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December 2004

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**Canadian Council of Professional Psychology Programs**  
**Conseil canadien des programmes de psychologie professionnelle**

# ***CCPPP NEWSLETTER***

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## **Contents**

<ul style="list-style-type: none"> <li>• Training Award Nominations</li> <li>• President's Interim Report</li> <li>• Highlights of the 2004 CCPPP AGM</li> <li>• APPIC Liaison Report</li> <li>• CCTC Liaison Report</li> <li>• CPA-Only Accreditation Movement</li> </ul>	<ul style="list-style-type: none"> <li>• Guidelines for Letters of Recommendation</li> <li>• Membership Drive</li> <li>• Section Liaison Activities</li> <li>• Website/Listserv</li> <li>• Pre-Convention Workshop Announcement</li> <li>• Letter to Ontario Minister of Health</li> </ul>
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## **Current Executive**

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Dr. Valerie Holms  
 (President)  
 University of Manitoba  
 vholms@hsc.mb.ca

Dr. Laurene Wilson  
 (President-Elect)  
 Royal University Hospital, Saskatoon  
 wilsonl@sdh.sk.ca

Dr. Patricia Minnes  
 (Past-President)  
 Queen's University  
 minnesp@psyc.queensu.ca

Dr. Doug Cane  
 (Secretary-Treasurer)  
 QE II Health Sciences Centre  
 pmudbc@qe2-hsc.ns.ca.

Dr. Ed Johnson  
 (Member-at-Large)  
 University of Manitoba  
 ed\_johnson@umanitoba.ca

Dr. Paul Veilleux  
 (Member-at-Large)  
 Service de Psychologie  
 Hotel Dieu, Montreal  
 paul.veilleux@umontreal.ca

Dr. Mary Ann Evans  
 (Member-at-Large)  
 University of Guelph  
 evans@psy.uoguelph.ca

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**The Award for Excellence in Professional Training**

The Canadian Council of Professional Psychology Programs (CCPPP) Award for Excellence in Professional Training has been presented to the following recipients:

- Dr. Marion Ehrenberg (2004)**
- Dr. Helen Bienert & Dr. Maureen Whittal (2003)**
- Dr. Jack Rachman (2002)**
- Dr. John Pearce (2001)**
- Dr. Pierre Ritchie (2000)**
- Dr. Alan Wilson (1999)**
- Dr. James Ogloff (1996)**
- Dr. Sam Mikail & Dr. Jeanne Ridgley (1995)**
- Dr. Laura Lee Mayo (1994)**

The objective of the award is to acknowledge the importance of professional training in psychology by recognizing a psychologist for his/her outstanding contributions to the professional training of graduate students/interns. Nominations for the award may be made for any psychologist involved in a CCPPP-member professional training site (graduate and internship), with the exception of current CCPPP executive.

Award nominations may be made by any graduate student/intern in psychology who has received or is currently receiving training from an eligible psychologist, and by any professional faculty member in a CCPPP program. Nominations should include the nominee’s curriculum vitae and relevant evidence to document excellence in professional training, including letters of support from the nominee's peers and/or recommendations of the internship director, professional program director, and/or head of department of the program. The nomination should also include information about the experience the nominator has had with the nominee and opinions of current and former graduate students/interns trained by the nominee.

**\*\*Please send nominations to Dr. Valerie Holms, PZ350, 771 Bannatyne Ave., Winnipeg, MB R3E 3N4. Deadline for receipt of nominations is January 31, 2005.\*\***



## President's Interim Report

Dr. Valerie Holms

I am very pleased to report on the success of this year's Preconvention Workshop at the Canadian Psychological Associations's Conference in St. John's Newfoundland in June. The workshop, presented by Dr. John Arnett, President of CPA, addressed advocacy and training issues. Dr. Arnett discussed advocacy within the context of present and future areas of practice and research and emphasized how and where advocacy efforts should be directed. He also commented on whether clinical psychologists are being trained to meet the public's needs as our profession moves more comprehensively in the direction of general health. Evaluations of the morning session were very positive.

