



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

CCPPP NEWSLETTER

2012 CCPPP Pre-Convention Workshop

Wednesday June 13, 2012

**BEST PRACTICE FOR ASSESSING AND GIVING FEEDBACK ABOUT
PROFESSIONAL COMPETENCIES FOR TRAINEES**

Drs. George Hurley and Olga Heath, Memorial University
Dr. Pierre Ritchie, University of Ottawa

2011-2012 Executive


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President's Message

Dr. Mike Teschuk

As I sit down to write this column, it is hard to believe that the CPA Convention is only three weeks away. We are excited about our pre-convention workshop. Please see Dr. Hurley's article in this newsletter, including a break-down of the workshop times. We have close to 50 participants registered for the workshop, and look forward to seeing old friends and new colleagues. If you haven't yet registered for the workshop, you can still do so on the CPA website.

2012 AGM. The CCPPP AGM is scheduled to begin at 2:00, right after the workshop lunch. We typically need about 3 hours, sometimes a bit more, but reward those who persist with a wine and cheese reception immediately following the AGM. Please note that **you do not have to attend the pre-convention workshop to attend the AGM.** All member programs are encouraged to attend the AGM and vote on important business arising.

CCPPP Surveys. This year, in addition to regular business, the Executive will review some of the key findings from our recent surveys. Thank you to all of the DCT's and TD's who took the time to complete the surveys. Our response rate was quite good. During the AGM, I will discuss the results from the survey of DCT's on the topic of the Internship Match results from the last two years. Dr. Rupal Bonli will lead a discussion of the results from the survey she spearheaded of Internship Training Directors (on how internships in Canada are evaluating applicants). There should be plenty of discussion and reaction to these findings. The goal of our discussion will be to get input from the membership on a strategic plan for the Executive for the coming year. One final survey is in the process of being launched by our student representative, Natasha Whitfield. Natasha is surveying last year's internship applicants, to obtain their perspective on the success of our regionalized interview strategy last year. Please watch for a request on our listserv to DCT's to forward this survey to all

of last year's internship applicants. I'd like to take a moment at this time to thank Ashley Ronson, Manager of Scientific Affairs at CPA, who helped put our survey into the electronic format needed to really simplify our work. It was wonderful to call on Ashley for this support, and for her to access the resources of CPA to collaborate with CCPPP on these important initiatives.

Regionalization of interviews for January 2013.

There was a brief discussion on the listserv recently regarding possible recommended dates for interviews next year. I am going to put forward at the AGM the following recommendation for regionalized interviews in January 2013:

Weeks 1 & 2: Quebec & Atlantic Canada (Jan. 2-11)
Weeks 2 & 3: Ontario-except Thunder Bay (Jan. 7-18)
Weeks 3 & 4: Thunder Bay and West (Jan. 14-25).

Please keep in mind that these are suggested timeframes. There may be individual circumstances that make it difficult for programs to keep to these dates. We just ask that everyone tries as best as possible to stay as close to these dates as they can. The goal is to minimize travel costs for applicants by avoiding whenever possible scenarios that have them travelling coast-to-coast and back again throughout the month. We will discuss these guidelines further at the AGM and attempt to obtain a consensus on dates from the membership at that time. We'll also hopefully have some data to share from our surveys of TD's and students on how the policy worked last year.

CCTC Liaison activities. APA continues to provide financial assistance for CCPPP to send a representative to participate in CCTC meetings in Washington, D.C., typically twice per year. The last meeting, in March, involved considerable discussion of some important internal, governance issues for the organization. There were, however, also several very substantive discussions on issues of concern to the training community across both sides of the border.

