



# 2022 INDIANA PSYCHOLOGIST WORKFORCE BRIEF



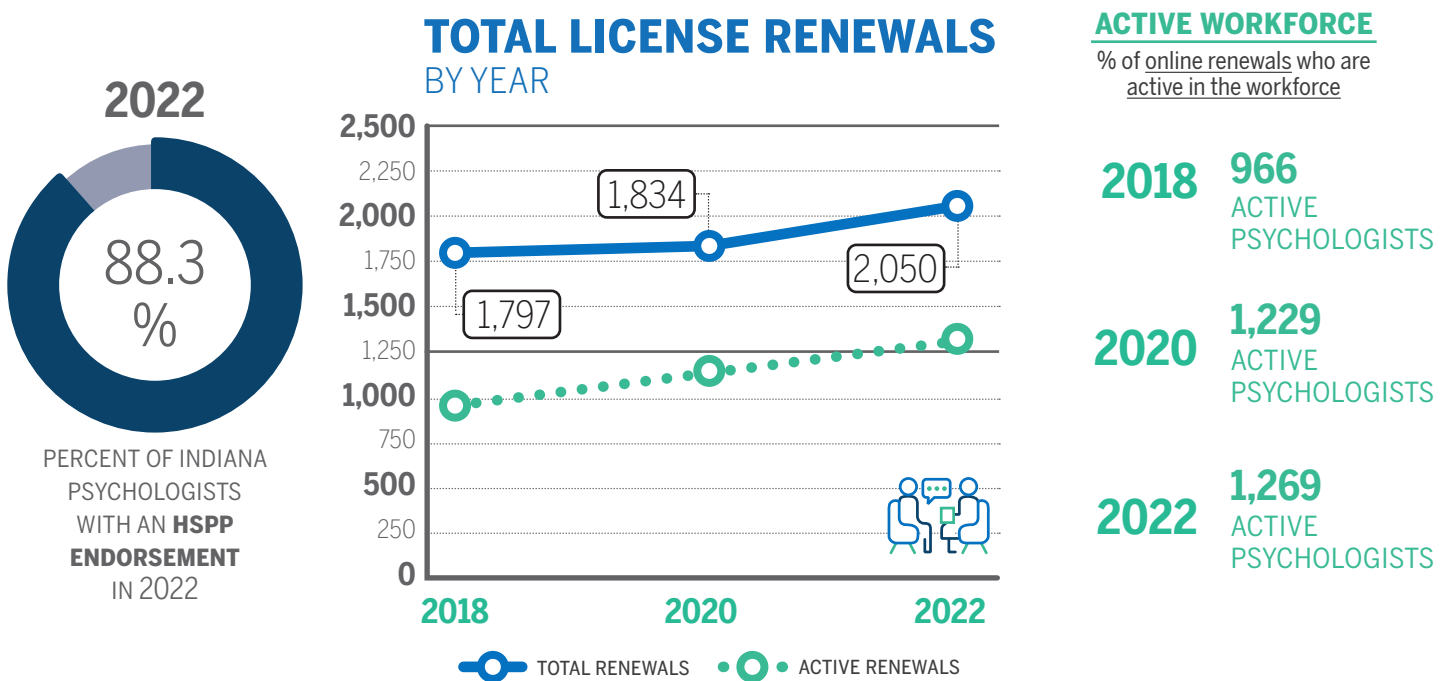


# INDIANA PSYCHOLOGIST WORKFORCE THROUGH THE YEARS

Indiana is fortunate to have a robust mechanism to identify, quantify, and describe the behavioral health workforce throughout the state. In Indiana, psychologists are licensed by the Indiana State Board of Psychology, which resides under the Indiana Professional Licensing Agency (PLA). The PLA is responsible for administering numerous health professions licenses, including psychologist licenses.

Since 2018, these psychologist licensees (and other selected health professions) who were completing license renewal online to provide key information to inform State policy and planning (IC 25-1-2-10).<sup>1</sup> The 2022 renewal period was the second round of renewals after this law went into effect for psychologists.<sup>2</sup> A total of 2,050 psychologist licenses were renewed during the 2022 renewal period. Most of these licenses were (82.2%) renewed online and therefore completed the supplemental questions.