In the afternoon, members of CCPPP raised some of the following issues for discussion: 1) the accreditation criteria requiring doctoral-level supervisors, 2) the usefulness of a pre-site visit consultation, 3) outside employment for graduate students, 4) CPA-only accreditation, and 5) Ph.D. completion times. Further topics, including PIPEDA and Internship Supply and Demand, were addressed at the AGM (summarized in Dr. Cane's article, page 4). The meeting ended with wine and cheese to celebrate **the 35<sup>th</sup> year of the Canadian Council of Professional Psychology Programs.**

Members at this year's AGM inquired about the accreditation requirements regarding supervision. Revisions to the criteria in 2002 clarified the requirement of doctoral-level supervision. For example, Standard IV. B. under internship training now states that "staff involved in the training programme as supervisors are registered in the province in which the programme is located, possess the doctoral degree in an area of professional psychology, and have met the standards in place at the time of their training" and Standard IV. C. states, "supervision of interns is provided by doctoral-level psychologists registered in the province in which they practice". Members

were particularly interested in whether there could be any 'grandfathering' of supervisors who had already been involved as supervisors for many years, whether other supervision could be recognized in some formal way, and how to support efforts to move toward the doctoral standard while keeping in mind contributions of Master's-level supervisors.

In response to CCPPP's request for clarification, the CPA Accreditation panel has clearly stated that **only supervision by doctoral-level, registered psychologists counts toward the 4-hour/week requirement.** They stated, "CPA accredits doctoral-level training; therefore, programs need doctoral-level supervision". Other supervisors can contribute to training (e.g., doctoral-level psychologists in the process of obtaining licensure, master's-level practitioners) but their supervision hours are not counted toward the training requirements.

A question about the number of students who relocate for internship was raised at the AGM. A survey of internship directors was conducted in the fall, 2004. Of the 39 internship programs listed in the CCPPP membership directory at the time, 25 (64%) responded. Over 2/3 of interns attending these internships relocated to begin their internship (67% in 2004-2005; 69% in 2003-2004).

In the spring of 2004 the executive reviewed and revised its membership requirements. The section on the benefits of membership was expanded to reflect additions (e.g., listserv; website links to member programs). The "eligibility" section now stipulates that member programs must be located in Canada and that academic programs must be located in a university. The executive elected to promote high standards of training through acknowledgment of CPA accreditation requirements and APPIC membership guidelines.

The Canadian Psychological Association has announced that it will begin accrediting doctoral level School Psychology programmes, in addition to clinical, counseling, and neuropsychology programmes. CCPPP is currently locating and

inviting all current nonmember programmes, including school psychology programmes, to consider joining CCPPP (see page 10).

One of the main issues discussed in recent years by members of the CCPPP has been the necessity of concurrent accreditation of Canadian programmes by both CPA and APA. A major focus for the executive has been to start the process whereby academic programmes and internships can voluntarily choose CPA-only accreditation. Further information on this is found on page 9 and a draft of the Memorandum of Agreement has been enclosed with this newsletter.

Dr. Paul Veilleux and Dr. John Pearce continue to work on the issue of internship funding across Canada. In addition, the CCPPP has written to the Ontario Minister of Health expressing its deep concerns regarding the internship funding cuts and shortage in Ontario (page 12). A response from the Minister has been requested.

Dr. Laurene Wilson and Dr. Janice Cohen have undertaken further study of the guidelines for letters of reference currently being used in Canadian programmes (page 9). The response to these guidelines has been very positive and more and more programmes are voluntarily adopting them each year. The latest version of the form is available in both French and English on CCPPP's website.

### **Highlights of the 2004 CCPPP Annual General Meeting**

#### **Dr. Doug Cane**

The 2004 CCPPP AGM was held on June 9 in St. John's Nfld. with 16 members in attendance. As always, the meeting provided a forum for reviewing and discussing the ongoing issues and challenges that help to ensure that psychologists involved in training never get to feel bored or entirely at ease.

Not unlike the 2003 AGM, the issue of single versus dual accreditation of training programs continued to receive considerable discussion and to generate lots of healthy and

interesting debate. The results of the CCPPP membership survey on this issue (presented previously in the Spring 2004 newsletter) were briefly reviewed and options for proceeding with this issue were discussed. It was noted that, initially, it might be more feasible for internship programs to make this change. It was also noted that there might exist within the internship programs some naturally groupings or clusters of programs that may wish to act in a coordinated manner.

