

MICHIGAN PSYCHOLOGIST (PSYCH) LICENSING GUIDE FOR SKILLED IMMIGRANTS

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1. HOW THE PROFESSION IS ORGANIZED IN MICHIGAN

OVERVIEW

This guide looks at what you as a foreign-educated psychologist must do to become eligible for licensing in Michigan. At the same time, it includes some background on the larger psychology to give you an idea of the variety of opportunities available as you work to build your career.

REGULATION OF THE PSYCHOLOGY PROFESSION

The practice of psychology in Michigan is regulated by the Department of Licensing and Regulatory Affairs (LARA) on behalf of the Michigan Board of Psychology. You must be licensed to practice as a psychologist (PSYCH) in Michigan.

The guide assumes that you hold the equivalent of a U.S. master's or doctoral degree in and that your Michigan license will be your first U.S. psychologist license. As a foreign-educated PSYCH, you are required to first have your psychology education evaluated by a National Association of Credential Evaluation Services (NACES) agency. This list can be located at <http://www.naces.org/members.html>. The credentialing agency will also verify knowledge of the English language with a Toefl or Toefl-ibt.

You will become a Psychologist through Licensure by Examination. The Examination for Professional Practice in Psychology (EPPP) is administered by The Association of State and Provincial Psychology Boards (ASPPB) at Pearson Vue testing centers.

2. ELIGIBILITY FOR LICENSING

OVERVIEW

Internationally educated Psychologists need to meet several requirements to receive Licensure by Examination as a PSYCH in Michigan.

I. EVALUATE YOUR FOREIGN DEGREE

LARA requires that you have your foreign psychology degree evaluated using a NACES association which can be found at www.naces.org

- Select an agency off the NACES list
- Apply and pay online for the educational credentials review service
- Make sure that you ask for your report to be prepared for the Michigan Board of Psychology as this will make your record available to the State electronically
- If your psychology education was not taught in English, your report will include a determination of English language proficiency as tested on the TOEFL examination.

If your degree is not deemed equivalent to a U.S. degree, you will be provided information about the courses or subject areas in which you are deficient. If the Educational Credentials Review results in your education being found “not equivalent”, you may apply to for a re-evaluation of your educational credentials after submitting additional information about your education. You must work directly with your selected credentialing agency in correcting any deficiencies in your report; the Michigan Board of Psychology has no role in the re-evaluation process

II. SUBMIT YOUR LICENSURE APPLICATION, REQUIRED SUPPORTING DOCUMENTS, AND PAY APPLICATION FEE

Your application sent to the Michigan Board of Psychology should include:

- Licensure application from LARA that can be downloaded from www.michigan.gov/healthlicense
- Fee: paid by a check or money order drawn on a U.S. financial institution and made payable to the State of Michigan (see below per license type)
- A course-by-course credential evaluation completed by an agency that is a member of NACES showing your educational program was substantially equivalent to a CAA-accredited program
- An applicant whose psychology education program was taught in a language other than English shall satisfactorily complete the TOEFL or the TOEFLib
- If you are applying for an educational limited license, you will be made eligible to take the EPPP exam after your license is issued and you have applied for a Full license. If you have applied for a full psychologist license or masters limited you will need to pass the EPPP exam before being licensed.
- Fingerprint/Criminal Background Check report

The licensure application and fee are valid for 2 years. If you have not met all licensing requirements within these 2 years you will need to submit a new application and pay the processing fee again.

III. GET FINGERPRINTED VIA A MICHIGAN-APPROVED VENDOR FOR CRIMINAL BACKGROUND CHECK

Directions for completing the fingerprint requirement are mailed to you from the Department upon receipt of your application.

LICENSURE REQUIREMENTS

Eligibility for a Master's Educational (Temporary) Limited License (TLLP)

- Complete application with the application fee made payable to the State of Michigan
- The Certification of Psychology Education form. The applicant must complete section I, Section II must be completed and returned to this office by the Director

of the psychology education program or the Registrar of the institution where the master's degree in psychology was earned.

