



RESEARCH PSYCHOLOGY INTERNSHIP PROGRAMME

1. PREAMBLE

This programme sets out to provide both theoretical and practical grounding for the Intern to become a competent Research 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 Research 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 Research 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 Research Psychology</p> | <p>Purpose</p> <p>To understand the place of Research Psychology in diverse contexts by demonstrating knowledge of planning, developing and applying paradigms , theories, models, constructs and principles of psychology in the workplace in order to understand, modify and enhance individual and group behaviour effectively</p> <p>Scope</p> <p>Demonstrate understanding of the following</p> <ul style="list-style-type: none"> • Psychology and Research Psychology • Divisions of Psychology in Zimbabwe • The Philosophy of helping professions • Research Psychology as a helping profession • Research Psychology as business practice <p>Exercise</p> <p>Research and submit a comprehensive paper on the following</p> <ul style="list-style-type: none"> ● To what extent is the practise of Research Psychology consistent with the philosophy of helping professions | |

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| | <ul style="list-style-type: none"> ● Identify the difference and similarities between Research psychology and other divisions of psychology (registered in Zimbabwe) ● Attend workshops in the diverse psychology streams and write reports on each workshop attended (<i>At least 1 workshop per discipline, Minimum disciplines 4</i>) | |
| 2. Research Proposal & Grant writing | <p>Purpose Be able to write a comprehensive research proposal and Grant application</p> <p>Scope</p> <ul style="list-style-type: none"> ● Determine the purpose of research ● Be able to effectively plan research in diverse settings ● Be able to draft grant submissions ● Determine appropriate methodologies for diverse research ● Demonstrate knowledge of ethics required for the successful execution of a research or grant writing project. ● Ethics in Research <p>Exercise</p> <ul style="list-style-type: none"> ● Write a research proposal ● Write a grant request | |
| 3. Design of Data Collection Instruments | <p>Purpose To demonstrate an understanding of the diverse data collection tools that can be used in research</p> <p>Scope</p> <ul style="list-style-type: none"> ● History of testing ● Justification of the practise of testing | |

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| | <ul style="list-style-type: none"> • Test validity • Test reliability • Test norms • Quantitative Data collection Instruments • Qualitative data collection Instruments • Test Development <p>Exercise</p> <ul style="list-style-type: none"> • Design a Psychometric Test. • Write a paper on Interview schedule development • Design a Focus group guide • Work on a Psychometric validation study | |
| 4. Data Collection | <p>Purpose: To demonstrate ability to capture raw data and make use of different types of data capturing methods.</p> <p>Scope</p> <ul style="list-style-type: none"> • Data Capturing <p>Exercise</p> <ul style="list-style-type: none"> • Capture data on excel. • Capture data on SPSS • Capture data on INVIVO • Electronic scanning of raw data | |
| 5. Data Analysis and interpretation | <p>Purpose To demonstrate ability to analyse and interpret quantitative and qualitative data sets</p> <p>Scope</p> <p>Exercise</p> <p>Conduct the following exercises</p> | |

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| | <ul style="list-style-type: none"> • Interview Transcribing • Capturing group data • Integration of results • Data importing and Exporting SPSS • Data Cleaning, descriptive and inferential • Non Parametric techniques | |
| 6. Report Writing | <p>Purpose: To be able to write reports on research findings</p> <p>Scope</p> <p>Exercise</p> <p>Write research report</p> <p>Publish at least two journal articles during the internship period. Articles accepted for publication will also be acceptable.</p> | |
| 7. Presentation of Research results | <p>Purpose: To demonstrate the ability to present research findings to both internal and external clients</p> <p>Scope</p> <p>Presentation skills</p> <p>Presentation Format</p> <p>Academic and non-academic writing</p> <p>Exercise</p> <p>Write an opinion article on a research matter</p> <p>Presentation of research findings to internal client</p> | |
| 8. Psychometric Testing | <p>Purpose To gain experience in test administration and interpretation</p> <p>Scope</p> <p>Exercises</p> | |

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| | Use a wide spectrum of psychometric tests (minimum 5) | |
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3. FIELD WORK/ PLACEMENT

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

- University
- Non Governmental Organisation
- Research Organisations
- School
- 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)

ASSESSMENT

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

| | ITEM | EXPECTED COMPETENCIES | Possible mark | Actual mark |
|---|-----------------------------|---|----------------------|--------------------|
| 1 | 3 Research Workshop Reports | Intern is expected to come up with at least 3 detailed workshop reports that the intern facilitated on issues in the field of research psychology | 60 | |
| 2 | 1 Conference presentation | Intern is expected to have presented at one international conference and attached report in the file | 20 | |

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|----|--|--|-----|--|
| 3 | 1 research proposal | The intern should write a detailed research proposal clearly indicating a problem worth researching. The write up should have all the key elements of a research proposal. | 40 | |
| 4 | 1 grant request | The intern should have drawn up a clear grant request with a clear procedure and budget. Grant details (Project title, project scope, duration, start date) | 20 | |
| 5 | 2 published articles on any area of psychology | 2 articles published (or co-authored) by the intern in peer reviewed journals which addresses issues related to psychology. Accepted articles will be considered/ranked as published. I published and one submitted article will be acceptable. The publications should have been done during the internship period. | 80 | |
| 6 | 1 Opinion article | An opinion article critically exploring a topical issue in the field of psychology. The article should be published in a newspaper, magazine, blog, journal or any other publication. | 20 | |
| 7 | Psychometric test development | The intern should attach a psychometric test that they developed or that they adapted. If the test has been adapted, the intern should clearly show where the test was adopted from. | 30 | |
| 8 | Interview schedule development | The intern should write a paper on interview schedule development | 10 | |
| 9 | Focus group guide | The intern should develop a focus group discussion guide | 10 | |
| 10 | Psychometric validation study | Intern should come up with a brief psychometric validation study | 30 | |
| 11 | Data analysis | Intern should attach evidence to show that they have been exposed to and understand at least two data analysis software such as Invivo, SPSS, Ms Excel | 20 | |
| 12 | Presentation of file | Contents page, proper headings. Formatting, following APA 7 th edition | 20 | |
| | TOTAL | | 360 | |
| | PERCENTAGE | | 100 | |

RECOMMENDATIONS:

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|---------------------------|-----------------|
| Overall percentage | Decision |
|---------------------------|-----------------|

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| 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 |

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|----------|---|---|
| | | 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 |

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| | | 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) | | |

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.

| | | |
|-----------------------------|------------------|-------------|
| _____ | _____ | _____ |
| (Intern's name) | Signature | Date |
| _____ | _____ | _____ |
| (Primary supervisor) | Signature | Date |
| _____ | _____ | _____ |
| (Co-supervisor) | Signature | Date |

| 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. | | |
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| 2. INTERN'S PLANS AND EXPECTATIONS | |
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| 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. |
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| 2.3 | Intern's expectations of supervision Outline what you expect from the supervisor |

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| <i>Supervisor's response to Intern's expectations of supervision</i> | |
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| 2.4 Additional comments | |
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| 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. |
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| <i>Intern's response to supervisor's expectations</i> | |
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