Dr. Laurene Wilson provided a brief update on the CCPPP voluntary guidelines for letters of recommendation and a summary of recent feedback regarding their use. Feedback from the second year of use indicated willingness among those surveyed to continue to use the standardized format and a high level of satisfaction with the revised format. Some directions for possible further development included translating the format into French and exploring ways of adapting the format for use in the evaluation of practica experience.

Discussions of recent developments in the training of clinical psychologists in Quebec were featured at various times throughout the AGM. It was noted the upcoming years will likely see a dramatic increase in the number of students from Quebec seeking internship placements and that this increased demand will greatly exceed the available supply of internship slots. This somewhat daunting set of circumstances may provide a unique opportunity to advocate for an increase in the number of funded internship slots available in Quebec. At the same time it was acknowledged that the task of securing the necessary funding would not be an easy one.

The recipient of the 2004 CCPPP Award for Excellence in Professional Training was announced. Dr. Marion Ehrenberg of the University of Victoria is the deserving recipient of this award. In announcing this award Dr. Valerie Holms noted that Dr. Ehrenberg has contributed to the training and development of psychologists in a variety of roles as teacher, supervisor, mentor, and role model. The Executive was pleased to also announce that the first recipient of a special award recognizing

significant contributions to the development of CCPPP was Dr. Carl von Baeyer. Dr. von Baeyer's long-term commitment to the development of the CCPPP website and listserv was acknowledged.

Finally, thanks and appreciation was expressed to Dr. John Pearce who concluded his term on the Executive as Past-President. A warm welcome was extended to Dr. Mary Anne Evans who joins the Executive as a Member at Large.

### **APPIC Liaison Report Dr. Valerie Holms**

**Board Meeting: Tuesday, July 27, 2004, 8:00-4:15**

*Match:* Dr. Greg Keilin reported that this year's match was the 'worst' this far, in terms of supply and demand. There were 307 more applicants than positions. While the number of positions has remained relatively the same (some have been added and others have been lost), the number of applicants has increased. On match day 2004, there were approximately 600 unmatched interns and 300 unfilled positions.

The Clearinghouse seemed to run smoothly this year. A couple of changes seemed to help: 1) submissions were changed from fax to email, and 2) applicants were limited to sending up to 10 pages of unsolicited material. Some slowness was experienced on the Internet Directory during the Clearinghouse, which is being investigated. No unfilled positions remained at the end of the Clearinghouse. Almost 400 of the 600 students (63%) found positions. Of this 63%, 30% went to APA-Accredited sites, 61% went to APPIC-Member sites, 22% took an unpaid position, 46% took positions with no medical benefits, 9% had a position created for them at an existing internship and 5% created a new internship. **It is estimated that 200-225 students remained unplaced and will apply again in the 2005 Match.**

The unmatched applicants were asked about the amount of effort they put into finding a

placement after the Match. Amount of effort seemed to be directly related to whether they eventually found a placement, with more effort being related to a greater likelihood of finding an internship (No effort=11% placed, Little effort=27% placed, Moderate effort=23% placed, Quite a bit of effort=60% placed, Great deal of effort=80% placed).

Dr. Keilin raised the issue of needing to know how many psychologists the nation actually requires, which led to a number of questions, such as, "How many psychologists does each state and province need?" "Does everyone with a psychology degree get a job?" "How many psychologists are needed in the various subspecialties?" "Should/could sites be encouraged to develop internships?" "Should/could practicum sites be encouraged to have internships?" "Should APA keep data on the number of jobs advertised in the monitor each month?" "Can we access Federal data re: the number of psychologists employed?" "How much of the problem can be attributed to the distribution of jobs (e.g., there are jobs available on Reservations and in the northern states)." "What happens to internship applicants 2-5 years down the road?" "What happens to those that create their own internships (are they getting licensed?)?" Apparently, 100's of students in California don't go through the match since a formal internship is not required for licensure (certain # of supervised hours is required). A number of these students also go through a match, similar to the APPIC match, but exclusive to California (CAPIC). CCTC (Council of Chairs of Training Councils) has decided to form subcommittees to study the above issues.

