

## **BPSYCH PROGRAMME OF EQUIVALENCE (Psychometry)**

### **1. Rationale and Purpose for the programme**

The programme is intended for individuals who wish to register and practice as psychometrists.

The purpose of the programme is to prepare psychometrists to function effectively in any appropriate setting, including independent practice, by providing training and experience within the relevant scope of practice. It will provide students with advanced knowledge, skills and attitudes related to assessing, understanding, explaining and developing human behaviour in a multi-cultural context. In addition to this, the programme will give students entrance into the National Examination of the Professional Board for Psychology, after which they can register and practice as a psychometrist. Value will be added to the qualifying individual in terms of relevant knowledge and skills and these will hold pertinent benefits to the institution and society in which they will practice the knowledge and skills

### **2. Programme duration and structure**

The duration of the programme will extent over six months full-time. During this time students will complete a six-month practicum at NMU's Psychology clinic and other external sites. Workshops will be presented once a week to the students, covering relevant theory and skills as highlighted in Form 94. Students will be required to do additional prescribed reading and self-study.

### **3. Admission requirements**

Only students who have obtained a full Psychology Honours qualification may apply for admission to the B.Psych equivalent programme. These qualifications should have been obtained within the last ten years. If a qualification has been obtained longer than ten years ago, a special letter of motivation should accompany the application form, explaining why the application needs to be taken into account. Cases with merit will be considered.

Students who have completed their Honours degree at other universities, need to attach a description of the content and outcomes of the psychometry modules. Students need to obtain an average of at least 60% for Honours and at least 65% for the following two modules: Psychological testing and assessment, and Psychometrics.

### **4. Selection & Cost**

All applicants will be subjected to selection. The selection will be based on academic merit, equity and redress considerations, and suitability for the profession.

The cost associated with the programme amounts to **R18 000**.

#### **The selection will focus on the following competencies:**

- Intra and interpersonal skills
- Potential to learn necessary skills of a Psychometrist
- Ability to work in a team
- Psycho social wellness
- Ability to work under pressure
- Ability to work in a community
- Ability to work with diversity
- Academic reading and writing
- Ability to work with psychometric properties, numerical and abstract reasoning skills

An integrated approach will be followed, by looking at the students' academic performance, Interview, and Psychometric assessment results.

## **5. Application for registration**

Successful applicants will be required to apply to the registrar of the Health Professions Council of South Africa for registration as a student psychometrist. This application must be made within two months following the enrolment.

The Psychology department at NMU will submit a list to the HPCSA of all enrolled students, before 31 March of each year. A list of students who discontinued and resumed studies will also be provided.

## **6. Assessment**

Continuous assessment at a formative and summative level will be done.

Students will be expected to complete assignments. The assignments will, to a great extent, be of practical nature (for example, scored test protocols, examples of reports, business plans) and will be assessed throughout the course. All the assignments will be integrated into a portfolio, which will serve as a document for summative assessment. Students need a pass mark of at least 60% in order to obtain the qualification.

During the practicum, trainee psychometrists will be assessed formatively by the supervising psychologists/psychometrist independent practice. A final declaration form, completed by the supervising psychologists/psychometrist independent practice and the internship organisation, will be submitted to the Professional Board for Psychology, in order to register for the National Examination.

## **7. Professional Training**

The following practicum guidelines will be strictly adhered to by NMU's Psychology Clinic and external sites. The supervising psychologist will provide the necessary practical training and exposure as outlined in the table below. Students will be required to record their practical hours in a logbook that will be countersigned by the supervisor. The workshop themes indicated in the table will be presented once a week to the trainee psychometrists.

COMPETENCY	PRACTICUM	WORKSHOP THEMES
<p>1. Instrumental Knowledge and skills</p> <p>a. Range of tests and experience</p> <p>The supervising psychologist must prescribe and ensure that trainee psychometrists during their practicum use an appropriate range of tests. The range across which trainee psychometrists need to gain appropriate and sufficient practical experience must at least cover -</p> <p>i. group and individually administered tests;</p> <p>ii. tests that tap general cognitive ability;</p> <p>iii. tests that tap specific cognitive, perceptual, and psychomotor functions; and</p> <p>iv. tests that tap personality-related functioning (Please note: restrictions regarding the use of projective techniques have been pointed out elsewhere in this document); and</p> <p>v. tests for children and adults.</p> <p>b. Test administration and scoring</p>	<ul style="list-style-type: none"> <li>• Intake interview</li> <li>• Selection of instruments based on the purpose</li> <li>• Preparation of tests</li> <li>• Use of test manual</li> <li>• Scoring</li> <li>• Interpretation of and integration of results</li> </ul> <p>Exposure in the following domains for group and individual test administration:</p> <ul style="list-style-type: none"> <li>• Intelligence: SSAIS-R; Raven's Progressive Matrices; WAIS III; LPCAT</li> <li>• Aptitude: GSAT</li> <li>• Interest: 19-FII; SDS</li> <li>• Personality: 16PF; Jung; MBTI; NEO PI</li> <li>• Clinical and counselling assessment (within scope): Beck Depression Inventory;</li> </ul>	<ul style="list-style-type: none"> <li>• Report writing and feedback</li> <li>• Interviewing and counselling skills</li> <li>• The testing process</li> <li>• Ethics in Assessment</li> <li>• Selecting test batteries for different contexts</li> <li>• Regulations pertaining to psychological assessment</li> </ul>

