SAN BERNARDINO COUNTY DEPARTMENT OF BEHAVIORAL HEALTH
PRE-DOCTORAL INTERNSHIP IN CLINICAL PSYCHOLOGY

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Internship, Admissions, Support, and Initial Placement Data

Agency
The San Bernardino County Department of Behavioral Health is a comprehensive community mental health organization that provides the full range of mental health services to the 2,000,000 or so people in the largest county (in area) in the continental 48 states. The Department has approximately 1,035 employees, including psychiatrists, social workers, marriage and family therapists, occupational therapists, nurses, case managers, mental health specialists, interns in psychology, social work, occupational therapy, and marriage and family therapy, and psychologists. Outpatient, forensic, and day treatment/clubhouse services are provided in the Department’s multiple community-based clinical sites, including neighborhood and outlying Department regional centers and detention facilities, as well as through sites contracted with various area private agencies and providers.

Positions Available
Six full-time (40 hours per week) doctoral-level clinical psychology internship positions. No half-time positions are offered for 2020-21. Last year there were 84 applicants in Phase I of APPIC for our six intern positions. We interviewed 32, and matched with 3 interns in Phase I; Phase II yielded 66 applicants, 19 interviewees, and 3 matched interns.

Intern Year
July 6, 2020 – July 2, 2021

Summary of Service Experiences Available
A wide variety of clinical experiences is available in this internship, and while interns will be placed in only two programs (rotations) themselves, they will learn about a number of other programs through case presentations by other psychology interns. Opportunities are typically available for experiences in: intake evaluation and disposition; diagnosis; crisis intervention; psychological testing with many types and ages of clients; outpatient individual, conjoint, family and group therapy with clients of many ages; day treatment and/or client clubhouse work; case management; mental health rehabilitation (therapeutic training in life skills); complete clinical documentation and record-keeping; interdisciplinary teamwork; and utilization review processes. The Department supports several client clubhouses. The Department has one clinic for clients who have both psychiatric and substance use problems, and there is also a separate division for substance use treatment alone. The Department has a treatment program for persons on welfare who have a mental health impediment to resuming employment. The internship provides supervision in psychological testing. Psychotherapy and mental health rehabilitation are provided with limits determined by diagnosis and level of dysfunction.
**Consumers**

Department services are available to persons covered by Medi-Cal and to other residents who do not have health coverage, on a sliding-scale basis. Priority is given to more severely disturbed children and other clients most at risk. The majority are persons with low or no income, though there are also some middle-class clients. Most are receiving public assistance and many have relatively severe psychopathology. The client population includes roughly 16% African-Americans, 40% Latino/Hispanic, 32% Caucasian, 2.5% Asians, and 1% Native-Americans (local population 9.5%, 53%, 29%, 7% and 2%, respectively). Approximately 27% of County residents are under the age of 18.

**Hourly Stipend**

$15.20 per hour @ 1,900 hours ($28,880, paid bi-weekly, for hours actually worked). The stipend is only paid for the one continuous training year of Internship. Holidays and other time off are not paid time, but interns can usually earn the full stipend and still take off all official staff holidays, plus about 7-9 days of (unpaid) discretionary time. Interns are hired as *Graduate Student Interns*. The County provides 24 hours of sick leave pay.

**Theoretical Orientation**

As an organization, the Department of Behavioral Health adheres to the community mental health philosophy, including early treatment of emotional disorders, providing services in non-clinic locations when appropriate, and responsiveness to changing community needs. California uses the "Recovery Model" for delivery of Medi-Cal/Medicaid services, with an emphasis on services for those in acute need, the severely and persistently mentally ill, and "at risk" children and families. The Department has made progress in implementing a "mental health recovery" philosophy of care, which places emphasis on optimism regarding client improvement, assistance with basic resource needs, client empowerment, reintegration into the community, and the value of client self-help. Outpatient services involve a strong emphasis on brief treatment and group treatment, though interns may have the opportunity to work with some clients for 6 months or longer. The Department has a set of evidence-based practice guidelines (2005) that staff can consult while planning care, based on American Psychological Association and American Psychiatric Association findings and position statements. A wide range of theoretical orientations is found among our staff, including persons of the Ego-Psychological, General Psychodynamic, Cognitive-Behavioral, Humanistic, Gestalt, Attachment, Eclectic/Integrative and Existential persuasions. The Department is committed to the multidisciplinary team concept, and interns will gain experience working alongside those of other disciplines as part of a services team.

