



WELCOME

We will be starting soon

EPPP

Examination for Professional Practice in Psychology

Virtual Town Hall Meeting for

Practicing Psychologists

Dec. 11, 2025

You can choose to add captions by selecting the
Show Captions button below

PRESENTERS



Jennifer C. Laforce, PhD, C.Psych
President-Elect
ASPPB Board of Directors

Dr. Jennifer C. Laforce, C.Psych, is a highly respected psychologist with extensive experience in clinical practice and leadership within the field of psychology. She has been a Registered Psychologist since 2007, initially with the University of Manitoba then in full-time private practice with a focus on clinical assessment and treatment services for adults with trauma-related conditions, depression, anxiety, and addictions. As president-elect of ASPPB, Dr. Laforce is passionate about promoting best practices in professional psychology and ensuring the integrity and effectiveness of regulatory standards across North America.

PRESENTERS



Hao Song, PhD, ICE-CCP Associate Executive Officer of Examination Services

Dr. Hao Song, PhD, ICE-CCP, is the Associate Executive Officer of Examination Services at the Association of State and Provincial Psychology Boards (ASPPB), where she leads the operations, development, and continuous improvement of key licensing exams, including the Examination for Professional Practice in Psychology (EPPP) and the Psychopharmacology Examination for Psychologists (PEP). In her role, Dr. Song spearheads innovative research and technology applications related to credentialing assessments and ensures the quality and validity of large-scale professional licensing programs.



Common Questions about the EPPP

Dr. Jennifer Laforce
Dr. Hao Song

Your additional Questions

taken after the presentation

Type your question in **Q&A**

Check the box if you wish to show as anonymous

Answered questions

Can also be viewed in the **Q&A**

Q & A

What is covered?

First look at the draft blueprint

When will the exact blueprint be available?

Where do items come from?

Are changes being made to the EPPP?

How long does an item last?

What does this mean?

Who writes the item?

Wait--what about the Part 2?

How can we trust that the items relate to what psychologists need to know?

When will the integrated EPPP be ready?

How is validity determined for licensing exams?

What is the process for accommodations?

What is ASPPB doing to minimize bias in the EPPP?

What is the pass rate?

How can I prepare for the EPPP?

Why do we have an EPPP?



- Provides a standardized way to assess readiness to practice independently with the public

EPPP

- Examination for Professional Practice in Psychology
- Licensure exam was launched in 1965 as a standardized way to assess foundational knowledge in psychology
- Current EPPP (Part 1-Knowledge) 225 items

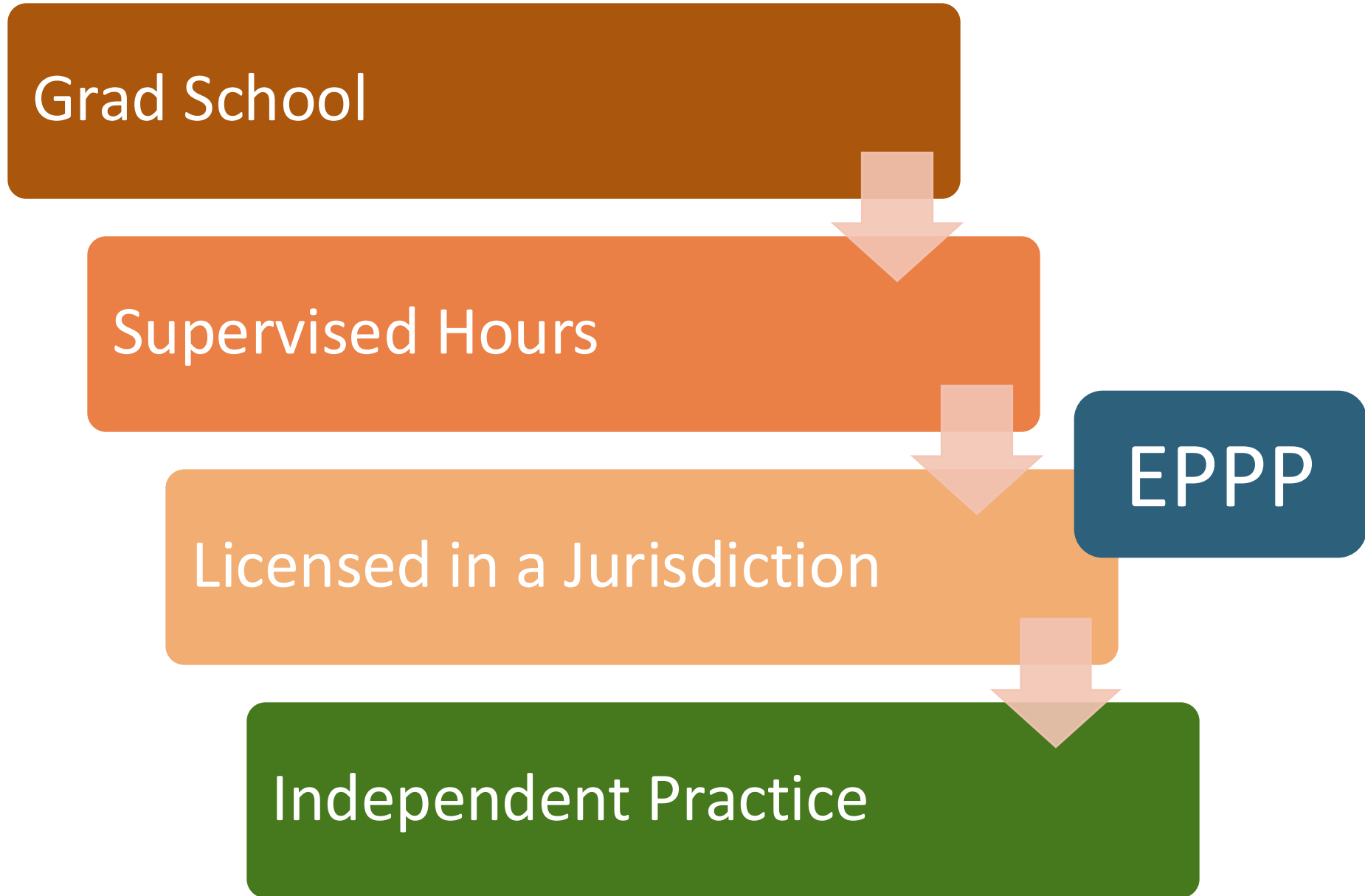
Grad School

Supervised Hours

Licensed in a Jurisdiction

Independent Practice

EPPP



Common across 66 jurisdictions in the USA and Canada

Result of efforts of psychologists
across all jurisdictions

Enhance Mobility



Why are changes being made to the EPPP?



- The EPPP is always evolving
- Being competent is more than knowing facts

EPPP is Dynamic and Evolving

Every Year

- 500-600 items created
- Two new forms created
- Four exam forms are live at any time



The larger competence conversation

In the 2000s everyone (educators, trainers, program accreditors, regulators) was talking about how competence is more than knowing facts

How this translated in the regulatory world

- 2008 ASPPB starts developing a skill-based part to the EPPP
- The initial plan: **EPPP (Part 1—Knowledge)** and **EPPP (Part 2- Skills)**
- Concerns about the impact of administering two parts
- The plan is now one integrated exam: **EPPP**

What does this move to an integrated EPPP mean?

