

Need, Supply & Demand of Psychologists in Canada: Follow up to CPA Summit

**June 2014
CPA Convention
Vancouver, B.C.**

**Lisa Votta-Bleeker, Ph.D.
Deputy CEO and Science Director
Canadian Psychological Association**

When, Where, Who and Why

- November 8-9, 2013 in Ottawa, ON
 - Over 75 participants; 16 presenters
1. To hear from organizations within and outside of psychology about students, practitioners, scientists, trainers and faculty in psychology
 2. To identify the data needs and gaps that will enable the discipline and profession to better plan for its future and chart its contributions
 3. To develop a strategic plan and its associated activities to fill data gaps and hone psychology's capacity to contribute to the health and well-being of Canadians

What do we know about Psychology/Psychologists in Canada?

SPEAKER	
Canadian Institute for Health Information (CIHI)	Dr. Julie Goulet
Statistics Canada (STC)	Ms. Sarah-Jane Fergusson
Association of Canadian Psychology Regulatory Organizations (ACPRO)	Dr. Rick Morris
Survey Data - Practice Variables and Professional Satisfaction of Psychologists	Dr. Judi Malone

Current/Needed Training Practices

SPEAKER	
Psychologists in the Academic Setting	Dr. Aimée Surprenant
Canadian Council of Professional Psychology Programs (CCPPP)	Dr. Kerri Ritchie
Canadian Association of Post-doctoral Scholars (CAPS)	Dr. Supriya Syal
Applied Psychology Program at Claremont Graduate University, California	Dr. Dale Berger
MITACS	Mr. Rob Annan

What do we need of/from Psychology?

	SPEAKER
Mental Health Commission of Canada (MHCC)	Dr. Howard Chodos
Correctional Service of Canada (CSC)	Dr. Fred Bellemare
Department of National Defence and Canadian Armed Forces (DND/CAF)	Dr. Trudi Walsh
Canadian Institute for Military and Veteran Health Research (CIMVHR)	Mr. Mike Schaub
Needs of Aboriginal Community	Dr. David Danto
College of Family Physicians Canada (CFPC)	Dr. Marie Hayes
International psychology workforce sizes and the Australian perspective	Dr. Judy Hyde

What We Heard

Data...CIHI

- Specificity but no individual data
- 46% increase in registered psychologists over the past 15 years (three times the growth of population)
- 48 psychologists per 100,000 Canadians - varies greatly across jurisdictions
- Population is aging: 25-26% are between the ages of 35-54; 37% are over 55
- # of students graduating from PhD programs is increasing (156 in 2011 compared to 133 in 2005)

Priority information needs for supply-based HHR planning:

- Demographics
- Education/training
- Geographical distribution
- Migration
- Non migration-related attrition
- Employment/practice characteristics
- Productivity

Data... Statistics Canada, Rural Survey

- Individual data but little specificity in household
- Specificity but limited institutional data
- 2011 National Household Survey showed that 20% of earned doctorate degrees were in clinical
- NL has the highest # of people/psychologist – QC has the lowest
- We need individual level data sets that can tell us a consistent story about a defined resource

- Maintain comprehensive lists of psychological practitioners
- See value in common data set (service provided; type of service activity; populations served; need to provide accurate data to programs, associations and legislators...but
 - Not all have resources to develop IT systems and maintain data collection
 - Are concerned about asking registrants to provide more information
 - Complying with legislation re: how data is collected and shared

Psychologists in Academic Setting

- Loss of data with discontinuation, in 2010, of survey of earned doctorates (UCASS) and in 2008 of Survey of Earned Doctorates (SED)
- In 2010, there were ~1900 FT faculty in Canada – 21% increase from 2000-2010
- # of women has increased steadily from ~100 to ~850 over last 30 years
- 35% of faculty are full professors; 36% and 23% are associate and assistant, respectively – similar to other disciplines
- 310-340 new PhDs every year

