

Survey Results (Included Responses)



2005 Survey of APPIC Members with Predoctoral Internships

Questions that required written responses are displayed by individual query. The "Report Overview" button or "Back" button will return you to your survey results.

Each individual respondent is referenced under the # column.

Please provide any comments or feedback about the proposal to eliminate the postdoctoral year of experience from state licensure requirements. (Your answer may be as long or as short as you like, as the comments box will expand as you type)

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| 1 | I don't believe that quality control always takes place in training programs and internships. A post-doctoral year can help protect the public. |
| 2 | Elimination of the postdoctoral year experience is a great idea. |
| 3 | I think it helps to have the post doc year to further hone skills after the internship without the added stress of completing a formal internship. I do not think practicum hours suffice for experience since there is so much variability in practicum training. |
| 4 | The internship year is important and must be retained, but does not need to be part of the Universities PhD program. |
| 5 | I do not think that interns have the skills or competencies or readiness for independent practice at the end of the internship year. |
| 6 | bad idea! |
| 7 | training complexity is only increasing in the field of psychology. i cannot understand how we would expect individuals to be able to practice independently with less training than in years past. |
| 8 | I think that it would be important to look at medical staff requirements for those of us who are doing that. Also, there should be provisions for a maximum number of hours pre - or post . May also consider the way in which we allow for "expertise" post doctorate. We tend to be overly critical and suspect of people and the public. Other professionals allow for training readily. |
| 9 | I think there is some reason to keep the requirement for a year of postdoctoral supervision. Most of our interns are quite competent at the end of the internship year; however, they still seem a little unsure of themselves and I think they appreciate the extra year of supervision. However, it's often difficult for them to get that year of supervision without having to pay a private provider a significant amount of money. |
| 10 | It is a year in the "real world" that I think is invaluable towards experience |
| 11 | A better plan would be to set a minimum number of required supervised hours in addition to the internship that can be obtained before or after the internship. |
| 12 | I think this would diminish the status of a licensed psychologist (as having a lower level of preparation). |
| 13 | The post doc year is important to the final development of the individual as a psychologist. This post doc allows the individual to experience practicing in the field with out the demands of a school or disertation. The time is spent in clinical work with an emphasis on supervision in an area of concentration. |

- 14 I like the idea of a soon to be professional serving a one year apprenticeship
- 15 Continued training beyond the internship year is crucial for further developing and refining the clinician's skills. However, the one year of post-doctoral training should only be a requirement if there exist sufficient training sites and if the training site can offer a salary that is appropriate for an individual with a doctorate.
- 16 I believe the postdoc year is important to establish professional identity and confidence as well as to develop maturity and judgment.
- 17 The same total amount of supervised experience (as now) should precede licensure, whether it takes place pre- or post-doctorally. It is not in the profession's best interest, in terms of public relations, to have lesser trained psychologists licensed. Neither the EPPP nor written state legal/ethics tests measure the clinical maturity that is really needed for independent practice.
- 18 Practicing psychology is too complex to be mastered in the internship year. I am far more in favor of making the internship requirement longer to include the postdoctoral year.
- 19 We have had many very talented interns, but even for them, the post-doc year was important given the complexities, subtleties, and responsibility inherent in independent practice.
- 20 Pre-doctoral experience tends to be about 2000 hours prior to internship; this was not true 20 years ago. I think psychology compared to other helping professions unduly penalizes graduates financially by requiring a postdoctoral year of supervised experience.
- 21 I do not like that it's required, and delays entry into the profession; there certainly are specialized practices where it may be necessary, I just don't like the one size fits all approach
- 22 I would like to see some sort of provisional or limited license granted at the time doctoral requirements are completed, with some additional supervision required for an unrestricted license.
- 23 It is a financial burden to students, however, another year of training only helps to prepare newly minted graduates for the field.
- 24 The added training year is beneficial and I think it is much needed to continue to work on skill development and competencies.
- 25 It needs to be accompanied by carefully thought out stipulation of the requirements for supervised clinical experience required prior to internship and during internship that would ensure that trainees would in general be ready to sit for licensure at the end of training. This would include number of hours, types of experience, ratio of supervision hours to clinical hours, number of hours in latter years of training, etc.
- 26 Extremely bad idea. Would give our state legislatures the idea that we have "dumbed down" requirements. Interns are not ready for independent practice immediately after internship. Practicum experiences are unregulated and range from being really good to quite poor.
