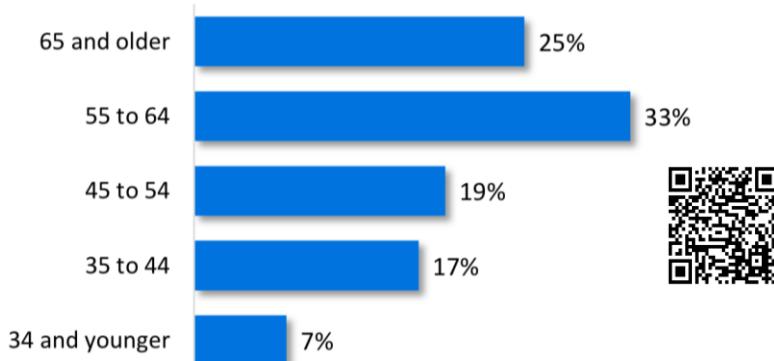


Psychology Workforce in Crisis

Psychology is one of the oldest professions in Minnesota's health care sector, demographically speaking. More than half of all psychologists are age 55 or older, and the youngest cohorts of psychologists are proportionately small, suggesting that there is not a large pipeline of new professionals entering the field to replace those retiring. We are running out of psychologists in Minnesota and future generations will see an exacerbated version of the current mental health crisis.

Age of Minnesota Psychologists



Source: Minnesota Board of Psychology, February 2016. Analysis done by MDH. Percentages are based on all 3,824 licensees.

- 77% of psychologists in 2016 were 45 years old or older.
- In 2022, there were just over 3700 psychologists in Minnesota
- Approximately 2850 of them are 45 years or older.
- In 25 years, the youngest of these will be 70 years old. The remaining 850 will be 45 or older.
- Assuming replacement at the rate of the last 20 years, there will be 1700 psychologists in Minnesota.
- Using the replacement rate projected in the last 10 years and considering the time it takes to educate and train a psychologist, there will be 260 new psychologists added to the 850 older psychologists, for a total of 1110 psychologists in Minnesota.
- 20 years later it will be 520.

Graduate Level Psychology Program in Minnesota

There are currently only six doctoral psychology programs in Minnesota. They are:

- PsyD from St. Thomas
- PsyD from Augsburg

- PsyD from St. Mary's
- PhD in Clinical Psych from UMN
- PhD in Counseling Psych from UMN
- PhD in School Psych from UMN

The PhD Programs

1. Between 2013-2023, 62 degrees have been conferred from the UMN Clinical Psych program. This means that the program is producing six graduates a year on average.

This same document indicates that only 39 of the 62 degree recipients actually became licensed psychologists in the past 10 years, or less than 4 a year on average. This does not indicate if these licensed psychologists remained in the state or left Minnesota for other career opportunities.

The 2023-2024 tuition cost for in-state student is \$19,116. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$95,580. This does not include other administrative fees, housing, books, travel, etc.

Taken from UMN's Clinical Science and Psychopathology Research program's Student Admission, Outcome, and Other Data: <https://drive.google.com/file/d/1BURETpSmx0co-xvp4djKGXNztCfxkG9/view>

2. Between 2013-2023, 25 doctoral degrees were conferred from the UMN's Counseling Psychology program. This means that they are producing two to three graduates a year.

In reality, the program indicates that only 19 graduates have become licensed in the past 10 years. This means the Counseling Psychology program at the UMN produces less than two licensed psychologists a year in the past 10 years. Again, this does not indicate if these licensed psychologists remained in the state or left for other career opportunities.

The 2023-2024 tuition cost for in-state student is \$19,116. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$95,580. This does not include other administrative fees, housing, books, travel, etc.

Taken from UMN's Counseling Psychology program's Student Admission, Outcome, and Other Data: https://drive.google.com/file/d/1_Uzba6qmJTIM2YrAJS-0FnypQsJsJXEu/view

3. Between 2013-2023, 59 doctoral degrees were conferred from the UMN's Educational Psychology program. This means that they are producing less than six graduates a year.

This same document indicates that 56 of these individuals actually became licensed psychologists in the past 10 years, averaging 5-6 licensed psychologists a year. Again,

this statistic does not indicate if these licensed psychologists remained in the state or left for other career opportunities.

The 2023-2024 tuition cost for in-state student is \$19,116. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$95,580. This does not include other administrative fees, housing, books, travel, etc.

