

## **People Incorporated Doctoral Psychology Internship Program 2019-2020**

### **TRAINING MODEL and PHILOSOPHY**

The People Incorporated Psychology Doctoral Internship training philosophy is based on the practitioner-scholar model which emphasizes that clinical practice is informed by the science of psychology. Interns learn to use scholarly inquiry to understand and apply relevant research findings to clinical practice.

The People Incorporated staff with the support of our Board of Directors considers training as one of our responsibilities in educating psychology interns in the areas of community based mental health. With our organizational commitment to recruitment and retention, we also see our Doctoral Psychology Intern program as an opportunity to attract potential future employees. People Incorporated is fortunate to also have 2 full time trainers as well as bring in mental health professionals from the community to provide over 80 trainings annually. Our clinics are staffed with licensed psychologists, licensed clinical social workers, licensed marriage and family therapists, licensed addiction counselors and psychiatrists. This provides for cross discipline consultation and we recognize the value that this brings to the interns work with their clients.

Our clinic staff use and support an integrative approach to therapy. Our services are trauma informed and person centered. We offer therapy utilizing motivational interviewing, narrative therapy, cognitive behavioral therapy, mindfulness, skills training, emotional regulation, distress tolerance, assertiveness emotional regulation, and interpersonal communication skills. Several of our clinic staff are trained in DBT, trauma, and EMDR.

Training opportunities are available in Minneapolis, St Paul, New Hope, and Coon Rapids.

### **CLIENT POPULATION**

People Incorporated served nearly 14,000 clients in 2017 and over 3,500 alone in our outpatient mental health clinics. The majority of our clients are underserved and have a number of co-occurring conditions to include substance use issues, medical complications, poverty, and homelessness. We utilize a sliding fee scale for clients and families with no insurance and serve a high number of clients with federal funding

(Medicare, Medicaid/Medical Assistance). We serve a number of clients with diversity as well as ethnic and cultural back grounds. We provide services to children, adults and families.

## ACCREDITATION STATUS

People Incorporated's Pre- Doctoral Psychology Internship has not applied for APA accreditation. Our clinics are certified with the MN Department of Human Services as Rule 29 approved facilities. We are members of APPIC and follow APPIC process, procedures and guidelines.

## TRAINING GOALS

**Goal 1.** Interns will develop clinical skills required for professional practice in psychology.

- Interns will demonstrate the ability to conduct diagnostic assessments, develop case conceptualizations, and treatment plans.
- Interns will demonstrate the ability to work within a range of therapeutic modalities and demonstrate competencies in psychotherapy skills.
- Interns will demonstrate the integration of theory and research into clinical practice.

**Goal 2.** Interns will demonstrate the ability to consult and collaborate with a multi-disciplinary staff.

- Interns will demonstrate the ability to consult and collaborate with individuals from other mental health professions such as social work, psychiatry, and marriage and family therapy, counseling, nursing and addiction counseling.

**Goal 3.** Interns will develop skills for working with individual and cultural diversity.

- Interns will demonstrate the ability to examine their own attitudes, assumptions, behaviors, and values in working with individual and cultural diversity issues.
- Interns will demonstrate the ability to work with clients with multiple co-occurring issues.
- Interns will demonstrate the ability to provide services sensitive to individual and cultural differences.
- Interns will demonstrate the ability to seek consultation and to pursue further learning regarding diversity issues.

**Goal 4.** Interns will develop a professional identity as a psychologist.

- Interns will demonstrate the ability to interact professionally with peers, supervisors, administrative, and professional staff.
- Interns will demonstrate professional responsibility with caseload management, documentation, and time management.
- Interns will demonstrate professional maturity.

**Goal 5.** Interns will develop competence in ethics and legal matters.

- Interns will demonstrate knowledge of APA ethical principles.
- Interns will demonstrate knowledge of the laws and regulations related to the practice of professional psychology.

## DIRECT SERVICE

Interns are expected to schedule a minimum of 20 direct service hours per week in the following areas:

### **Comprehensive Diagnostic Assessment, Individual therapy, Psychological testing**

The length of treatment is determined by client need, client motivation, and type of treatment. This allows for brief, moderate and longer-term therapy. Interns are responsible for conducting diagnostic assessments, managing their caseload with supervisor input, on-going treatment, and making referrals to resources within and outside the clinic. People Incorporated's outpatient mental health services also offers psychological testing services to assist with determining accurate diagnosis and making treatment recommendations. Additionally, psychiatrists provide evaluations and psychotropic medication management. The intern providing individual therapy has the opportunity to work in collaboration with the psychiatrist and other members of the team.

