

Health Care Workforce Census

Psychologists: Master's and Doctoral, 2024

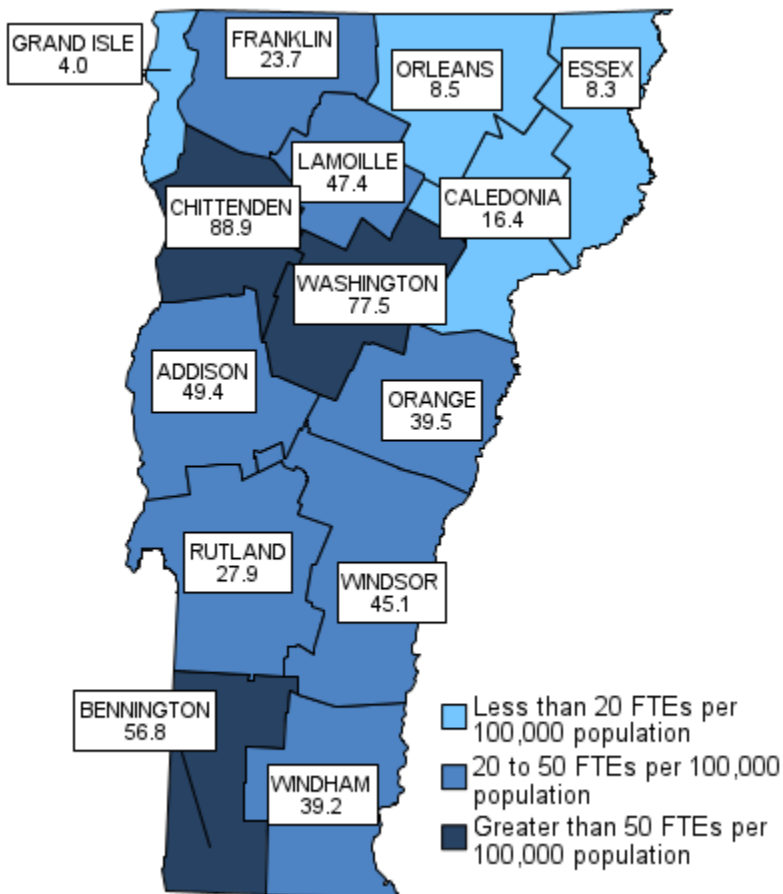
February 2025

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 report for Vermont psychologists, who are relicensed every two years. Data for this report were obtained during the January 2024 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% are licensed at the master's level and 64% are licensed at the doctoral level.

Psychologist FTEs per 100,000 population by county



In Brief

Workforce

Census period – January 2024
 Response Rate: 100%
 Licenses renewed: 720
 Active in VT: 497
 Full-time Equivalents (FTEs): 343.8
 Out-of-state telehealth active in VT: 122

Demographics

% Female: 63%
 Median Age: 60
 % 60 or older: 52%

Education and Training

% doctoral level: 64%
 % educated in VT: 35%
 % educated in Northeast: 68%

Main Specialty

Clinical Psych.: 70%
 Clinical Child & Adolescent Psych.: 11%

Current Employment

Accepting new patients: 77%
 Full-time hours at one site: 33%
 Full-time hours at all sites: 34%
 Plans to reduce hours: 6%
 Plans to retire or stop working in VT: 0.8%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 88.9, Chittenden
 Lowest: 4.0, Grand Isle

Trends in Statewide FTEs

2018: 378.1
 2020: 374.9
 2022: 373.2
 2024: 343.8

Workforce

- 720 psychologists renewed their licenses during the surveyed period, and 720 completed the workforce census for a response rate of 100%.
- 34% (29/91) of psychologists who are not currently providing care in Vermont indicated they planned to do so within the next 12 months.
 - 3 master's level
 - 26 doctoral level
- 122 psychologists are providing direct patient care in Vermont via telehealth but are located out of state. All 122 are doctoral level psychologists and are excluded from the rest of this report.
- The remainder of this report is based on the 497 psychologists who reported providing direct patient care in Vermont.
 - 181 master's level – 36% of active psychologists in Vermont
 - 316 doctoral level – 64% of active psychologists in Vermont

