



Internship Policies

Intern Supervision

Intern supervision is provided by staff members of the internship agency or by qualified affiliates of that agency who carry clinical responsibility for the cases being supervised. Regularly scheduled individual supervision is provided by one or more doctoral level licensed psychologists, at a ratio of no less than one hour of supervision for every 20 internship hours. Supervision is provided with the specific intent of dealing with psychological services rendered directly by the intern. (For example, if the intern is full time at 40 hours/week, then you would provide 2 hours of supervision each week; if the intern is half-time at 20 hours/week, then you would provide 1 hour of supervision.)

How many hours of regularly scheduled, individual supervision is provided to each intern:

2

How does the program demonstrate that the supervisor is clinically responsible for the cases under supervision:

Supervisor reviews, and cosigns, on all clinical documentation, including progress notes, letters, reports. The indication of supervision is also included on the informed consent to treatment that includes the supervisor's name and credentials.

Postdoctoral interns are closely supervised in every aspect of the skills pertinent to professional psychology (e.g., ethics, assessment, intervention, and consultation). Each receives a minimum of three hours of clinical supervision of which at least 1 hour is individual supervision. Group supervision is attended by all postdoctoral interns and key clinical supervisor. Supervision includes discussion of theoretical, conceptual, clinical, ethical, and empirical aspects of clinical activities with clients and patients. Supervision allows the postdoctoral interns more independence and self-direction as their skills develop.

Training Information

The internship provides training in a range of psychological assessment and intervention activities conducted directly with recipients of psychological services.

Describe how the program provides breadth of training in: Psychological assessment

All interns are oriented to a thorough and holistic bio-psycho-socio-cultural-spiritual approach to assessment, based in Integral Recovery. Interns meet along with their clinical staff colleagues for biweekly in-service training seminars, focusing on both the theory and application of Integral Recovery principles to their assessing clients. This approach to assessment is committed to interdisciplinary dialogue, and interns are expected to evidence such openness to multiple perspectives throughout their assessment, treatment planning, provision of therapeutic services, and discharge planning.



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Psychological intervention

Interns provide a range of clinical services to a broad array of clients, including individual, family, couples, and group therapies, consultation, psychological testing, and participation in state and local efforts to enhance and coordinate psychological services. Additionally, rotations provide interns with exposure to a broad array of severity levels and service models, including crisis services, substance abuse treatment services, and service for adults 18+ with severe mental illness.

As with the above training philosophy in comprehensive assessment, all interns are also oriented to a thorough and holistic bio-psycho-socio-cultural-spiritual approach to psychological intervention, grounded in Integral Recovery. Interns meet along with their clinical staff colleagues every morning for daily clinical review and ongoing case management, as well as for biweekly in-service training seminars, focusing on both the theory and application of Integral Recovery principles to their psychological interventions with clients. This approach to psychological intervention is committed to interdisciplinary dialogue, and interns are expected to evidence such openness to multiple perspectives throughout their assessment, case conceptualization, treatment planning, provision of therapeutic services, and discharge planning.

Describe the patient/client population(s) served:

Adult 18+, usually between 18 years and 60 years of age, co-ed, dual diagnoses, substance use history with co-occurring trauma, abuse, and family discord.

At least 25% of trainees' time is in face-to-face psychological services to patients/clients.

How many hours per week do interns spend in face-to-face direct service delivery:

Full-time:

Interns are expected to provide direct care for at least 50% of their time, totaling a minimum of 20 hours/week in direct care.

Part-time (if applicable):

N/a

The internship must provide at least two hours per week in didactic activities such as case conferences, seminars, in-service training, or grand rounds.

How many hours per week do interns spend in didactic activities:

2

Internship training is at post-clerkship, post-practicum, and post-externship level, and precedes the granting of the doctoral degree.

Is the completion of formal coursework and practicum training required prior to the beginning of internship:

Yes



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Is your internship a doctoral psychology training experience:

Yes

The internship agency has a minimum of two interns at the doctoral level of training during any training year. These interns must be at least half-time (i.e., 20 hours per week). The minimum number of interns must be on site and in training at the time of the initial application for APPIC membership.

How many doctoral psychology interns do you currently have on-site and in training:

2

The internship level psychology trainees have a title such as "intern", "resident", "fellow", or other designation of trainee status.

What title do your psychology internship trainees use in the work setting:

Clinical Therapist

The internship agency has a written statement or brochure that provides a clear description of the nature of the training program, including the goals and content of the internship and clear expectations for quantity and quality of the trainee's work. It is made available to prospective interns.

Please enter the page number(s) where the following is described or listed:

	Page Number(s)
Program goals	
Content of the internship training	



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Program's expectations for intern performance	
Official number of hours for the internship (i.e., 2000, 1500, etc.)	

How is this document made available to applicants?

All applicants are mailed a direct online link to the internship agency's written materials describing all aspects of the training program.

Internship programs have documented due process procedures that describe separately how programs deal with (1) concerns about intern performance, and (2) interns' concerns about training. These procedures include the steps of notice, hearing, and appeal, and are given to the interns at the beginning of the training period.

Please indicate the page number(s) of the public document (internship brochure, training manual or web site) on which the program's due process procedures are described (including separate procedures for handling intern performance problems AND intern grievances against the program):

When and how are interns informed about these due process procedures

It is provided in the training manual they receive their first day of internship, and reviewed with the Director of Training during their orientation meeting.
Upon acceptance into the training program, all predoctoral interns are directed to the due process procedures.