First, there is a growing consensus in the training community that health service psychologists (HSPs) should be trained in accredited programs. In November, 2011, the APA's Board of Educational Affairs drafted a statement on accreditation (see http://apaoutside.apa.org/EducCSS/Public/pdfs/BEA_Statement_Accreditation.pdf) that essentially affirms the position that HSPs should be trained in APA/CPA accredited doctoral and APA/CPA accredited internship programs. Unaccredited programs that are training HSPs are expected to obtain APA or CPA accreditation by 2015 for doctoral programs and 2019

for internship programs. This position is gaining widespread, albeit not unanimous support, including an affirmative response at the meeting from the representative for the Association of State and Provincial Psychology Boards (ASPPB). In short, there is a strong argument being advanced south of the border that the time has come for the training community to embrace a single standard of quality for HSPs, in the form of accreditation. The implications of this position both north and south of the border are enormous and it will be incumbent upon the Canadian training community, and specifically CPA's equivalent to BEA (the Education Directorate) to consider a Canadian position on this issue. Of course, one of the main concerns with this position on required accreditation is the impact it would have on the current internship match imbalance. It becomes even more important to facilitate the creation of more accredited internship programs and positions.

Closely related to the issue of facilitating accreditation of internship programs, APA's Commission on Accreditation has proposed a new three-stage accreditation process that is currently under review. The purpose would be to help new programs advance in a more gradual manner towards accreditation, reducing some initial workload demands and costs typically associated with the accreditation application process. See <http://www.apa.org/ed/accreditation/> for details and a request for public commentary on the proposed changes. The CCTC group responded very positively to this CoA initiative. For us in Canada, an important dialogue on similar issues (i.e. potential streamlining of the accreditation process) may also be imminent if the movement to require accreditation takes hold in our country as well.

One other substantive issue from the last CCTC meeting, also broached by Ian Nicholson in our last newsletter, concerns the AAPI Hours-to-Competencies workgroup, tasked with finding ways to emphasize competencies on the AAPI in an attempt to reduce the apparent escalating pressure to accrue more and more practicum hours during graduate training. The first small step, endorsed by CCTC, is to advocate that APPIC adopt a standardized letter of recommendation (the model that CCPPP implemented in Canada several years ago). An adapted version of our CCPPP Letter of Recommendation has been put forward by the CCTC workgroup for consideration by APPIC.

Of course, no CCTC meeting is complete without much discussion around the internship imbalance. Many initiatives are in the works on this front—requiring much more space than this newsletter

allows. Our own Canadian discussion on the internship imbalance, with representatives from CCPPP, has been organized by Dr. Melissa Tiessen, the CPA Education Directorate, during the upcoming CPA Convention (“Developing Professional Psychology Internships in Canada”, on Thursday June 13, 1:30-3:00). We hope to see many from the training community at the session to participate in this important discussion.

Student Visa for Canadians completing internships in the United States. There was considerable concern and dialogue between representatives from APPIC, CCPPP, and CPA recently about some difficulties that a handful of students from Canadian programs were having upon matching to U.S. internships. In the past, it seems that students in this situation typically applied for a J1 Visa. There have, however, been some changes over the past two years insofar as the J1 criteria now explicitly exclude internship placements that involve “clinical or any other kind of work that involves patient care or patient contact”. APPIC representative are still investigating the rationale and fairness of this change in criteria. In the meantime, the group of students involved, along with their respective programs, has been advised that the most appropriate avenue to pursue entry into the U.S. for a one-year internship is to apply for TN status (a category available for professionals under NAFTA). Of note, this visa status is available only to Canadian and Mexican citizens, so the situation is even more complicated for any foreign born students in Canadian university programs hoping to do an internship in the U.S. We are hopeful that this year's group will not run into any snags as they attempt to enter the U.S. to begin their internships in the coming months. We will keep the training community posted with any new developments, but undoubtedly students in this position should be forewarned that this process can be complicated and likely requires very careful steps and advice from immigration specialists along the way.



CALL FOR NOMINATIONS:

The baby Orangutan on page 1 of this newsletter will remain until we fill our three openings on the Executive. Three current Executive members are completing their terms and will need to be replaced at our AGM on June 13 in Halifax. The typical commitment is a three-year term which involves attendance at CPA, one mid-winter meeting (typically in Toronto or Ottawa; expenses covered), and a fall

conference call meeting. Otherwise, work is usually completed by subcommittees via e-mail. Please consider volunteering your time and expertise for the betterment of psychology training in Canada. For further information or to forward a nomination, please contact current president, Dr. Mike Teschuk, at mteschuk@hsc.mb.ca. Nominations will be accepted up until the AGM. Members approve nominations by vote at the AGM.