- The EPPP will generally be taken in one sitting at one point in time
- The EPPP will assess competence as including both knowledge and skills

What this move to an integrated EPPP means

- **It is the EPPP.** The name will not change.
- Exam is designed to be **taken at one sitting**
- Remain committed to **assessing competence** as including knowledge and skills
- Committed to **maintaining the high standard of test development**, including existing checks and modification processes, integral to the EPPP
- The integrated blueprint is a **true integration, not mechanical stacking**

So will there be an EPPP Part 2?

In short—NO

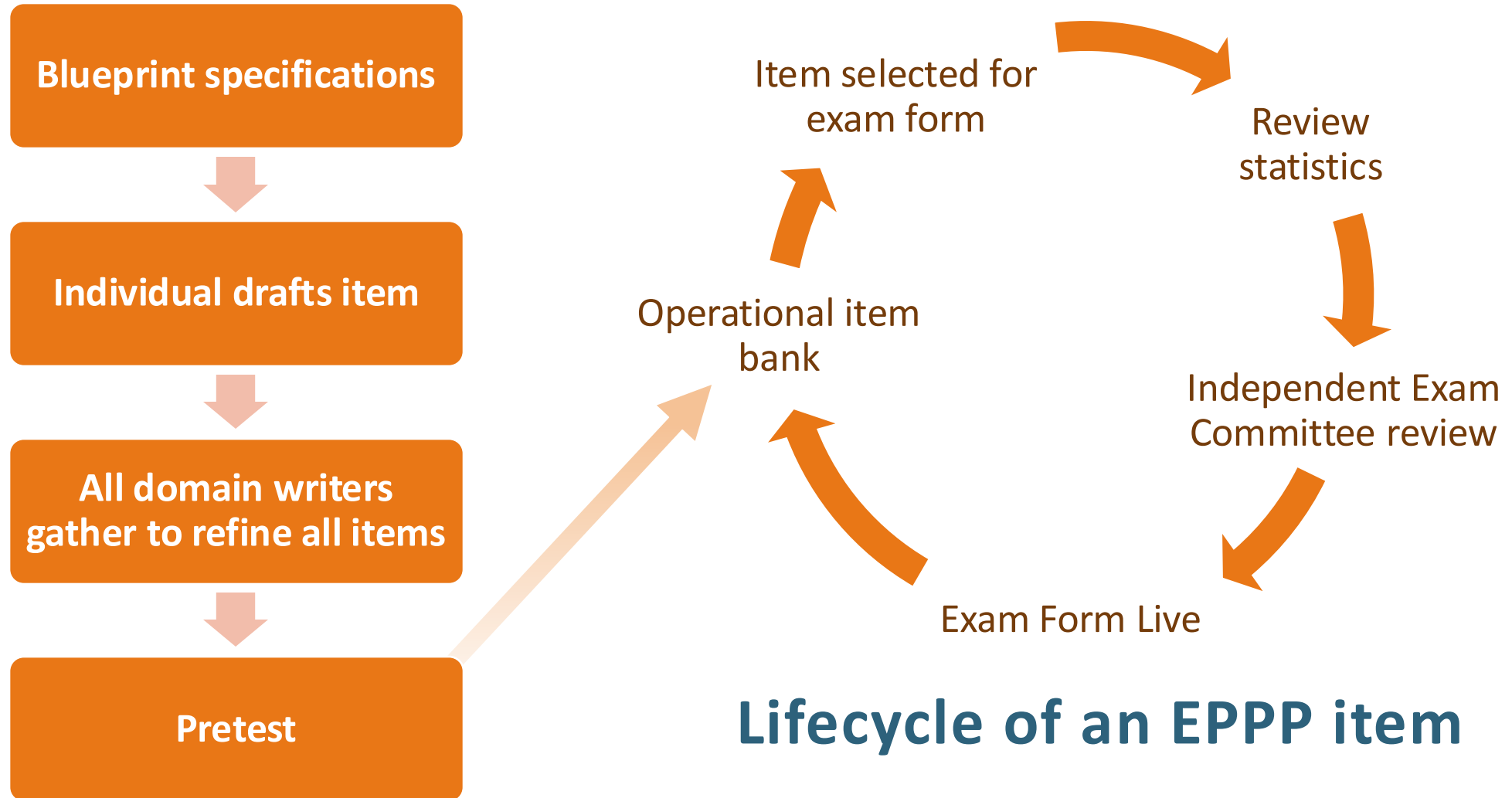
The longer answer:

- There no longer is a plan for the general roll out of EPPP Part 2.
- The EPPP (Part 2-Skills) exists and will be supported for jurisdictions already using it through 2027

Where do the items come from?

- Iterative process of item development, refinement and review
- Each domain has a team of psychologists with expertise in that area and training in writing items

Care that goes into crafting an item



Lifecycle of an EPPP item

Blueprint specifications



Individual drafts item



**All domain writers
gather to refine all items**



Pretest

Thousands of practicing psychologist indicate importance and frequency of each task/competency

Each item maps to the blueprint specifications

Refinement by team of item writer psychologists with expertise in the subject area of each domain

No item counts towards a candidate's score until it has been pretested

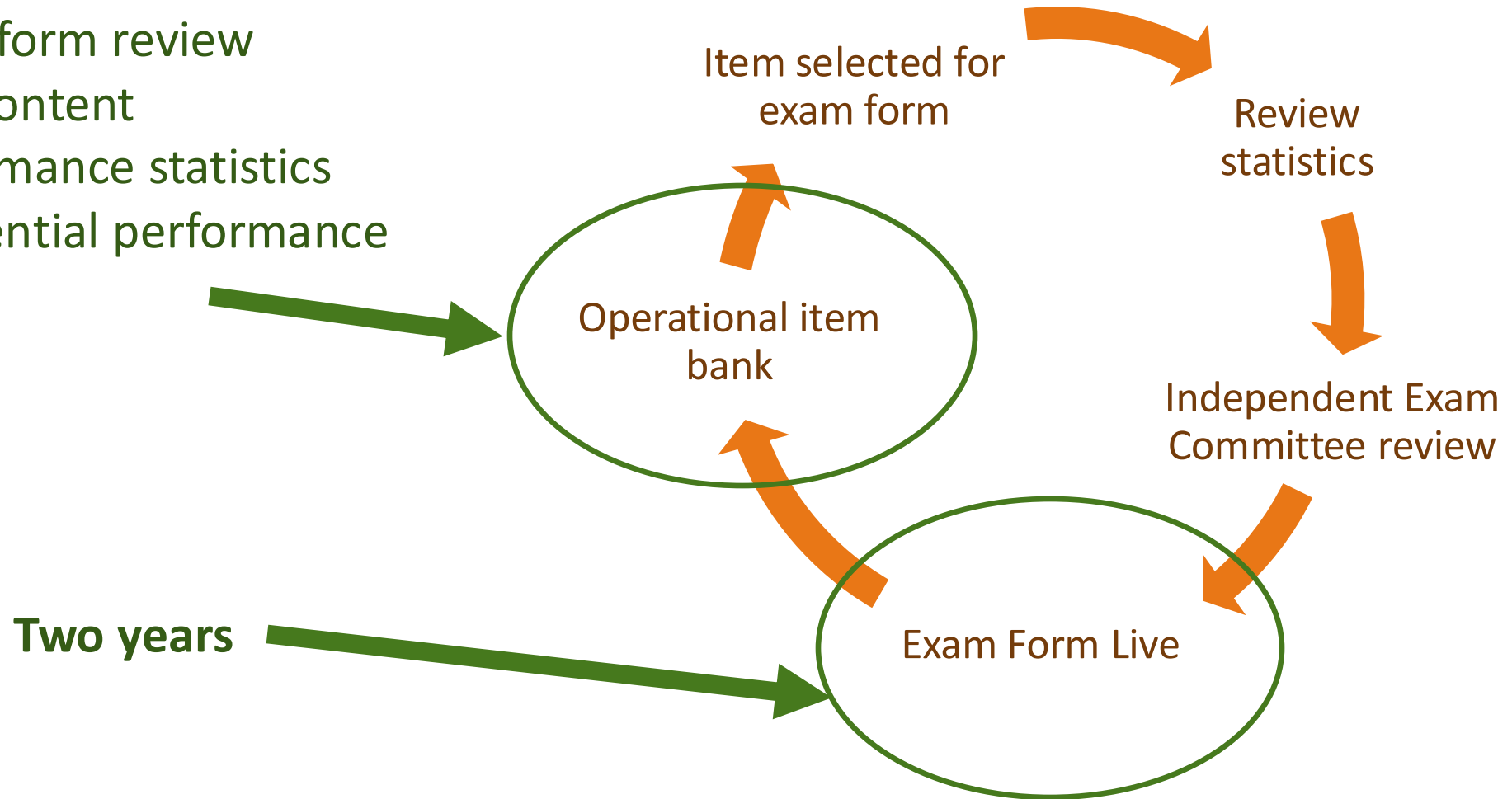
How long does an item last?

