



Psychological Association of Manitoba Fields of Practice and Client Groups Definitions

Client Groups

Children

Normally involves ages from infancy to age 12. This competency area must involve knowledge of normal and abnormal child development. Typically requires knowledge and training in specialized assessment and intervention techniques developed for children.

Adolescents

Normally involves ages 13-17. This competency area must involve knowledge of normal and abnormal adolescent development.

Adults

Normally involves ages 18 and older. In some cases, clients as young as 16 could be seen, but only when this client is more mature and the issues addressed would be common for adult clients. Clients aged 65 and older can also be seen when the issues involved are typical of adult clients and the client has not transitioned to the more specialized issues associated with geriatric cases.

Couples

This client group refers to specialized assessment and intervention services focussing on relational problems with adults, often using a systems orientation.

Families

This client group refers to specialized assessment and intervention services focussing on relational functioning in family groups involving adults and children, often using a systems orientation. This competency area must involve knowledge of normal and abnormal child and adolescent development.

Geriatric or Older Adults

This client group involves adults who have transitioned to experiencing psychological and physical issues associated with aging. Knowledge of various cognitive and medical problems associated with aging is required.

Note: Normally, for a client group to be considered, supervised experience **in at least two settings and with at least two supervisors** would be the required minimum. PAM could require additional education and training at its discretion.

Fields of Practice

The eligible Fields of Practice for registration in Manitoba are:

1. Applied Behaviour Analysis (ABA)
2. Clinical Psychology
3. Counselling Psychology
4. Forensic Psychology
5. Health Psychology
6. Industrial/Organizational Psychology
7. Neuropsychology
8. Rehabilitation Psychology
9. School Psychology

The following FoP descriptions are used by PAM when considering additional FoP requests by members and when a member's practice is being audited or investigated as the result of a complaint. Note that the psychological services within each FoP (Diagnosis, Assessment, and Intervention) could involve very different activities, and therefore the Reserved Acts for each FoP could be defined quite differently. Members practicing within a particular FoP need to be mindful of when their work falls within and when it falls outside of a FoP as this can be a source of professional complaints. PAM bases its consideration of a field of practice designation primarily on the educational requirements and competencies for a psychology specialty, and wherever possible representing an international consensus (e.g., the Educational Directorate of the American Psychological Association).



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Applied Behaviour Analysis (ABA)

Applied Behaviour Analysis is defined as the design, implementation, and evaluation of systematic environmental modifications for the purpose of producing socially significant improvements in and understanding of behavior based on the principles of behavior identified through the experimental analysis of behavior. It includes the identification of functional relationships between behavior and environments. It uses direct observation and measurement of behavior and environment. Contextual factors, establishing operations, antecedent stimuli, positive reinforcers, and other consequences are used, based on identified functional relationships with the environment, in order to produce practical behavior change. Individuals who practice ABA with children and adolescents must have a background in, and knowledge of, issues around developmental psychology and the appropriate assessment and therapeutic techniques for use with this population.

Specialised knowledge

- The practice of applied behaviour analysis is the assessment of covert and overt behaviour and its functions through direct observation and measurement and the design, implementation, delivery and evaluation of interventions derived from the principles of behaviour in order to produce meaningful improvements.

Skills and procedures utilized

- Assess behaviour and its functions using formal or informal observations and measurement and interpretation of results (e.g., stimulus preference assessment, functional assessment, experimental functional analysis, staff performance assessment).
- Design, implement, and systematically monitor skill-acquisition and behaviour reduction programs.
- Delivery of ABA interventions directly to individuals who present with a range of skills, levels of functioning, and ages.
- Implement a full range of scientifically validated, behaviour analytic procedures (i.e., reinforcement, extinction, incidental teaching, and use of naturalistic teaching methods).
- Utilize ABA procedures through direct, caregiver mediated and/or group intervention formats.
- Train staff and/or caregivers as they deliver new or revised behavioural services.