**Internship Mission**

The mission of the program is to provide clinical psychology internship training of as high a quality as possible, for the purpose of preparing doctoral psychology students to practice ethically and with excellence as clinical psychologists, providing services in ways that respect and preserve the rights and dignity of all in society. We seek to prepare interns to function well in later employment, particularly in public mental health (and we encourage them to apply for positions with the Department following graduation). The training program helps interns to provide effective, appropriate, high quality services to Department clients as a part of their training. The program emphasizes professionalism as an outcome goal of the training experience for all interns. Interns are expected to demonstrate openness to learning and constructive feedback in order to facilitate professional growth. Consideration and respect for others in the workplace is expected so that interns and others can enjoy productive working relationships. Interns are assisted in forging an
important balance between confidence and humility, and in gracefully and productively managing the many technical and time-intensive demands of the program.

**Internship Philosophy of Training**

The internship program’s philosophy of training is most similar to the “practitioner-scholar” model. It provides practical training and experience in those activities fundamental to the clinical functioning of psychologists (assessment, intervention, consultation, supervision, and research/evaluation). It encourages careful thinking, evidence-based practice, and regular use of the professional literature to inform practice. Specialization is seen as more appropriate for postgraduate supervised experience, so the major emphasis here is on good, sound, basic training, building on the classroom and practicum exposure to interviewing, psychotherapy, and psychological testing required of all applicants. The internship allows the opportunity to practice, refine, and expand these skills in a real-world setting. (To some extent, specialization interests may be pursued here by careful choice of rotation placements and supervisory consultation.)

Graduates of this program will have appropriate knowledge, grounding and skill in interviewing, intake assessment leading to formal diagnosis, psychological testing, treatment planning, individual and group psychotherapy, case management, and use of community resources. Interns will also gain a lesser amount of experience in consultation, crisis intervention, family psychotherapy (when available) and practicing supervision. All interns will gain some experience with seriously disturbed clients, in day treatment programs or client clubhouses. Interns are encouraged to gain skills as well in couples therapy and mental health rehabilitation. Assessment and treatment of children occur in almost all outpatient placements, and interns will receive exposure to the complications of working with dual diagnosis (mental illness and substance use) clients. Interns will receive exposure and training with respect to a wide range of clients on dimensions of age, gender identification, ethnic/cultural background, sexual orientation, and problem type, including psychotic, persistently mentally ill, and potentially suicidal clients. Research/evaluation is encouraged as another basic skill of psychologists, and interns spend some time either doing a brief applied research/evaluation project directly relevant to daily clinic operations, client care, or treatment outcomes, or participating in ongoing Departmental research/evaluation. The time needed to accomplish basic clinical training precludes having community outreach or other indirect services form more than a small part of an intern's experience.

The program strives to provide interns with insights regarding general human functioning that are applicable to all people, so that mental and emotional problems can be understood as a subset of the broad range of human experience and behavior. The scientific and professional literature is available throughout the year to encourage a comprehensive understanding of human behavior and to keep us mindful of the research support (or lack thereof) for our ideas and techniques. All interns will spend at least six months in a general or specialized outpatient clinic.

To structure the clinical learning experience, minimum requirements are set for the year. 15 intake evaluations, 8 test batteries with reports, 400 hours of psychotherapy (including minimums of 50 hours of group therapy, 100 individual hours, 20 hours of family/couples therapy), 2 crisis interventions, 10 hours of day treatment or client clubhouse experience, 2 consultations apart from psychological testing consultations, 10 hours of case management activities, one presentation for the intern seminar, and the use for supervision of 20 recorded or observed sessions. All interns are expected to work with both child (as available) and adult clients during their outpatient rotation. Interns are expected to correctly diagnose two-thirds or more of the
diagnostic vignettes in a diagnosis test given late in the training year. It is a goal of the program that by the end of the internship, interns will be functioning with clinical skill competence, responsibility, judgment, and ethical sensitivity adequate for entry into the post-degree, pre-licensure practice of clinical psychology.

