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MEDIA RELEASE: SIOPA Responds to the 2025 I/O Psychology Workforce Survey

The Society for Industrial and Organisational Psychology Australia (SIOPA) welcomes the release of the State of Industrial and Organisational Psychology in Australia: 2025 Workforce Survey, a landmark study providing the most comprehensive picture of the Industrial/Organisational (I/O) psychology profession in Australia in recent years.

SIOPA is an independent and incorporated association with a purpose to create growth, supervision and professional development opportunities for I/O Psychologists and related disciplines in Australia. SIOPA has an *exclusive* focus on progressing the interests of the I/O psychology profession in Australia, and an *inclusive* approach to membership and involvement for individuals involved in I/O psychology and related professions, or interested in the application of I/O psychology principles, practices and knowledge.

The State of Industrial and Organisational Psychology in Australia: 2025 Survey Results **report** seeks to capture the current state of I/O psychology in Australia, including who we are, how we work, and our perceptions of where we are heading. This document represents SIOPA's **response** to the findings of the report and SIOPA's position on using the report findings to progress the development and impact of the I/O Psychology profession in Australia.

Key Reflections from SIOPA

The survey highlights a profession that is highly educated, strongly employed, and deeply engaged in shaping healthy, effective, and human-centred workplaces. At the same time, it surfaces important challenges and opportunities related to professional identity, visibility, capability development, and accessibility.

The findings confirm that I/O psychology professionals are working across a wide range of industries and practice areas, contributing evidence-based insights to organisational development, health and safety, leadership, culture, and wellbeing. The profession demonstrates strong applied capability and adaptability in a rapidly changing world of work.

However, the report also highlights several critical areas for attention:

- The need to better articulate and communicate the value of I/O psychology to organisations, policymakers, and the broader community.
- Constraints in the education, supervision and endorsement pipeline, which may limit future growth and impact of the profession.
- Emerging demands that require capabilities in technology, analytics, and psychosocial risk management. This is important because I/O Psychologists need to understand the impact of emerging demands on the practice of I/O psychology, as well as supporting organisations to adapt to changes.

- Opportunities to improve representation, accessibility, and inclusion within the profession (noting that universities and employers are skewed to urban areas and high education standards limit accessibility to some minority groups).

Importantly, the survey shows that the profession's challenges are not driven by a lack of capability, but by external visibility and positioning.

How SIOPA Will Use These Insights

SIOPA is committed to ensuring this data informs meaningful action. The findings will be used to:

- Guide strategic planning and advocacy priorities.
- Shape future continuing professional development (CPD) offerings.
- Support evidence-based engagement with educators, employers, and policymakers.
- Strengthen professional identity and public understanding of I/O psychology.
- Inform initiatives aimed at improving supervision capacity and professional pathways.

In line with the four recommendations in the report, SIOPA will:

- Continue and refine efforts to communicate the value and impact of the I/O psychology profession, and enhance understanding of how the scientist-practitioner method, being regulated by law, and having certifiably high minimum education standards differentiates the profession from others.
- Advocate for the I/O psychology profession through public identification and promotion to employers.
- Continue playing a strong role in providing discipline-specific I/O psychology CPD around Australia.
- Continue CPD programs that feature organisational leaders who employ I/O Psychologists, and academics who provide evidence-based thought leadership in the field.
- Continue providing financial assistance for members to obtain supervisor accreditation.

A Collective Opportunity

This survey reflects the voices of professionals working across diverse roles, sectors, and career stages. While no single study can capture every experience, the findings offer a valuable foundation for ongoing dialogue, collaboration, and progress.

SIOPA calls on **employers of I/O Psychologists** to:

- Promote an understanding of the profession and its differentiators.

- Actively communicate industry needs to universities and policy makers, connecting where possible and appropriate to the differentiators of the I/O psychology profession.
- Contribute to CPD opportunities for I/O Psychologists.
- Support I/O psychology employees to participate actively in discipline-specific CPD including integration of contemporary knowledge and skills.

SIOPA calls on **universities** to:

- Partner with I/O psychology employers and professional bodies to ensure I/O psychology curricula remain contemporary, practice-relevant, and aligned to evolving workforce and organisational needs.
- Take steps to cater for industry demands for I/O psychology capabilities.
- Strengthen the supervision and placement pipeline by expanding structured practicum/placement opportunities, fostering university–industry supervision partnerships, and supporting supervisor development through recognition, training, and practical guidance.
- Promote the distinct contribution of I/O psychology by clearly articulating the scientist-practitioner model, ethical obligations, and the profession's evidence-based approach within program messaging and engagement with employers.
- Improve accessibility and inclusion by exploring flexible delivery models (e.g., hybrid/online components), regional engagement strategies, targeted scholarships and outreach, and pathways that support students from diverse backgrounds while maintaining high standards.
- Encourage applied research partnerships, capstone projects with real-world impact, and dissemination that helps employers and policymakers understand what I/O Psychologists deliver.

SIOPA calls on **policy makers** to:

- Recognise the value of I/O psychology in enabling safe, healthy, and productive workplaces by explicitly including evidence-based organisational and psychosocial expertise in workforce, mental health, and workplace relations initiatives.
- Model best practice through government procurement by prioritising evidence-based approaches and appropriate professional expertise in workplace capability, culture, leadership, safety, and wellbeing programs.
- Promote equitable access to services and expertise by supporting initiatives that build capability beyond major metropolitan areas and address barriers for under-represented groups entering the profession.

SIOPA calls on members of the **I/O psychology profession** to:

- Advocate for the distinct, evidence-based contribution of I/O psychology—clearly communicating our differentiators to employers, stakeholders, and the broader community.

- Promote an understanding of the profession and its differentiators whilst continuing to recognise and include those in related professions.
- Maintain contemporary practice through discipline-specific CPD and capability building in emerging areas, including technology-enabled practice, data/analytics, and psychosocial risk management.
- Strengthen the future of the profession by contributing to supervision and early-career development (e.g., pursuing supervisor accreditation where eligible, mentoring, and supporting placements), while championing accessibility and inclusion across diverse communities and locations.

SIOPA will continue to reference this data in submissions, presentations, and collaborations, and encourages other professional bodies, educators, and stakeholders to do the same in ways that responsibly reflect the evidence and its limitations.

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https://siopa.org.au/i-o-psych-advocation/iopsychologysurvey/

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