Comment

Training in ABA may not involve the coursework and supervised practice necessary to have the foundational and functional knowledge necessary to diagnose the full range of mental disorders. For ABA, the use of psychological tests is normally defined as competence to conduct Behavioural Assessments and may not include competence to administer and use psychological tests. Psychological intervention would be interventions within the canon of ABA but would not necessarily include other therapeutic interventions that are not normally a part of ABA training, even if those interventions are based on a similar foundation of behavioural theory and research (e.g., cognitive behavioural therapy, Acceptance and Commitment Therapy).



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Clinical Psychology

Clinical psychology is the psychological specialty that provides continuing and comprehensive mental and behavioral health care for individuals, couples, families, and groups; consultation to agencies and communities; training, education and supervision; and research-based practice. It is a specialty in breadth — one that addresses a wide range of mental and behavioral health problems— and marked by comprehensiveness and integration of knowledge and skill from a broad array of disciplines within and outside of psychology proper. The scope of clinical psychology encompasses all ages, multiple diversities, and varied systems.

Specialized knowledge

- Understanding of psychopathology and mental health across the lifespan.
- Ability to assess cognitive, behavioral, emotional, and interpersonal functioning, and to integrate and synthesize test data with observations, interviews, and other data sources.
- Ability to conduct psychological and behavioral intervention to improve health and functioning using a wide range of evidence-based interventions.
- Ability to conduct, disseminate, and implement research on a range of clinical psychological processes.
- Establishment and maintenance of therapeutic relationships and communication with a broad diversity of populations.
- Ability to recognize and respond to ethical, legal, regulatory issues as they pertain to the practice of clinical psychology.
- Understanding of professional expectations that guide behavior, promote self-reflection, integrity, and accountability.
- Awareness and understanding of how developmental stages and life transitions intersect with the larger bio sociocultural context, how identity evolves as a function of such intersections, and how these different socialization and maturation experiences influence worldview and identity.

Problems addressed

The specialty of clinical psychology addresses behavioral and mental health issues faced by individuals across the lifespan including:

- Adjustment issues and traumatic stress reactions.
- Emotional and psychological problems, including serious mental illness and crisis intervention.
- Interpersonal or social problems and dysfunction.
- Behavioral problems including substance abuse and dependence.
- Intellectual, cognitive, and neurological conditions.

Populations served

Clinical psychologists provide services to individuals, couples, and families across the lifespan, and populations from all ethnic, cultural, and socioeconomic backgrounds. The problems or needs addressed range from minor adjustment issues to serious mental health problems. Clinical psychologists work with groups and communities to address or prevent problems and intervene in organizations, institutions, and communities to enhance people's effectiveness and well-being.

Skills and procedures utilized

- Assessment using interviewing, behavioral assessment, administration and interpretation of psychological test measures.
- Intervention using a range of evidence-based approaches for individuals, families, and groups.
- Supervision and training of students and other trainees as guided by theory and research.
- Consultation with a range of health and behavioral health professionals and organizations.

Comment

Most FoPs involve the assessment and treatment of mental disorders. Sometimes applicants who do not have a graduate degree in clinical psychology ask if their work involves such assessment and treatment of mental disorders if they should add the Clinical Psychology FoP. The answer is generally “no” unless their coursework and supervised experience covers clinical psychology.



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Counselling Psychology

Counseling Psychology is a generalist health service (HSP) specialty in professional psychology that uses a broad range of culturally-informed and culturally-sensitive practices to help people improve their well-being, prevent and alleviate distress and maladjustment, resolve crises, and increase their ability to function better in their lives. It focuses specifically but not exclusively on normative life-span development, with a particular emphasis on prevention and education as well as amelioration, addressing individuals as well as the systems or contexts in which they function. It has particular expertise in work and career issues.

Specialized knowledge

Psychologists have an understanding of and capacity to engage in evidence-based and culturally-informed intervention, assessment, prevention, training, and research practices. They focus on healthy aspects and strengths of their clients (whether they are individuals, couples, families, groups, organizations, or communities); environmental/contextual influences (such as cultural, sociopolitical, gender, racial, ethnic, sexual orientation, and socioeconomic factors) that shape people's experiences and concerns; the role of career and work in peoples' lives; and advocacy for equity and social justice.