The internship experience (minimum 1500 hours) is 12 months in length, with the exception of school psychology internships, which can range from 9 to 12 months in duration.

How many hours are required to complete the internship:

2000

How many consecutive months in residence are required to complete the internship:

12



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At least twice a year the internship program conducts formal written evaluations of each trainee's performance.

How often do interns receive formal written evaluation during the internship year

2

The program has the necessary financial resources to achieve its training goals and objectives. Intern stipends shall be reasonable, fair, and stated clearly in advance (fee splitting arrangements are not acceptable). Unfunded internship positions are allowable only in unusual and infrequent circumstances. What amount constitutes "reasonable and fair"? APPIC expects that your stipend will be close in comparison to others in your geographic region; this information can be found through the APPIC Membership Directory.

What is the stipend paid to each intern at your site:

Predoctoral = \$24,000/year

If this is a consortium, are stipends across sites the same or different? If different, please list each site and associated stipend, and explain further

Stipends across sites will remain the same for all postdoctoral interns

How does your stipend compare with others in your geographic region

Median

[Address with Jenny and Ehsan: it appears to be considerably lower, at least for CAPIC* predoctoral interns in clinical psychology, than others in the area (California), which average \$10,000/year, with a range from \$500-40,000/year.]

*CAPIC internships are comparable in training and supervision to APA-accredited and APPIC-member internships.

CAPIC internships provide a valid path to licensure as a psychologist in California, alongside APA-accredited and APPIC-member internships.

Stipend average obtained at: <http://capic.net/wp-content/uploads/2017/04/CAPIC-Annual-Presentation-to-Members-Jan-2017b.pdf>

Regional Average is ((Note: regional averages can be calculated by doing a search on the APPIC Directory online.):

\$10,000/year [from CAPIC stats for 2016]

If your internship stipend is less than what is average for your geographic region, please describe steps you have taken to secure reasonable funding, as well as your plan to obtain future funding in order to meet this criteria.



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Consortia Information

Introduction: A successful consortium program is one that overcomes geographic and governance barriers and is able to function as a unified entity. Its training staff and students interact frequently enough and intensively enough to form a coordinated, functionally interdependent training unit that effectively uses all available training resources and provides high quality training. In addition to meeting the APPIC membership criteria for single agency internship or postdoctoral programs, consortium programs must demonstrate evidence of the following:

A primary consortium director (or co-directors) must be present at one or more of the training facilities for at least 20 hours a week.

Name of Consortium Training Director:

First Name:

Ehsan

Last Name:

Gharadjedaghi

State/province of licensure/registration:

California

License #

PSY25155

Hours present at training agency per week:

40

Please describe the duties of the Consortium Training Director:

The consortium training director is responsible for: chairing the monthly Beginnings site training director meetings; working with the site training directors and their respective supervisory teams to ensure that program standards are followed and the highest level of training is provided to the interns; writing program guidelines, including an annual program evaluation; verifying that all annual interns performance evaluations and other measures are performed in a timely manner;



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reviewing interns' evaluations to confirm their satisfactory progress and ascertain the program's overall functioning; and implementing changes as needed.

- 1) Directs and organizes the program and its resources
- 2) Responsible for the selection process for all students, including predoctoral interns
- 3) Monitors and evaluates program goals and activities
- 4) Documents and maintains interns training records
- 5) Primary clinical and administrative supervisor for all interns

Regularly scheduled consortium-wide activities, including formal, didactic face-to-face contact among trainees at least monthly; ongoing informal contact among trainees across sites; and structured faculty meetings at least quarterly.

How does the consortium ensure that these didactic sessions are accessible to all interns, regardless of training site?

1. Case Conceptualization Training Meeting - M or F
2. Morning clinical and case manager meetings - M-F
3. In service training - T
4. Allocate fixed meeting time for interns from all 3 locations to meet at Beginnings
5. Multiple sessions with the same content run
6. Didactic sessions are run centrally multiple times to allow for different clinicians from different sites to attend, gain, and be exposed to the same material
7. Augmented by technology to allow participants from others sites to participate simultaneously via mutual session, teleconferencing or video conferencing
8. Formal face to face training/meeting
9. Augmented with informal training

Please describe how trainees maintain ongoing, informal contact across sites.

Please describe the nature and frequency of consortium faculty meetings.

Assurance of trainee contact with more than one supervisor.



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Please describe how the consortium ensures that each intern has substantial training contact with more than one doctoral psychology supervisor.

1. Trainings are conducted by different doctoral psychology supervisors
2. Individual and group supervisions are led by different doctoral psychology supervisors

You will be asked to upload a written consortia contractual agreement. Please indicate the page number(s) that describe the consortium goals and objectives that are applicable to all interns, regardless of training site.

Please describe the administrative structure of the consortium, including the role of the Training Director, any on-site coordinators, and the training staff of the participating agencies.

Beginnings is administered by the Consortium Training Director whose duties include working with the site training directors and their respective supervisory teams to ensure that program standards follow APPIC guidelines. The Beginnings Site Training Directors oversee the training and supervision of interns at their particular sites. The Beginnings training supervisors are responsible for the training and supervision of the interns.