We believe that better training is achieved through longer and more in-depth experiences than through a greater number of brief experiences, so interns select two six-month rotations for the year. Generally speaking, we expect about 40% of an intern's hours to be spent in client contact (16 hrs./wk.). Interns do contribute significantly to the programs in which they work, but the training experience is judiciously protected from program demands by the coordinator and the supervisors. Opportunities for the development of professional identity are provided through the examples of supervisors, discussion of professional issues in group supervision and in the intern seminar, the interdisciplinary work in the clinics, addressing professional roles and ideals in supervision, and occasional activities with psychologists at other settings.

We believe that clinical psychologists must know themselves well in order to be maximally effective as professionals. Our individual and group supervision sessions, therefore, are used not only to discuss cases and professional issues but also to provide opportunity for personal examination and feedback and a chance to reflect on how our personal characteristics and feelings affect our functioning as psychologists. Openness to this process of self-examination and honest, helpful feedback to and from others is highly encouraged. One hour per week is made available for a voluntary process or countertransference group for interns, in which further discussion and exploration of countertransference issues may take place. (The internship program's policy statements from the internship manual regarding its mission, its outcome goals and self-assessment methods, and its philosophy of training are available upon request).

We believe that growing into the role of a psychologist involves interns representing themselves in a professional manner with consumers, peers, and supervisors alike. Receptivity to constructive criticism, openness to supervisory input, and maintaining a positive, humble and respectful attitude are expected during the internship. Interns who may struggle in these areas will be supported to address personal issues which may be interfering with the various demands of internship. Professionalism and respect toward supervisors and others is expected, and viewed as equal in importance to clinical skill and work.

**Training Program Components**

An important training experience here is an intern's actual clinical work (together with the supervision on that work). There is also a planned, weekly two-hour didactic seminar with presentations on a wide variety of topics related to the field, including psychopathology, treatment modalities, psychological testing, ethics, cultural competency, mental health administration and professional issues. Each intern contributes one presentation to this seminar during the year. Most clinics hold interesting case conferences weekly. Training in multi-cultural issues, clinical supervision, specialized clinical interventions and ethical/legal issues is available every year through Departmental in-service or online training, and training in clinical recordkeeping is provided to new staff. A few half-day retreats are held during the year for all supervisors and interns. The intern process (countertransference) group mentioned above has been felt by past interns to have been important in helping them to make good use of the other training experiences, and informal interaction with other interns in discussing cases and problems has also been helpful.
Typical Intern Week
Exact hours will vary with the different programs of assignment, but the internship structure and requirements will typically result in a weekly, average schedule such as the following:

- 10 hrs. treatment
- 2 hrs. intake
- 1-4 hrs. testing, scoring, and/or report writing
- 2 hrs. individual supervision
- 2 hrs. group supervision by coordinator
- 2 hrs. intern didactic seminar
- 1 hr. intern process/countertransference group
- 1 hr. clinic staff meeting
- 2 hrs. clinic treatment team and/or case conference meetings
- 5 hrs. clinical documentation
- 9 hrs. consultation, crisis intervention, collateral, case management, research/evaluation, in-service training, etc.

Supervision
Interns receive a minimum of one hour of individual supervision each week from a licensed psychologist who is their primary supervisor for their clinic of assignment. They also receive two hours of group supervision from the coordinator each week. A fourth hour of individual supervision is related to oversight of testing issues. The program requires some use of recordings of client sessions in individual supervision. In group supervision sessions, the coordinator will be taking a process approach to supervision, emphasizing the interactional processes of therapists and clients together, conceptualization of the relationship of developmental phenomena to current functioning, motivations for all behaviors (of both clients and therapists), emotions that are being avoided, and transference and countertransference issues. The coordinator’s own theoretical orientation is based on developmental and attachment theories, and is integrative with cognitive-behavioral and family systems ideas. Hours of supervised professional experience (SPE) in the intern program will be arranged so as to count toward psychology licensure in California to the extent permitted by the CA Board of Psychology (Note that the CA Board of Psychology requires that a minimum of 1500 hours of SPE are post-doctoral).

Candidates who match with our internship will be required to obtain a Mental Health Professional Licensing Waiver from the State of California (the Department assists with this process) as part of the hiring process.