- 27 Students seem to have large numbers of clinical hours built into their graduate programs before they even get to internship. Often, the clinical hours before internship are equal to or greater to what they receive during the internship year. Obviously, the license candidate would still need to pass exams, but the extra year of clinical hours doesn't seem to add that much. Plus, finances are strained during that post-internship year, when many students are asked to begin paying back loans. By the way, you can still have postdoc training, it's just that the trainees will be licensed.
- 28 I prefer that a trainee have the additional year of experience to not only strengthen their skills, but also to support their professional identity.
- 29 Some applicants arrive on internship with very little clinical experience, despite having lots of "official" hours. The post-doctoral year offers an opportunity to even the playing field somewhat.
- 30 I would rather us lower the amount of time we are expecting students to do with practicum and make internship and post-internship more meaningful.
- 31 I think one year to have supervision and time to study for the licensing is not too burdensome. It allows adjustment to a more fully functioning staff role that doesn't really happen during internship. Trainees are still supervised and trained intensively until the end of the internship (accredited anyway) which is not equivalent to being on your own.
- 32 For the US Army, most of our military residents need to be able to function very independently by the end of their training year. Therefore, it would benefit us if that were the point for independence.
- 33 Postdoctoral supervision, which is less intensive than internship supervision, provides a transition to independent practice. It is more likely than internship supervision to occur in the state and locale where the person will continue practicing, adding to its importance as part of the developmental process.
- 34 Our state has already curtailed other requirements for licensure (ie, oral boards). I believe the required year to year and a half of supervised experience is necessary to ensure adequate "quality control," and to ensure that beginning psychologists continue to get supervision as they mature into independent practitioners. Without the requirement to do so, many would not, and many agencies would not provide such supervision.
- 35 It was not required for me. My son is starting college in the fall, I asked if he'd be interested in psychology, when I told him how long it took he laughed at me.
- 36 it is a good thing
- 37 Should the year be eliminated, I would hope that more clinical experience would be gained in grad school. I know that our goals would shift somewhat to ensure readiness for LIP at the end of their year with us.
- 38 I think the one key aspect that is missing by the time our interns graduate is their training and experience in supervision. At least in our state, more and more emphasis is placed on the supervisor as the gatekeeper to entrance into our profession. This makes some sense, as a supervisory relationship could provide a lot more predictive value than a regimented, sanitized oral examination that lasts for a hour. That is not a very large (or accurate) sample of professional behavior.
- 39 In Canada, people can still earn a wage/salary as a psychologist while in their year of supervised post-doctoral practice and this works well. As an oral examiner for the College of Psychologists of Ontario, I see the great benefit of the post-internship year for the development of professional identity. For me, the best thing for the public and for the profession is the post-doctoral year. However, the issues of payment are the real problem and the need to convince payers (i.e.,

- insurance companies) to fund these people directly as opposed to making American psychologists jump through hoops in order to receive payments for the postdoctoral supervisees work.
- 40 Our state has eliminated this requirement and while I can see the benefits (no "gap" year) I feel that some interns still need another year of supervision before licensure.
- 41 Given the significant increase in predoc practicum hours typical for most students now, it is reasonable to eliminate the postdoc year requirement, with a couple of caveats: (1) Graduate programs will need to take responsibility for ensuring that their students receive sufficient breadth of training. We currently see an increasing number of applications from students who have very narrow practicum experiences, such as working exclusively with victims of childhood or domestic abuse, or exclusively in forensic settings. (2) Predoctoral internship directors will have to thoughtfully endorse their graduates readiness for licensure. Eliminating the requirement for postdoc hours before licensure will make internship directors the "final gatekeeper"; we will need to take that responsibility quite seriously.
- 42 A few graduate programs (and we've had a few of their excellent students as interns) require that their students complete the internship during their fourth year of studies and then return to the graduate program for completion of the dissertation. These programs may need to reconsider their sequence of required activities (i.e., coursework and practica, internship, dissertation research).
- 43 While 100% possessed the skills and competencies minimally required for licensure, I think the extra year of mandatory training makes them even better qualified and adds to our credibility of preparing members of our profession more thoroughly than any other helping profession.
- 44 It is a very tough to find paid supervised work for the postdoctoral year by graduating interns particularly as the number of fellowships decreases because of funding constraints. Most interns who are able to complete their PhDs by the time they finish internship seem ready for independent practice. Those who are not ready seem to need extra time anyway to get the dissertation done and in that way usually end up doing some supervised clinical work as they progress toward finishing the PhD. I would recommend however that during the postdoctoral year that some ongoing supervision be required, just not with the same set of requirements now in place, to help students with problematic clinical issues or ethical dilemmas.