The information in the brief (reporting sample) represents the unique individuals who report serving Hoosiers and therefore contributing to Indiana's psychologist workforce.



**WHO IS INCLUDED IN THE SAMPLE?**

Psychologists who:

- Renewed their license online
- Are actively practicing in their field
- Practice located in Indiana or provide services to Hoosiers through telehealth



**WHO ISN'T INCLUDED IN THE SAMPLE?**

Psychologists who:

- Renewed offline (paper renewals)
- Hold inactive licenses
- Are not actively practicing
- Located out-of-state and not providing services to Hoosiers

1. IC25-1-2-10. Available at: <https://iga.in.gov/laws/2022/ic/titles/25#25-1-2-10>

2. Questions administered to psychologists can be found at:

<https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/26993ca5-10f0-4e36-83d2-65076c596a00/content>

# INDIANA PSYCHOLOGIST WORKFORCE POLICY REVIEW



## PSYCHOLOGIST VS. HSPP ENDORSEMENT COMPARISON

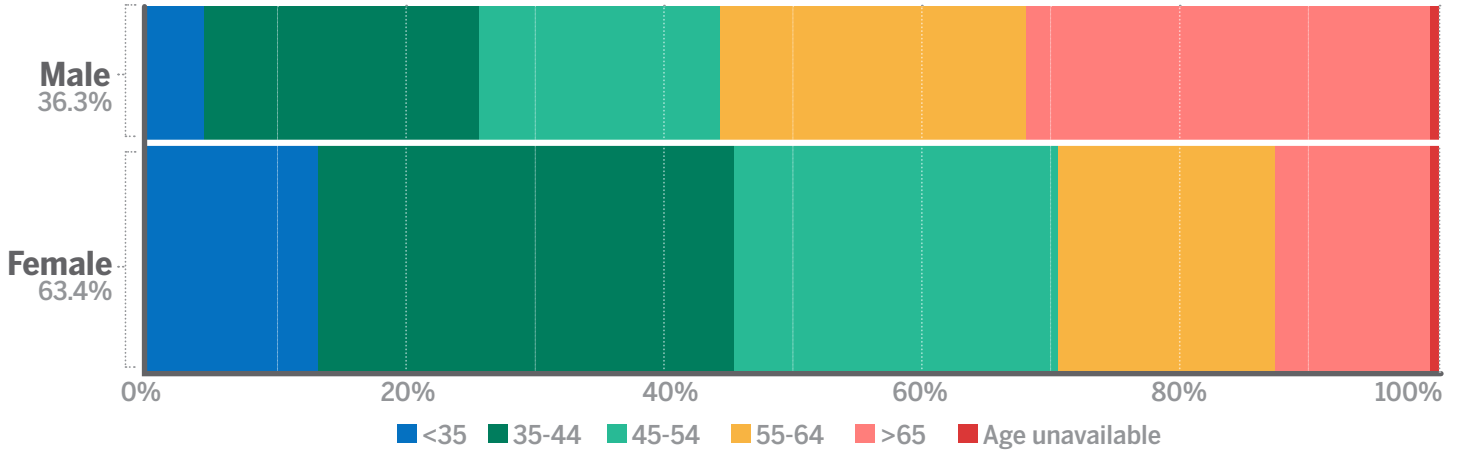
	PSYCHOLOGIST	HEALTH SERVICES PROVIDER IN PSYCHOLOGY (HSPP) ENDORSEMENT
EDUCATION	<p>Doctoral degree in psychology (868 IAC 1.1-41)<sup>2</sup></p>	<p>Doctoral degree in clinical psychology, counseling psychology, school psychology, or another applied health service area of psychology  (IC 25-33-1-5.1)<sup>1</sup> (868 IAC 1.1-41)<sup>2</sup></p>
TRAINING	<p>1 year residency in areas of clinical, counseling, and school psychology. (IC 25-33-1-5.1)<sup>1</sup></p>	<p><b>Post Internship Experience:</b> A minimum of 1,600 hours of supervised experience (earned in 12 months) including 900 hours of direct client contact obtained through:</p> <ol style="list-style-type: none"> <li>1. Doctoral level practicum</li> <li>2. Post internship experience</li> </ol> <p>Or a combination of 1 and 2</p>
PRACTICE	<p>Performs evaluations and diagnostic services through interpretations of tests. Diagnosis and treatment of mental and behavioral disorders.</p>	<p>HSPP (Health Service Provider in Psychology) endorsement must be obtained on an Indiana psychology license to allow for independent diagnosis and treatment of mental and behavioral disorders.  (868 IAC 1.1-13-2.1)<sup>3</sup></p>

