) Recognizing that there is limited training related specifically to biomedical service provision in doctoral psychology programs, in 2015, the APA Council of Representatives approved the *Interorganizational Work Group on Competencies for Primary Care Psychology Practice* (Table 4) report delineating the competencies a psychologist needs to be an effective team member in a primary care setting. (American Psychological Association, 2015) Those competencies are:

**Figure 5: Number of Psychologists in Washington State with Degrees Conferred and Licensed in 10-year Span, 2004-2016**



Data source: Data retrieved from school websites May 3, 2017. Ten-year span ranging from 2004 – 2014, to 2006 – 2016, with the exception of Northwest University reporting over six years rather than ten. Licensure location data not available.

**TABLE 4. Psychologist Competencies for Primary Care Settings**

Cluster	Competencies
<b>1. Science</b>	Science Related to the Biopsychosocial Approach Research/Evaluation
<b>2. Systems</b>	Leadership/Administration Interdisciplinary Systems Advocacy
<b>3. Professionalism</b>	Professional Values and Attitudes Individual, Cultural and Disciplinary Diversity Ethics in PC Reflective Practice/Self-assessment/Self-care
<b>4. Relationships</b>	Interprofessionalism Building and Sustaining Relationships in PC
<b>5. Application</b>	Practice Management Assessment Intervention Clinical Consultation
<b>6. Education</b>	Teaching Supervision

Data source: American Psychological Association, 2015

<sup>2</sup>Estimates do not include self-employed workers.

The report also describes each competency's "essential components" and provides examples of how those components could be demonstrated ("behavioral anchors"). In addition to helping training programs better focus on preparing psychologists to work in an integrated setting, these competencies are expected to inform clinical and administrative leaders of the role a psychologist could play in primary care settings.

## **Demand**

State data from the Washington State Employment Security Department (ESD) indicates that the average annual growth rate for clinical, counseling, and school psychologists between 2015 – 2020 will be 2.1% and for 2020 – 2025 will be 1.7%. (Washington State Employment Security Department, 2017) This equates to 89 and 83 annual openings due to growth, respectively. ESD estimates, however, are based on average health sector growth trends and do not necessarily take into account state initiatives that may increase demand for behavioral health occupations.

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## TECHNICAL NOTES

1. Washington State psychologist data are from the Washington State Department of Health, Health Professions Licensing Data System, April 2017, as analyzed by the Washington State Office of Financial Management. All analyses include psychologists ages 18 – 75 years with active license status and expiration of license  $\geq$  2017.
2. Washington population data are from the Washington State Office of Financial Management, 2016 data.
3. Rural/urban status determined using Rural Urban Commuting Area (RUCA) taxonomy.(U.S. Department of Agriculture) and practitioner's license public address ZIP code.
4. Included IPEDS CIP code 42.00 (Psychology); Doctor's Degree, both professional and scholar. Data from 2015 provisional, data from 2011 – 2014 final.
5. Internship (Figure 4) and 10-year Degrees Conferred and Licensed data (Figure 5) compiled from outcomes disclosure summaries downloaded from school websites May 3, 2017.
6. Washington State Employment Security Department, SOC code 19-3031 (Clinical, Counseling, and School Psychologists).

## FUNDING

This study was funded through contract # IAA-860-17 between the Washington Workforce Training and Education Coordinating Board and the University of Washington, supported by Governor Inslee's Workforce Innovation and Opportunity Act (WIOA) discretionary funds.

## SUGGESTED CITATION

McCarty RL, Skillman SM. Washington State's Behavioral Health Workforce - Occupational Profile: Clinical/Counseling Psychologists. Center for Health Workforce Studies, University of Washington, Dec 2017.