Evaluation
Supervisors provide formal evaluation of an intern’s abilities and performance after each quarter of the training year. Outcome goals are evaluated at the end of the fourth quarter. Individual conferences with the coordinator at the end of each rotation provide an opportunity for summarizing and planning for the future. Interns evaluate their supervisors at the end of their supervisory association and evaluate the internship program after 6 months and at the end of the training year. After leaving the program, interns are surveyed for further feedback about the program after one year and five years of further experience.

Rotations
Subject to the approval of the coordinator, interns will select two placement rotations for the year from the Department programs listed below (including at least one general outpatient [non-
forensic clinic). In general, it is expected that these will be two, six-month rotations. At some time during the year, each intern will participate for at least 10 hours in a day treatment program or client clubhouse. Some outpatient clinics have their own day treatment/clubhouse programs, but a program in another facility may be utilized if necessary. Each intern will contribute to the "walk-in" triage/crisis needs of clients in the clinics in which they work. Rotations may also be chosen to accommodate special training needs or personal interests of an individual student. If identified, you should discuss these interests with the coordinator before applying for a position in our program.

Assigned clinical rotations will be established by the coordinator following the APPIC match process, with competing placement requests resolved first by degree of training need and secondarily by maximizing requested rotation matches for the entire intern group. Final acceptance into a rotation will be contingent on the approval of the placement’s primary intern supervisor and clinic supervisor upon your arrival here.

The following descriptions give a brief overview of the currently available clinical training rotations. Some sites listed have psychologists on their staff, and some have the rotation’s primary psychologist supervisor on site; others are available as a rotation, but the primary psychologist supervisor may be located at a different site. Information regarding psychologist supervisors is listed with each site. Generally there is only one psychology intern placed at each site (TAY clinic current has two interns). Available supervisors and clinical sites may be subject to change prior to or after the start of internship.

**General Outpatient Rotations**

**Transitional Age Youth (TAY) Center**

The "one stop" Transitional Age Youth (TAY) Center provides psychotherapy, case management and psychiatric services to underserved populations in the 16-25 age range. The clinical population includes individuals with significant emotional disturbances, high users of acute facilities, homeless, dual-diagnosed and those with histories of incarceration or currently on probation or parole. Much focus is on assisting adolescents and young adults to self-improve through career development, educational opportunities, social skills building and other issues directly related to the crucial tasks of moving from adolescence into adulthood.

Location: 780 E. Gilbert Street, San Bernardino, CA 92415.

**Vista Community Counseling**

Vista Community Counseling clinic in Fontana is a smaller facility relative to our other outpatient clinics. The clinic provides the full range of outpatient services, including case management, group, individual, and family therapy. Interns have the opportunity to be a part of interdisciplinary team meetings, which include a staff of psychiatrists, MFTs, social workers and case managers. The clinic provides services to clients of various age groups and interns can expect to work with a range of diagnostic issues. Interns are also sometimes given the opportunity to work with special populations, such as children in the foster care system. Work experiences through this clinic include intake assessments, testing and individual and group therapy. Interns often have the opportunity to co-facilitate therapy groups with interns of other disciplines (MFT or MSW). The Pathways to Recovery clubhouse is located at this clinic.
Mariposa Community Counseling Center

Approximately 20 miles west of San Bernardino, Mariposa CCC provides clubhouse services for adults and the full range of other outpatient services to adults, teens and children. Opportunities are available for intake assessments, individual and group psychotherapy, psychological testing and for milieu contact with clients in the Amazing Place consumer clubhouse, located adjacent to the clinic. Interns may have the opportunity for in-vivo observation of the primary supervisor’s conducting group psychotherapy. The Mariposa clinic is located conveniently just off the 10 freeway, in a new facility.

Location: 2940 Inland Empire Blvd., Ontario, CA, 91764

Forensic Rotations

The two forensic programs –STAR and CHOICE (see program descriptions below) may involve providing direct assessment/treatment services to individuals with either (or both) violent and/or non-violent criminal backgrounds.