- 45 I do not think that interns are ready to be independent practitioners following internship year. HOWEVER, I think that this second year should be pre-doc. In that way interns could have the benefits of deferred school loans, etc. and take the license exam as a capstone of internship. After the 2nd, supervised year they would then be ready to look for a position as a fully-credentialed professional.
- 46 In my state there are currently changes to the Medicaid requirements that require full licensure before reimbursement for services. This mimics the position of most insurance companies, making it extremely difficult for people without licenses to be employed. Long term, this has rather extreme implications for all mental health disciplines trying to train new students. Getting rid of the post-doctoral year of supervised experience, especially in light of the amount of pre-doc experience they already receive, would help psychologists be more employable.
- 47 Based on evidence that the average # of supervised practicum hours in today's trainees is equivalent to the postdoc year of training, I think this is a reasonable consideration. If we go this way as a profession, it may make sense to further clarify the basic expectations for practicum experience, because there is a difference between those students with 800 hours of practicum vs. those with 2000 or 3000 hours. Those with more limited practicum training may not be ready for licensure after internship.
- 48 First, I believe a good number of students do not need the post-doctoral year of experience; but I feel that some do, especially if they have specialty interests. While a generalist internship training model is a good standard, many students are interested in focused training and most get this through through their post-doctoral experiences. If the post-doctoral year is removed, I fear they may try to practice in those specialty areas with less than sufficient training.
- 49 I think that any decision like this requires a review of the research to determine if there is or is not any benefit to eliminating or maintaining the post-doc year.
- 50 The extra year is redundant
- 51 No matter how skills the extra year of supervision is critical
- 52 The majority of our interns are not prepared for autonomous functioning upon completion of internship. Most of the interns who we would deem prepared come in with about 3000 hours of practicum experience. Thus, they truly have had a breadth and depth of experience and utilize the internship year to focus upon refining their baseline intermediate - advanced skills in therapy and assessment, and gain expertise in interprofessional relations. Interns with 1-2 years of practicum experience (1500 hours or less) simply are not prepared for autonomous practice at the end of internship, irrespective of their innate abilities. Any revision of standards should mandate a minimum of 3000 hours of practicum experience prior to internship in order to qualify for post-internship licensure.
- 53 Internship readies someone for independent practice but does not give them a year under supervision being independent; I think that first year needs to be supervised or internships more rigid in approving trainees to move on down the road.
- 54 Our training committee believes the majority of interns still need supervision of their clinical work after internship.
- 55 I think most interns still require another year experience, and maturity, before independent practice. I think its important to keep the postdoc year requirement.
- 56 My concern is that, based on the percentage indicated above, some, but not all of our interns are ready to function independently. I would be more in favor of this if we were able to indicate a bi-level "pass" from internship - or if graduate programs could indicate this - so that the additional year would be the default but could be skipped with special endorsement from training programs.
- 57 This training is becoming more difficult to find given insurance barriers and agency inability to pay non-licensed providers. Most interns have accumulated 1500-2000 hours of practicum experience before coming to our site and gain 2000 during internship. That accrual should be sufficient for a beginning professional.
- 58 I can see the logic in considering this, as internship year typically provides an intense training experience and the post-doc year may not provide much training at all (although supervision is a requirement, for many post-docs NOT doing a formal post-doctoral training, supervision may amount to little more than "checking in" with an administrative supervisor). Nonetheless, training is, in my opinion, the most important aspect of licensure requirements. If the APA is going to attempt to get rid of some requirements, I would like to see the EPPP reconsidered as a requirement. It is clear that this exam

has almost no predictive validity in terms of the Psych's ability to practice independently.

- 59 I am definitely in favor of allowing people to sit for the EPPP immediately, as it is an academic test and really doesn't focus on clinical work per se. However, I'm not so sure about licensure--the added sup experience is a practical benefit, hard to replace. We encourage most interns to consider a post doc and most do, to continue to focus on training and sup for a little longer. I wonder if that would become more or less common as an option after internship if not required to obtain licensure? I'd hate to see that option discouraged. Overall--Need more info!
- 60 I see many, many internship applications from students who have very little clinical experience -- so little that we think they should not even be applying for internship. Yet, we know they secure internships, even with little experience. As there is no minimum requirement of clinical hours to obtain an internship, I would be concerned that many people will get licensed with less and less experience.
- 61 I think it really depends on the maturity and skill level of the individual.
