



COMMUNITY PSYCHOLOGY INTERNSHIP PROGRAMME

1. PREAMBLE

This programme sets out to provide both theoretical and practical grounding for the Intern to become a competent Community Psychologist at the end of the internship. The Intern shall be exposed to the philosophy, theory and techniques of the practice through guided reading and practical experience. The Intern shall be assessed from time to time and feedback given, as well as further guidance. The intern shall be supervised by a registered Psychologist who has been registered for at least two years.

The Intern is advised to apply himself/herself at all times during the training for her to benefit fully from the programme. The training can be terminated anytime should it become clear that the Intern lacks the capacity to attain the levels of competence intended, or should his/her conduct suggest that he/she is ethically ill-suited for incorporation as a Community Psychologist.

Summarized below is the content of the programme which forms the vehicle for the achievement of the objectives of the programme. The content comprises cardinal areas of the practice and is by no means exhaustive. Diversions shall be made from time to time to impart finer skills and orientation where such becomes desirable.

Let it be noted that this training is sanctioned in terms of the Health Professions Act. This guide should be read in conjunction with the Allied health Practitioners council of Zimbabwe (2016).

2. INTERNSHIP PROGRAMME

Area	Outcome	Percentage of time
<p>1. The Discipline of Psychology and the place of Community Psychology</p>	<p>Purpose: To understand the place of Community Psychology in clinical and social settings by demonstrating knowledge of planning, developing and applying paradigms , theories, models, constructs and principles of psychology in the community in order to understand, modify and enhance individual, group and community behaviour effectively</p> <p>Scope: Demonstrate understanding of the following</p> <ul style="list-style-type: none"> • Psychology and Community Psychology • Divisions of Psychology in Zimbabwe • The Philosophy of helping professions • Community Psychology as a helping profession • Community Psychology as business practice <p>Exercise: Research and submit a comprehensive paper on the following</p> <ul style="list-style-type: none"> • To what extent is the practise of Community Psychology consistent with the philosophy of helping professions? • Identify the difference and similarities between Community psychology and other divisions of psychology (registered in Zimbabwe). • Identify an organisation and write them a letter clearly indicating how Community Psychology can be useful in their work. 	

<p>2. Applied Research</p>	<p>Purpose: To demonstrate the ability to plan and conduct Community-Based research to common social and psychological problems in Community settings</p> <p>Scope:</p> <ul style="list-style-type: none"> • Define social problems • Discuss the causes of social problems • Techniques used in conducting needs/problem analysis • Demonstrate understanding of situating Psychological problems in communities and the usefulness of Community psychology interventions in problem solving. • Be able to effectively plan and conduct an action research, report on the results and provide feedback to relevant stake holders. <p>Exercise:</p> <ul style="list-style-type: none"> • Stakeholder Mapping • Problem Tree analysis of an identified social problem • Sustainability Framework • Executive Summary of research report. 	
<p>3. Community Assessments</p>	<p>Purpose: Be able to carry out community assessments in diverse settings.</p> <p>Scope:</p> <ul style="list-style-type: none"> • Determine the purpose of Community assessment • Assess wide range of communities in order to determine the appropriate intervention. • Reflect and report on the strengths and limitations of their professional conduct and assessment process. • Factually and correctly report Community assessments 	

	<ul style="list-style-type: none"> • Demonstrate knowledge of ethics required for the successful execution of Community intervention. <p>Exercise: Conduct Community assessment across the following communities/organisation and produce a report for each Community assessment done.</p> <ul style="list-style-type: none"> • School setting • Work setting • Clinical setting • Any other setting of choice 	
4. Program Development, Implementation, and Management	<p>Purpose: To design, implement, and sustain culturally and contextually appropriate programs in collaboration with stakeholders</p> <p>Scope:</p> <ul style="list-style-type: none"> • Theories for health education and Promotion • Theories of Change • Programme development considerations • Logic model <p>Exercise: Develop/ Collaborate on a program during Planning, implementation and management. Produce a report for each of the following Phases:</p> <ul style="list-style-type: none"> • Programme planning • Implementation • management 	
5. Community Education, Information Dissemination, and Building Public Awareness	<p>Purpose : Communicate information to various stakeholders in both technical and lay language, as needed</p>	