- Each specific exam form is live for two years
- Items may be used on a subsequent exam form only with extensive review

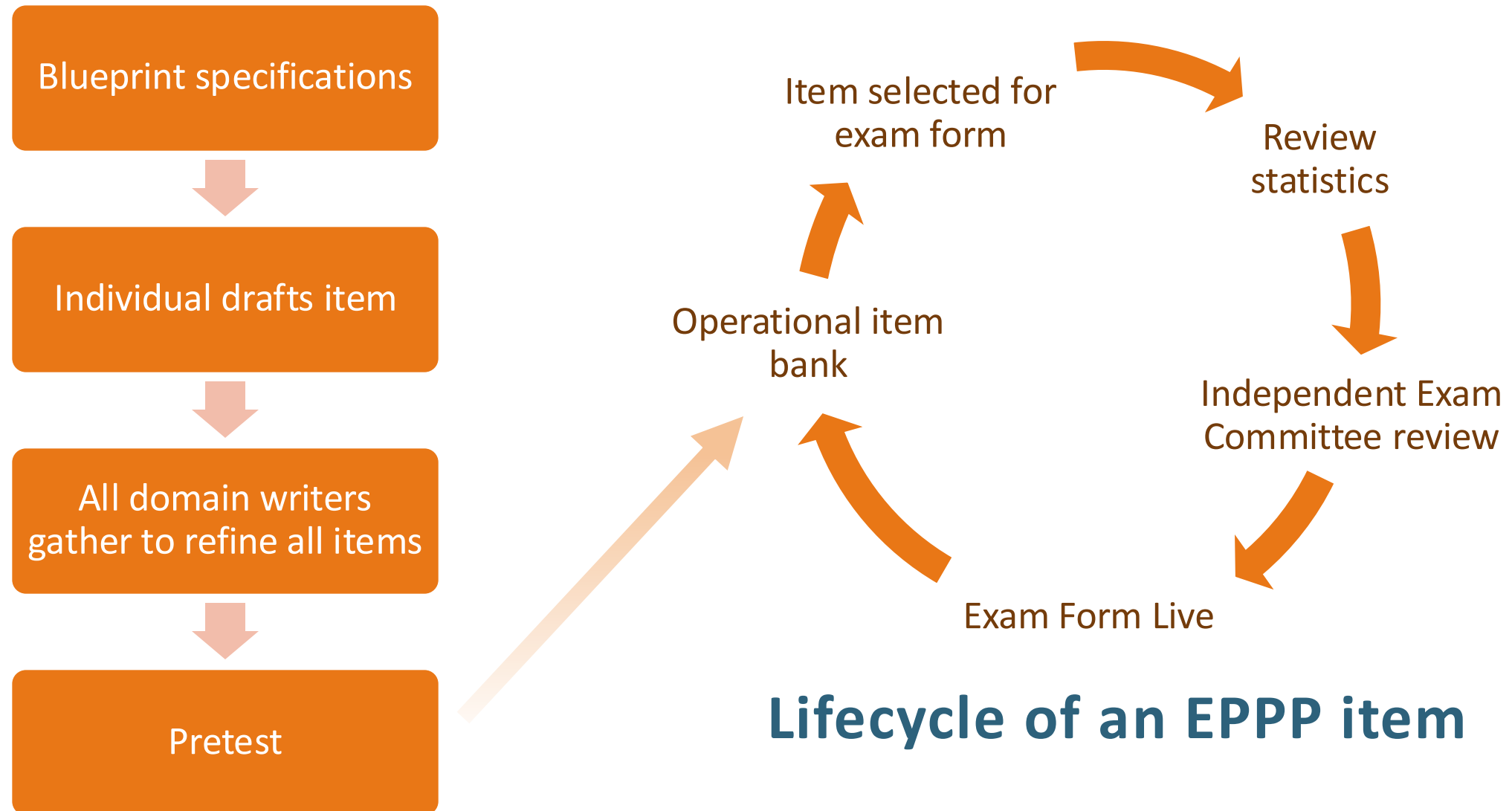
Until retirement

For each form review

- Item content
- Performance statistics
- Differential performance



Care that goes into crafting an item



Lifecycle of an EPPP item

Who writes the items?



- Humans – psychologists – who care about candidates, protecting the public, and the integrity of this exam