Match Notification Day has been moved one week later this year since it needed to be readjusted (each year it had been moving up a day or two).

Fees for the Match have been raised. This year, the fee for applicants will increase by \$10.00 and the fee for programs will increase by \$15.

*APPI:* Dr. Joyce Illfelder-Kaye reported that the revised AAPI is now available on the APPIC website. Some of the changes are as follows:

- The “Program sanctioned work experience” has been expanded to clarify that students should only count hours for which they received formal academic training and credit or which were program-sanctioned training experiences approved by their training director.
- A column has been added in order to allow applicants to describe the type of experience they anticipate during their ‘estimated practicum hours after Nov. 1’
- The DCT is being asked to answer the following question: “This applicant has possessed the emotional stability and maturity to handle the challenges of graduate training to this point. “Yes No”

An on-line AAPI was explored; however, it doesn’t seem like a possibility at this time. Apparently, medical and veterinarian schools have tried on-line applications and have encountered numerous problems. Also, ‘on-line-form’ companies currently receive the applications on-line, then print out the applications and mail them to each program, charging a copying fee to the applicant.

Programs were reminded to not ask for additional information in their applications, if possible, and especially information that is already asked for in the AAPI.

A concern about the emphasis on practicum hours was raised. Some students and graduate programs worry that internships value the number of hours rather than the quality of practica. Graduate programs would like APPIC to put a cap on the number of hours students are allowed to receive or report on the AAPI. Also, internship training directors are asked to be more specific about what they are looking for in applicants. (e.g., variety of practicum experiences, experience with children and adults, testing and therapy, # of hours, etc.)

APPIC Membership Conference: The next membership conference will be held March 31-April 2 in Florida. The theme for the conference

will be ‘Supervision’. An open board meeting will be held before the main conference.

APPIC Standards and Review Committee: ASARC reported that they received 5 formal complaints after this year’s match. One was anonymous, and they do not review anonymous complaints. One complaint was going to be lodged; however, the program involved withdrew from APPIC. Three are currently under investigation.

Informal Problem Resolution: Nadine Kaslow is available to programs and applicants for informal problem resolution. This past year, she spoke with 172 individuals regarding 103 separate situations. She serves as a consultant and provides guidance, helps parties mediate or resolve difficulties, offers support, provides references for resources, and encourages appropriate use of ASARC (Formal Complaint Process). The situations discussed involved the following: Personal Issues—Trainee (e.g., pregnancy, illness, mental health problems, substance abuse problems, financial difficulties); Family Issues—Trainee (e.g., illness of loved one, death, divorce, separation); Ethical issues—Trainee (e.g., misrepresentation, data fabrication, viewing pornography on workplace computers, forgery of letters of recommendation, plagiarism of testing reports); Ethical Issues—Site (e.g., unethical treatment of clients, patients, trainees); Concerns about Site (e.g., lack of adequate supervision/didactics/credentials of supervisors/stipend/resources, being forced to move to a new location or change rotations, loss of training director, change of APA/APPIC status); Concerns about Treatment at Site (e.g., misrepresentation of program in written materials, lack of due process guidelines, excessive work load, hostile work environment, inappropriate supervisor behaviour, perceived discrimination, unfair evaluations, sites requesting photographs, dual roles of supervisors); Concerns about Students (e.g., misrepresentation on written materials or during interview, substance abuse, mental health problems, not meeting expected work demands or level of competence, interpersonal difficulties). Nadine

recommended seven formal complaints be filed: 3 for hostile work environment, 1 for sexual harassment, 1 for ethical concerns, and 2 for inappropriate training opportunities.

### **Selected Liaison Reports**

#### Council of Counseling Psychology Training

Programs (CCPTP): This organization has debated using the CCPPP guidelines for letters of reference. The debate centered around feeling ‘hemmed in’ by a form and wanting to write anything they wanted. In the end, the use of the forms was not supported.

#### Council of University Directors of Clinical

Psychology (CUDCP): Graduate programs would like more information from internships during the year. A concern was raised about whether internships are pushing deadlines earlier and earlier, causing difficulties for students. Also, internships seem to be asking for more and more information. CUDCP would like to see a needs assessment done regarding the number of psychologists we should be training?

