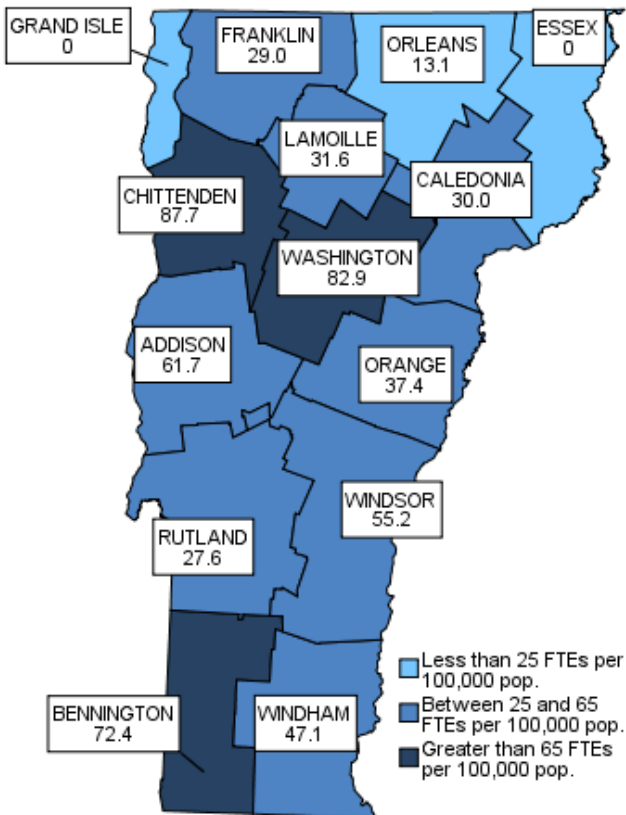


Overview

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 initial report for Vermont psychologists, who are relicensed every two years. Data for this report were obtained during the January 2016 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, 35.8% of psychologists were licensed at the master's level and 64.2% of psychologists were licensed at the doctoral level.

More than half of psychologists in VT were female and almost half were 60 or older. 36.5% worked full-time (40 hours or more per week) in a single location and 10.1% of all psychologists planned to reduce their hours or retire over the next year. The most common



specialties reported were clinical psychology and child and adolescent psychology. Distribution through the state was uneven. No psychologists reported working in Grand Isle or Essex Counties. Chittenden County had the highest FTE to population ratio with 88 FTEs per 100,000 people.

In Brief

Workforce

Census period – January 2016
Response Rate: 99.8%
Licenses renewed: 591
Active in VT: 486
Full-time Equivalents: 355.9

Demographics

% Female: 62.0%
Median Age: 59
% 60 or older: 46.9%

Education and Training

% doctoral level (PhD, PsyD, EdD): 64.4%
% educated in VT: 27.7%
% educated in Northeast: 65.2%

Specialties

Clinical Psych.: 34.2%
Clinical Child and Adol. Psych.: 13.2%

Current Employment

Accepting new patients: 84.3%
Full-time hours at one site: 36.5%
Plans to reduce hours: 8.5%
Plans to retire: 1.6%

Geographic Distribution

(FTEs per 100,000 population)
Highest: 88, Chittenden County
Lowest: 0, Essex and Grand Isle Counties

Psychologist FTEs per 100,000 population by county

2016 Licensed Psychologists

Workforce

- 591 psychologists renewed their licenses during the surveyed period and only 1 did not complete the workforce census for a response rate of 99.8%
- 25.0% (26/104) of psychologists that are not currently providing care in Vermont indicated they planned to do so within the next 12 months.
 - 3 master's level
 - 23 doctoral level
- The remainder of this report is based on the 486 psychologists who reported providing direct patient care in Vermont.
 - 174 master's level – 35.8% of active psychologists in Vermont
 - 312 doctoral level – 64.2% of active psychologists in Vermont