1. Indiana Code (IC): <https://iga.in.gov/laws/2024/ic/titles/25#25-33-1-5.1>  
 2. Indiana Administrative Code (IAC): <http://iac.iga.in.gov/iac/>  
 3. [http://iac.iga.in.gov/iac/iac\\_title?iact=868](http://iac.iga.in.gov/iac/iac_title?iact=868)

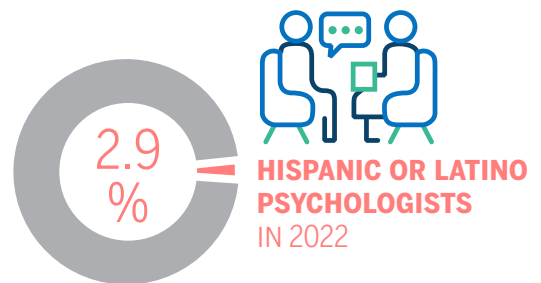
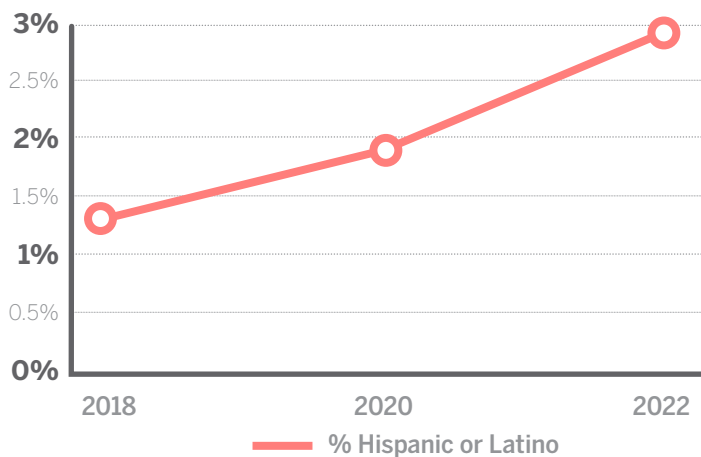
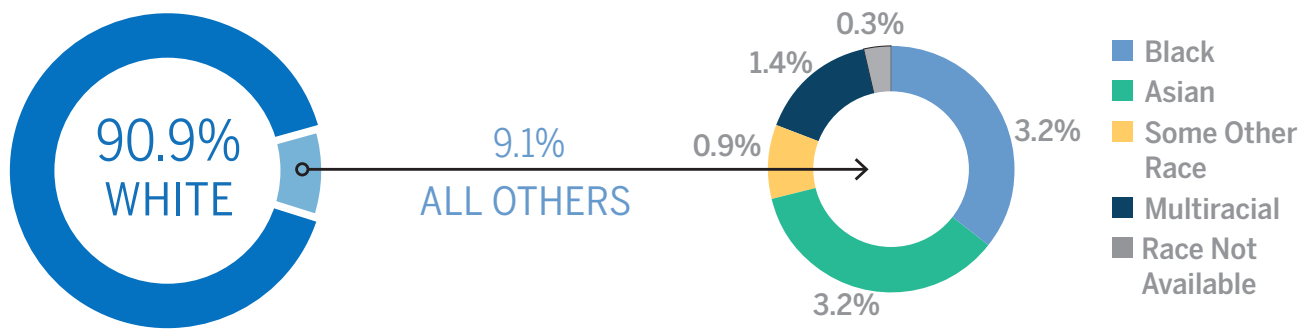
# INDIANA PSYCHOLOGIST WORKFORCE DEMOGRAPHIC CHARACTERISTICS