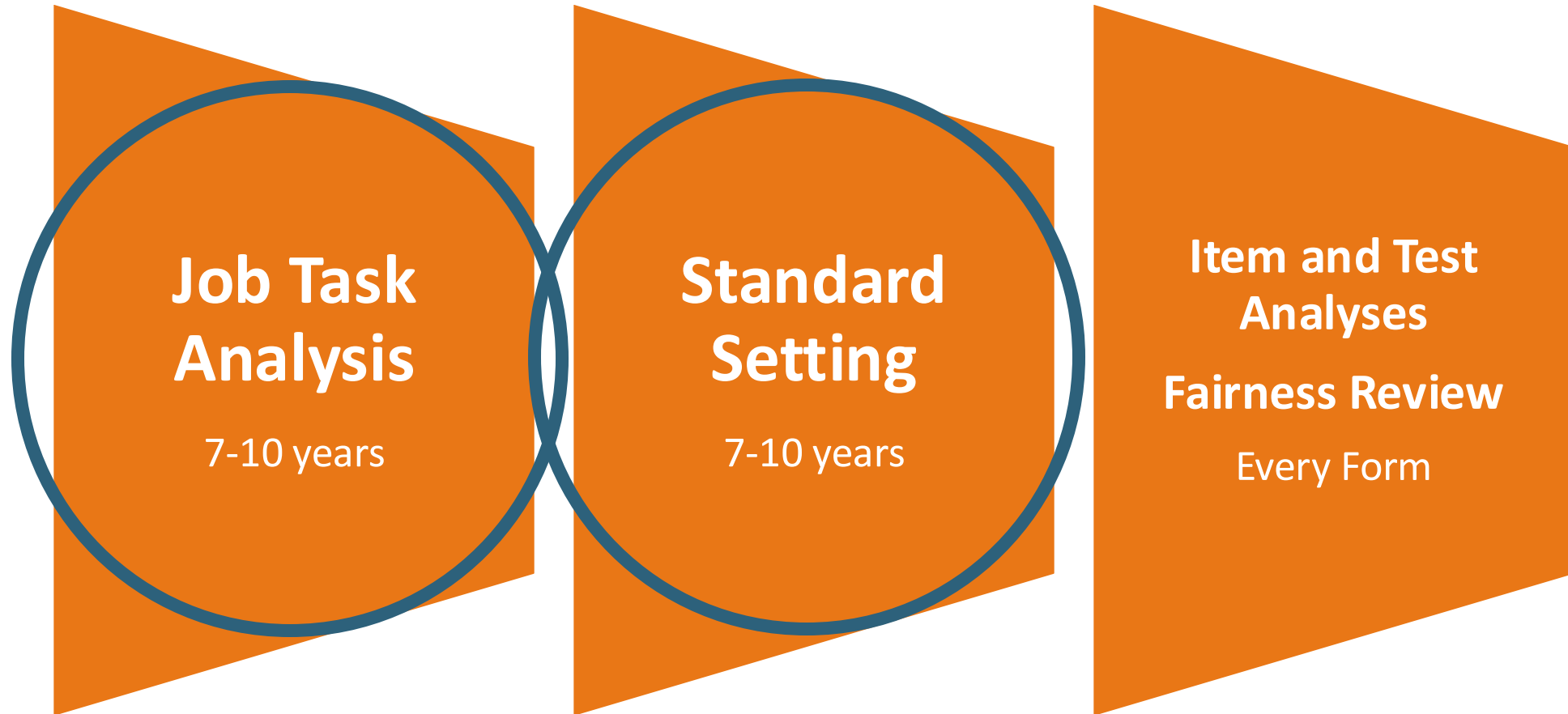
Each person who touches an item is considering

- Can the wording be simplified?
- Is this entry-level knowledge or skills?
- Does this apply across all jurisdictions?
- Is this trailing-edge content?
- Is this free of stereotypes in all aspects?
- Does the item contain content that will be interpreted differently by certain groups?

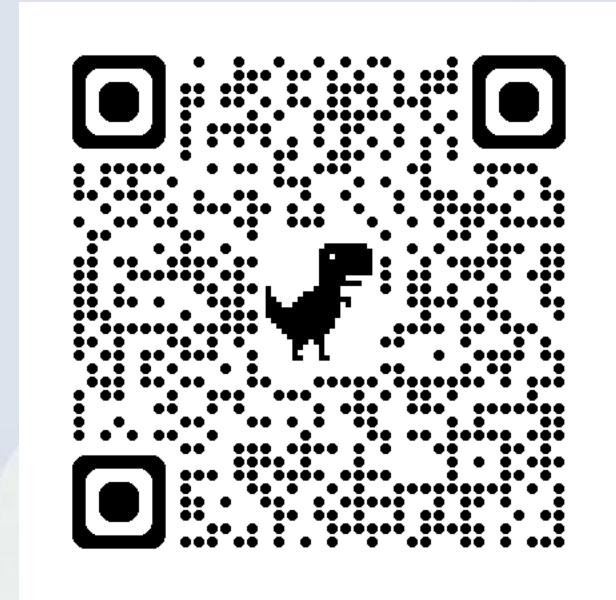
How can we trust that the items relate to what psychologists need to know?

- Complies with Standards for Educational and Psychological Testing and industry best practices
- Processes use psychologists independent from other parts of the exam development process

Processes to ensure validity



By the end of the week,
today's slides will be
posted at



<https://asppb.net/news/virtual-town-hall-students-license-asppb-eppp/>

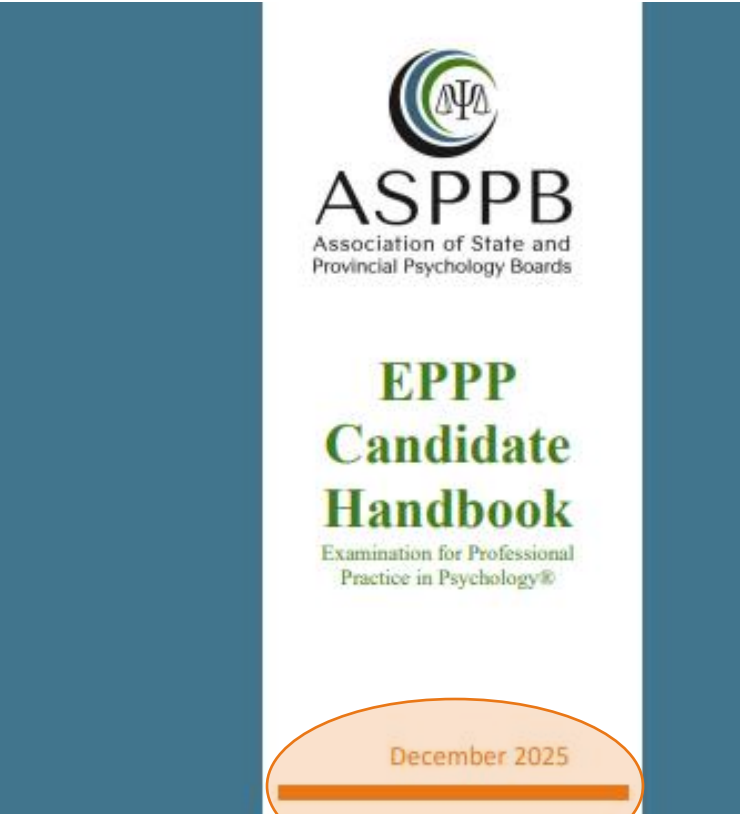
How can I know what is covered?

- EPPP Candidate Handbook

EPPP Blueprint

- Always publicly available
- Content domains and knowledge statements/behavioral exemplars in each one
- Relative weighting of content domains

The EPPP Candidate Handbook



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TEST SPECIFICATIONS / SUMMARY OF EPPP (PART 1-KNOWLEDGE) CONTENT AREAS

The knowledge portion of the EPPP contains 225 items, 175 of which are scored and 50 of which are pretest items and do not count in a Candidate's final score. Each item has four possible responses, only one of which is the correct answer.