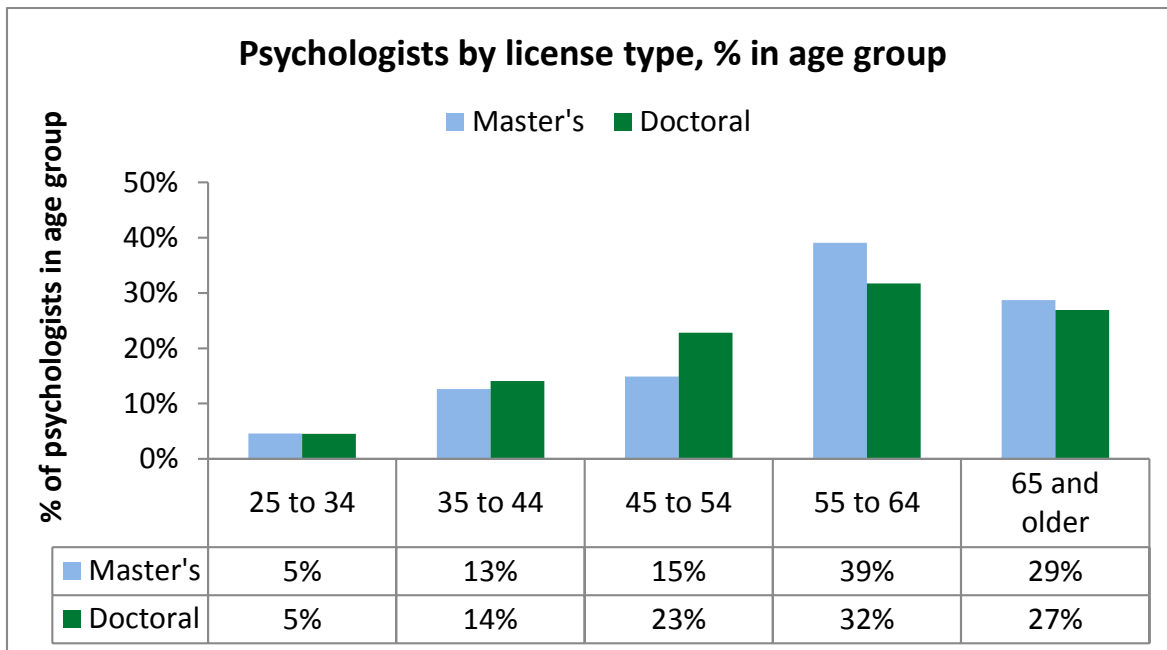
Demographics

Gender

- Both license types: 62.0% were female and 38.0% were male
 - Master's psychologists: 67.1% were female and 32.9% were male
 - Doctoral psychologists: 59.2% were female and 40.8% 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 61 and half of doctoral level psychologists were younger than 58.



Education and Training

- 45.3% of master's level psychologists finished schooling in VT (78/172)
- 18.0% of doctoral psychologists finished schooling in VT (56/311)
- Doctoral psychologists
 - 71.2% had a PhD
 - 25.3% had a PsyD
 - 2.9% had an EdD

Highest degree awarded in...	Number	Percent
Vermont	134	27.7%
Northeast excluding Vermont	181	37.5%
Midwest	55	11.4%
South	45	9.3%
West	59	12.2%
Canada	4	0.8%
Other Foreign Country	5	1.0%

Doctoral-level additional training

- 93.5% of doctoral psychologists completed an internship as part of their doctoral program
 - 71.9% of those internships were APA accredited
 - 6.5% of those internships were CPA accredited (72.4% of respondents did not know whether their internship was CPA accredited, so this may be an inaccurate measure of CPA internships)
- 85.3% of doctoral psychologists indicated 1-2 years of post-doctoral supervised training
- 4.2% of doctoral psychologists indicated a specialization: Behavioral Medicine, Clinical Psychology, Clinical Development, Geriatric/Rehab, Neuropsychology, Post-traumatic Stress Disorder, Relational Psychoanalysis, and School Neuropsychology were specialties indicated.