Supervised Treatment after Release (STAR)

The STAR program provides individual and group therapy treatment and case management to court-referred, dual-diagnosed adult clients with serious and persistent mental illness. STAR clients are non-felony offenders for whom participation in the program is a condition of probation through the San Bernardino County Mental Health Court. Interns provide individual therapy and lead process and skill-building treatment groups. Interns typically have the opportunity to conduct intake assessments, psychological testing, case management, and participate in some courtroom case proceedings. Client treatment involves ongoing interdisciplinary coordination, as care is provided in conjunction with social workers, parole officers, psychiatrists, clinical psychologists, and office staff. Dr. Thorn is currently providing supervision at STAR.

Location: 1330 Cooley Drive, Colton CA 92324

Choosing Healthy Options to Instill Change and Empowerment (CHOICE)

CHOICE serves offenders who were recently released from the state prison system and are completing a program with CHOICE as a condition of their release. All clients are on probation, and interns work with probation officers during the course of treatment and service coordination. Some clients are dual-diagnosis and are currently in supervised housing or attending drug rehabilitation in conjunction with their program at CHOICE. Most clients are in room and board housing coordinated by the CHOICE program, until they are released from probation, and are required a minimum of 3 contacts with staff per week. This is a small team, and it is important that all individuals work closely together to provide services to the clients. Duties include initial screenings, intake assessments, individual therapy, group therapy, crisis intervention, case management, and psychological testing. There are sometimes opportunities to work with the STAR teams and/or testing clients while at this rotation. At least
one day per week is spent at the Probation Department’s Day Reporting Center (DRC) in downtown San Bernardino, conducting therapy groups.

Location: 1330 Cooley Drive, Colton CA 92324

Current Primary Supervisors

**Primary Intern Supervisor:** Kelline M. DeEspinosa, Psy.D. (1998, California School of Professional Psychology, Los Angeles, CA) (909) 579-8100

At the Mariposa clinic, Dr. DeEspinosa provides individual and group psychotherapy and crisis intervention services. In addition to supervising psychology interns, Dr. DeEspinosa also supervises pre-licensed psychologists who are earning post-doctoral hours toward licensure. Dr. DeEspinosa’s clinical work has focused on treating severely and persistently mentally ill adults in a community mental health setting. She also has experience treating adults who have been dually diagnosed. Dr. DeEspinosa’s theoretical orientation is cognitive-behavioral. Dr. DeEspinosa provides intern supervision at Mariposa Community Counseling.

**Primary Intern Supervisor:** Melanie Daye, Ph.D. (2011, California School of Professional Psychology at Alliant International University, Los Angeles, CA) (909) 387-7243

Dr. Daye completed clinical practicum and internship experiences with the Family Center in Covina (child, adolescent, and family therapy & psychological testing), with BHC Alhambra Hospital’s Reasons Eating Disorder Center (inpatient, partial hospitalization, and outpatient treatment) and with the Department of Behavioral Health’s (DBH) Psychology Internship Program, with rotations at the Mariposa (formerly Upland) Clinic and at the Transitional Age Youth Center (TAY). Dr. Daye completed her post-doctoral clinical hours in a private group practice where she facilitated intensive outpatient program therapy groups (mood, eating, and substance/dual diagnosis disorders), assisted in program development, and conducted psychological testing. Dr. Daye’s graduate research has focused on human-animal interaction studies and her research interests further include health psychology, and social/personality psychology related topics. In 2012, Dr. Daye returned to DBH and was hired for a position at the TAY Center, working with young adults, conducting individual and group therapy services, and carrying out other clinic-specific tasks. Dr. Daye’s theoretical orientation is integrative (cognitive-behavioral, dialectical-behavioral, solution-focused, motivational, existential, and self-psychological) and her supervisory approach is integrative as well. Dr. Daye is the primary intern supervisor for the TAY clinic.

**Primary Intern Supervisor:** Bethany Magnelli, Psy.D. (2002, Alliant International University, San Diego, CA) (909)423-0750

I have worked for San Bernardino County for twenty-one years—first as a probation officer, then as a marriage and family therapist, and now as a licensed psychologist supervising a forensic program. I have worked extensively with dually diagnosed offenders in correctional and outpatient settings and lean heavily on solution-focused therapy, relapse prevention planning, and trauma reprocessing. In addition to serving as the primary intern supervisor at the CHOICE rotation, Dr. Magnelli is also Clinic Supervisor for CHOICE.