- Arrange for your credential evaluation to be sent directly to this office from the agency your evaluation was done.
- The supervision Confirmation Form confirming that a 500 hour practicum was completed during the master's degree program. The applicant must meet with a supervisor who is a fully-licensed psychologist for at least 8 hours a month during that practicum.
- Once all requirements have been met you will be made eligible to sit for the EPPP exam. In Michigan you may sit for the EPPP if you have applied and are eligible for a full license, or if you have been issued a TLLP

Eligibility for a Master's Limited License

- Complete application with the application fee made payable to the State of Michigan
- The Certification of Psychology Education form. The applicant must complete section I, Section II must be completed and returned to this office by the Director of the psychology education program or the Registrar of the institution where the master's degree in psychology was earned.
- Arrange for your credential evaluation to be sent directly to this office from the agency where your evaluation was done.
- The supervision Confirmation Form confirming that a 500 hour practicum was completed during the master's degree program. The applicant must have met with a supervisor who is a fully-licensed psychologist for at least 8 hours a month during the time of the practicum.
- The Supervision Confirmation Form confirming the completion of 2,000 hours of post-master's degree experience. This experience must be completed after the receipt of your master's degree. The applicant must meet with a supervisor who is a fully licensed psychologist for at least 4 hours a month for the duration of the post-master's degree experience.
- You must pass the EPPP exam before becoming a Michigan master's limited license psychologist.

Eligibility for a Doctoral Educational Limited License

- Complete application with the application fee made payable to the State of Michigan

- The Certification of Psychology Education form. The applicant must complete section I, Section II must be completed by the Director or the Registrar of the institution where the doctorate degree in psychology was earned.
- Arrange for your credential evaluation to be sent directly to this office from the agency where your evaluation was done.
- The Supervision Confirmation form confirming that a 2,000 hour internship was completed during the doctorate degree program. The applicant must meet with the supervisor who is a fully licensed psychologist at least 8 hours a month during the internship.
- Once all requirements have been met you will be made eligible to sit for the EPPP exam. In Michigan you may sit for the EPPP if you have applied and are eligible for a full license or if you have been issued a Doctoral Educational Limited License.

Eligibility for a Full Psychologist License

- Complete application with the application fee made payable to the State of Michigan
- The Certification of Psychology Education form. The applicant must complete Section I, Section II must be completed by the Director or the Registrar of the institution where the doctorate degree in psychology was earned.
- Arrange for your credential evaluation to be sent directly to this office from the agency where your evaluation was done.
- The Supervision Confirmation Form confirming that a 2,000 hour internship was completed during the doctorate degree program. The applicant must meet with the supervisor who is a fully licensed psychologist at least 8 hours a month during the internship.
- The Supervision Confirmation Form confirming the completion of 2,000 hours of post-doctoral experience completed in not more than 2 consecutive years. A fully licensed psychologist must supervise this experience. If these hours were earned in Michigan, the applicant must hold a limited level of psychology licensure in the State of Michigan. You are required to meet with your supervisor on a weekly basis for at least 4 hours a month during.
- You must pass the EPPP before becoming a fully licensed Psychologist in the State of Michigan.

3. TESTS

To become a licensed Master's Limited or Fully Licensed Psychologist in Michigan, you must take and pass the EPPP exam.

The EPPP exam consists of 225 select response questions, 175 of which are scored. You have a total of 4 hours and 15 minutes to complete this exam. The passing score on the exam is 500 (test scores are reported on a scale of 200-800).

CONTENT AREAS OF THE PSYCHOLOGY EPPP EXAM

The content of the EPPP is based on the Analysis of Professional Practice with a Focus on the Validation and Assessment of Competencies, a 24-month study that was completed by ASPPB in 2010. This reflects the knowledge base required for the various responsibilities psychologists are expected to assume in professional practice. The 225 selected-response test questions assess Biological Bases of Behavior, Cognitive-Affective Bases of Behavior, Social and Cultural Bases of Behavior, Growth and Lifespan Development and Assessment and Diagnosis. The percentages show the approximate percent of questions each test taker will receive in the category:

1. Biological Bases of Behavior (12%)
2. Cognitive-Affective Bases of Behavior (13%)
3. Social and Cultural Bases of Behavior (12%)
4. Growth and Lifespan Development (12%)
5. Assessment and Diagnosis (14%)

SCHEDULING AND TESTING SITE PROCEDURES OF THE EPPP PSYCHOLOGY EXAM

EPPP tests are administered through the ASPPB at Pearson Vue testing centers. You must first be made eligible to sit for your exam by the Michigan Board. You will then receive correspondence from EPPP regarding how to verify your account and how to pay your fees and set up your testing date.

On the day of the test you must bring your authorization to test and two acceptable form of identification. Acceptable ID is a currently valid, government-issued photo ID (passport, driver's license, etc.). You should arrive at least a half hour early; you will not

be allowed to take the test if you arrive more than fifteen minutes late for your appointment. Please note that you will be asked to read and acknowledge their review of the Candidate Acknowledgment Statement which includes important rules for taking the EPPP. You will have up to 4 hours and 15 minutes to complete the test.