Practice Characteristics

Specialties

- At psychologists' main location, the top three specialties were clinical psychology, clinical child and adolescent psychology, and counseling psychology

Specialties - main site	Primary	Secondary	Combined	Percent
Clinical Child & Adolescent Psychology	68	35	103	13.2%
Clinical Health Psychology	11	16	27	3.5%
Clinical Neuropsychology	9	11	20	2.6%
Clinical Psychology	225	42	267	34.2%
Cognitive Behavioral Psychology	23	34	57	7.3%
Counseling Psychology	62	22	84	10.8%
Couple & Family Psychology	11	47	58	7.4%
Forensic Psychology	18	11	29	3.7%
Group Psychology	0	7	7	0.9%
Organizational & Business Consulting Psychology	3	2	5	0.6%
Police & Public Safety Psychology	3	0	3	0.4%
Professional Geropsychology	7	4	11	1.4%
Psychoanalytic Psychology	17	13	30	3.8%
Rehabilitation Psychology	1	3	4	0.5%
School Psychology	12	11	23	2.9%
Other	16	37	53	6.8%

2016 Psychologists: Master's and Doctoral

Number of sites

- 14.4% of master's level psychologists practiced at more than one location
- 16.0% of doctoral level psychologists practiced at more than one location

Practice setting

- Most common main setting for all psychologists was independent solo practice

Main Setting	Master's level		Doctoral level	
	Number	Percent	Number	Percent
Independent solo practice	98	56.3%	154	49.4%
Mental Health Clinic	28	16.1%	24	7.7%
Independent group practice	17	9.8%	34	10.9%
Other setting	1	0.6%	8	2.6%
School based mental health service	8	4.6%	11	3.5%
College/University Counseling/ Health Center	5	2.9%	7	2.2%
Organization/Business Setting	5	2.9%	7	2.2%
Health clinic/ Outpatient facility	5	2.9%	10	3.2%
Hospital/Medical Center	3	1.7%	20	6.4%
Residential setting	2	1.1%	6	1.9%
Community health center	1	0.6%	3	1.0%
Psychiatric Hospital	1	0.6%	6	1.9%
Correctional Facility	0	0.0%	2	0.6%
Long-term care facility	0	0.0%	7	2.2%
Veterans Facility	0	0.0%	6	1.9%

Access to Care

- Approximately 10% more master's level psychologists were accepting new patients and Medicaid patients compared to doctoral 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	90.1%	81.1%
Participate in Medicaid	81.2%	72.6%
Accept new Medicaid	75.6%	62.6%
Participate in Medicare	16.3%	56.0%
Accept new Medicare	15.7%	48.9%

Full Time Equivalents

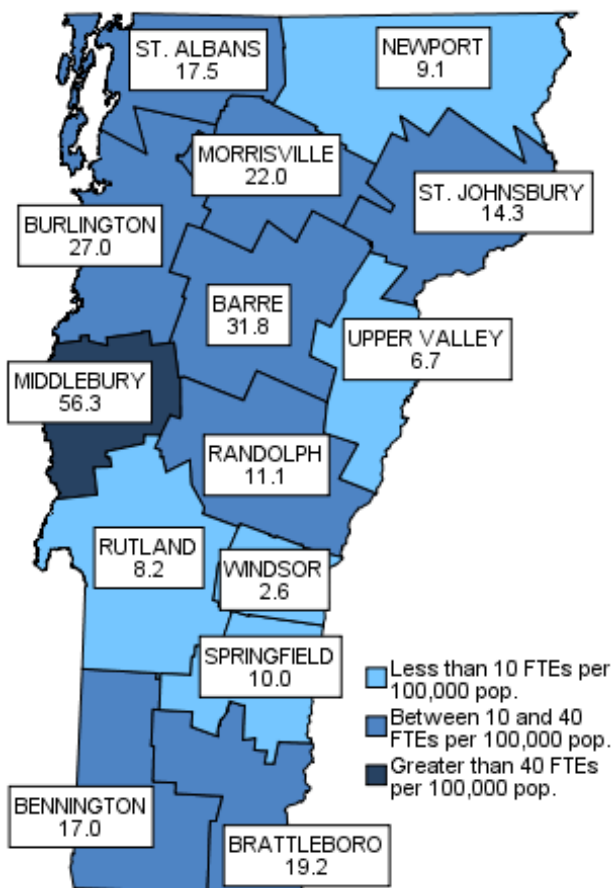
- All psychologist FTEs: 355.9 FTEs (n = 486)
 - Master's level: 131.4 FTEs (n = 174) – 36.9% of FTEs
 - Doctoral level: 224.5 FTEs (n = 312) – 63.1% of FTEs
- 5 individuals providing 3.2 FTEs had primary office locations outside of Vermont – but provided care through telemedicine or home visits
- 36.4% of all psychologists worked 40 hours or more a week at their primary work location.
- One out of four 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: 93 individuals over 60 contributed 65.5 FTEs or 49.8% of total FTEs
 - Doctoral level: 135 individuals over 60 contributed 90.1 FTEs or 40.1% of total FTEs