- 62 I believe that the post-doctoral year is important in the professional development of most psychologists. Unfortunately, it provides an opportunity for more and more agencies (and, even worse, private practices) to offer substandard/abusive salaries under the guise of being a "training experience."
- 63 It would depend on how this is structured. I think most interns are qualified to provide some services independently after internship training. However, most need additional training to provide a broad range of services, which most psychologists must do to survive in independent practice.
- 64 Numbers of practicum hours have increased dramatically. While students are participating in predoctoral training they have the oversight of their schools as well as structured experiential training that provides additional accountability and resources for them that they don't have postdoctorally. Postdoctoral training might be encouraged for specialty training, ie neuropsych, or other specialty areas where further certification is appropriate.
- 65 Many interns are ready for licensure, but what about those who are not? Perhaps DTs could endorse an interns readiness for license adhering to developed APA guidelines/standards?
- 66 As much as I believe it adds a burden to the newly graduated Psy.D or Ph.D. I believe the extra year of supervision is important and maintains the quality of the profession. As an economic issue I would not fight for the postdoc year being eliminated if our state looked to make a change.
- 67 We seem to have two movements going on in that some want to eliminate any form of supervision or training beyond the degree stage and on the other hand there seem to be those that want to make a postdoctoral training experience mandatory. I believe that having supervision in the post doctoral year is a developmental step that helps one move towards a self sustaining role as a professional. At the same time it seems that some postdoctoral experiences are an institutions' remedy for economic issues within. I am concerned that some of these are not a reflection of a desire to further train individuals but rather to save money.
- 68 It is a pro forma requirement that has no assurance of verifying competence.
- 69 I believe that postdoctoral students welcome the extra year to fine tune their skills and to determine specialization areas while they continue to benefit from supervision.
- 70 This is the year where they are more independent requiring less supervision and they will need to demonstrate that capacity. Internship year is one that provides considerable supervision and their work is more closely monitored. The post -doc year is when they can demonstrate , clinically, that they are ready to practice independently. Passing the licensure test does not mean they are necessarily fit to practice
- 71 I think APA is nuts on this issue. Only a very students are capable of independent practice following internship - maybe 20%. Sadly, I think this is an anemic way that APA is trying to solve the supply and demand problem i.e to try to make it go away but getting people licensed faster.
- 72 There is a parity issue here, with reference to other doctoral level helping professions. Psychologists are overly burdened with new requirements at the academic level and poor prospects for post-doc employment after internship. How are they supposed to work for that year when fewer places have use for an unlicensed clinician?
- 73 It is becoming increasingly difficult for non-licensed psychologists to find employment after internship.
- 74 In the public sector, Psychologists are senior clinicians with supervisory expectations from their first day on the job. I believe that eliminating residency would tend to make psychologists less valuable in the clinical marketplace.
- 75 Given the current conditions in professional training, I am opposed to eliminating a post-doctoral requirement--but I do see the inequities relative to other professional licenses. I think we need a graduated licensing process (something like the graduated driving licenses in some states)--where one could become licensed but have some restrictions on practice until certain categories supervised experience were certified.
- 76 the internship (apa approved) should be considered sufficient for general practice.if specialization is the goal , then a 2nd yr could be required.
- 77 Look at our physician colleagues who have it right. You get a license and have some recognition of your efforts, and then complete a residency. By having the system so backwards as it currently stands, so many people completing internship get stuck in a Catch-22 with few options to get post-doctoral hours, especially for reasonable salary.
- 78 A few can do it. All MIGHT be OK if practice was carefully limited to a few areas of competence.
- 79 Not everyone comes in with equivalent practicum experience. Some students have large numbers of hours of practicum experience in assessment, but not in therapy. Some practica have not been well supervised, so # of hours is not meaningful.
- 80 I was against requiring the post-doc year when our state first proposed it. There is no objective basis, that I am aware of, that demonstrates decreased unethical or incompetent behavior due to this additional licensure requirement. Most of my colleagues did not have to do the post-doc year and many of us turned out to be pretty fair psychologists.
- 81 I do have concerns about the clinical competency of some folks applying for licensure immediately post-doc. However, I also find that many states are ridiculous in terms of the amount of supervised experience required. This seems to lead to a post-doctoral period where professionals are underpaid and living in servitude for the sake of licensure hours. I think this is unhealthy for the field as it can lead to exploitation of younger professionals. If there was a way to encourage continued supervision early in one's career while also permitting licensure after the completion of the program, I would be for it.