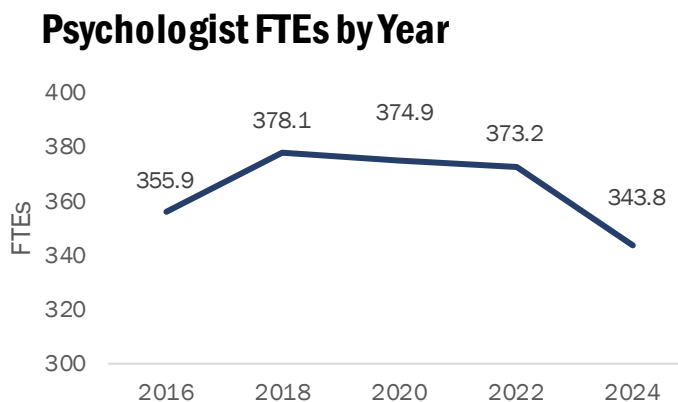
Full Time Equivalents

- The 497 psychologists actively practicing in Vermont provide 343.8 FTEs.
 - Master's level: 181 psychologists provide 129.8 FTEs, or 38% of the total psychologist FTEs.
 - Doctoral level: 316 psychologists provide 214.0 FTEs, which is 62% of all psychologist FTEs.
- 33% of all psychologists work 40 hours or more a week at their primary work location.
- 28% of psychologists work less than 20 hours a week at their primary work location.
- A large proportion of FTEs are provided by psychologists aged 60 or older.
 - Master's level: 87 individuals over 60 contributed 53.2 FTEs or 41% of total master's level FTEs.
 - Doctoral level: 169 individuals over 60 contributed 99.3 FTEs or 46% of total doctoral level FTEs.

Average weekly hours - main site	Number	Percent
Less than 20 hours	137	28%
20 to 39 hours	196	39%
40 hours or more	164	33%

Trends in Statewide FTEs

- The total number of psychologist FTEs increased from 355.9 to 378.1 between 2016 and 2018.
- Between 2018 and 2024, FTEs decreased by about 34 from 378.1 to 343.8 FTEs, with the steepest decrease – 29 FTEs – between 2022 and 2024.

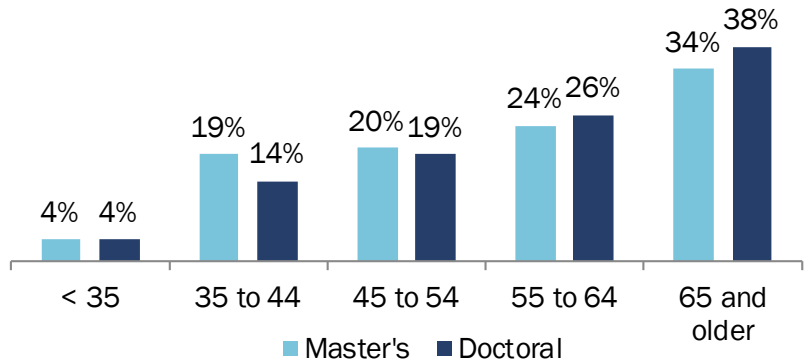


Demographics

Gender

- 63% of psychologists are female, 34% are male, and 3% preferred not to answer.
 - Master's level: 66% female, 30% male, and 4% another gender.
 - Doctoral level: 62% female and 36% male.

Age Distribution of Psychologists by License Type



Age

- Distribution of age was similar between the two groups.
- Half of master's level psychologists are younger than 59 – that is, the median age was 59. Half of doctoral level psychologists are younger than 61.

Race and Ethnicity

Psychologists were asked to select their race and could select multiple responses or choose not to answer, so numbers may not equal the total number of psychologists.

- 449 psychologists (90%) are white, 1% are Asian, 1% are American Indian or Alaska Native, and 0.4% are Black or African American. Zero are Native Hawaiian or other Pacific Islander. 2% selected another race that was not listed, and 28 preferred not to answer or did not answer.
- Nine psychologists (2%) are Hispanic or Latino/a, and 93% are not. Five percent of psychologists preferred not to answer and 10 are missing data for ethnicity.

Education and Training

- 68% of master's level and 16% of doctoral psychologists finished schooling in VT.
- Among doctoral psychologists, 67% had a PhD, 30% had a PsyD, and 2% had an EdD.