FAILING THE EPPP

If you did not meet the score requirements you will need to retake the EPPP. You may reapply to take the EPPP as soon as possible, however you may not take the EPPP more than 4 times in a 12 month period.

PRACTICING FOR THE EPPP

There are many different resources that can help you prepare for the content and the computer-based testing technology. There are a variety of test preparation resources available. ASPPB offers a handbook online at no charge available here http://c.ymcdn.com/sites/www.asppb.net/resource/resmgr/EPPP_IFC.pdf. There are also online and in person practice exams offered for a fee.

4. OTHER CAREERS AND CREDENTIALS

LOWER-LEVEL OPPORTUNITIES

You may want to consider if taking a lower-level job in healthcare in the short-term can help you meet longer-term goals of licensing as a psychologist.

Preparing for the EPPP can take time. Working in healthcare in a different way and with fewer responsibilities may offer you some advantages, such as:

- employers paying for tuition and fees associated with the EPPP and licensing
- more energy to focus on studying
- a chance to adapt to the U.S. healthcare system and workplace culture in a lower-pressure environment

You should be honest with your employer about your long-term plans. You may find some employers have benefits such as tuition reimbursement or schedule flexibility that will support your goals.

HEALTHCARE INTERPRETER

If you are bilingual and a strong communicator, you may want to research opportunities for work in hospitals as an interpreter. This type of role is not regulated in Michigan, so standards for employment as well as pay and benefits may be very different depending on the employer. You are more likely to have benefits such as tuition reimbursement if you find work as a direct employee of a healthcare facility, instead of working for a company that provides interpretation services to hospitals. You may want to begin your research by directly contacting human resource departments at hospitals.

5. BEYOND LICENSING

MAINTAINING LICENSURE

Psychologists must renew their license every 2 years. Licenses expire on August 31st every two years. LARA sends a notice reminding you to renew your license, so be certain to keep your contact information up-to-date with their office. You are responsible for renewing your license even if you do not receive a notice from the Department. You must renew online. You will have sixty days after the expiration date in which you may continue to practice without a lapse in your license as long as you renew within that sixty day grace period. If you do not renew during that grace period, the expiration date of your license will revert to August 31. Be careful: if you continue to practice after your license has expired (lapsed), you could have disciplinary action taken against you. If your license does expire, you will be required to apply for relicensure to reactivate your license.

Every time you renew your license you must state that you have met the 30 hour Continuing Education requirement or CE. You are also required to complete training in identifying victims of human trafficking. You need to keep the information on file in case you are audited. There are many opportunities to earn these hours, but special rules apply. You should check the LARA website for details, or consider joining a professional association that offers CE opportunities to members.

PSYCHOLOGY CONTINUING EDUCATION REQUIREMENTS

LICENSING MOBILITY (RECIPROCITY)

The state of Michigan does not have any shared agreement to honor the psychologist licenses of other states. It grants licensing to psychologists by either examination (the process described in this topic) or endorsement (where a psychologist licensed in another state must meet all Michigan requirements for licensing).

6. IMPORTANT LINKS

LICENSING AND REGULATION:

- The Michigan Department of Licensing and Regulatory Affairs (LARA) issues licenses for Psychologists Application packets (both by Examination and by Endorsement) can be downloaded on the homepage.
- The main page for the licensing of any health profession is www.michigan.gov/healthlicense. The page that specifically concerns psychology: http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27552---,00.html and it includes information regarding the boards, applications and frequently asked questions.
- Contact information: Department of Licensing and Regulatory Affairs, Bureau of Professional Licensing, PO Box 30670, Lansing MI 48909 Telephone Number 517-335-0918; Fax: 517-373-1044 Email: bplhelp@michigan.gov
- The law that regulates licensing for all health professions including can be read at <http://legislature.mi.gov/doc.aspx?mcl-368-1978-15>;
- The administrative rules governing psychology practice in Michigan can be located at: http://w3.lara.state.mi.us/orr/AdminCode.aspx?AdminCode=Department&Dpt=LR&Level_1=Bureau+of+Professional+Licensing

CREDENTIAL REVIEW AGENCIES

- National Association of Credential Evaluation Services (NACES)
www.naces.org/

TESTING

- Testing Information <http://www.asppb.net/Login.aspx>
- Testing Location <http://www.pearsonvue.com/asppb/>