- 82 As I hold being a licensed psychologist in high esteem, I think MOST are not ready to be licensed right out of internship. However, if we compared it w/the ease of getting licensed in other related fields, it does seem like an undue burden. HOWEVER, if we want to keep our standards high, a year of post-doc ensures more supervision, so I support it.
- 83 I think graduates of APA-accredited programs who completed APPIC-member internships should be eligible for licensure upon completion of the internship and the graduate degree. Graduates of non-regionally accredited schools (such as exist in California), non APA-accredited graduate programs, and non-APPIC-member internships should be required to complete the postdoctoral year prior to licensure. In this way the accreditation process can be used to signal assurance of quality and unaccredited programs would seek to demonstrate their quality and become accredited.
- 84 I believe that postdoctoral professionals need the additional year to continue learning/consolidating therapeutic and professional skills.
- 85 Graduating interns may have the skills to practice independently but this is still a professional transition which requires guidance.
- 86 I find that interns are not coming to us with the same training in all programs. Many clearly need more than one year of supervision before becoming independent in a field with so many complexities. I believe our problems are at the graduate school level. Some of these issues include poor training especially limited practicum opportunities and huge classes which cannot provide the individual attention needed to budding professionals, on line programs in which interns get information, but do not get the day to day mentoring I feel is required of professionals who will be affecting people's lives. I am finding more and more intern applicants with personality problems which in previous years were weeded out before they got to the intern application process. Can a for profit school clearly be objective in weeding out students with significant pathology and determining honestly how many students they can legitimately train?
- 87 In Indiana, licensure means the right to practice independently, which I think should require someone even with a Ph.D. to practice for a short period of time under supervision.
- 88 It seems to me that the postdoctoral requirement was nothing more than a restriction of trade move and did nothing to improve the competence of young psychologists...in fact given that much of the postdoctoral supervision was done within private practices that had no formal teaching structure, it is unclear how helpful it could be.
- 89 The post-doctoral year provides necessary experiance for the individual to function in a more autonomous capacity. On-site supervisors would be able to determine the fitness of the candidate for licensure through observations of the person's adequate judgment, emotional adjustment and stability, and appropriate application of research and clinical skills (competencies).
- 90 I feel that the year of post-doctoralis needed due to the fact that it provides the applicant with additional training and experience prior to starting independent practice.
- 91 Licensing allows for the possibility of setting up private practice as a psychologist. It is the rare trainee who is experienced enough after an internship year to provide this sort of service to the community. It would be the equivalent of MD's allowing for independent practice before the completion of a residency.
- 92 The SWE provides a different level of training than internship. It is a valuable addition and culmination of years of education and internship. It is the only truly supervised work experience. It should not be eliminated.
- 93 the intership year alone is insufficient to prepare clinicians for independent practice.
- 94 I think that for the few interns who are not ready, training directors need to be prepared to state this on licensure applications and then there ought to be a mechanism whereby additional supervised hours can be accrued without penalty or prejudice.
- 95 I don't want to see the postdoc year eliminated, but do want to see more stringent national requirements that "level the playing field" to make sure that residents are completing their postdoc year with similar levels of competencies. Since internships typically focus training on broad skills, I think it's an important time to have the post-doc year (with adequate supervision) for the opportunity to develop more advanced, specialized skills (and NOT as an excuse to hire someone for cheap labor).
- 96 Over the past several years it has become apparent that many doctoral programs are not sufficiently preparing students for internship. This leaves the internship having to teach basic psychotherapeutic and psychological assessment skills that should have been taught by doctoral programs. As a result, interns often need the postdoctoral year to further consolidate their knowledge and skills.
- 97 I have mixed feelings about this issue. Quite a few students embark on internship with thousands of hours of quality practicum training and asking them to complete an additional year of training for the sake of training is ridiculous and demeaning. However, those students who go on internship with the bare minimum 1000-1200 hours of training may require more time in the field before most would feel reasonably confident in their abilities. Those hours of training prior to going on internship add quite a bit to an interns level of competence and confidence in themselves as professionals. In my opinion it comes down to what standards we set as acceptable to be eligible and ready for internship. On the other hand, a high-quality fellowship can be very valuable but how many of these are available at this time? From what I've seen/heard, most people are doing "patchwork" postdocs just to get hours for licensure and I don't see any real benefit in that.