The Psychology Intern Program Supervisor (Training Director) serves as the primary intern supervisor for the Vista and STAR programs.
Internship-related DBH Programs (NON-ROTATIONS)
The following are some of the Department’s consumer-service programs, not directly involving the internship program, and are not available as training sites.

The Research and Evaluation unit is located at the Department’s Administration unit collects and analyzes client demographic and treatment outcome data for management information and reporting purposes. It is not a formal rotation, but interns could be involved in the use of the Department’s extensive client information database to answer questions of interest, in satisfaction of the Program’s evaluation requirement.

The CalWORKs program assists clients on public assistance to overcome emotional barriers to resuming paid employment. No rotation is currently available.

The Department has nine client clubhouses (activity and socialization centers), in San Bernardino, Fontana, Rialto, Redlands, Ontario, Barstow, Morongo Basin, Lucerne Valley and Victorville. An intern would provide informal counseling, facilitate support groups, teach psycho-education courses, assist with vocational training, and assist with clubhouse projects. Interns are required to spend a minimum of 10 hours over the course of the training year in contact with either day treatment or clubhouse settings. There are no psychologists on staff at these facilities, but off-site consultation/supervision will be provided.

The Quality Management and Compliance Units oversee compliance of Department staff and units with Federal, State, and local regulations (including Medicare, Medi-Cal, and HIPAA). The Quality Management plans and implements the Department’s quality assurance program, while the Compliance unit oversees clinical regulatory/licensee issues. No rotation is currently available.

The AgeWise Program provides mental health treatment and case management outreach for older adults. In addition to clinical staff, trained senior peer counselors facilitate support groups. Referrals and consultation are available to individuals, families and agencies working with the elderly. Interns have sometimes provided small amounts of work within this program (i.e.: facilitated a group). Services are provided in all areas of San Bernardino County. No rotation is available, but interns with particular interest may possibly have an opportunity to provide limited services at this unit.

The Community Crisis Response Team (CCRT) is a community-based mobile crisis response program for individuals experiencing a psychiatric emergency. The team responds to crises involving adults, children and adolescents across San Bernardino County.

Facilities and Environment
The largest Department clinical center is at the San Bernardino County Health Services Center, in Rialto. Most outpatient clinics where interns work are generally in newer facilities. Moreover, staff are pleasant, friendly and competent, and interns have consistently been welcomed in the working programs. Office space for interns is sometimes sparse, but we cope adequately. Interns normally have their own office, though occasionally office cubicles must be utilized, depending on the clinic. The Psychology Internship program has a small professional library with several current professional journals and computer stations. The internship program has several digital audio and video devices for recording client sessions. Our testing complement includes major cognitive, neuropsychological screening, and objective and projective behavioral assessment and personality devices. Electronic scoring programs for testing includes: WAIS/WISC, RIAP, MMPI-2 RF, MMPI-A RF, PAI, CATA and CBCL scoring programs. Computers (and internet access) are
standard for all interns. Supervision for psychological testing is provided through a contracted psychologist.

The city of San Bernardino has a population of around 180,000 and is marvelously located in terms of various outdoor and urban activities within reach. The professional and entertainment stimulation of Los Angeles is one hour away, and we are only 30 minutes from Ontario International Airport. The famous, beautiful Southern California beaches are only about 90 minutes away. With only about a half hour of commuting, you could live in a cabin in the nearby mountains. San Diego and Mexico are approximately three hours away. The Redlands Bowl provides outdoor summer entertainment, and weekly “market night” street fairs. There are six, four-year colleges within about ten miles of San Bernardino, including two campuses of the state system. The climate is quite dry and warm. There is smog in the summer (which might cause problems only for those who already have respiratory problems), but winters are generally balmy and beautiful.  