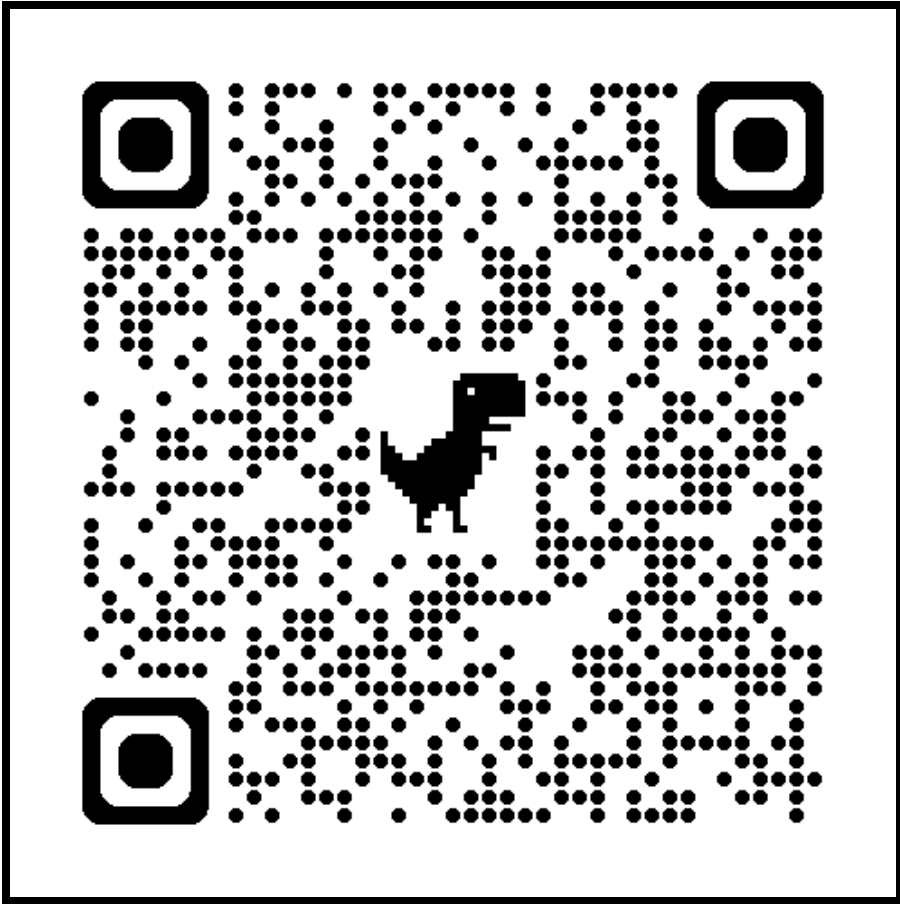
The content areas of the EPPP (Part 1-Knowledge) outlined below are based on the Job Task Analysis that was completed by ASPPB in 2017. This reflects the knowledge base required for the various responsibilities that psychologists are expected to assume in professional practice.

Domain 1. Biological Bases of Behavior (10%)

- KN1. Functional correlates and determinants of the neurobiological and genetic bases of behavior pertaining to perception, cognition, personality, and mood and affect in normal, acute and chronic neurobehavioral disease processes and disease comorbidities
- KN2. Drug classification, mechanisms of action, and desired/adverse effects of therapeutic agents, drugs of abuse, and complementary or alternative agents
- KN3. Results from major trials and general guidelines for pharmacological, psychotherapeutic, and combined treatment of psychological disorders
- KN4. Behavioral genetics, transmission and expression of genetic information and its modification, and the role and limitations of this information in understanding disorders
- KN5. Applications of structural and functional brain imaging methods, electrophysiological methods, therapeutic drug monitoring methods, and genetic screening methodologies, and the evidence for their effectiveness

COMPETENCIES AND BEHAVIORAL EXEMPLARS

Domain		Percentage
Domain 1:	Scientific orientation to practice: This competency domain involves an orientation to the knowledge developed through the science of psychology, including evidence-based practice, as well as a scientific method of looking at and responding to psychological problems. This general competency also involves the knowledge of the core areas of psychology, which will not be assessed by the new competency examination as they are currently well assessed by the Examination for Professional Practice in Psychology (Part 1-Knowledge).	6%
1.1	Select relevant research literature and critically review its assumptions, conceptualization, methodology, interpretation, and generalizability	
1.1.1	Critically evaluate and apply research findings to practice, with attention to its applicability and generalizability	
1.1.2	Interpret and communicate empirical research results in a manner that is easily understood by non-scientific audiences	
1.2	Acquire and disseminate knowledge in accord with scientific and ethical principles	
1.2.1	Critically evaluate the literature relevant to professional practice	
1.2.2	Share psychological knowledge with diverse groups (e.g., students, colleagues, clients, other professionals, the public) within professional settings in an unbiased manner	



<https://asppb.net/exams/asppb-examination-for-professional-psychology-ePPP/ePPP-handbook/>

What will the integrated EPPP cover?



- Competencies expected of a psychologist at entry to practice
- Domain

Competency

Knowledge/Skill/Ability

Draft integrated EPPP Blueprint

Scientific Orientation
to Practice
15%

Assessment
20%

Intervention
20%

Consultation and
Supervision
10%

Interpersonal
Relationships
15%

Ethical and
Professional Practice
20%

Assessment Domain

This competency domain requires **knowledge of psychometric principles** and application of this knowledge to the provision of psychological assessment services to the public, **including differential diagnosis, application of assessment methods, and communicating results.**

Assessment Competencies

- 2.A. Demonstrate knowledge of psychometric principles and assessment methods
- 2.B. Integrate client characteristics (e.g., diversity factors) when conducting assessments, differentially diagnosing, and providing feedback and recommendations
- 2.C. Administer, score, and interpret instruments, and synthesize findings across assessment methods, consistent with current guidelines and research
- 2.D. Formulate and communicate diagnoses, recommendations, and professional opinions considering all relevant findings and criteria

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2.D.1. Distinguish between relevant and non-relevant information as it pertains to assessment goals

2.D.2. Apply evidence-based theories or models of psychopathology when formulating diagnoses, recommendations, or professional opinions

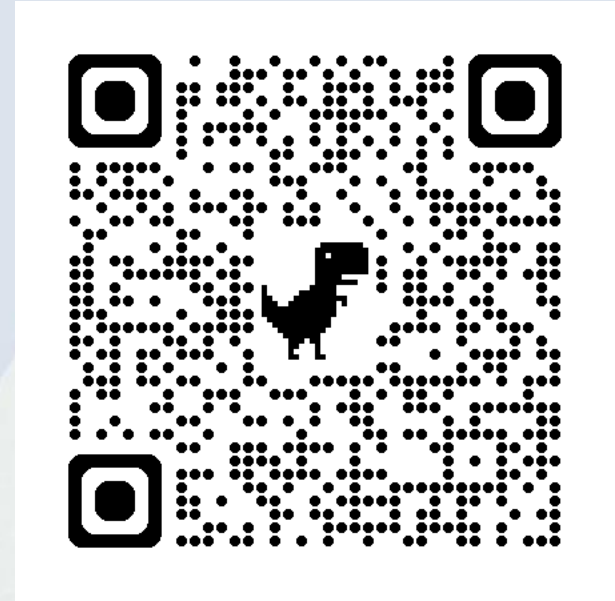
2.D.3. Use current taxonomies to determine diagnoses

2.D.4. Communicate assessment processes and results, recommendations, and professional opinions in an integrative manner to clients, referral sources, and other stakeholders

When will the exact integrated blueprint be available?