Indiana Psychologist Workforce by **Age and Sex** in 2022

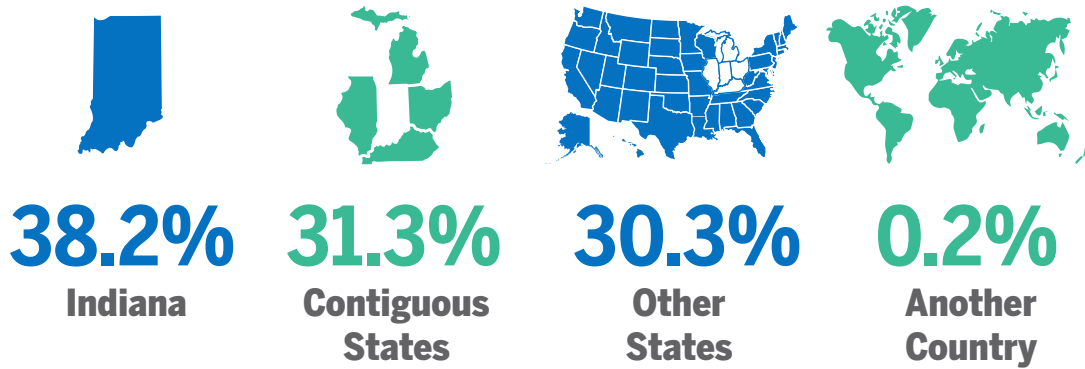


**Racial and Ethnic Diversity** in the Indiana Psychologist Workforce in 2022

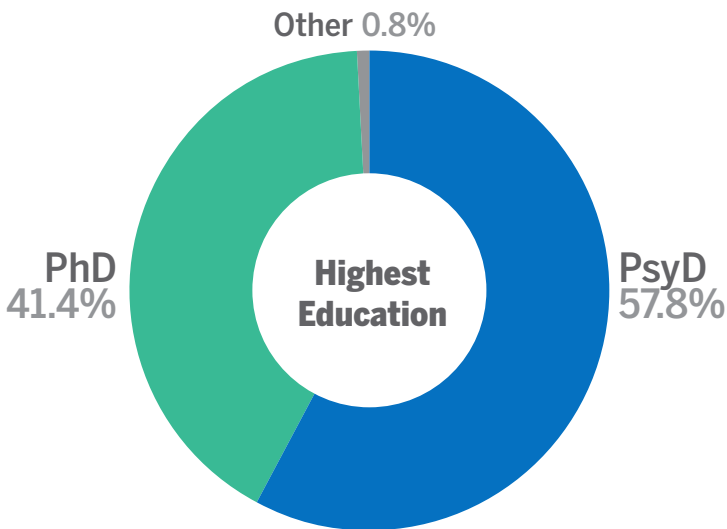


# INDIANA PSYCHOLOGIST WORKFORCE EDUCATION AND PRACTICE CHARACTERISTICS

Where did Indiana psychologists obtain their **qualifying education**?



What do Indiana psychologists report as their **highest education**?

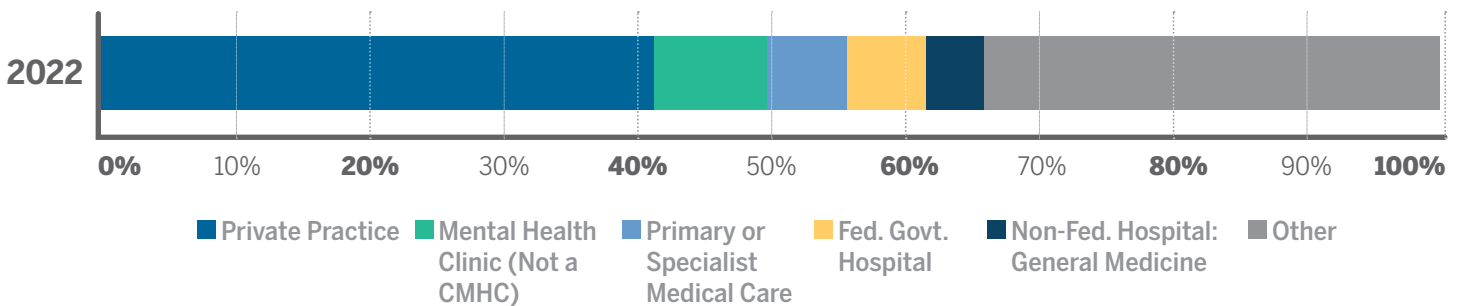


What are Indiana psychologists reported **employment plans** for the next two years?