Problems addressed

Counseling psychologists focus on normative developmental and mental health issues and challenges faced by individuals across their lifespan, as well as systemic challenges (such as prejudice and discrimination) experienced in groups, workplaces, organizations, institutions, and communities. They use strengths-based perspectives and practices to prevent and ameliorate emotional, relational, physical/health-related, social, cultural, vocational, educational, and identity-related problems.

Population served

Counseling psychologists serve persons of all ages and cultural backgrounds in individual, group (including couples and families), workplace, organizational, institutional, and community settings. They work with groups and communities to assist them in addressing or preventing problems, as well as to improve the personal and interpersonal functioning of individual members. Counseling psychologists also intervene in organizations, institutions, workplaces, and communities to enhance their effectiveness, climate, and the success and well-being of their members.

Skills & procedures utilized

The procedures and techniques used within counseling psychology include, but are not limited to:

- Individual, family and group counseling and psychotherapy.
- Crisis intervention, disaster, and trauma management.
- Assessment techniques for the diagnosis of psychological disorders.
- Programs/workshops that educate and inform the public about mental health, school, family, relationship and workplace issues so that problems can be prevented before they start or reduced before they get worse.
- Consulting with organizations.
- Program evaluation and treatment outcome (e.g., client progress).
- Training.
- Clinical supervision.
- Test construction and validation.
- Research methodologies for scientific investigations.

Comment

Individual training programs in Counselling Psychology vary in how much training is provided in diagnosing mental disorders, particularly at the MA level. Therefore, the act of diagnosing a mental disorder may not be granted in some cases. However, Counselling Psychology normally involves psychological testing and psychosocial interventions.



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Forensic Psychology

Forensic psychology is a specialty in professional psychology characterized by activities primarily intended to provide professional psychological expertise within the judicial and legal systems.

Advanced Scientific and Theoretical Knowledge Germane to the Specialty

The distinctiveness of forensic psychology is its advanced knowledge and skills reflecting the intersection of legal theory, procedures and law with clinical issues, practice and ethics.

Parameters to Define Professional Practice in Forensic Psychology

Populations

The clinical-forensic population is composed broadly of individuals who may present with a psychiatric diagnosis or may have other characteristics that are relevant to a clinical-legal decision and who are involved with the judicial system. That is, each individual has an identifiable clinical status (broadly considered) and legal status. Individuals can be broadly categorized into two subpopulations:

Civil: those involved in civil litigation (e.g., plaintiffs in personal injury suits, persons subject to civil commitment, parties to child custody cases, litigants in workers' compensation suits, individuals seeking or contesting the need for guardianship, individuals being assessed for disability).

Criminal: those involved in criminal and delinquency proceedings (e.g., defendants raising issues such as competency to stand trial, insanity, diminished capacity, sentencing considerations or juvenile waiver, defendants adjudicated as incompetent to stand trial and in need of treatment to help restore competence, defendants acquitted by reason of insanity and in need of treatment to help progress through secure hospitalization and reintegrate safely into the community).

The legal population services are provided to include:

- Attorneys (civil and criminal).
- Courts (federal and provincial; trial and appellate; presiding over probate, family, juvenile, constitutional, civil and criminal matters).
- Insurers.
- Employers.

Problems

Problems presented by the clinical-forensic population span the entire clinical spectrum within a legal context that may result in civil and criminal legal questions that courts must ultimately decide.

Procedures

The description and measurement of capacities relevant to legal questions is an important goal in forensic psychology. As a result, the forensic specialist attempts to create relevant, accurate and credible data and conclusions that inform legal arguments and judicial decision-making, but do not intrude upon it. In addition, there is a special focus on the need to clarify conflicts between psychological ethical standards and the demands of law. The synthesis of psychological and legal issues distinguishes forensic populations from other specialties.

