

# Removal of Application Components RATIONALE



# Introduction

**The new Internship Readiness Common Application seeks to identify internship ready candidates. The document below outlines the components that were taken out of the new application as well as the rationale for removal.**

While reviewing the changes below, please keep in mind the following:

The new Internship Readiness Common Application includes the opportunity for applicants to:

- Describe up to six relevant experiences
- Attest that the information in the application is accurate
- Demonstrate KSAs and depth of interactions with children and families in five written responses
- Provide academic information through unofficial transcripts and the Eligibility Assessment

Applicants may also share additional information during the interview process.

Removed Application Component	Rationale for Removal
Paper Submission	<ul style="list-style-type: none"> <li>• Printing/mailing applications is costly for applicants.</li> <li>• Paper submissions are not eco-friendly.</li> <li>• The new electronic application eases submission process for applicants. A single application can be submitted to multiple sites.</li> </ul>
Cover Letter	<ul style="list-style-type: none"> <li>• Cumbersome for applicants to write unique cover letters for each internship site.</li> <li>• Removal decreases time commitment for reviewers.</li> </ul>
Resume/ CV	<ul style="list-style-type: none"> <li>• Resumes/CVs present an opportunity for bias.</li> <li>• Removal allows for a blinded review process.</li> <li>• A standardized format makes it easier for reviewers to see applicants' experiences.</li> </ul>
Location of relevant experiences	<ul style="list-style-type: none"> <li>• Removing the location of relevant experiences helps create a blinded application process and removes location bias.</li> </ul>
GPA	<ul style="list-style-type: none"> <li>• Not a consistent indicator of an internship ready candidate.</li> <li>• The context of an applicant's presented GPA is not always taken into account.</li> </ul>
Verification of Experience Hours	<ul style="list-style-type: none"> <li>• Increasingly difficult and time-consuming for applicants to gather.</li> <li>• Removing this form decreases the time commitment for reviewers.</li> </ul>
Reference Letters	<ul style="list-style-type: none"> <li>• Increasingly difficult and time consuming for applicants to gather.</li> <li>• Taxing for academic professionals.</li> <li>• Inconsistency in recommenders' content and knowledge of the applicant.</li> <li>• Removal decreases time commitment for reviewers.</li> <li>• Often not a requirement for job candidates.</li> <li>• Often not a reflection of applicants' KSAs.</li> </ul>



Removed Application Component	Rationale for Removal
Use of 3 categories for experience hours	<ul style="list-style-type: none"> <li>• Confusion and discrepancy over which experiences count for each category.</li> <li>• The previously used phrase “stressful situations” lacks a strength-based approach (e.g., children with multiple abilities labeled as stressful) and will be phased out of the internship readiness process.</li> <li>• Having two experience categories in the new application allows applicants to select the experiences they feel have best prepared them based on the KSAs.</li> </ul>
Minimum experience hours per category	<ul style="list-style-type: none"> <li>• Confusion &amp; discrepancy over which experiences count for each category.</li> <li>• Removing will allow reviewers to focus on the quality of experiences instead of the number of hours accumulated.</li> <li>• Total number of experience hours is not a consistent indicator of an internship ready candidate.</li> </ul>
Practicum Verification Form	<ul style="list-style-type: none"> <li>• Completing a practicum is not required to be eligible for an internship, nor to sit for the Child Life Professional Certification Exam.</li> </ul>
Official Transcripts	<ul style="list-style-type: none"> <li>• Official transcripts are required for an Eligibility Assessment which is included as a part of the application.</li> <li>• Removing the need to acquire multiple official transcripts reduces the cost burden on applicants.</li> </ul>
Child Life Course In-Progress Form	<ul style="list-style-type: none"> <li>• Increasingly difficult and time-consuming for applicants to gather.</li> <li>• Taxing for academic professionals.</li> <li>• Removal decreases time commitment for reviewers.</li> </ul>
Professional Organizations & Goals / Objectives	<ul style="list-style-type: none"> <li>• Creates an opportunity for bias as membership into professional organizations often has an associated fee.</li> <li>• It is not possible to gauge an applicant’s level of participation in a professional organization.</li> <li>• Writing goals/objectives is not a consistent indicator of an internship ready candidate.</li> <li>• Decreases time commitment for reviewers by eliminating items that may not provide additional information.</li> <li>• Often not a reflection of applicants’ KSAs.</li> </ul>