Current and Needed Training Opportunities

- By 2016, 20000 new faculty across disciplines will need to be hired; between 2006-2010, less than 5000 had been hired
- ~35% (or 115 PhDs) cannot gain full-time academic positions in Canada per year
- # of doctoral students applying for internships has been increasing (180 in 2012 APPIC match) – 25% didn't match but did go on to complete internship and graduate
- Some unaccredited internships are unpaid; unaccredited settings need students to work towards accreditation

Post-Doctoral Scholarships

- In 2013, half of 1800 respondents completed their highest degree outside of Canada
- Two-thirds earn less than \$45,000/year and have poor access to employment benefits
- Half were satisfied with their current employment classification
- Concern = limited availability of career development opportunities and postdoc-specific training

**Does need, supply and demand match in
psychology?**

Probably not and we don't know

What we do know...

- We are not preparing scientists for jobs that exist – by venue or types of expertise
 - Most acute for scientists who may not secure salaried jobs until past 40 – assuming a post-doc that spans several years
- Some funders evaluate and provide funding on basis of training “highly qualified personnel” – but academic spots aren’t available
- Faculty opportunity is limited by changes to mandatory retirement and economic pressures that may limit replacement of varied positions

- We are challenged by a lack of integration at the planning and funding level when it comes to applied programs
 - doctoral programs demand practice requirements that they don't fund and over which they have no control
- The practice resource defined by accreditation is quite different than the practice resource defined by regulation

- When there is a supply problem – is it only about supply or about the kind of supply being offered?
- Need to think about conditions of work as barriers or enablers to retention and recruitment
 - Compensation
 - Supply
 - Conditions of work
 - Geography
 - Discordance between expertise, role and function

- Homogenization of mental and behavioural health and practice
- Roles for which psychological scientists and practitioners may be best or uniquely suited are being filled by other kinds of scientists and practitioners
 - often by those with less training and who command lower annual salaries

What We Need to Do

What we need to do

- As a discipline and profession, we need to:
 - Better communicate what are our sub-specialties and skill sets
 - Apply and adapt our skills to match onto the needs of stakeholders, decision-makers, and communities
 - Commit to understanding populations most in need
 - Respond to the need of individuals and to the needs of society for their individuals (e.g. criminal justice focus on correctional and clinical outcomes), and the needs of the people and contexts in which they live and work (e.g. military families, small & aboriginal communities)
 - Shape and respond to mental health policy and agendas

What we need to do

- Psychologists need to re-claim their space - we have highly transferrable skills!
- Current curricula provides excellent training in:
 - scientific methodology, research design, data collection, analyses, critical thinking, theoretical grounding, professional writing, evaluation, computer skills
- Areas for needed training:
 - applied methodology, communication, program evaluation, public policy, management, field experience and opportunities for trans-disciplinary study, exposure to alternate career paths

What's on the To-Do List?

What's on the to do list?

- Lobby government for funding to create more bridges and opportunity for scientists to make contributions outside of academia *(CPA)*
- Lobby data collectors like CIHI and Statistics Canada to collect specific and individual level data *(CPA)*

What's on the to do list?

- Work with regulators to overcome barriers to standardized data collection (*ACPRO, PD/CPAP, CPA*)
- Engage trainers (scientist and practitioner) to better align skills to market (*CPA, Accreditation, CCPPP, CCDDP*)

What's on the to do list?

- Sustain and grow partnerships – DND, CIMVHR, MHCC, CFPC, CPHCRN
- Train collaboratively with partners in care
(CPA & other practice partners like CFPC)
- Promote what we know and do that works
(CPA, CPAP/PD)

Since the Summit

Since the Summit...

- CPA has held a lobby day focussed on access to psychological services
- CPA has been in touch with CIHI re: data issues – further meetings planned
- CPA will collaborate with APA to collect data on earned doctorates in Canada this coming fall
- Looking at ways to collect data on doctorates not in academia or clinical settings

Since the Summit, cont'd...

- CPA Committees (Scientific Affairs, Education and Training) will work together to develop resources that highlight non-academic career paths and resources
 - ultimate goal is curriculum development
- Commentary on Summit published in *Canadian Psychology* Special Issue on Access to Psychological Services
- Meetings planned with regulatory bodies to discuss title-age for Ph.D. psychologists

Further thoughts from you...