



INTERNSHIP

TRAINING PROGRAM IN PROFESSIONAL PSYCHOLOGY

HANDBOOK 2011-2012

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INTERNSHIP PROGRAM IN PROFESSIONAL PSYCHOLOGY

NATALIS COUNSELING AND PSYCHOLOGICAL SERVICES

Natalis Counseling and Psychological Services is a regionally recognized Department of Human Services Rule 29 clinic. We provide treatment and assessment for mental illness, substance abuse, and developmental disorders in three clinic locations and four hospital settings in metropolitan Minnesota and outstate Wisconsin, serving the entire spectrum of the ages through the lifespan. Founded in 1995, Natalis is a local public agency with a mission and treatment philosophy of providing the highest quality health services affordably to our communities. We believe that Natalis is an outstanding training site for interns preparing for careers as generalist professional psychologists.

Natalis is conveniently located in St. Paul Minnesota a short distance from many institutions of higher learning. The location is easily accessible and extremely diverse. It includes sophisticated modern suburban communities, urban lifestyles, college campuses, equally balanced with numerous opportunities for outdoor activities and adventures.

OUR MISSION

At Natalis, our mission is to create positive change in the lives of our clients within a clinical structure that supports and helps our clinical staff grow professionally.

We make our mental health services accessible to everyone in the communities we serve, including immigrants and underserved populations.

We provide service in a diverse, friendly and professional environment.

EDUCATION AND TRAINING APPROACHES

The Natalis internship is designed in accordance with APPIC standards to provide a broad and general preparation for entry-level practice of professional psychology. The ultimate goal of the program is to provide a diverse set of experiences to enable a select number of highly qualified interns to develop expertise in community based treatment and assessment.

Training Values and Philosophy

At Natalis, training is designed in preparation for entry-level practice in professional psychology. Each intern will have the opportunity to work with two different clinic specialties to provide breadth. Some interns may wish to concentrate on certain populations (e.g., children), clinical problems (e.g., substance abuse), or skills (e.g., psychological assessment) but all interns are expected to develop basic competency as generalists.

The training model emphasizes the integration of clinical practice and science. Thus, applied

practices, which are based most closely on scientifically tested theories, are more valued than those that are only loosely based on a scientific foundation. Further, all Natalis services must meet appropriate national standards of care and have proven outcomes of safety and effectiveness. The training model strongly encourages a lifelong commitment to currency with professional literature.

Much of the training is experiential which creates a synergy between the training and service mission of the organization. Interns bring energy and vitality to the treatment teams and challenge the clinical staff in its lifelong commitment to professional development. The clinical staff brings a wealth of training and experience. At the same time, there are clear role, structural, and value boundaries between training and service delivery. These allow interns to integrate experience, supervision, education, and training through reflection, consultation, peer support and professional interaction. Productivity requirements for interns are challenging, but substantially lower than for equivalent professional staff.

GOALS

The overriding goal of the internship is to prepare the doctoral candidate for the entry level practice of psychology. This preparation requires doctoral level clinical and psychotherapeutic skills, professional ethics, and identification as a psychologist in training.

By completion of the program, interns will demonstrate:

I. an active appreciation of professional issues pertaining to the practice of professional psychology and the current functional expectations of clinical services staff at Natalis, and act in accordance with the *APA Ethical Principles for Psychologists* and Minnesota Statutes related to the provision of mental health, substance abuse and psychological services.

II. an advanced doctoral level of critical thinking and problem solving skills. This will be observed in their presentation of principles and theories, their awareness of research, and their fluency in procedures and methods of psychological diagnosis and psychological assessment appropriate to the presenting problem, the patient population, and the individual and cultural differences of the patients.

III. Doctoral level knowledge of a variety of empirically supported assessments, treatments, and therapies, and will also demonstrate doctoral level skill in the application of the intern's primary theoretical approach. It is expected that this application will be relevant to the patient population, the presenting problem, diagnosis, individual differences, cultural differences, and the treatment objectives negotiated with the client.

IV. observable behaviors and knowledge indicative of awareness, sensitivity and responsiveness to issues of cultural and individual diversity within clinical settings.

V. an open and responsive approach to supervision, and doctoral level knowledge of supervision theories, and awareness of supervisees' strengths, needs, and skills in supervisory interventions.

VI. advanced knowledge and skills in practice with individuals who, due to mental illness, intellectual disabilities, or substance abuse, are experiencing a behavioral health crisis or emergency. Interns will demonstrate proficiency in acting to assure the safe and

appropriate treatment of clients in the least restrictive environment consistent with their needs.

THE INTERNSHIP EXPERIENCE

The Natalis internship is designed in accordance with APPIC standards. The internship experience includes three to four activities: Work experience, Training/Teaching, Supervision, Consultation, and Research (depending on students interest).

WORK EXPERIENCE

Placements for work experience are required in two service components of the agency. Work experience will include psychological assessment; diagnostic assessment; individual, group, and family psychotherapies; and membership on at least one clinical treatment team.

Experiences may be available in specialized programs (e.g., immigrant services, diagnostic assessment and evaluation, substance abuse services) in addition to the general work experience. Intern candidates should express interest in rotations at the time of application, in the cover letter.

Positions

There are five full-time internships available for doctoral level students. The year begins on or about the first Monday in September, lasts 12 months, and includes 2,000 hours of service. A total of 20-40 (40 preferred) hours per week are required. Evening hours are required in all clinic rotations.

Interns have a primary rotation placement in which they spend 60% of their direct clinical time and a secondary placement for the remaining 40%. While the Natalis internship program does not have formal rounds, interns generally choose adult, child and adolescent, substance abuse, or hospital/consultation practice as the primary rotation. Interns who choose experience in specialized programs (e.g., therapy, assessment and evaluation) as a minor rotation may have somewhat different ratios of primary and secondary hours.