Spring 2026

By the end of the
week, today's slides
will be posted at

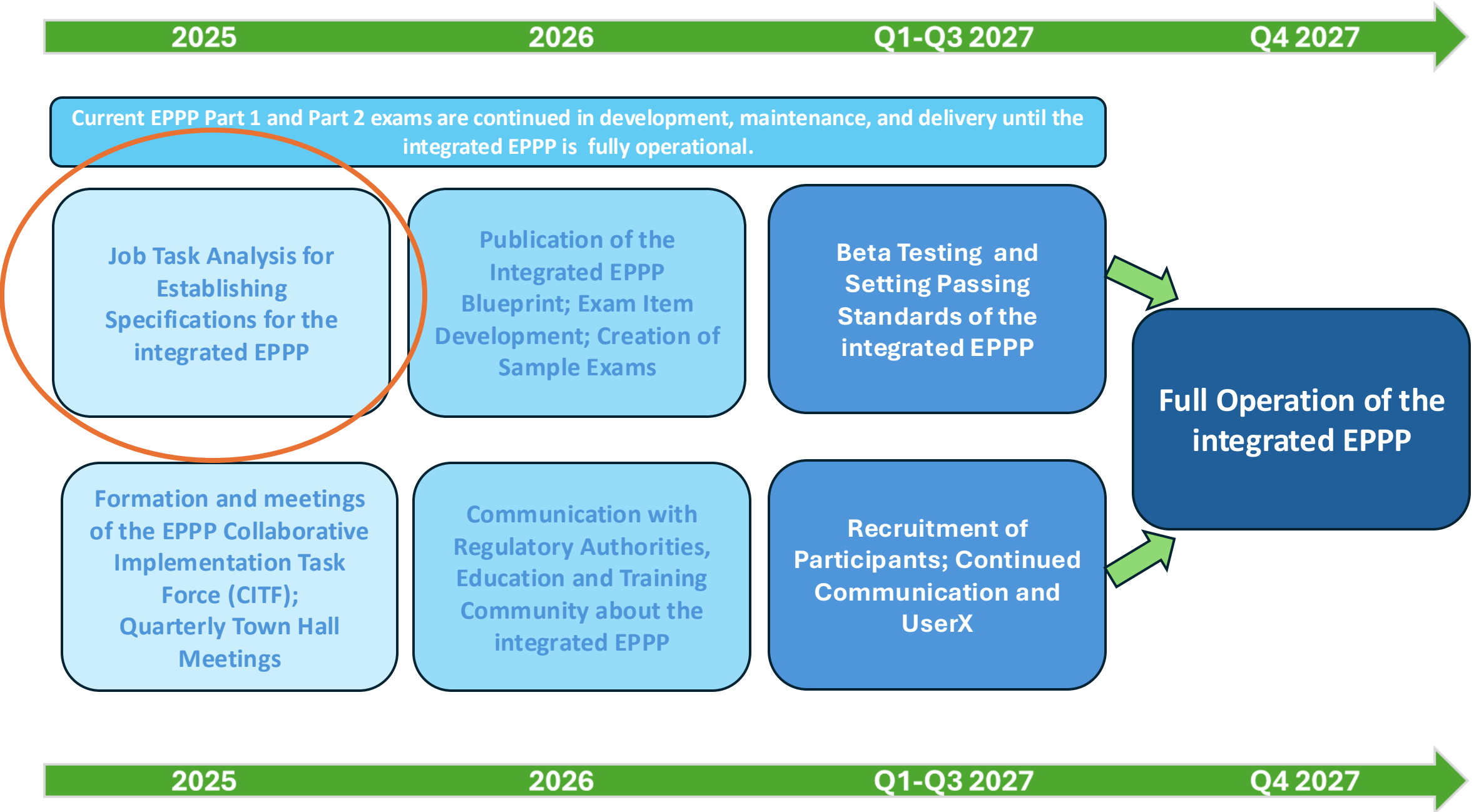


<https://asppb.net/news/virtual-town-hall-students-license-asppb-eppp/>

When will the integrated EPPP be ready?



- Late 2027
- Candidates who take the EPPP before that will take an exam based on the unchanged current blueprint.



Development of an integrated EPPP

- The integrated EPPP exam blueprint will be published in Spring 2026.
- Candidate handbook creation, item development, translation start in Winter 2025.
- Sample exams based on the new blueprint will be created and available in Fall 2026.
- Call for the EPPP candidates to volunteer taking the Beta test of the integrated EPPP will be out Fall 2026.
- Beta testing, analysis and standard setting in Spring and Summer 2027.

What will be the integrated EPPP look like?



- A one-session competence-based licensing exam assessing both knowledge and skills
- The pass/fail decision is based on the overall exam performance

The integrated EPPP will be:

- Computer-based test administered in Pearson testing centers
- One day administration
- Measuring competencies across six domain areas with specific knowledge and skills; the pass/fail decision based on a total score
- Including multiple item types, e.g., single-best 3- or 4-option multiple-choice, extended multiple-choice, scenario-based cases with a set of questions

How is validity determined for licensing exams?



- Licensing examinations are primarily established through content validity
- As part of that, the most recent Job Task Analysis was completed November 2025

Content Validity is Established through:

- Subject Matter Experts (SME)
- Job Task Analysis
- Test Blueprint and Specifications
- Multiple Levels of Content Review
- Psychometric Evaluation
- Standard Setting

Methodology complies with Standards for Educational and Psychological Testing and industry best practices.

Why Not Other Validation Strategies?

- Purpose of the exam is to demonstrate minimal competence (Driver's license, Doctoral Comprehensive Exams)
- Prediction is not the purpose of a licensing examination
- Predictive validation and criterion related validation are not the standard or appropriate for licensing examinations
- Establishing an appropriate criterion is extremely difficult if not impossible

EPPP Job Task Analysis

- Professional assessment programs conduct Job task analysis (JTA) regularly to ensure that the content specifications accurately reflect current practice.
- A survey about the practice of psychology was conducted in August-September 2025.
 - 4,991 respondents clicked on the survey, most of them (4,866) indicated they were licensed or registered for independent or supervised practice in the profession of psychology and were allowed to continue the survey.
 - 2,950 responded to at least one domain.
 - 1,900 respondents from diverse demographic and professional backgrounds completed the survey providing ratings on the importance and frequency of tasks and competences.

What is ASPPB doing to minimize bias in the EPPP?

- Rigorous item development and review process to prevent bias
- Item review committee (IRC) since 2021 and found few items showing differential item functioning

Differential performance \neq Bias

- Bias refers to construct underrepresentation or construct-irrelevant components of test scores (AERA, APA & NCME, 2014)
- Published study suggested differential performance on demographic variables (Sharpless, 2019); readers' inference contributes to the bias narrative
- Differential performance could be from impact of many factors
- Additional investigation is needed to determine whether bias exists

Prevention Against Bias

- **Exam Development and Delivery Process**
 - Extensive training and continued discussion for exam volunteers
 - Iterative process helps different eyes catch different aspects of questions
 - Computer randomized delivery of multiple comparable forms
- **Item Review Committee (IRC, established 2021)**
 - Review and comment on items before putting on the exam as pretest items
 - Blind review all items flagged for differential item performance:
Retain; retain with revision; remove due to possible bias in content or wording

Work Of The Item Review Committee

> 3000 items analyzed

87 flagged

Removed
12

6 favored majority group
6 favored minority group

<0.4% of potential bias

How to prepare for the EPPP?

- ASPPB as the owner of the EPPP is not involved to provide test preparation materials
- EPPP Candidate Handbook and Sample Exams

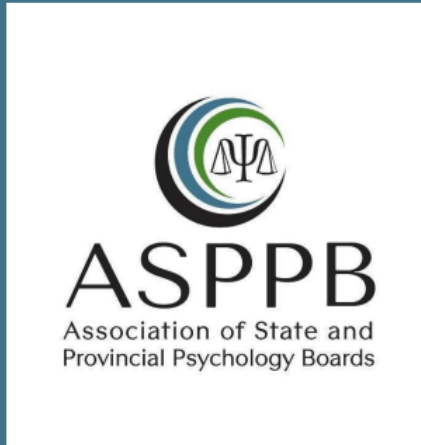
ASPPB Website, Candidate Handbook & Sample Exams

- Blueprint, Candidate Handbook, sample questions and exams for the integrated EPPP will be released in 2026
- Sample Exam content and format mimic the real exam
- Currently at-cost for taking the sample exam On-line or In-person at testing site
- Candidates who took sample exam showed ~10% higher passing rate

What is the pass rate?