Comment

Specialized graduate programs in Forensic Psychology are uncommon, so for most applicants this will be an FoP in addition to Clinical Psychology. Nevertheless, Forensic Psychology is viewed as a broad area of specialized psychological practice that requires extensive legal knowledge, scientific knowledge in forensic psychology, and a number of specialized procedures. Working in a forensic or correctional setting might not be viewed as sufficient preparation to be granted this FoP if the candidate's graduate degree did not involve training in forensic psychology. For example, a registrant might work in a correctional setting with the Clinical Psychology FoP, which would be acceptable to the college.



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Health Psychology

Health psychology is a professionally recognized specialty that investigates and implements clinical services across diverse populations and settings to promote health and well-being and to prevent, treat and manage illness and disability.

Health psychology sees health as the confluence of psychological, social, cultural, and biological factors and applies this understanding to professional activities including:

- Research.
- Clinical services.
- Consulting with, educating and supervising other health care providers and psychologists.
- Advising organizations, institutions, the public and policymakers.

Specialized knowledge

Health psychology has evolved as a specialty area of knowledge and practice with foundations in health psychology, the field of psychology that addresses the interactions of psychological, social, cultural, and biological factors as they relate to health and well-being across diverse populations and settings.

Problems addressed

Health psychologists have knowledge of how learning, memory, perception, cognition and motivation influence health behaviors and impact physical illness, injury, and disability. Examples of problem areas addressed by the specialty include:

- Weight management.
- Tobacco use.
- Pain management.
- Psychological adjustment to serious and chronic disease.
- Appropriateness for and adherence to medical treatment.

Populations served

Health psychology serves any individual of any age with a disease that could be prevented, treated or rehabilitated through the use of psychological techniques or procedures. The primary focus is on problems that present as physical complaints as opposed to issues that are restricted to emotional or mental health. Recipients of health psychology services include:

- Healthy people (for purposes of health promotion and disease prevention).
- People at elevated risk for disease (e.g., genetic carriers, people who engage in risky behaviors).
- People with acute health problems or complex healthcare needs.
- People with chronic diseases.

Skills and procedures utilized

- Assessment. Clinical interviewing; behavioral observation; personality assessment; general and disease-specific self-report instruments; psychophysiological measures; medical record review; biological parameters associated with specific diseases.
- Intervention. Evidence-based psychotherapy, health promotion and behavioral interventions provided to individuals, groups and families.
- Consultation. Consultation with the health care team (including family members); participation in multidisciplinary teams; program development.
- Evaluation. Use of research methodologies to develop and evaluate practices based on the best available evidence and to develop new program evaluation methods.

Comment

The Health Psychology FoP is most typically in addition to the Clinical Psychology FoP, since most health psychology training occurs within clinical psychology training programs and residencies. Note that working in a health care or medical facility does not necessary mean that the candidate should declare the Health Psychology FoP if that area has not been a significant part of their training or experience. Normally, this FoP involves specialized knowledge and expertise in particular health problems or areas.



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Industrial/Organizational Psychology

The specialty of industrial-organizational psychology (also called I/O psychology) is characterized by the scientific study of human behavior in organizations and the workplace. The specialty focuses on deriving principles of individual, group and organizational behavior and applying this knowledge to the solution of problems at work.

Specialized knowledge

Specialized knowledge and training in the science of behavior in the workplace requires in-depth knowledge of organizational development, attitudes, career development, decision theory, human performance and human factors, consumer behavior, small group theory and process, criterion theory and development, job and task analysis and individual assessment. In addition, the specialty of industrial-organizational psychology requires knowledge of ethical considerations as well as statutory, administrative, and case law and executive orders as related to activities in the workplace.

Problems addressed

The specialty of Industrial Organizational Psychology addresses issues of recruitment, selection and placement, training and development, performance measurement, workplace motivation and reward systems, quality of work life, structure of work and human factors, organizational development and consumer behavior.

Population served

The distinct focus of I/O psychology is on human behavior in work settings. Therefore, the populations affected by the practice of I/O psychology include individuals in and applicants to business, industry, labor, public (including non-profit), academic, community and health organizations.

