



Ohio Board of Psychology

SUPERVISED PROFESSIONAL EXPERIENCE FOR LICENSE APPLICATION AND ADMISSION TO THE EPPP: INDUSTRIAL-ORGANIZATIONAL (I/O) PSYCHOLOGY DOCTORATES

Ohio Administrative Code rule 4732-9-01 (H) (3) requires that “work in the applied area(s) must include at least three hundred seventy-five hours of trainee’s time in direct client contact for each of the required two years.”*

For applicants enrolled in I/O programs or with earned doctoral degrees in I/O psychology, “direct client contact” is defined as applying the theories, principles, and methods of psychology to conduct interventions or evaluations that directly affect an individual’s and/or an organization’s functioning. “Direct client contact” is NOT defined as all work carried out at the site of the employing corporation, business, or agency.

Examples of activities considered to be “direct client contact” are:

- A. Conducting group workshops/seminars on stress reduction techniques
- B. Conducting individual or group personality or intellectual assessments
- C. Conducting personal interviews for assessing management skills, work satisfaction, or need for referral to an EAP or mental health professional
- D. Conducting “fitness for work” evaluations
- E. Engaging in individual or group psychotherapy

Examples of activities NOT to be considered to be “direct client contact” are:

- A. Consultation regarding man-machine systems (ergonomics)
- B. Consultation regarding motivation theories
- C. Educational group sessions on work-related topics such as computer literacy, employment policies, management/labor contracts
- D. Research projects on topics such as employee absence or turnover
- E. Conducting exit interviews

The above lists are not all inclusive of the activities that might be conducted by psychology trainees working in the I/O area in the private or public sectors. However, in order to meet the “direct client contact” hours required, the essential element is that the license applicant has gained experience in techniques traditionally identified as the practice of psychology and embodied in the Board’s list of “hazardous practices.”

Adopted by the State Board of Psychology of Ohio
December 4, 1998

Editorial Revision December 30, 2009

* 1,800 hours per year, at least one year must be postdoctoral.