**2012 CCPPP
Pre-convention Workshop
June 13, 2012
Halifax, Nova Scotia**

**Dr. George Hurley
President-Elect**

**Best Practice for Assessing and Giving
Feedback about Professional
Competencies for Trainees**

Timetable for the Day:

8:30	Registration and continental breakfast (included in registration)
9:00-10:30	Workshop
10:30-11:00	Coffee Break
11-1:00	Workshop
1:00-2:00	Lunch (included in registration)
2:00-5:00	CCPPP AGM (open to all)
5:00-6:00	CCPPP Wine and Cheese Reception

This workshop is intended for training directors or those involved in training at both doctoral professional psychology programs and internship/residency sites. Most participants will have active responsibility for assessing professional and interprofessional competencies of students/trainees as well as for providing progress feedback on competency development. During this workshop, we will:

1. Review the basics of competency models in professional psychology and interprofessional

collaboration. For example, the Canadian Interprofessional Health Collaborative (CIHC) National Interprofessional Competency Framework and its application in professional psychology training will be reviewed.

2. Review recent methods and recommendations regarding assessing professional psychology and interprofessional competencies.

3. Review typical scenarios/barriers that might be encountered with students who are not meeting competency criteria and how to manage these situations.

Participants will:

1. Develop familiarity with current models and methods of assessment of psychology specific and interprofessional competencies.
2. Learn practical methods for assessing competency levels.
3. Learn strategies for dealing with barriers and failure to attain appropriate competency levels for trainees.

Presenters will be: Drs. George Hurley and Olga Heath, Memorial University and Dr. Pierre Ritchie, University of Ottawa

Total CE (direct instructional time) will be 3.5 hrs.

A special thanks goes to the Taylor Study Method for sponsoring this workshop for the third year in a row, helping to keep our registration price so reasonable. Please be sure to check out the TSM at the workshop or at their exhibit booth during the convention.

For 2012 CPA Convention registration, and more information: <http://www.cpa.ca/convention/>.



**Notice of
2012 Annual General Meeting**

The Annual General Meeting of the CCPPP will be held from 2:00 p.m. to 5:00 p.m. on June 13, 2012, at the Canadian Psychological Association Convention in Halifax, Nova Scotia.



APPIC 2012 Conference Liaison Report to CCPPP

Dr. George Hurley, President Elect

The 2012 APPIC conference was an agenda packed event that garnered over 250 attendees in Tempe, Arizona and this year's theme was "Quality Training equals Quality Psychologists." Several big issues highlighted the conference agenda.

US Integrated health care planning. The opening Keynote address by Cynthia Belar, PhD, ABPP, Head of the APA Education Directorate, offered interesting reflections on the future of professional psychology. Clearly our US colleagues are actively positioning themselves for the opportunities that psychology will have in a more integrated health care delivery system. Dr Belar suggests that professional psychology should rename itself as "health service psychology" in order to better identify the role and function of psychology as primary care participants and providers. In effect, psychology needs to expand its definition as a health profession, rather than simply a mental health profession, and expand its primary care competencies, and, in particular, its interprofessional competencies. Finally, Dr Belar noted that psychology is the only health service profession that does not have a uniform quality standard for itself.

Stepped model for APA accreditation. New pathways to psychology accreditation are being actively discussed at APA which would allow doctoral programs to seek accreditation in step wise fashion. Categories would start with "eligibility for accreditation" through a paper review process (even though students are not yet in the program); "contingent accreditation" after a full self study and a first class enrolled, and, finally, "full accreditation" if applied for within two years. If all goes well, this new APA accreditation process may be up and running by January, 2013.