Skills and procedures utilized

I/O Psychologists are scientist-practitioners who have expertise in the design, execution and interpretation of research in psychology and who apply their findings to help address human and organizational problems in the context of organized work. I/O psychologists:

- Identify training and development needs;
- Design and optimize job and work and quality of work life;
- Formulate and implement training programs and evaluate their effectiveness;
- Coach employees;
- Develop criteria to evaluate performance of individuals and organizations; and
- Assess consumer preferences, customer satisfaction and market strategies.

Comment

I/O Psychology might be an additional FoP, where the registrant already has an area (e.g., Clinical Psychology); or it might be as a single FoP. In the case of the I/O FoP alone, the member would not be permitted to do provide any health services under the Act. The member would be able to conduct the assessments, evaluations, and interventions appropriate for I/O Psychology, but since Act refers to health services, these would not apply to I/O.



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Neuropsychology

Neuropsychology is a specialty field within clinical psychology, dedicated to understanding the relationships between brain and behavior, particularly as these relationships can be applied to the diagnosis of brain disorder, assessment of cognitive and behavioral functioning and the design of effective treatment.

Specialized Knowledge

The required expertise for this area is based on the way that behavior and skills are related to brain structures and systems.

Problems Addressed

Neuropsychological evaluations are requested specifically to help understand how the different areas and systems of the brain are working. Testing is usually recommended when there are symptoms or complaints involving memory or thinking. This may be signaled by a change in concentration, organization, reasoning, memory, language, perception, coordination or personality. The change may be due to any of a number of medical, neurological, psychological or genetic causes.

Populations Served

Neuropsychology serves people across the entire age and developmental span whenever there are concerns about brain function. This can range from developmental concerns in infants, academic challenges in childhood, adolescence and early adulthood, work and social challenges in adulthood and concerns about declining function in old age. Some of the conditions neuropsychologists routinely deal with include developmental disorders like autism, learning and attention disorders, concussion and traumatic brain injury, epilepsy, brain cancer, stroke and dementia.

Skills and Procedures Utilized

The neuropsychological evaluation consists of gathering relevant historical information, a neuropsychological examination, analysis and integration of data and findings, and feedback to the referral source. History is obtained through reviewing medical and other records, and through interview with the patient. With the patient's permission, family members or other knowledgeable persons may be interviewed and asked to share their perceptions and perspective on important aspects of the history and symptoms. The examination typically consists of the administration of standardized tests using oral questions, paper and pencil, computers, the manipulation of materials such as blocks and puzzles, and other procedures. Depending on the scope and intent of the evaluation, testing may focus on a wide range of cognitive functions including attention, memory, language, academic skills, reasoning and problem solving, visuospatial ability and sensory-motor skills. The neuropsychologist may also administer tests and questionnaires concerning psychological aspects of mood, emotional style, behavior and personality.

Comment

It is increasingly common to look for specific neuropsychology and neuroscience courses at the graduate level for this FoP to be granted, meaning that the candidate has been working on acquiring competence in this FoP for longer period of time.

Neuropsychology normally involves the acts of diagnosis and the use of psychological tests; however, the complexity and range of psychosocial interventions might be more limited based on the candidate's training. In the case where the candidate also has competence in Rehabilitation Psychology, then psychosocial interventions would apply.



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Rehabilitation Psychology

Rehabilitation psychology is the study and application of psychological principles on behalf of persons who have disability due to injury or illness. Rehabilitation psychologists, often within teams, assess and treat cognitive, emotional, and functional difficulties, and help people to overcome barriers to participation in life activities. Rehabilitation psychologists are involved in practice, research, and advocacy, with the broad goal of fostering independence and opportunity for people with disabilities.

Specialized knowledge

Rehabilitation psychologists have specialized knowledge in regard to evaluation and treatment of emotional coping, mental and psychological status, and behavior that promotes positive adaptation to disability. They also have detailed knowledge of specific disabling conditions, family dynamics, team dynamics and leadership, social influences on disability such as prejudice and stigmatization, and disability-related laws and policies.