↑ = up   ↓ = down

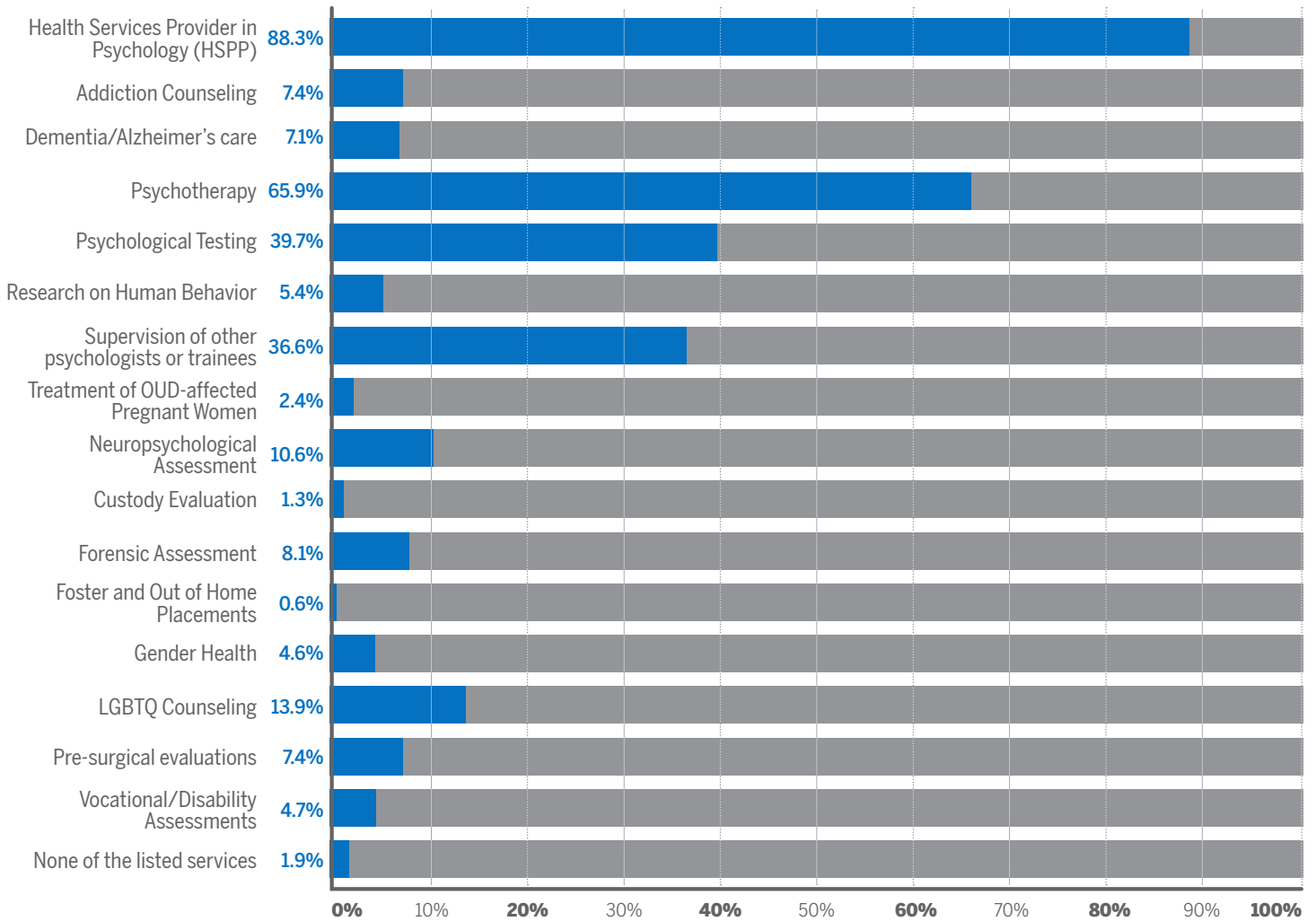
Employment Plan	Psychologists
Continue current practice	87.4% ↑ from 85.3 in 2020
Increase hours in patient care	5.3% ↑ from 1.7 in 2020
Decrease hours in patient care	5.9% ↑ from 2.2 in 2020
Leave Direct Patient Care	0.3% ↓ from 0.2 in 2020

