

## REQUIREMENTS FOR SUCCESSFUL INTERNSHIP PERFORMANCE

(Including expected competencies and minimal levels of achievement for completion)

### EXPECTED COMPETENCIES

The Alaska Psychology Internship Consortium (AK-PIC) requires that interns demonstrate minimum levels of achievement across all training competencies, as outlined in the Competencies. Interns are formally evaluated by their primary supervisor twice annually, at the midpoint and end of the internship year. The evaluation form includes information about the interns' performance regarding all of AK-PIC's expected competencies and the related training elements.

Additionally, all AK-PIC interns are expected to complete 2000 hours of training during the internship year of which a minimum are 500 direct contact hours. Meeting the hours requirement and obtaining sufficient ratings on all evaluations demonstrates that the intern has progressed satisfactorily through and completed the internship program. Feedback to the interns' home doctoral program is provided at the culmination of the internship year. Doctoral programs are contacted within one month following the end of the internship year and informed that the intern has successfully completed the program.

In addition to the evaluations described above, interns must complete a self-evaluation form at the beginning, mid-year, and end of the internship (for a total of 3 self-evaluations a year). Additionally, interns will complete a Program Evaluation Survey at the mid-year and end of the internship year, in order to provide feedback that will inform any changes or improvements in the training program.

## MINIMAL LEVELS OF ACHIEVEMENT FOR COMPLETION

In addition to completing 2000 hours of training (including 500 direct contact hours) during the internship year, a minimum level of achievement on each evaluation is required.

*At the end of internship, a minimum level of achievement on each evaluation is defined as a rating of “4” for each overall competency.*

*The rating scale for each evaluation is a 5-point Likert scale, with the following rating values:*

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| *1 - Functioning below the minimal level expected during internship. Substantial supervision required on all cases/projects. Intern demonstrates little to no autonomous judgment; poor clinical judgment and/or safety concerns are identified. Supervisor has little to no confidence in the intern's ability to function independently. |
| **2 - Functioning at a lower than expected level based on intern's developmental training experience. Supervision required on most straightforward cases/projects and there are rising concerns about intern's clinical judgment.  |
| 3 - Functioning at a level consistent with developing competence. This level of functioning is typical for the midpoint of internship training. Regular supervision may be required on complex cases/projects and in new skill areas.  |
| 4 - Functioning at a level consistent with entry-level practice at end of year. At mid-point, this rating indicates periodic supervision is required on challenging cases/projects and in new skill areas. Most cases/projects need consultation only.   |
| 5- Functioning at an autonomous level, with skill representing that expected beyond the consultation of internship training. Demonstrates sound critical thinking/judgment. Some consultation may be needed in advanced or specialized area(s).  |

If an intern receives an average rating of a “2” or below on one or more of the nine training competencies, or if supervisors have reason to be concerned about the intern's performance or progress, the program's due process procedure will be initiated. The due process procedure can be found on AK-PIC's website: <https://ak-pic.org/policies/>

Additionally, all AK-PIC interns are expected to complete 2000 hours of training (including 500 direct contact hours), during the internship year. Meeting the hours requirement and obtaining sufficient ratings on all evaluations demonstrates that the intern has progressed satisfactorily through and completed the internship program. Feedback to the interns' home doctoral program is provided at the culmination of the internship year. Doctoral programs are contacted within one month following the end of the internship year and informed that the intern has successfully completed the program.

Updated & Approved by AK-PIC Faculty on 4/25/25