Average weekly hours - main site	Number	Percent
Less than 20 hours	123	25.3%
20 to 39 hours	186	38.3%
40 to 59 hours	149	30.7%
60 hours or more	28	5.8%

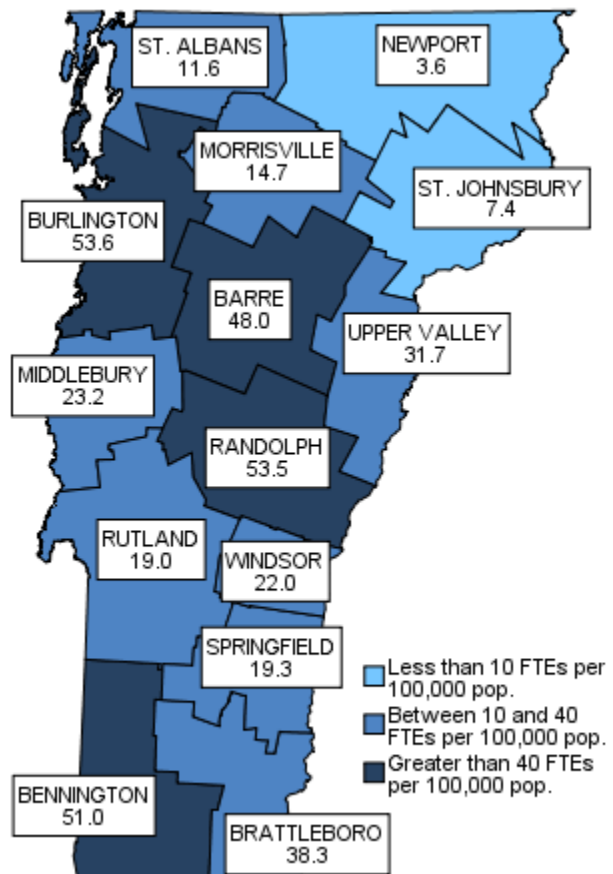
Blueprint Health Care Areas *(see Appendix for details)*

- 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 56.3 (Middlebury) to 2.6 (Windsor) and for doctoral level was 53.6 (Burlington) to 3.6 (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