What are the **top five psychologist practice settings** in Indiana?

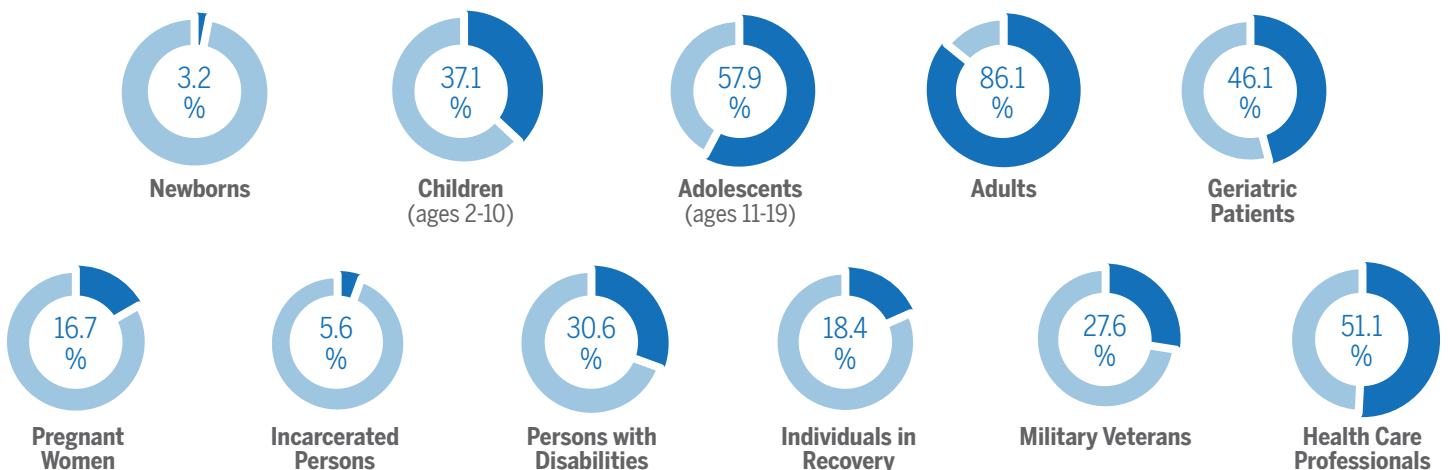


# INDIANA PSYCHOLOGIST WORKFORCE EMPLOYMENT CHARACTERISTICS, CONT.

What **services** do Indiana psychologists report providing?



What **populations** do Indiana psychologists report serving?