- 98 Although I support the elimination of the postdoc year, I do so with some concerns. We have found that our postdocs grow significantly in dealing with professional issues (e.g., supervision, business) and becoming more comfortable as a therapist. However, it is difficult to get a job without licensure, and our trainees must compete with other therapists (e.g., LPCs) for jobs. Our trainees can certainly learn a lot more (who can't?) that they do learn as a postdoc, but they are generally much better trained than other therapists and could practice independently better than these other therapists (e.g., LPCs). We need to find a way to ensure strong training and readying our trainees for practice while not putting them behind other professions in terms of being able to get jobs. Being able to be licensed sooner rather than later will help. Perhaps some requirements that during the first year or two of licensure they have to receive a certain amount of consultation and/or continuing education (not just tyhe basics required for yearly licensure) would help.
- 99 There is not need for another year of supervision after internship. Entering interns now have more clinical experience that many people of my professional generation had after one year of postdoc.
- 100 I support allowing psychology graduates to get their licensure at the completion of the graduate training requirements but would make completion of an internship/residency a requirement for the continuation of the license after two-three years of initial licensure.

- 101 In my experience, the postdoctoral year of experience is very important in the consolidation of clinician's experience, confidence and competence.
- 102 In my mind, the predoc year is to "transition" into an independent psychologist. However, they aren't fully operating as one due to likely requirements related to school and internship. The post doc year allows them to fully understand what that would be like with the "safety" net of supervision. I would absolutely oppose banning a post doc. Adding in the EPPP, they would have to study for that while they were in predoc year in order to be licenced at the end or shortly there after. I think there is enough to think about in predoc year besides worrying about the EPPP and licensure while in that year. My agency noted that I would have been the only one they've had (out of 15 interns) that would have been ready without a post doc.
- 103 Although most of our graduates are prepared to begin practice when they finish the internship, I think that the year's supervision contributes to the process of acculturating to the profession in the state where practice will take place.
- 104 I believe that two years of supervised experience is the minimum that should be required for licensure, however, I don't think that one of those years should necessarily be completed post doctoral. When I applied for licensure, the two years could both be predoctoral. As long as an applicant gets two full time years of training, or the equivalent part time, I don't see any value in one of those years being post doctoral.
- 105 The proposal should look more closely at expanding opportunities to obtain the postdoc experience and the necessary supervision.
- 106 It seems that it is requirement that is an additional burden on trainees that is not required in similar professions.
- 107 This post-doctoral year provides a better prepared independent practitioner. It is also a great recruitment devise to provide the supervision as part of the salary package.
- 108 perhaps developing a more uniform definition of postdoctoral experience/year would be more helpful
- 109 It's a terrible idea!!! Also, it is within the purview of licensing boards to eliminate this requirement, not APA or APPIC. Many state laws would have to be changed, which opens up the possibility of other, even more undesirable changes, especially at a time where many states are pursuing prescription authority.
- 110 Interns need post doc year to mature in personal and professional areas as well as further refine area of speciality.
- 111 This is a difficult issue and should be determined by the accomplishment of acquired competencies, however, at present we do not as a field have such an assessment; i am ambivalent about this proposal as I am concerned both about the length of time to independent practice as well as the debt ratio of many of our graduates and the lower pay they are offered when in need of a year of supervised experience. I am also concerned for those that follow a traditional academic route following internship and the difficulty in locating appropriate applied supervised experience. I am also conerned about the erosion of licensing regulations in various states and the impace if APA supports licensure at the conclusion of the doctorate.
- 112 The interns that have gone through our program have mostly been prepared to work independently with supervision. Their skill are enhanced as they go thru the internship; however the extra year of having supervision is an added protection for the public that they will receive treatment that should be of the highest level. This in addition will help to assure that the reputation of "Psychologist" will continue to be held in the highest esteem.
- 113 interns just are not exposed to enough clinical material to practice without supervision. Keep the additional year and allow graduates to pay for supervision when they cannot find post doc positions.
- 114 If the supervised post doctoral year requirement is eliminated, licensed practice under supervision should be a requirement for at least one year.
- 115 The requirement of a year of post-doctoral experience gives a lot of room for exploitation. A doctoral degree is too expensive to postpone even more the formal entry into the profession.
- 116 Michigan requires 2 years of experience Post Doctoral for full licensure. They are about to cut it to one year. 2 years has been a bit excessive, but interns are still relatively green at the end of a one year internship.
- 117 we should consider licensure at master's to allow interns to see managed care cases. the postdoctoral year is an artifact of a different time. licensure does not mean the end of training. can (and should) require additional training post licensure, as most states do (but Illinois does not). psychology interns have many more hours of supervised experience in grad school and internship than do other mental health specialities such as social work and psychiatry.