### **Committee on Accreditation**

Members of the Committee on Accreditation met with APPIC and reported on proposed changes to the current guidelines for accreditation. They have proposed eliminating the phrase ‘emerging substantive areas’ because it hasn’t been defined. Currently, CoA accredits clinical, counseling, and school psychology programs. They are proposing dropping ‘substantive’ and adding ‘professional’ to the above three. They pointed out that most internships are now classified as internships in ‘professional’ psychology, while a few have kept their traditional categories.

CoA has also developed a revised, more streamlined self-study form. Programs will receive the new form on disk. It will be piloted in 2005, before the committee discusses approval. If approved, it will be used in 2006. The committee believes that it is highly likely it will be adopted. It is intended to

reduce the workload of both writing and reading the self-study. They have tried to make the document clearer, have straightforward tables, and have asked for additional documents in one place only. Next, they will work on a ‘companion’ document for the site visitor report, as well as a companion document at the committee level, in order to have consistency at all three levels.

### **APPIC Membership Meeting**

**July 28, 2004 8:00-9:50 a.m.**

APPIC currently has 591 internship and 88 postdoctoral members. APPIC is currently discussing the need to teach students to advocate for their profession (state, provincial, and federal levels).

Reference letters: There was apparently much interest in the Canadian reference letter guidelines, but it was dropped because of the tensions around having to write ‘honest’ letters and worrying that this will prevent students from getting in.

Special Award: APPIC presented **Dr. Ian Nicholson** with a special award for contributions to education and training.

Discussion re: nonfunded internships: Apparently 3% of programs (members of APPIC) offer unfunded internships and more programs seem to be setting up internships that are unfunded. The APPIC Board has decided that it will not support programs that do not supply stipends. However, stipends/resources are not a membership criteria for APPIC. Thus, they are likely going to add a criteria to membership requiring stipends. They want to be consistent with APA guidelines, which only allow a nonfunded position in ‘exceptional’ circumstances when programs are actively working toward funding. APPIC also intends to work with APA in advocacy efforts to secure more funding for internships. Some site directors indicated that they take on extra interns, nonfunded, because they have the supervisors and they want to ‘help out’. Other members felt this is to be a dangerous precedent,

since administrators would see some students doing the same work as others, but without funding. Many members stated quite emphatically that this devalues the work done by interns and is a ‘danger to the profession’.

**CCTC Liaison Report**  
**Dr. Valerie Holms**  
**July 29, 2004, 9-12**

The Council of Chairs of Training Councils met during the American Psychological Association’s Annual Convention in order to hear updates since their March 2004 meeting, conduct new business, and continue to work on a number of projects. CCPPP sits on the board of the CCTC.

**Project Updates**

*Letter to State Boards re: EPPP.* ASPPB and CCTC wrote a letter to State Boards who require that the EPPP be written at the end of postdoctoral training. Data shows that students do better if they write the EPPP closer to the time of graduation (before gathering postdoctoral hours). The letter requested that these states change their EPPP requirements to an earlier stage in training. To date, two states (Washington D.C. and New Jersey) have changed their state requirements.

*Postdoctoral Funding Survey:* Dr. Brodsky and Dr. Seime are going to conduct a survey of newly licensed psychologists and of directors of postdoctoral programs. The intent is to learn more about the postdoctoral experiences of psychologists. A draft of some potential questions was circulated. CCPPP will serve on this subcommittee.

*Competencies Document:* A competencies document for practicum students has been written and a number of programs are now using it. Training directors give it to their students in order to clarify practicum goals and expectations. CCTC will work on coordinating the next phase of

identifying and assessing education and training competencies within professional psychology.

*ASPPB Code of Conduct:* There is a code of conduct listed on the ASPPB website. All psychologists must adhere to this code. There is a concern about how many students are aware of this code and the Council discussed ways to ensure that all psychologists become aware of the code.

*Practicum Hours:* The issue of the appropriate number of practicum hours in graduate training was discussed. There are concerns about the length of time students are taking to finish their programs. CUDCP has asked APPIC to put a cap on the number of hours. APPIC would like CUDCP to do this. It was suggested that ASPPB might be able to review the issue. Some members agreed that we should be more concerned about competencies than hours. The practicum workgroup will discuss the issue and APAGS will consider a public education campaign for students/interns.

