

Language Associated with the Internship Readiness Common Application

This document defines key terms linked to the new Internship Readiness Common Application.

Term	Definition/Description
KSAs	The knowledge, skills, and abilities attained through academic and hands-on experiences identified as needed on day one of an internship.
Internship Ready Candidate	Someone who demonstrates the foundational knowledge, skills, and abilities (KSAs) to begin a child life internship.
Experiences within healthcare settings	Any environment involving children and families due to medical encounters. Examples include but are not limited to volunteering in a hospital, programs for children with medical diagnoses, child life pre-internship experiences, volunteering at hospice sites, paid work experience in a hospital setting.
Experiences outside of healthcare settings	Any environment involving children and families who are not impacted by medical encounters. Examples include but are not limited to coaching a sports team, volunteering at a school, working in retail, working at an early childhood program.
Electronic Application	The application is accessible online. Internship applicants must download and submit their electronic applications directly to internship programs. ACLP is not responsible for the submission of any application materials.
SurveyMonkey Apply	The name of the application platform that houses the Internship Readiness Common Application (aclp.smapply.io).

KSA Domains: The KSAs are classified into three levels of cognitive complexity defined below:

Term	Definition/Description
Awareness	Exposure to concepts that impact child life practice.
Comprehension	Recognize and recall concepts due to education and/or experience.
Application	Apply concepts to hands-on experiences.

The following are taken from ACLP's Diversity, Equity, and Inclusions definitions

Term	Definition/Description
Diversity	Diversity is the representation of all our varied individual and collective identities and differences. We proactively seek out and engage with a variety of perspectives because we believe we can only advance justice when we affirm our similarities and understand and find value in our differences.
Equity	Equity is fair treatment, equitable opportunities, and access to our information and resources for all. We recognize that we do not all start from the same place and must acknowledge and make adjustments to address these imbalances. We believe achieving equity is only possible in an environment built on respect and dignity.
Inclusion	Inclusion is an environment and culture of belonging that actively invites the contribution and participation of people of every race, identity, and community. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community.