<p>The supervising psychologist must decide which constructs need to be measured and the appropriate test(s), which need to be used. The reason for the choice must be clearly explained to the trainee psychometrist.</p> <p>The supervising psychologist must ensure that the trainee psychometrist -</p> <ol style="list-style-type: none"> <li>i. has adequate knowledge of the manual of each test that is used;</li> <li>ii. is well prepared for the test session;</li> <li>iii. adheres strictly to the instructions provided in the manual;</li> <li>iv. gives clear, concise instructions;</li> <li>v. completes the answer sheet correctly; and</li> <li>vi. gets the necessary experience in using the tests that are included in the training programme so that he/she can become proficient in their use and no longer requires close supervision.</li> </ol>	<p>Wellness Questionnaire for Higher Education (WQHE)</p> <ul style="list-style-type: none"> <li>• Perceptual tests: Bender Gestalt; Beery</li> <li>• Psychomotor tests</li> <li>• Instruments used in educational settings: Scholastic Battery, ESSI</li> <li>• Industrial instruments: MBTI; 16PF; 15Fq+; LPCAT</li> </ul> <p>Exposure to paper and pencil as well as computer based assessments</p>	<ul style="list-style-type: none"> <li>• Interpretation and integration of test results.</li> </ul>
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<p>c. Scoring and interpretation</p> <p>The supervising psychologist must ensure that the trainee Psychometrist -</p> <ul style="list-style-type: none"> <li>i. has adequate knowledge of the scoring procedures/criteria for each test that is used;</li> <li>ii. learns how to choose appropriate norm tables;</li> <li>iii. becomes proficient at converting raw scores to scale scores and in using cut-points to interpret/classify test performance;</li> <li>iv. understands the limits to the generalisability of norms provided;</li> <li>v. is able to take contextual factors into account during test interpretation; and</li> <li>vi. gets the necessary experience in using the tests that are included in the practicum so that he/she can become proficient in their use and no longer requires close supervision.</li> </ul>		
<p>2. Communication and interpersonal skills</p> <p>The supervising psychologist must observe the trainee Psychometrist in action so as to provide</p>	<ul style="list-style-type: none"> <li>• Prepare test-takers</li> <li>• Collect information</li> <li>• Reporting and feedback</li> <li>• Communicate the results and</li> </ul>	<ul style="list-style-type: none"> <li>• Interviewing and counselling skills</li> </ul>

<p>supportive and developmental feedback regarding the trainee's communication and interpersonal skills in –</p> <ol style="list-style-type: none"> <li>a. being able to appropriately prepare test-takers,</li> <li>b. establishing rapport;</li> <li>c. interacting with relevant others (e.g., parents, employers);</li> <li>d. administering tests;</li> <li>e. being able to clearly and professionally report on the findings; and</li> <li>f. providing verbal and written feedback on the findings.</li> </ol>	<p>observations, produce written reports and provide oral feedback</p>	
<p>3. Contingency management skills The supervising psychologist must ensure that the trainee Psychometrist is equipped to handle -</p> <ol style="list-style-type: none"> <li>a. routine problems that may arise during test administration;</li> <li>b. a test-taker's questions during test administration; and</li> <li>c. situations where there is the potential for test misuse or for misunderstanding the interpretation of test scores.</li> </ol>	<ul style="list-style-type: none"> <li>• Problem solving and Technical competence</li> </ul>	<ul style="list-style-type: none"> <li>• Practitioner as technical expert.</li> </ul>
<p>4. Basic practice management and referral skills</p>	<ul style="list-style-type: none"> <li>• Demonstrate basic practice management</li> </ul>	<ul style="list-style-type: none"> <li>• Practice management pertaining to advertising,</li> </ul>

<p>The supervising psychologist must ensure that the psychometrist knows -</p> <ul style="list-style-type: none"> <li>a. the requirements regarding advertising professional services;</li> <li>b. how to start and manage a practice and work out a business plan;</li> <li>c. how to implement an accounting system and an appropriate fee structure;</li> <li>d. about the need for indemnity insurance;</li> <li>e. how to identify when the needs or symptoms with which a client presents fall outside his/her expertise and should be dealt with by another health care professional; and</li> <li>f. how to refer a client to an appropriate professional peer within the health care system (e.g., psychologist, general practitioner, social worker).</li> </ul>	<p>and referral skills</p>	<p>test suppliers, billing, and referrals</p>
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## 8. Supervision

Student psychometrists will receive at least one hour of supervision per week. The academic department will take responsibility for the supervision and will identify and

appoint a supervising psychologist and Psychometrist independent practice, with a good knowledge of the theory and practice of psychometry to act as supervisors.