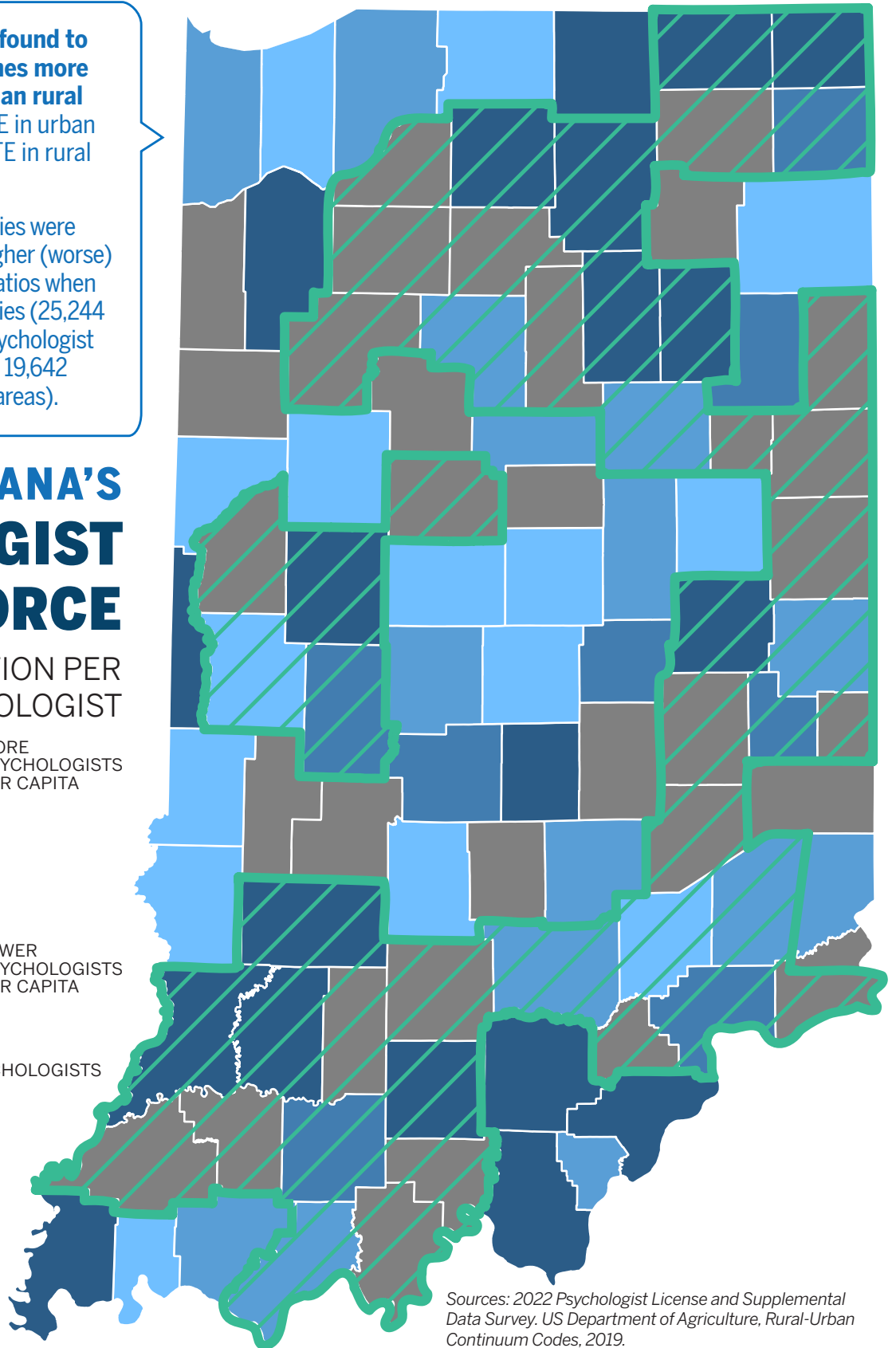
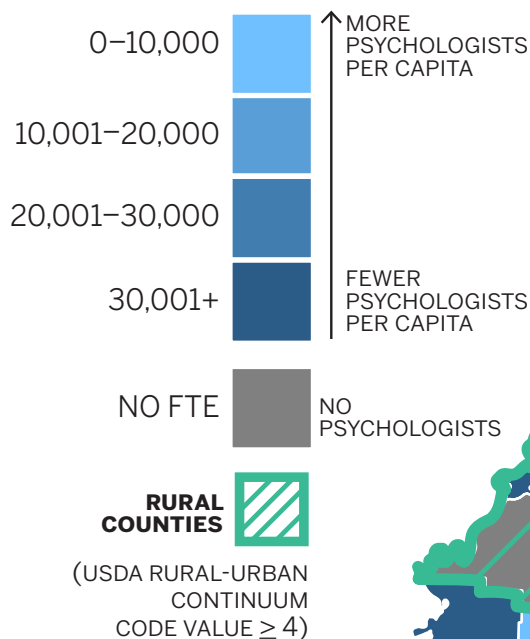
# INDIANA PSYCHOLOGIST WORKFORCE GEOGRAPHIC DISTRIBUTION

**Urban counties were found to have nearly seven times more Psychologists FTE than rural counties** (12.9 total FTE in urban counties vs. 1.8 total FTE in rural counties).