	<p>Scope:</p> <ul style="list-style-type: none"> • Mental Health Education • Mental Health promotion • Mental Health Communication <p>Exercise:</p> <p>Conduct the following:</p> <ul style="list-style-type: none"> • Design a universal mental health communication flyer with a brief write up on considerations for design. • Conduct mental health education engagements with a clear write up of the Engagements and all considerations. • Volunteer in a mental health promotion programme and write a feedback report on the programme. 	
<p>6. Apply Leadership, Supervisory, and Mentoring Skills</p>	<p>Purpose:</p> <p>Collaboratively lead with individuals and groups</p> <p>Scope</p> <ul style="list-style-type: none"> • Consciousness raising • Empowerment • Advocacy • Social Justice <p>Exercise</p> <ul style="list-style-type: none"> • Identify a social justice issue and develop a consciousness raising and empowerment strategy • Participate in a programme as an advocate and change agent to help promote social justice. • Write a reflection on your participation based on the principles and values of CP 	

7. Public Policy, Analysis, and Development	<p>Purpose: Translate research findings into useful recommendations for policy</p> <p>Scope:</p> <ul style="list-style-type: none"> • Identify a public policy for review using research findings to recommend translation into policy <p>Exercise:</p> <ul style="list-style-type: none"> • Write an Op Ed on a policy of choice 	
8. Direct Services Provision	<p>Purpose: To Provide conduct psychological services or assessments within the CP scope.</p> <p>Scope:</p> <ul style="list-style-type: none"> • Screening • Assessments <p>Exercise:</p> <ul style="list-style-type: none"> • Offer services to those encountered in the course of work, who may need help before referring them to the appropriate specialist 	

3. FIELD WORK/ PLACEMENT

The intern psychologist may be placed in any of the following settings:-

- Schools
- Clinics
- Hospitals
- Community

- District office
- Civic organisation
- Government offices/
- Political office bearers
- Special education facilities
- Rehabilitation facilities for children, adolescents and young adults
- Out patient psychiatric unit for children, adolescents and young adults
- Facilities for children in need of care (social services)
- Facilities of children with delinquent behaviours
- Work should be done to cover all areas of settlement (rural, peri urban, urban low/medium/high density)

ASSESSMENT

Assessment of the Internship File will be based on the following criteria.

ITEM	EXPECTED COMPETENCIES	Possible mark	Actual mark
1. Applied Research Reports (a) 1 published article or manuscript submitted for publication consideration in a peer reviewed journal which addresses issues related to community psychology.	Intern is expected to use & demonstrates principles and practices of community psychology in the process of addressing psychological and social problems using the lenses of community psychology which emphasize <i>participation, empowerment and prevention</i>	30	

(b) Executive summary of applied research report		10	
2. Needs Assessment Report	The intern should be able to show an ability to exhibit the skills above in community assessments and produce the necessary reports Use of psychometric tools and qualitative methods needs to be demonstrated.	80	
(a) Stakeholder Mapping (20 marks)			
(b) Problem Tree analysis of an identified social problem (20 marks)			
(c) Sustainability Framework (20 marks)			
(d) Needs assessment summary (20 marks)			
3. Community Education, Information Dissemination, and Building Public Awareness	Detailed reports of communication programmes. Clearly outlining the level of the intervention aims and target audience as well as the model of intervention. Evidence base is important in the design of such interventions. Adaptations in the place of own work need to be justified to the satisfaction of the marker	60	
<ul style="list-style-type: none"> 1 mental health communication flyer (20 marks) 			
<ul style="list-style-type: none"> mental health communication report (20 marks) mental health engagement workshop (20 marks) 			
4. Programme Development and Evaluation	There should be a programme with clear indications of programme consideration, theoretical framework and theory of change. The programme design should be contextually appropriate and in collaboration with stakeholders. The programme must be evaluated (process and outcome)	80	
<ul style="list-style-type: none"> Framework for programme development Considerations for programme development Theory of change report Developed programme and evaluation Process evaluation report Outcome evaluation report 			