Highest degree awarded in...	Number	Percent
Vermont	171	35%
Northeast excluding Vermont	162	33%
Midwest	49	10%
South	43	9%
West	59	12%
Canada	3	0.6%
Outside the U.S. or Canada	6	1%

Doctoral level additional training

- 88% of doctoral psychologists completed an internship as part of their doctoral program.
 - 78% of those internships were APA (American Psychological Association) accredited.
 - 6% of those internships were CPA (Canadian Psychological Association) accredited, and 40% did not know whether their internship was CPA accredited.
- 74% of doctoral psychologists indicated 1-2 years of post-doctoral supervised training.
- 3% of doctoral psychologists indicated specialized training in the following: child and adult psychotherapy, clinical psychology, clinical health psychology, and neuropsychology.

Practice Characteristics

Number of sites

- 11% of master's level psychologists practice at more than one location.
- 10% of doctoral level psychologists practice at more than one location (1 doctoral psychologist did not have specific practice locations).

Psychologists: Master's and Doctoral, 2024

Specialties

- The most common main specialty for both master's and doctoral psychologists was clinical psychology.

Specialty	Masters				Doctoral			
	Main*		Secondary		Main*		Secondary	
	Count	FTEs	Count	FTEs	Count	FTEs	Count	FTEs
Clinical Child and Adolescent Psychology	21	14.8	2	0.2	34	22.8	9	1.6
Clinical Psychology	134	91.9	6	2.1	215	134.5	7	2.0
Cognitive or Dialectical Behavioral Psychology	--	--	--	--	7	4.9	3	1.0
Counseling Psychology	7	3.9	--	--	1	0.8	--	--
Couple & Family Psychology	4	2.7	1	0.1	--	--	3	0.4
Evaluations & Assessments	2	1.0	1	0.2	2	1.2	2	0.5
Forensic Psychology	2	0.2	--	--	16	9.5	2	0.3
Health Psychology	2	1.4	1	0.2	10	7.0	6	2.0
Neuropsychology	1	1.0	3	0.9	12	8.0	7	3.0
Psychoanalytic Psychology	1	0.4	4	0.6	5	3.3	--	--
School Psychology	3	2.8	2	0.8	7	5.5	4	1.2
Trauma	1	0.2	2	0.3	--	--	--	--
Other	3	0.8	8	1.7	2.5	5	3	0.3

*main specialty is one in which most annual hours were reported by individual psychologists

Practice setting

- The most common main setting for all psychologists was independent solo practice.

Main Setting	Master's level		Doctoral level	
	Number	Percent	Number	Percent
College/university counseling/health center	4	2%	7	2%
Designated agency	19	11%	6	2%
Government	3	2%	1	0.3%
Health clinic/outpatient facility	4	2%	10	3%
Hospital/medical center	4	2%	37	12%
Independent group practice	11	6%	33	10%
Independent solo practice	116	64%	175	55%
Mental health clinic	8	4%	16	5%
Non-profit organization	2	1%	1	0.3%
School-based mental health service	4	2%	13	4%
Residential	2	1%	3	1%
Other setting	4	2%	14	4%

Access to Care

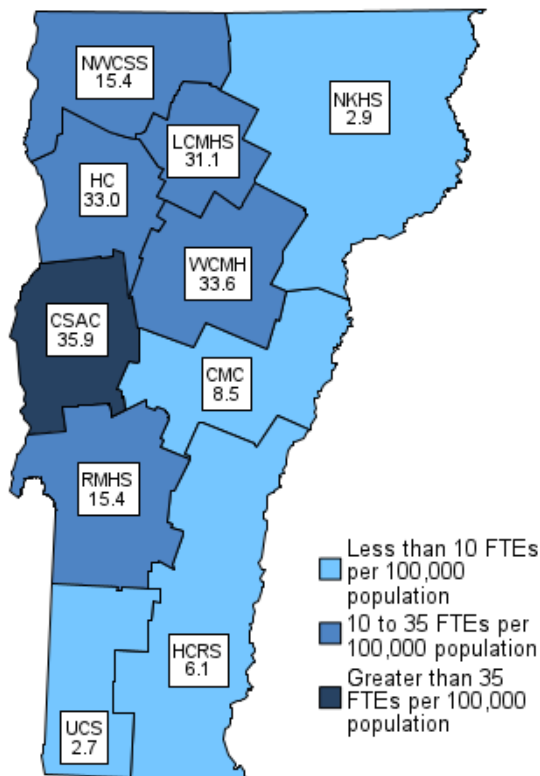
- Doctoral psychologists are less likely to accept new patients, participate in Medicaid, or accept new Medicaid patients than master's level psychologists.
- The lower percentage of master's level psychologists providing care to Medicare patients is primarily due to the reimbursement structure of Medicare. 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	80%	76%
Participate in Medicaid	80%	57%
Accept new Medicaid patients	67%	43%
Participate in Medicare	23%	54%
Accept new Medicare patients	18%	43%