US Government support for new internship programs. Under the "Affordable Care Act" five million dollars has been allocated to the establishment of psychology and other internship programs. The aim of this seed money is to create more internship programs and slots for underserved populations and to

help address the ever growing internship imbalance in the US. With a 500 applicant increase over the last two years and 1100 applicants still not placed after Phase II this year, growing internships and internship capacity is of paramount concern.

APPI on-line improvements. APPIC plans to introduce a Facebook page for the APPI as well as YouTube video tutorials. The Facebook page and YouTube tutorials and webinars will give both program and internship directors opportunity to review the APPI process. Webinars are set to commence on both July 24th and August 14th, 2012 at 2PM EST.

Finally, APPIC will introduce its own tracking system for students for \$35/year/student in order to streamline and better shoehorn E&T experience and hours into the APPI.

Clearly health care changes and internship shortages are the major drivers for professional psychology in the US education and training community. Similar issues are emerging in the Canadian context and we need to be mindful of the variety of creative solutions that are emerging from these structural problems and how we might apply them to our own local contexts. The only certainty right now is that change is afoot.



CCPPP Website & Listserv Dr. Sandra Clark

We seem to have the "glitches" corrected for now for the listserv and I am glad to see that it is being used more regularly for communication amongst members. Please remember that very large emails or those with attachments will not be posted without approval, so please either send those to me directly to post on your behalf or alert me that you have submitted a message to be posted to the listserv (sclark@cw.bc.ca).

We continue to seek input and feedback about the content of the website and will inquire at the AGM about developing a subcommittee that would be interested in working on updating and revising the content. Chris Surette is working on the French translation for the website.

You can post a message directly to the list serve using ccppp-list@ccppp.ca, but you must be a TD or DCT member that is identified by the listserv members' list. You can also set your e-mail to receive a digest option.



Joint CPA/CCPPP Internship Fair Presentation: Preparing for your Predoctoral Internship

Dr. Sandra Clark

Internship Committees review applications with an eye for depth, breadth, and quality of practicum experiences, acquisition of applied skills, academic progress, research productivity, interpersonal skills, and ability to conceptualize assessments and interventions. An emphasis is placed on selecting interns who are well matched with the training opportunities offered within the program. Although preparation for internship training is best started early in graduate training, the applicant can take specific steps to increase the likelihood of obtaining an internship that is most consistent with their training and practical needs. This workshop will be facilitated by internship directors, a clinical academic advisor, and students, who will collectively present practical suggestions, dispel myths, give placement facts and figures, and outline the procedures/processes for preparing and applying for internship. This workshop will also allow for information exchange, sharing of perspectives, answering questions, and informal discussion. Both students and training directors are encouraged to attend. This workshop is the didactic portion of the CPA Convention Internship Fair and is co-sponsored by the CPA and the Canadian Council of Professional Psychology Programs (CCPPP).

MARK YOUR CALENDARS:

**Thursday, June 14, 2012
3:30 PM to 5:55 PM**



Sessions of Interest at CPA

Dr. Karen Cohen, Executive Director at CPA, would like to draw your attention to two very important sessions at the upcoming convention.

On Thursday June 14th at 1:00pm, **Louise Bradley, President and CEO of the Mental Health Commission of Canada (MHCC)**, is giving a talk titled, *The Mental Health Strategy for Canada: By Canadians, For Canadians*. It is very important to psychology's participation in a new mental health service solution for Canada that we show our interest and expertise when it comes to the MHCC. In this connection, here is the link to the press release we issued once the MHCC strategy was released:

http://www.cpa.ca/docs/file/CAMIMH/MHCCstrategy2012_CPAfinal_ENFR.pdf

It would be terrific to have a good showing to ask questions and offer perspectives about the strategy.

We would also like a good crowd out on Friday, June 15th at 12:30pm, when **Huw Williams, President, Impact Public Affairs**, presents on *Grassroots Lobbying in the Mental Health Profession*.

Huw's talk should be of great interest and help to anyone who convenes a meeting with government or other stakeholders.