## OPTIONAL ACTIVITIES

**Couple/Family Therapy:** Interns may work with our family therapists to provide couple and/or family therapy.

**Group Therapy:** Interns co-facilitate a group with a staff clinician. The tasks of therapy groups range from exploring interpersonal relationships, identifying coping skills as well as providing psycho-education. Groups meet weekly. Some are time limited, and others ongoing.

## SUPERVISION and TRAINING

**Individual Supervision (2 hours/week):** Interns meet twice a week for one hour with their primary supervisor who is responsible for supervising the majority of clinical activities.

**Clinical Consultation Group (1 hour/week):** Interns attend a weekly multi-disciplinary clinical consultation group. Interns are strongly encouraged to be active participants in clinical consultation group. Interns are formally evaluated on their capacity to give and receive consultation in a group setting two times per year by a doctoral level

psychologist in the interns' clinical consultation group. Clinical consultation groups include licensed marriage and family therapists, licensed clinical social workers, licensed psychologists, psychiatrists, and trainees from various disciplines.

**Training Seminar (4 hours a month):** Interns attend 4 hour trainings monthly on various mental health related topics.

**Group supervision (2 hours every other month):** on issues related to professional development and growth specific to the interns experience.

**Dissertation/Research (2 hours/week):** Interns may use up to 2 hours per week to work on their dissertations or research of their choice.

**Trainings/Conferences:** Interns attend monthly in-services taught by community professionals who are invited to People Incorporated to provide continuing education. People Incorporated also sponsors at least one conference during the year featuring a nationally recognized speaker. These various training opportunities are incorporated into the interns learning plan for the year.

**Group Therapy Supervision:** Interns meet regularly for at least one half-hour per week with the co-facilitator of the group. The co-facilitator also serves as the intern's group therapy supervisor.

## EVALUATION

- Interns complete a self-assessment of skills at the beginning of their internship. The self-assessment of skills is based on the training program's goals and objectives and these standards are used to determine successful competence for each objective.
- Interns complete a learning contract at the beginning of their internship. The learning contract will be updated and revised periodically as determined by the supervisor and intern based on the intern's training needs.
- Interns are evaluated by their primary supervisor with input from multidisciplinary team working with the intern at the mid-term and end of their internship year. The evaluation is based on the intern's competence on each of the training program's goals and objectives.

This includes their capacity to give and receive consultation in a multidisciplinary group setting:

- Interns provide evaluations of their primary supervisor at mid-year and year end and a program evaluation at the end of their internship year.
- Interns are aware that all supervisors meet monthly to discuss supervisee's and issues related to supervision including administrative, training, clinical issues and the intern's progress.
- Interns receive continuing and timely feedback in regards to their work performance.

## STIPEND and BENEFITS

People Incorporated provides 2 full-time doctoral psychology internship positions. The current stipend is \$24,500.00 for the training year. Interns are allowed to use two hours per week to work on their dissertations or research of their choice. Interns can arrange to take 2 weeks of personal time off (PTO) in addition to time off for each clinic-scheduled holiday. No health insurance is provided.

## ELIGIBILITY and SELECTION PROCESS

Applicants must meet the following prerequisites to be considered for our program:

1. Passed their comprehensive examinations
2. Have dissertation proposals approved by graduate program
3. Approval for internship status by graduate program training director
4. Completed at least one therapy practicum
5. Completed at least one assessment practicum
6. A minimum of 100 hours conducting adult psychotherapy
7. A minimum of 350 direct service practicum hours at application time
8. A minimum of 600 direct service practicum hours at internship start date

## SUCCESSFUL COMPLETION

- Interns will complete 2,000 hours during the internship year
- Interns need a passing level of competence in all areas of training (competence in diagnostic assessment, competence in psychotherapy and psychological interventions, constructive consultation and use of supervision, ethics and professional behavior, and sensitivity to diversity issues)
- Conceptualization, clinical intervention, and evaluation of treatment outcomes.

## **Inquiries regarding People Incorporated's Psychology Doctoral Internship Program should be addressed to:**

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