- 118 we could benefit from the experience of medicine, where they are independently licensed right at the end of their doctoral training, but have specialty certification for advanced practice; we need to develop a system that
- 119 This would make sense if doctoral programs were somehow held more responsible for their interns' preparedness prior to internship. As it is, when we get an inadequately prepared intern, at least we now have the option of making strong recommendations for their continued supervision after internship.
- 120 I strongly disagree!! Post doctoral training and beyond is essential to maintain a high level of competence in the profession
- 121 Even the interns who are competent enough benefit from an additional year of supervision/mentoring. It is unfortunate that most insurance companies have eliminated reimbursement for unlicensed practitioners working under another's license, but this is the wrong solution.
- 122 why do we continue to feel the need to postpone independent practice rather than promote responsible independence and encourage additional supervision and support for their first years out.... the longer the process to obtain the degree and the reduction in earning potential is only going to decrease the quality of graduate. We should have more faith and greater expectations for our graduate and internship training.
- 123 The post doc year is an opportunity to further make the transition from student to professional; an opportunity to further work on areas that were identified during the internship year; increase independence and a sense of confidence and competence. I think it's important to continue.
- 124 In my state we have clinicians with masters degrees who have far less supervision, experience and education than our interns. I believe the intern year is sufficient to evaluate and train one for independent practice, especially given the amount of supervised practicum experience our interns complete prior to internship.

- 125 Although most of our interns end the training year as very competent clinicians, professional psychology should continue to demand a higher level of training for independent practice, even at the entry level. We believe that post-doctoral experience and continued training (including more specialized training) is essential.
- 126 A very bad idea that seems geared toward the supply-demand problems in the field. I would rather see us actually deal with the supply-demand problems directly (e.g., by encouraging programs to not admit so many students)
- 127 I am highly concerned the eliminating the post-doc year will decrease the competence of providers in the long run and reduce the credibility of the profession. I strongly oppose this proposal.
- 128 As a past member of the licensing board, I can say that very little quality supervision is provided to grads post doctorally. It is typically a nod and a wink unless it is within a formal postdoc, and then it is more teaching than supervision. The down side far exceeds any potential problems from licensing new grads. Some states do that. Are there any data to show higher rates of ethical complaints or malpractice in that first year of unsupervised experience than in the states that require the year of supervision?
- 129 I think that provisional licenses should be granted with the stipulation that supervision be continued and documented for a postdoctoral year.
- 130 I work in California. With the elimination of the oral examination for licensure in this state, I strongly feel that an additional year of supervised professional experience following attainment of the doctoral degree is vital in ensuring that at licensure candidates will truly be ready for independent practice.
- 131 Internship year is intense. The interns grow and change in so many ways. Their clinical skills dramatically improve over the year, but I do not believe they are solidified enough to be licensed. Another year of supervised work seems about right to develop the professional competence to practice independently.
- 132 In California, we are FLOODED with marginal training programs pumping out students with poor training and experience. Why is there a trend in professional organizations to constantly lower the standards?
- 133 The pre-doc-postdoc issue illustrates the long-standing and ongoing disjunctions between academic education, professional-experiential training, legislative professional practice regulation, and control over market access. A) When the requirement for a pre-doctoral internship was originally established, the median practicum duration required to enter the internship was 400 hours. Current internship applicants routinely apply with more than 2000 hours of practicum preparation, which in essence is equivalent in duration to a "pre-doctoral" internship year and therefore possibly redundant. Functionally therefore the pre-doctoral internship may be fulfilling the experiential training purpose of the post-doc year, and the post-doc requirement can be eliminated. B) Alternatively, internship could be made "post-doctoral" and the doctorate could be granted upon completion of doctoral programs' academic education requirements (coursework, thesis, dissertation, and laboratory/practicum training.) In that manner internship applicants could gain the status (and possibly the remuneration) of beginning doctoral level providers, could claim consideration commensurate to that of medical residents, and could take their licensure exam a year earlier than is currently the case.
- 134 Eliminating the postdoctoral year of experience from state licensure requirements will likely dilute the quality of licensed psychologists, decrease the general quality of practice, and further damage the already decreasing credibility of psychology practice. Expect starting salaries to further decrease as well.
- 135 Many of the interns come to us with very sheltered practicum experiences and a minimum number of practicum hours, and one year of supervised practice does not give them sufficient experience to allow effective decision making without supervision.