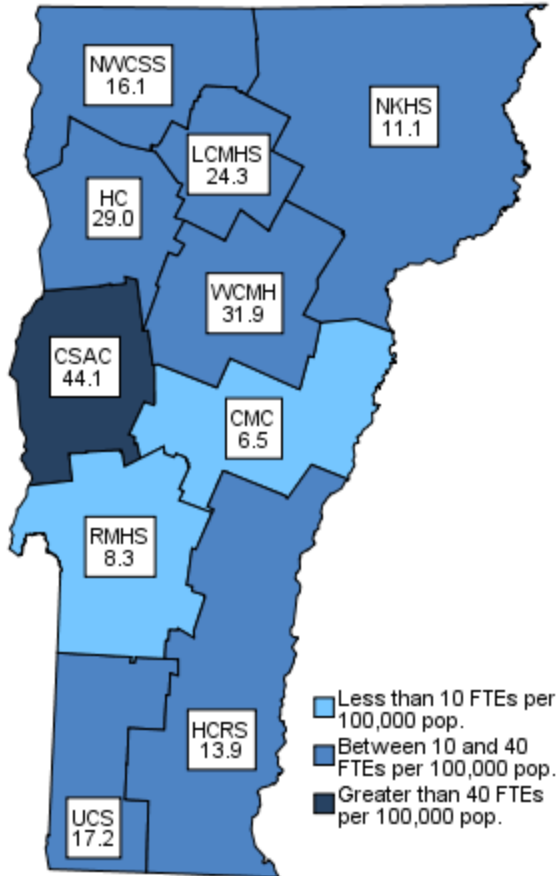


2016 Psychologists: Master's and Doctoral

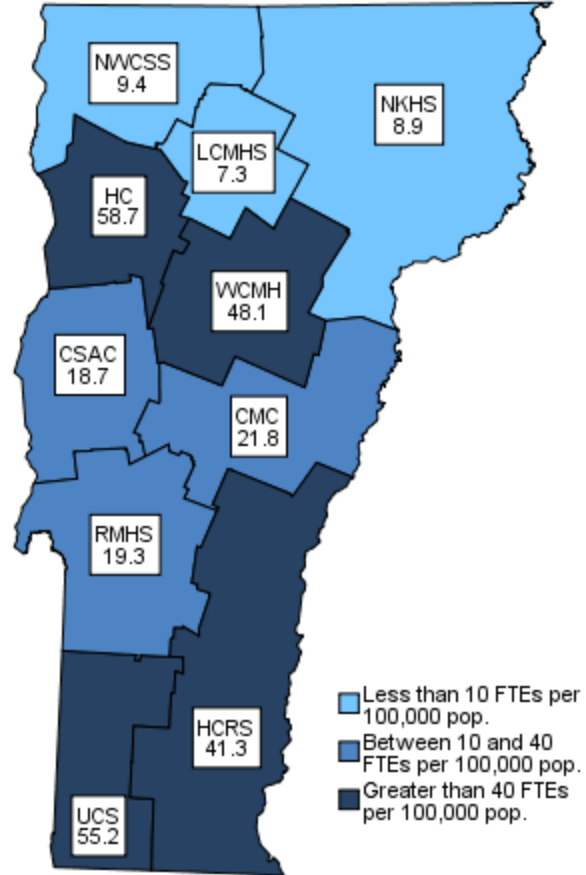
Mental Health Catchment Areas *(see Appendix for details)*

- 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 : 17
- 39.5% of psychologists in Vermont had been licensed here for over 20 years.

Years licensed in Vermont	Number	Percent
0 to 5 years	97	20.0%
6 to 10 years	71	14.6%
11 to 15 years	53	10.9%
16 to 20 years	73	15.0%
21 to 25 years	74	15.2%
Over 25 years	118	24.3%

- Similar percentages of both master's and doctoral psychologists indicated plans to increase or decrease hours.

2016 Psychologists: Master’s and Doctoral

- 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).

Plans for the next 12 months	Number	Percent	Number of FTEs	Percent of FTEs
Master’s				
Increase hours	13	7.5%	8.4	6.4%
Decrease hours	15	8.7%	8.9	6.8%
Retire	2	1.2%	0.1	<0.01%
Doctoral				
Increase hours	25	8.0%	16.4	7.3%
Decrease hours	26	8.3%	14.2	6.3%
Retire	6	1.9%	3.0	1.3%

Observations

- Aging workforce – 46.9% of psychologists active in Vermont were older than 60. Even though only a small percentage indicated plans to retire, additional psychologists are likely to leave the workforce over the next few years.
- Limited coverage – only half of doctoral level psychologists accepted Medicare and less than two-thirds were accepting new Medicaid patients.
- Unequal distribution of psychologists among geographical regions – this indicates lower access to psychologists in areas with smaller FTE to population ratios.

Questions

For tables detailing these data or further information, contact:

Vermont Department of Health
 Division of Health Surveillance – Workforce Census
 108 Cherry Street, Drawer 41
 PO Box 70
 Burlington, VT 05402-0070
 Tel. 802-863-7300
 Email: AHS.VDHPPhysicianCensus@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, 2016. The data include all licensed psychologists except for new licensees enrolled less than three months before the renewal date (October – December 2015), as their license was valid until the next renewal date of January 31, 2018. 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

2016 Psychologists: Master's and Doctoral

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 2015 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.