- The first-attempt EPPP passing rate from accredited doctoral programs average at about 80%
- Accredited vs. Unaccredited programs showed 30% difference pass rates



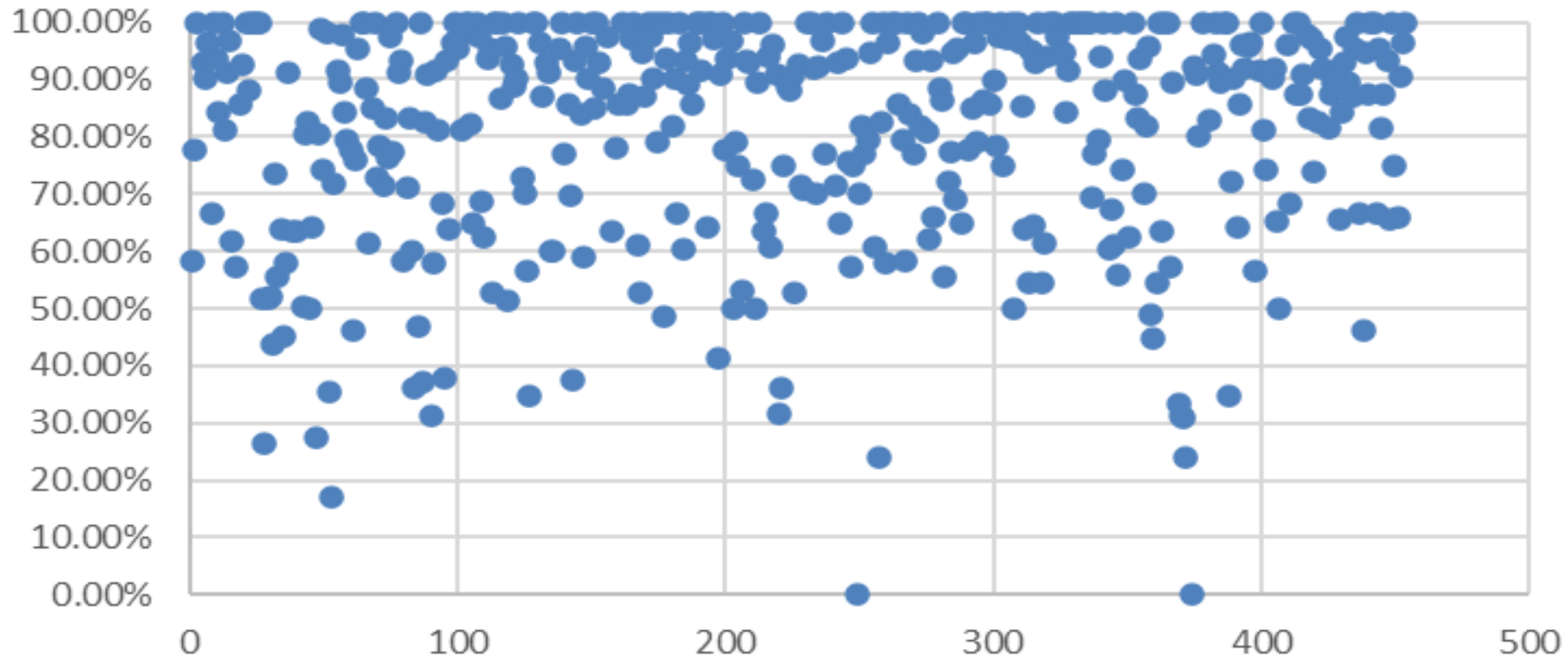
2025

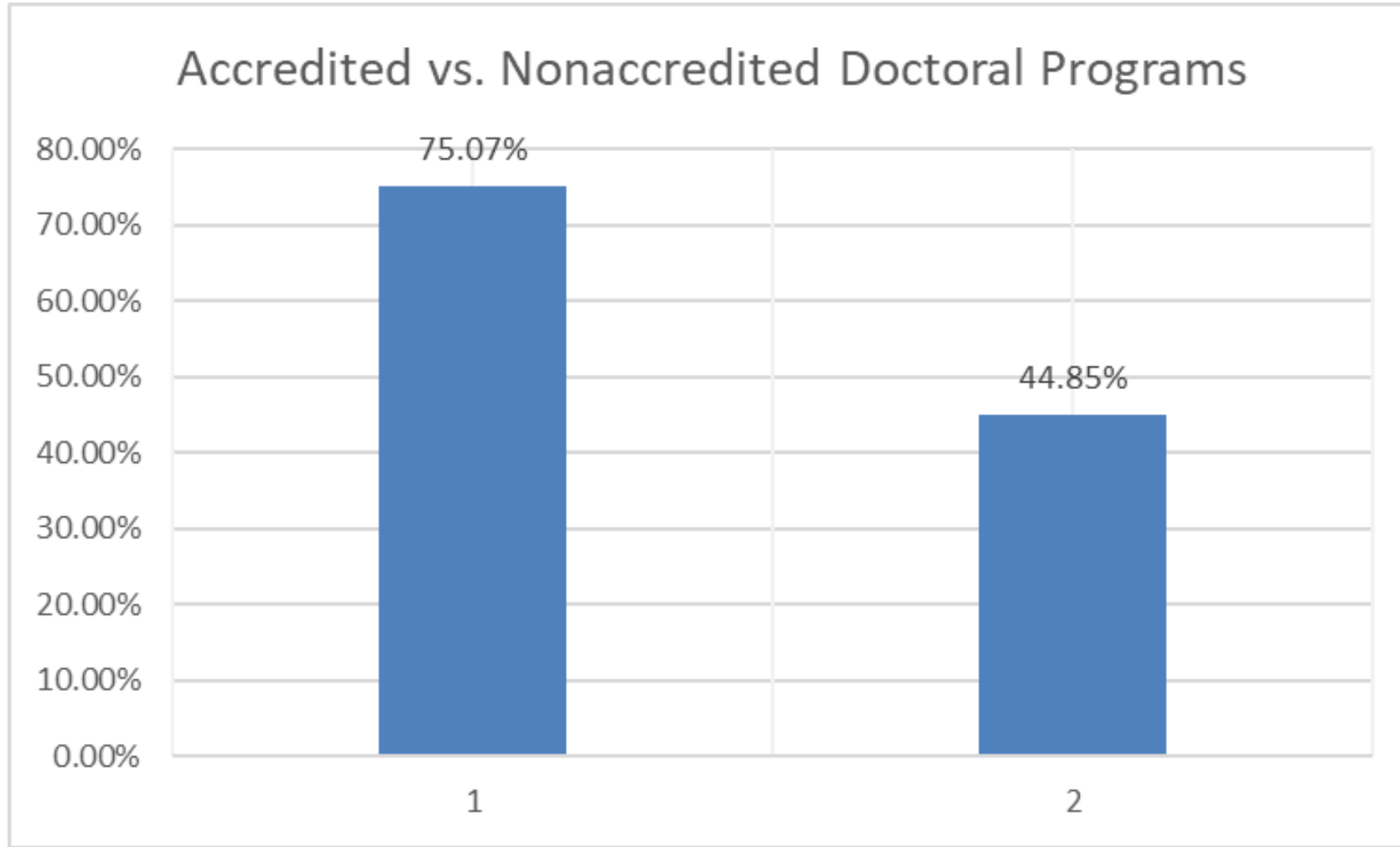
Psychology Licensing Exam Scores by Doctoral Program

*Prepared by
Association of State and Provincial Psychology Boards
P.O. Box 849
Tyrone, GA 30290
678-216-1175*

- ASPPB publishes this report annually including data of recent five years.
- The 2025 report includes the first-time candidate performance on the EPPP (Part 1-Knowledge) from January 1, 2020, through December 31, 2024
- The lower passing rate from 80% to 75% could be due to the results included years 2020 through 2022 when the COVID pandemic have impacted education and training of psychologists.