*Sequence of Education and Training:* CCTC will work on organizing a conference to examine the sequence of education and training in professional psychology.

*Supply and Demand Survey:* APPIC will take the lead and CCTC will join in a survey to examine issues of supply and demand. There is a need to determine the forces that are creating an imbalance between numbers of students produced and numbers of internship positions available. As well, the current and future job market for graduates needs to be understood. CCPPP will serve on this subcommittee.

The Association of State and Provincial Psychology Board’s (ASPPB) Code of Conduct can be found at [www.asppb.org](http://www.asppb.org). Please ensure that all staff and students in your training program are aware of the code.

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## **CPA-Only Accreditation Movement**

**Dr. Laurene Wilson**

Status of the CPA-only accreditation movement within the CCPPP was reviewed at the AGM in June 2004. Results of the CCPPP survey in Winter 2004 indicated that a number of programs continued to support the movement. Those in attendance at the AGM also supported the executive's continuing work on the initiative.

Since the AGM, the following work has been undertaken:

- A web page summarizing the history of the movement so far has been developed for the purposes of education and information-sharing. It's on our website at:  
<http://www.ccpnp.ca/en/cpa-only.html>
- An article summarizing the history of the movement was published in the most recent issue of Psynopsis, for the same purposes.

The following agenda and timeline has been adopted by the Executive:

- Drafting memoranda of agreement for academic and internship programs in fall 2004 (see attachment)
- Member programs will be asked to respond with reactions, counter-proposals, revisions and intentions by January 2005. No programs' identities will be disclosed by CCPPP without permission. They will remain confidential within the CCPPP Executive until the process is finalized and programs are prepared to make public announcements regarding their intentions
- Executive will review and develop further action plans at mid-winter meeting 2005
- Information-sharing will continue through the CCPPP listserv

- CCPPP activities related to this initiative will continue to be documented on the CCPPP website
- Feedback on this initiative is welcomed by myself or Dr. Valerie Holms, President. Comments can be added to the website to continue the process of information-sharing (unless commentators indicate otherwise).

## **CCPPP Guidelines for Letters of Recommendation Committee**

**Dr. Laurene Wilson, Committee Chair**

With continuing support from the membership at the AGM, the CCPPP guidelines have been approved for the third year of use in the internship application process. Their use remains voluntary, based on the policies and preferences of recipient programs. The guidelines were updated in minor ways (considering feedback from our listserv survey summarized below) and posted again on our website, including a translated version for French programs for the first time this year.

Results of the listserv survey were presented at CPA in June. This survey asked letter writers (i.e., academic clinical supervisors) and letter recipients (i.e., internship selection committees) for their opinions. Only 7 letter writers responded this year, but their feedback was interesting. Despite the group trend towards finding the letters "harder to write", they also indicated that the structured form was very "helpful" (e.g., so a "new" letter writer covers comprehensive areas). They also believed that the letters gave more "accurate and balanced" information and provided "better understanding of students' training needs" compared to traditional letters. Several comments of concern were notable: 1) non-clinical supervisors still have trouble utilizing the form; 2) areas for development is difficult to write without recent supervision experience; 3) all statements are expected to be "high" so anything that is not, will be a "red flag" or

the “kiss of death”. Still all respondents indicated that the guidelines should be retained.

Thirty letter recipients responded to this year’s survey. Compared to last year, more letters were received using the CCPPP format. The majority (61%) of recipients preferred letters received *on the structured form itself* (i.e., compared to letters written following the guidelines, but in letter, not on form; 0%). Some recipients were open to either approach that used the guidelines (25%). Ten percent of recipients prefer traditional letters of reference that do not use the guidelines, while a few (4%) have no preference whatsoever. The letter recipients group trend supported the belief that letters of reference still tend to be “global and glowing”. However, the majority (90%) wish to retain the guidelines, as they generally believe the letters provided better understanding of the students’ training needs and provided more accurate/balanced information. Written comments noted that letters using the guidelines are easier to review and easier to compare.