5. Opinion article and Policy Review <ul style="list-style-type: none"> 1 published opinion article on policy of choice 	An Opinion article published on a policy issue using the lenses of community psychology	25	
<ul style="list-style-type: none"> 1 policy review report 	Policy review and using evidence base to inform the review. And recommendations.	25	
6. Direct Service Provision <ul style="list-style-type: none"> 3 individual assessment reports 	These are individual assessment reports where the community psychologist intern demonstrates an understanding of the principles of psychology and their ethical limitations in helping individuals by providing a clear referral pathway where there is need. Demonstrated knowledge in the use of relevant psychometric tools.	30	
7. Placement/Fieldwork <ul style="list-style-type: none"> 1 placement report 	The intern is expected to identify a social justice issue and develop a consciousness raising and empowerment strategy Participate in a programme as an advocate and change agent to help promote social justice. Identify Sustainable Development Goal (SDG) or national framework linked to the social justice issue.	40	
TOTAL		380	
PERCENTAGE		100	
Overall percentage	Decision		
60 – 100	Approved for Registration		
50-59	Resubmit as per instruction		
40 - 49	Registration is Deferred for 5 months		
0 – 39	Not Approved for Registration		

BOARD EXAMINATION

After completion of the internship period and passing of the internship file, the intern will sit for an oral board examination which shall be guided by the following dimensions.

Dimension		Sub-dimension
1	Communication skills	Ability to express oneself clearly in interactions
		Professional etiquette and grooming
		Overall (out of 10)
2	Internship Practice	Internship placement experience – Ability to explain relevance of Institution used for internship to psychology discipline practice
		Knowledge of intern’s publication or readings – intern’s understanding of their publication or readings
		Understanding of reports in the file – Intern to explain some of the reports that they submitted.
		Challenges faced during internship and how they were resolved
		Innovative systems or models developed during internship
		Overall (Out of 30)
3	Assessment approaches	Knowledge & Principles of Psychological Assessment relevant to discipline
		Knowledge of available tools, their properties, strengths and weaknesses

		Ability to select relevant tools for specific interventions and justification
		Ability to interpret results appropriately
		Cultural sensitivity of clients
		Overall (out of 20)
4	Intervention	Ability to correctly diagnose problems as they present
		Ability to select relevant interventions for given problems
		Ability to formulate a relevant intervention and follow its normal processes
		Ability to effectively monitor and evaluate intervention for effectiveness
		Overall (out of 20)
5	Applied ethical and professional reasoning	Awareness of legislation and professional guidelines in Psychology
		ZPA, HPA/AHPC specific ethical guidelines
		Knowledge of Scope of practice for chosen field
		Knowledge and application of ethical issues involved
		Ability to handle ethical dilemmas in chosen field
		Overall (out of 20)

Overall Rating (out of 100)

4. Some of the suggested reading:

- Hand book of Community psychology
- Becoming Ecological
- Community Psychology
- American Journal of Community psychology
- Journal of Community Psychology
- Journal of prevention Science
- The Community Psychologist

5. Memorandum of understanding (MoU) between an intern and their SUPERVISOR(S)

This document is designed to ensure the supervision experience is mutually productive and lays out the mutual expectations for the supervision process. It must be completed at the time of initial registration. An additional memorandum or supplement must be completed before the intern renews registration for each subsequent year of internship.

1. INTERNS'S DETAILS			
Surname		Registration number	
First name		Year	
Stream			
1.1	I have read the Training guidelines and will comply with their requirements.	YES	NO
1.2	If you answered NO, provide an explanatory account below or attach an explanatory note.		
2.	INTERN'S PLANS AND EXPECTATIONS		
2.1	Plan for the internship and a detailed timeline for how the will be managed		
2.2	Known periods of absence or leave Provide details about any periods of dates or periods of time you will not be available during the year.		
2.3	Intern's expectations of supervision		

	Outline what you expect from the supervisor	
<i>Supervisor's response to Intern's expectations of supervision</i>		
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2.4	Additional comments	
3. SUPERVISOR'S PLANS AND EXPECTATIONS		
3.1	As supervisor, I expect the following from the Intern.	
	This should include an assessment of the time which will be spent on each agreed item.	
<i>Intern's response to supervisor's expectations</i>		
_____	_____	_____
(Intern's name)	Signature	Date
_____	_____	_____
(Primary supervisor)	Signature	Date
_____	_____	_____
(Co-supervisor)	Signature	Date