Taken from UMN's Educational Psychology program's Student Admission, Outcome, and Other Data:
<https://edpsych.umn.edu/academics/school-psych/outcomes>

With these data in mind, the UMN PhD programs have produced 114 licensed psychologists in the past 10 years, meaning less than 12 psychologists a year enter the Minnesota workforce. This assumes that all 12 remain in Minnesota and do not relocate. Of further note, it is not guaranteed that all 114 of these individuals are engaging in clinical, patient-facing work. Some may be in administrative, teaching, or research roles.

Tuition costs, on average, \$95,580 after five years. However, these costs are often funded when students participate in research or teaching assistantships.

The PsyD Programs

4. St. Thomas has produced 125 doctoral degree recipients in the years 2013-2023, with an average of 12-13 a year.

Of those 125 graduates, 87 have become licensed psychologists, with an average of nine a year. To reiterate, this statistic does not indicate if these licensed psychologists remained in the state or left for other career opportunities.

The 2023-2024 tuition cost for in-state student is \$27,550. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$137,750. This does not include other administrative fees, housing, books, travel, etc.

Taken from St. Thomas's University's Counseling Psychology program's Student Admission, Outcome, and Other Data:
https://health.stthomas.edu/_media-library/_documents/gspp-psyd-student-admissions-outcomes-and-other-data.pdf

5. St. Mary's has conferred 86 doctoral degrees between 2015-2023. This suggests the school produces, on average, 10 to 11 doctoral degree holders in the state each year.

Of those 86 degree recipients, 51 have been granted licensure. St. Mary's, therefore, produces approximately five licensed psychologists a year in the past 10 years.

The 2023-2024 tuition cost for in-state student is \$27,860. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$139,300. This does not include other administrative fees, housing, books, travel, etc.

Taken from St. Mary's University's Counseling Psychology program's Student Admission, Outcome, and Other Data:
<https://www.smumn.edu/wp-content/uploads/2023/09/2023-c-26d-template-rev2.pdf>

6. Augsburg has not graduated a class of doctoral degrees since taking over the Clinical PsyD program from Argosy University. So, they have not produced any psychologists yet. According to their Student Admissions, Outcome, and Other Data records, they had 42 students enrolled from 2019-2023.

The 2023-2024 tuition cost for in-state student is \$39,040. Graduate programs are generally at least 5 years long, so the average tuition cost for this program is \$195,200. This does not include other administrative fees, housing, books, travel, etc.

Taken from Augsburg University's Clinical Psychology program's Student Admission, Outcome, and Other Data:
<https://drive.google.com/file/d/10ea0F1F5a9w8NmCBBP4ZwbeELOw19YAK/view>

Summary

So, in all, the state's doctoral psychology programs have produced approximately 36-39 doctoral degree holders a year in the last ten years. Of these 36-39 degree recipients each year, approximately 25-26 have become licensed psychologists capable of seeing patients. Again, however, it is not guaranteed that all 25-26 of these individuals are engaging in clinical, patient-facing work. Some may be in administrative, teaching, or research roles. These numbers may increase slightly as Augsburg cohorts begin to enter the workforce.

However, it cannot be understated that the current educational pipeline to the workforce is not producing enough psychologists annually to replace those retiring or leaving the state. If we do nothing to fund more educational opportunities at the doctoral level, Minnesota will continue to experience a narrowing access channel to mental health services and an expanding mental health workforce crisis.

With these numbers, we can assume that an average of 114 psychologists over the age of 45 will leave the workforce each year over the next 25 years (2,850 psychologists divided by 25 years). With 114 psychologists leaving the workforce and only 25-26 psychologists entering the workforce, we will see an explosion in mental health issues in the Minnesota population.

The average Minnesota PhD program costs \$95,580 after five years, excluding fees, housing, books, etc. Most students can obtain funding to reduce these costs, however, through the procurement of research or teaching assistantships.

The average Minnesota PsyD program costs \$157,416 after five years.

So, at base level, psychologists who hold a PsyD degree, which focuses on clinical work rather than research or teaching, are going to pay \$60,000 more for their degree. This is likely to dissuade individuals from entering the field and obtaining the clinically-focused degree. This \$60,000 becomes even larger when one factors in reductions in tuition cost in PhD programs due to participation in research or teaching assistantships.

We need to provide funding for more doctoral programs to help alleviate this burgeoning crisis.