As a result, rural counties were generally found to have higher (worse) population-to-provider ratios when compared to urban counties (25,244 rural population per 1 psychologist provider compared to 19,642 population in urban areas).

## INDIANA'S PSYCHOLOGIST WORKFORCE

### POPULATION PER PSYCHOLOGIST



Sources: 2022 Psychologist License and Supplemental Data Survey. US Department of Agriculture, Rural-Urban Continuum Codes, 2019.



# PSYCHOLOGIST WORKFORCE POLICY HIGHLIGHTS

## SEA 365 Adopted 2022

HEALTH AND HUMAN SERVICES MATTERS<sup>1</sup>

**Author: Sen. Mark Messmer, Sen. Vaneta Becker**

Entered Indiana into the psychology interjurisdictional compact concerning interjurisdictional telepsychology and the temporary authorization to practice psychology in another compact state.

## PSYPACT UPDATES

- **WHEN** PSYPACT was implemented and live as of July 2023.
- **WHAT** PSYPACT facilitates the practice of telepsychology and temporary in-person psychology across state lines.
- **WHO** Eligible applicants can apply for practice authorities directly through PSYPACT.

Questions may be directed to the [IPLA Indiana State Psychology Board](#) staff or the [PSYPACT Commission](#).

Learn more about the PLA's implementation [here](#).

1. SEA 365. Available at: <https://iga.in.gov/legislative/2022/bills/senate/365/details>



## HAVE YOU HEARD ABOUT THE PLAYBOOK PROJECT?

The Bowen Center spearheaded a collaborative project focused on understanding Indiana's post-secondary pipeline to practice for mental and behavioral health workers and identifying opportunities to strengthen the workforce. More information can be found on the [Playbook website](#). We were delighted to coordinate the Playbook Project through generous support from Lilly Endowment, Inc.



# ARE YOU A PSYCHOLOGIST OR EMPLOYER?

CHECK OUT THE WORKFORCE DEVELOPMENT INCENTIVE PROGRAMS THAT MAY BE AVAILABLE



*Most federal and state opportunities require service in a shortage area. Check out whether your employer qualifies by reading the program eligibility requirements and exploring health professional shortage area designations in Indiana at:*

**<https://data.hrsa.gov/tools/shortage-area/hpsa-find>**

## FEDERAL OPPORTUNITIES

### **National Health Service Corps (NHSC) Substance Use Disorder Workforce Loan Repayment Programs**

The National Health Service Corps Substance Use Disorder Workforce Loan Repayment Program (NHSC SUD Workforce LRP) expands access to evidence-based substance use disorder treatment in underserved, high-need communities across the country.

- **Three years of full time service (minimum 40 hours/week, 45 weeks/year):** Up to \$75,000
- **Three years of half time service (minimum 20 hours/week, 45 weeks/year):** Up to \$37,500
- Must practice in a **HPSA location** to be eligible.
- **Eligible Professions:** Physician Allopathic (MD) or Osteopathic (DO) Psychiatrist, Health Service Psychologist (HSP), Licensed Clinical Social Worker (LCSW), Psychiatric Nurse Specialist (PNS), Marriage and Family Therapist (MFT), Licensed Professional Counselor (LPC), Physician Assistant (PA), Mental Health & Psychiatry, Nurse Practitioner (NP), Mental Health & Psychiatry

### **Substance Use Disorder Treatment and Recovery Loan Repayment Program (STAR LRP)**

If accepted, the STAR LRP repays eligible educational loans in Exchange for full-time service for six years at a STAR LRP-approved treatment facility.

### **Behavioral or Mental Health Grants**

- Substance abuse prevention and treatment services
- Combined primary and behavioral health care services to groups of people in rural or high-need areas.

## STATE OPPORTUNITIES

The Indiana Department of Health operates **Indiana's State Loan Repayment Program** which offers up to \$20,000 per year to serve in certain geographies or settings throughout the state.

## ACKNOWLEDGEMENTS

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