SUPERVISION

A minimum of 10 hours of face to face supervision is provided to the intern each month. Each intern is assigned to a primary supervisor and a secondary supervisor for the two hours of individual supervision per week required by APPIC, and rule 29 Licensure in the State of Minnesota.

Arrangements for the additional hours of supervision are made by the intern with rotation supervisors and the primary supervisor. These may take place in a group setting (e.g., clinical staffing) and/or with other senior clinicians. All of the internship supervisors are doctoral level Clinical Psychologists. An effort is made to assign interns to psychological supervisors of the same doctoral specialty (e.g., clinical and counseling). While interns are not matched to supervisors by theoretical orientation, the program expects respect for the contributions made by all accepted theoretical orientations. The process and content of supervision include all areas of the internship experience including: a) case presentation; b) review of test data; c) reviewing tape samples of psychotherapy, and; d) review of all evaluative work. To the extent that this may influence clinical work, the intern may be required to discuss personal information in supervision. The supervisor retains responsibility for the intern's clinical work and countersigns all evaluative documents.

TRAINING

The use of the seminar format, taught by our Internship Supervisors, other clinical area professionals, staff from Natalis, and faculty from area programs, assures a clear boundary between training and work experience. The approach guarantees that the interns receive much more than “on the job training.” Additionally a research based Grand Rounds will be expected to be attended each week facilitated by area professionals with a highly recognized skill set and credentials.

Orientation Seminars:

During the first weeks of internship, a series of seminars are held to introduce interns to the agency as a whole, to the profession, and to the internship. During the first week, seminars include: General Orientation, Medical Records, Service Activity Logging, Health and Safety Training, First Aid, and CPR.

Psychological Testing Seminar:

This seminar provides a structured sequence of topics covering rationale, administration, scoring, interpretation, and communications of findings. Cognitive intellectual, objective personality, projective personality, and neuropsychology (screening level) are covered. The seminar focuses on both adult and child assessment. The seminar meets each month.

Professional Affairs Seminar:

This seminar is designed to assist psychology interns as they make the transition from graduate school to real world clinical practice. Topics include APA ethics, legal issues, risk management and diversity. This seminar meets each month.

Psychotherapy (Seminar) Case Consultation:

This seminar provides a structured sequence of topics covering child and adult therapies, group psychotherapy, family therapy, treatment of abuse victims and offenders.

Lecture, readings, discussions, and case presentations examine theoretical perspectives and explore a variety of special topics in psychotherapy including psychopharmacology. This seminar meets twice each month.

Use of Self in Psychotherapy:

This seminar focuses on development of the psychologist, in a variety of ways. Art therapy and Narrative therapy will be explored and utilized as a medium for intervention and therapy. This seminar meets quarterly.

RESEARCH

There are numerous research opportunities at Natalis. The internship faculty holds a scientist practitioner value system and the organization is firmly committed to the improvement of clinical procedures through research. The faculty is involved in research, and presentations. The organization also houses a wealth of assessment and clinical data.

INTERN RELATIONS

Benefits

Stipend: \$ 20,000 (\$769.23 bi-weekly)

Vacation: 120 hours (15 days)
May be used for vacation, sick, family/personal reasons.
Dissertation release time

**Weekly time Estimates as an Example:
(Duties may be different based on Interns interests)**

Clinical Practice:
Therapy 18 - 22 hours
Testing 4 - 6 hours
Supervision: 2-4 Hours
Seminars and Other Training: 3 Hours
Clinical Meetings: 2 - 3 Hour
Clinical Record Keeping: 4 Hours
Mean 40 Hours
Does not include study time, travel, educational time, library time etc..

Facilities and Resources:

All interns are furnished with work space and clinical space. Videotaping capability, live supervision specialized testing, and group psychotherapy spaces are also available. Relevant testing resources are available but are shared across placements.

Internship Grievance and Due Process:

<http://www.natalispsychology.com/wordpress/wp-content/uploads/2012/01/Internship-Grievance-and-Due-Process.pdf>

Evaluation Process:

Psychology interns are given formal written and verbal feedback after the first three months in the program, after six months in the program, and at the conclusion of the internship year. Less formal feedback is available at any time. Constant evaluation and feedback is the hallmark of the clinical supervisory relationship. Interns also formally evaluate their supervisors and the internship program at the intervals noted above.

Qualifications and Application:

The following are required for consideration as an applicant to the professional psychology internship program:

Candidacy from a regionally accredited doctoral program in psychology with an emphasis in a Clinical services branch of psychology or a Ph.D. in psychology and candidacy from a formal re-specialization program (In either case APA approval is preferred but not required).

Completion of at least 800 hours of clinical practicum.

Fundamental knowledge of the use of appropriate tests through coursework and practica experiences.

To apply for internship, submit the following:

The APPI Online Application that may be accessed at www.appic.org, click on

“APPIC Online.” Your online application should include the following:

A statement of training rotation interests included in a cover letter.

Curriculum vitae.

APPIC Application (which includes essays and DCT verification of eligibility.
Three letters of recommendation.

A writing sample (preferably a clinical writing sample such as an assessment report). You may also include reprints or brief research papers.

A transcript of all graduate work.

Following the initial review of your application but prior to your placement, the following will also be required. All offers for internship are contingent on successful completion of these requirements during orientation seminar:

Intern Non-Disclosure Agreement (Confidential Information)

Inquiries release and consent (background / criminal history investigation.)

Natalis completely adheres to all APPIC and National Matching Service policies
Please address all applications and inquiries to:

Internship Program Director

Email: solutions@natalispsychology.com

Phone: 651-379-5157

Fax: 651-379-5159

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