Problems addressed

The specialty of rehabilitation psychology addresses behavioral and mental health issues faced by individuals across the lifespan who are affected by any injury or chronic condition that leads to disability, including issues such as:

- Emotional coping, mental and psychological status.
- Behavior that promotes positive adaptation to disability.
- Minor adjustment issues as well as severe psychopathology.

Populations served

Rehabilitation psychology serves people across the lifespan affected by any injury or chronic condition that leads to disability. Typical population groups include those with traumatic brain injury, stroke, spinal cord injury, limb loss, sensory loss, burn injury, chronic pain, multiple sclerosis and neuromuscular disorders. Individuals with disability and their caregivers/ family members are served by rehabilitation psychologists.

Skills and procedures utilized

- Administration of standardized and non-standardized tests of cognitive and psychological functioning; behavioral observation methods; and culturally sensitive interviewing techniques.
- Evaluation and treatment of both individual and family/caregiver coping and adaptation.
- Individual and group interventions including counseling and psychotherapy, cognitive remediation, behavioral management, enhancing use of assistive technology, and facilitation of healthy team functioning.

Comment:

As mentioned earlier, Rehabilitation Psychology tends to be associated with Neuropsychology, but a member could be registered in this FoP alone.



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School Psychology

School Psychology, a general practice of providing psychological services in a school or educational context is concerned with children, youth, families, and the schooling process. School psychologists are prepared to intervene at the individual and system levels, and develop, implement and evaluate programs to promote positive learning environments for children and youth from diverse backgrounds, and to ensure equal access to effective educational and psychological services that promote health development.

Specialized knowledge

Core knowledge is rooted in psychology and education and includes knowledge of psychoeducational assessment and diagnosis, intervention, prevention, health promotion, and program development focusing on children and youth development with the context of schools, families and other systems. Knowledge of cultural contexts to address culturally or linguistically diverse individuals, and in learning and effective instruction, and family and parenting processes are critical.

- Conceptualize children's development and translate scientific findings to alleviate cognitive, behavioral, social and emotional problems.
- Knowledge of federal and provincial law and regulations, case law, and regulations for schools and psychological services.
- Appreciate historical influences of educational, community, federal/provincial, and organizational dynamics on academic, social and emotional functioning.

Problems addressed

School psychologists synthesize information on developmental mechanisms and contexts, and they translate it for adults responsible for promoting healthy growth and development of children and youth in a range of contexts to address:

- Educational and developmental problems that impact instruction and learning.
- Social or interpersonal problems and disabilities/disorders that affect learning, behavior, or school-to-work adjustment.
- Chronic or acute situations of childhood and adolescence including personal or school crises.
- Adverse social conditions that threaten health (e.g., violence, teenage pregnancy, substance abuse).

Populations served

Learners and the systems and agencies that serve them and their families.

Populations include

- Individuals from birth to young adulthood presenting learning or behavior problems, mental disorders evident in infancy, childhood, or adolescence, and those with specific disabilities, chronic, or acute conditions of childhood and adolescence.
- Families who request services and assistance with academic and behavioral problems at home/school.
- Organizations and agencies, teachers, and other adults to enhance healthy relationships and environments that promote learning and development.
- Skills and procedures utilized:
- Assessment and evaluation of individuals and instructional and organizational environments for eligibility, programming, and service delivery.
- Prevention/intervention programs to promote developmental, educational, and psychological well-being.
- Crisis intervention.
- Consultation with teachers, parents, administrators, and other health service providers.
- Supervision of psychological services.
- Accountability and integrity within treatment.
- Professional development programs.

Comment

In the case where a member with the School Psychology FoP works outside of a school setting (e.g., in a private practice), it is expected that this work will continue to be essentially equivalent to what they would do within a school setting and should be related to school or academic performance. Work with children/adolescents that was conducted by a member with the School Psychology FoP alone should be distinguishable from the work that would be done by a registrant from another FoP, such as Clinical Psychology with children/adolescents or Neuropsychology with children/adolescents.