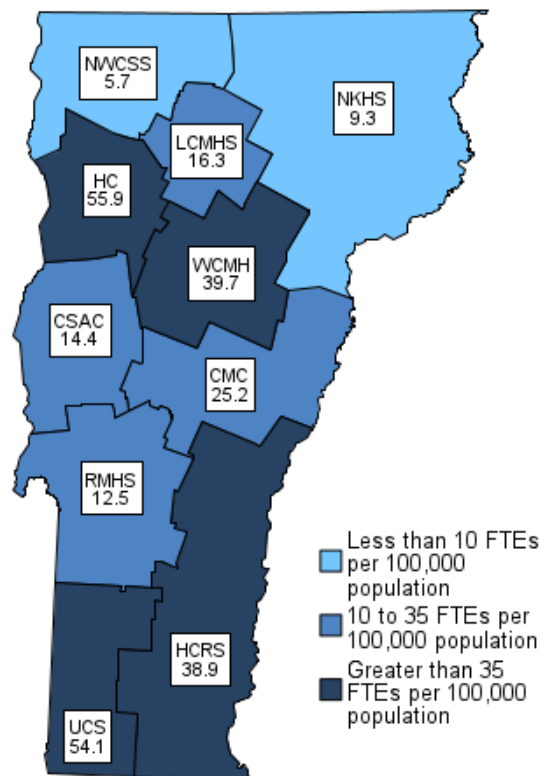
Mental Health Catchment Areas *(see Appendix for details)*

- There is a wide variation in ratios of FTEs to 100,000 population at the mental health catchment area level. Master's level psychologist FTE ratios range from 2.7 in the United Counseling Services catchment area to 35.9 in Counseling Services of Addison County. For doctoral level psychologists, FTE ratios range from 5.7 in the catchment area of Northwestern Counseling and Support Services to 55.9 for Howard Center.

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: 23
- 54% of psychologists in Vermont have been licensed here for over 20 years.
- Similar percentages of both master's and doctoral psychologists indicate plans to increase or decrease hours in the next 12 months (see table below).
- Few psychologists are planning to retire in the next 12 months – less than 2% for either master's or doctoral level – even though 52% of them are 60 or older (48% - master's and 54% - doctoral).

Years licensed in Vermont	Number	Percent
0 to 5 years	59	12%
6 to 10 years	65	13%
11 to 15 years	55	11%
16 to 20 years	46	9%
21 to 25 years	57	12%
Over 25 years	212	43%
* Missing data from 3 individuals		

Planned changes to hours in the next 12 months	Number	Percent	Number of FTEs	Percent of FTEs
Master's				
Increase hours	8	4%	4.8	4%
Decrease hours	9	5%	4.4	3%
Retire	2	1%	0.8	<1%
Doctoral				
Increase hours	14	4%	6.7	3%
Decrease hours	21	7%	10.1	5%
Retire	1	0.3%	1.0	<1%

Key Takeaways

- Decreasing FTEs – since 2018, there has been a decrease of 34 FTEs. Most of the decrease – 29 FTEs – occurred between 2022 and 2024, dropping from 373.2 to 343.8 FTEs.
- Aging workforce – 52% of psychologists active in Vermont are 60 or older. Even though only a small percentage indicate plans to retire, additional psychologists are likely to leave the workforce over the next few years.
- Limited access for patients with Medicare and Medicaid – only 54% of doctoral level psychologists participate in Medicare and 57% participate in Medicaid. While 80% of master's level psychologists participate in Medicaid, just 23% participate in Medicare, as they must be working directly under a doctoral level psychologist to do so.
- Unequal distribution of psychologists among geographical regions – this indicates lower access to psychologists in areas with smaller FTE to population ratios.

Half of psychologists active in Vermont are 60 or older.

For more information, contact: 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, 2024. The data include all licensed psychologists except for new licensees enrolled less than three months before the renewal date (October – December 2023), as their license was valid until the next renewal date of January 31, 2026. 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.

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 (Mental Health Catchment areas), a common breakpoint was determined for both license levels by using the average of the two groups' quartile breakpoints.

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

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 2022 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 are 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.