The EPPP First-Attempt Passing Rate for Accredited Doctoral Programs





What is the process for accommodations?



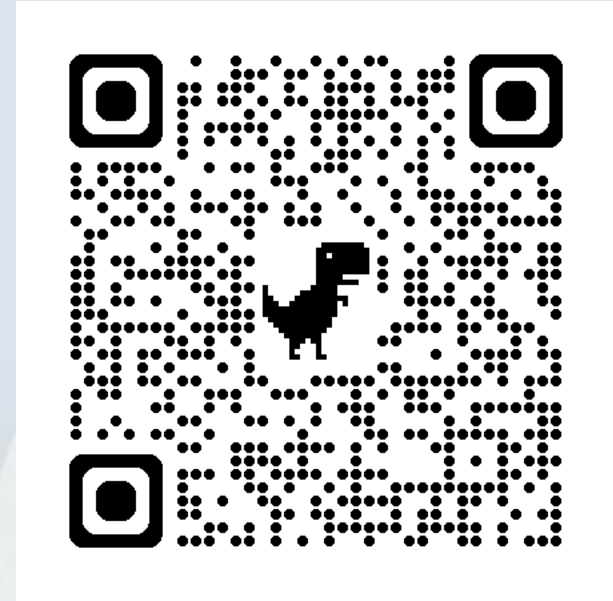
- Accommodations provide candidates an equal access to the EPPP while assuring validity and security of the Examination.
- Member jurisdictions, in collaboration with ASPPB, make the determination regarding ADA application and approval.

Accommodation policy for the EPPP



- ASPPB is committed to providing all qualified candidates an equal opportunity to successfully complete the EPPP while assuring validity and security of the Examination.
- Accommodations to candidates with disabilities under the ADA in the US, and Human Rights legislation in Canada for equal access.
- The member jurisdiction, in collaboration with ASPPB, makes the determination regarding what documentation is required and which accommodations are approved.
- The Candidate will request accommodations at registration BEFORE paying and/or scheduling an exam.

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Rapid Fire



And now for a whole bunch of other questions we received!

Plans for an oral examination?



- NONE!
- This was never a thing

But isn't this already assessed during training?

- Different purpose
- Jurisdictional Regulatory Board responsibility to public protection

How will the exam fee be determined?



- Costs part of responsible care in development and maintenance of the Exam
- Determined and published in 2026

But I saw this really inappropriate question?! ---

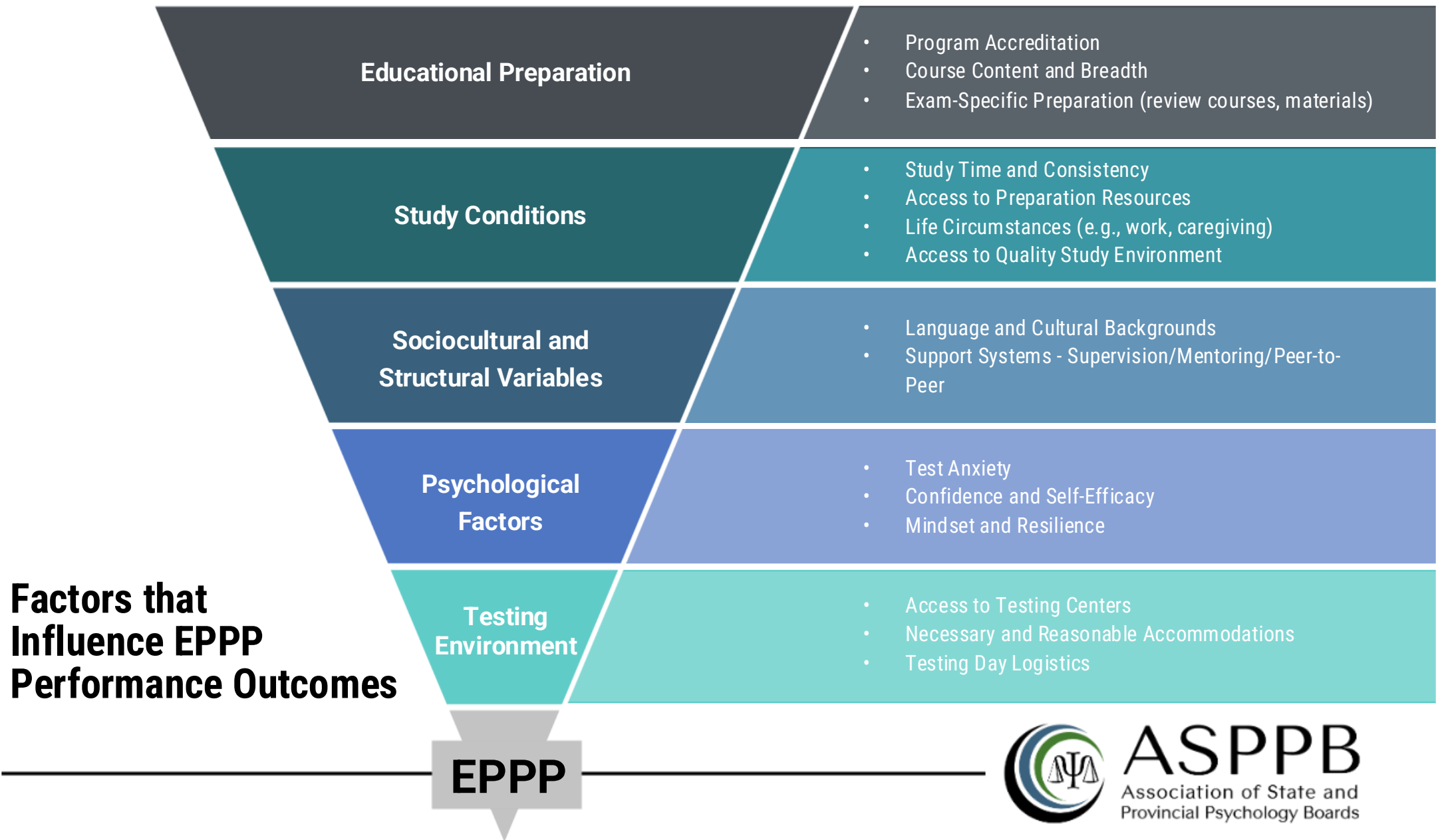
Was it an EPPP question or a test prep question?

Candidates can comment on items and all comments are reviewed

- # But I saw this really inappropriate question?! ---
- Was it an EPPP question or a test prep question?
- Candidates can comment on items and all comments are reviewed

What factors influence EPPP outcomes?





How can I help candidates prepare?



- Encourage them to use the Sample exams
- Frame as part of process towards independent practitioner

Thank you



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If you have further comments

EPPPcomments@asppb.org