With respect to their adoption in the United States, there continues to be hesitancy on the part of APPIC to adopt them. However, executive members have heard from individual training directors in the U.S. that their programs have adopted them for use in their programs.

## **Membership Drive**

### **Dr. Laurene Wilson**

During the process of budget review at the AGM, Executive was directed to undertake a review of its membership and consider whether there are additional Canadian programs that could be approached about joining the organization. Listserv requests in July and September 2004 invited current members to identify programs to approach. We’ve had a few suggestions so far, but continue to welcome any recommendations you may have on “missing” members. Our current membership is listed on the website:

<http://www.ccPPP.ca/en/academic.html> and <http://www.ccPPP.ca/en/internship.html> .

Our "Mission & Bylaws", "Invitation to Join", and “Letter of Recommendation Guidelines” are now available on the French portion of the website <http://www.ccPPP.ca/fr/index.html>. We continue to translate more CCPPP documents into French. Also, a primary task for the executive is working on the problem of funding for Quebec internships. As such, we hope that the organization will increasingly appeal to our colleagues in Quebec.

Please send any suggestions to [laurene.wilson@saskatoonhealthregion.ca](mailto:laurene.wilson@saskatoonhealthregion.ca) or [vholms@hsc.mb.ca](mailto:vholms@hsc.mb.ca). Alternatively, you may fax them to me at: 306-655-2340

## **Section Liaison Activities**

### **Dr. Laurene Wilson**

While attending the conference in St. John’s, I attended the AGM meetings of the following sections, on behalf of the CCPPP: the Clinical Section, Counselling Section, and Psychologists in Education. In each case, I updated the sections on the initiatives and activities of the CCPPP.

The CCPPP has appointed a liaison for some time to the first two sections, but not the latter. Given the interest in undertaking a membership drive from our AGM, as well as CPA’s intention to develop criteria for accrediting School Psychology programs, approaching the Educational Psychology Section seemed important. The liaison request was warmly welcomed by the section, and Mary Ann Evans has agreed to act as liaison to this section.

## Website/Listserv Liaison

Dr. Laurene Wilson

The listserv continues to be used actively for consultation amongst members, as well as information-sharing by the executive with the membership. Remember that discussions are available in the archives section if you need to review past discussions.

A number of additions to the website have been made this summer/fall.

- Posting translation of the CCPPP Guidelines for letters of recommendation, updated for 2004-5 in English <http://www.ccppt.ca/en/cpa-only.html>, and for the first time, translated in French <http://www.ccppt.ca/fr/form-et-guide.html>
- Posting the CCPPP Internship Directory as a PDF for downloading/printing: <http://www.ccppt.ca/en/directory.html>
- Posting executive's work on the CPA-only initiative: <http://www.ccppt.ca/en/cpa-only.html>
- Listing past award winners of the CCPPP training awards: <http://www.ccppt.ca/en/award.html>



## Upcoming CCPPP PreConvention WORKSHOP (June 8, Montreal)

### Sales, Promotion, & Justification: The Costs & Benefits of Internship Training in Canada

Supply and demand for Canadian internships is becoming imbalanced. Academic programs are producing in greater numbers, while internship programs operate in a climate of fiscal uncertainty. Some internships are closing, others are opening or expanding, and still others want to advocate for appropriate stipends for trainees, where funds were previously nominal or non-existent. In this climate, internship training directors must be sensitive to the costs of training, as well as benefits and cost-offsets that their trainees provide. Academic directors and professional psychology students also need to be informed, in order to offer their support in advocacy efforts for increased internship training funding. This workshop will consider available professional psychology literature and the socio-political-economic climate in which we train, then compare cost-benefit reviews of two Canadian internship programs. Participants will have the opportunity to reflect on their own programs, and are invited to bring similar evaluations that may have been completed. Participants will also collaborate on additional means for promoting their training programs (e.g., recruitment-retention arguments). This day devoted to training includes: breakfast; the half-day formal workshop; lunch; additional informal discussion of topics related to training (as raised by workshop participants) after lunch; the AGM of the CCPPP.