- 136 Interns report that it is often difficult to find a job directly after their internship year because they are not licensed and require a job that will provide licensed supervision.
- 137 Most interns are ready to practice following the internship training year. Currently, they are in a prolonged gray area where they are overqualified and underpaid. If they have not completed their dissertation, some would still be in this gray area until they do complete it and they may need to work while they are completing their dissertations. Also, I do not believe there is any additional advantage of one to two years of postdoctoral professional experience unless it is an organized postdoctoral training program.
- 138 I think it would put more pressure on APPIC or APA sites to develop uniform measures of competency for exiting interns. I think this would be a very positive addition to our programs.
- 139 There is NO evidence that the required year enhances skills compared to the level already attained at the end of internship
- 140 It seems as though many applicants come to internship less prepared in terms of clinical service hours than in the past. Most seem to need some additional supervised experience such as a post-doctoral year.
- 141 I'm wondering if this proposal is economically driven vs competency driven? A year of postdoctoral supervised experience is needed to help ensure public safety, as well as to safeguard the profession and ensure psychologists have an accurate awareness of limits of competence and areas to focus ongoing professional development.
- 142 I think it's a mistake. I think the training should be based more on the residency model, with more, not less post doc training.
- 143 I am firmly opposed to this as I believe it would dilute the level of competency for entry level practice and leave newer psychologists prone to problems that would reflect on our profession. I think the post doc year remains a critical year for skill integration and professional identity.
- 144 I have mixed opinions about this. I have seen interns that were definitely ready for independent practice after internship. I have also seen the benefits of a post-doctoral year. Of course my biggest concern is for the financial hardship on the intern and the lack of excellent post-doctoral training programs. I do not see the point of a post-doc unless it is a true training experience. Unfortunately, that is not always available to an intern and they end up just working for someone.
- 145 I am aware that in this current climate many interns find it a Catch-22 to obtain the experience following their internship year, e.g., many employers cannot afford to hire someone that they can't bill for, and the license is required to be "billable"!
- 146 Many of our interns are licensed at the MA level in their states - they have had a lot of experience in providing treatment and assessment that someone coming right out of school does not - it would be those students that I worry about without further supervision. Why can't we pursue intermediate licensure and require a certain amount of supervision prior to independent licensure (like LPC and LPCC or LSW and LISW)

- 147 Some type of two-tiered licensure or inculcating the practice of licensure initially, followed by Board Certification as the "standard" in our culture makes sense to me.
- 148 I feel that some type of supervision and training should continue to provide opportunities to develop more expertise in specific areas of interest since the predoctoral internship is often very general in its focus.
- 149 As we rush to graduate students quickly and practicum hours prior to internship shrink, the postdoctoral year insures students are adequately supported in their practice roles as they enter the profession.
- 150 I do not believe one year (internship year) is sufficient clinical training.
- 151 I just had a competency problem with an intern whom we advised to leave the internship. This person is in no way qualified to be a licensed psychologist. In my opinion, she not only needs additional internship training, but postdoctoral training as well before she takes a license exam. This experience has really made it clear to me that people can take tests and pass them but may not have the professional and interpersonal skills needed to be a good psychologist.
- 152 I think it takes another year of supervision and experience beyond the structure of internship for a psychologist to really be adequately prepared for functioning independently.
- 153 Because when a person is licensed, an individual really has not had a lot of experience. Additional experience as currently required is beneficial.
- 154 I don't think any new graduate is prepared for licensure as an independent practitioner. It takes a long time to become a competent psychologist able to practice without supervision.
- 155 One year of clinical experience may be enough for most doctoral-level students, but not for all.
- 156 The one intern referred to in #11 - came to internship having already worked four years in a Counseling Center post-Masters. Overall, I don't believe that academic programs (in implementing a scientist-practitioner model) provide enough clinical emphasis and supervision (involving observation via tapes vs just discussing). Students come to internship having experience with a rather narrow range of clinical issues - while they develop considerably during their internship year, I believe the post-doc year is needed for integration and solidifying readiness to practice independently (particularly because many go out into practice sites where collegial consultation is not available or only limited).
- 157 In terms of M.D. parity--I would like to see it disappear. In terms of competency to practice, psychologists do need more experience.
- 158 I think the internship year would need to be revamped if licensure were to take place after internship. The goals for the year would be different and training would have to change.
- 159 Psychologists are at a disadvantage in the marketplace, often needing to get licensed as an LPC while they pursue licensing hours. I would support some post-licensing accountability system that would help to mentor entry into the profession.