Ian Nicholson, Ph.D., London Health Sciences Centre  
Robert Robinson, Ph.D., Calgary Health Region

**CE CREDITS: 4**

**The following letter was sent to the Ontario Minister of Health in October, 2004 with regard to internship closings in Ontario.**

The Honourable George Smitherman  
 Minister of Health and Long-Term Care for Ontario  
 Suite M1-57, Macdonald Block  
 900 Bay Street  
 Toronto ON M7A 1N3

October 18, 2004

Honourable Smitherman,

It is with grave concern that I am writing this letter to you on behalf of the Canadian Council of Professional Psychology Programmes in response to the Psychology Predoctoral Internship Program closures in Ontario (most recently Grand River Hospital and Windsor Regional Hospital).

Given the need for psychological services, we would expect that Ontario would hold a serious interest in the training of these professionals. Psychologists fill increasingly complex roles across all areas of health care in Canada. This degree of expertise is achieved through a minimum twelve-year training process, including a supervised one year, full-time internship. This intense year of learning provides the psychologist-in-training with exposure to a full range of problems, illnesses, diagnoses and treatments.

It seems illogical that a province would allow students to enter a graduate program, train for a professional degree, and then deny access to one of the last, and arguably most important, years of training. Psychologists are an essential part of the health care system and should be supported by the Ministry of Health. Psychological interventions decrease morbidity and mortality and improve quality of life. They also help control the ever-increasing costs of health-care. The supply of psychologists in Ontario depends on funding sufficient internship positions. These closures represent a substantial percentage of the available internship positions in Ontario. As such, the closures pose a significant threat to the continued supply of psychologists in the health care system of Ontario.

The Canadian Council of Professional Psychology Programmes urges you to take all appropriate steps to see that these internship sites are not closed. We would appreciate a response from you at your earliest convenience.

Sincerely,  
 Dr. V. Holms, President

**Related Data**

- Seven of the 10 leading health indicators relate to behaviour and/or areas for which psychological interventions provide valuable assistance, including increasing physical activity and responsible sexual behaviour, decreasing injury and violence, improving mental health, and decreasing obesity, tobacco use, and substance abuse.
- The public desires effective alternatives to prescription medicines for their health-care needs. Research demonstrates that safe, cost-effective behavioural interventions exist for a wide range of mental and physical illnesses. Psychologists develop, scientifically evaluate, and provide those cost-effective alternatives
- In 2003, Statistics Canada reported that 4% of Canadians 15 years of age and older suffer from depression in a given year and, as noted by Romanow and Marchildon, the total costs associated with depression and general psychological distress alone are estimated to be more than \$14 billion.
- The Canadian public has been very vocal in demanding more attention to the prevention, early detection, and treatment of diseases. Psychological interventions can have a clinically significant effect on lowering risk factors for coronary heart disease, reducing the symptoms due to cancer treatment and cancer-related pain, and assisting patients in their recovery from cancer and coronary heart disease, along with numerous other medical and psychological conditions.
- There is research showing that up to 60% of conditions presenting to primary-care physicians are psychological in nature or are highly influenced by psychological factors.
- A study examining patients' utilization of hospital and clinic resources, both before and after psychologist-directed clinical services, showed that major health-care cost offsets occurred with the provision of psychological services and that these improvements were maintained over time (Jacobs, 1987).
- Dusseldorp (1999) showed that psycho-educational programs for coronary heart disease reduced mortality by 34 % and re-infarction rate by 29% over and above the impact of standard medical care. These programs also had beneficial effects on virtually all of the major risk factors for heart disease.

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**CHANGE OF ADDRESS FORM**

**If the director of your training program or the name/address or other contact numbers have changed, please complete this change of address form and return it to: Dr.Valerie Holms, CCPPP President, c/o Department of Clinical Health Psychology, PZ350-771 Bannatyne Ave., Winnipeg, MB, R3E 3N4. (Fax: 204-787-3755, Email: [vholms@hsc.mb.ca](mailto:vholms@hsc.mb.ca))**

**Institution Name:** \_\_\_\_\_

**Director of Training:** \_\_\_\_\_

**Mailing Address:** \_\_\_\_\_

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**Telephone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_

**Email:** \_\_\_\_\_ **Website:** \_\_\_\_\_

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