Diversity in Interns, Supervisors, Clients, and Communities
The internship program and the Department desire to attract and retain qualified professionals from diverse ethnic and cultural backgrounds, especially those who are bilingual. The internship has had the following number of minority enrollees in the past several years: three in the 98-99 class; one in the 99-00 class; two in the 00-01 class; five in the 01-02 class; two in the 02-03 class; four in the 03-04 class; none in the 04-05 class; one in the 05-06 class; one in the 06-07; one in the 07-08 class; 3 in the 08-09; one in the 09-10 class; 1 in the 10-11 class; 2 in the 11-12 class; 1 in the 12-13 class; 1 in the 13-14 class; 3 in the 14-15 class; 3 in 15-16 class; 3 in the 16-17 class; one in the 17-18 class; and three in 18-19. The current class has 4 minority interns (Hispanic, Middle-Eastern, and Bi-Racial Asian, and African American). The Department prefers to hire our own interns as employees following their training, when possible, and in most of the past 10 years between one and three of the interns have taken staff positions, with minority and bi-lingual interns being especially valued. Recent reclassification of psychologist positions has resulted in a net loss of available pre-licensed psychologist positions, but they can still be found. Other graduating interns have been hired at the local state hospital, the VA, joined private practice groups, or found formal post-doctoral positions. The six nearby colleges and universities are useful sites for professional peer contacts. Though not part of a formal Post-Doctoral program, pre-licensed psychologists hired by the Department are provided with supervised professional experience required for California licensure.  

As noted above, the local population includes approximately 9% African-American, 50% Latino/Hispanic, 33% Caucasian, 6% Asian, and 0.4% Native-American residents. The Department prints client information in English and Spanish. Department employee percentages are 4%, 9%, 11%, 3%, and 0.3% respectively, while clinical staff are represented as 6%, 12%, 23%, 7% and 0.8%, respectively. Currently there is one Hispanic primary intern supervisor (Dr. DeEspinosa), but no African-American or Asian supervisors among the regular intern supervisory staff. The current primary supervisors include three women and one man.

The client populations of several Department clinics make it possible for interns to make significant contributions to the needs of minority clients. The Department has a dedicated, comprehensive cultural competency program, whose chief officer reports directly to the Department Director. Each year training presentations are held regarding working with minority clients, available for all treatment staff. There are local chapters of the NAACP (San Bernardino) and the Urban League (Los Angeles). San Bernardino County also has a Black Employees
Association, and we have a County Hispanic Employees Alliance. There are local newspapers and radio and TV stations in Spanish and other languages. Cinco de Mayo celebrations are a major event in the local community. Interns are encouraged to attend local community cultural events. Announcements about minority social/professional events are distributed regularly through County email throughout the year.

If you would like to speak with a culturally and linguistically diverse Psychologist in the Department, you can contact Dr. Cristina Minana at: (909) 909-387-7194, CristinaMinana.Perez@dbh.sbcounty.gov. If you request it in advance, we have available following your interview here a culturally and linguistically diverse staff member to discuss with you their situation and diversity in the Department and in the community.

**Accreditation**
The program was first accredited by the American Psychological Association (750 First St. NE; Washington DC 20002-4242, Tel: 800-374-2721; 202-336-5500) as of May 1992, and is currently fully accredited through 2019. Our program is a member of the Association of Psychology Post-Doctoral and Internship Centers.

**Research and Evaluation**
Each intern performs a brief applied research/evaluation project (the equivalent of approximately one week of work time) on treatment outcomes or some other topic of direct benefit to daily Department operations or client care, or participates in some other ongoing Departmental research. This required research/evaluation project, designed to meet APA accreditation regulations, involves evaluating some aspect of treatment or programming practices. Recent intern research topics have included: Efficacy of art therapy with TAY population; effectiveness of training in crisis management for residential care, para-professional staff; measurement of client recovery in forensic programs; fidelity monitoring of the Seeking Safety treatment model in group psychotherapy settings; effectiveness of the Department’s response for staff following the December 2, 2015 terrorist incident; and utilization evaluation of the Department’s Transitional Age Youth hostel residency program. If desired, opportunities may also be available to do dissertation research that has been approved by the Department’s Research Committee.

**Hours**
Interns work 40 hours per week, full-time. Everyone reports for work at 8 a.m. All interns are present on Friday each week for group supervision and for a didactic training seminar. Interns are limited by the Federal Fair Labor Standards Act to 40 hours per week, and the Department allows no more than ten work hours per day. Evening and weekend hours are not currently required, and carrying a Department cell phone is not required. Interns can take 13 days of (unpaid) government holidays, plus approximately 7-9 discretionary days off during the year and still earn the full stipend. A minimum of 1900 hours of supervised professional experience is required for internship completion.

**Current Interns**
Our six 2018-19 interns are from: Argosy University, Orange, CA (2); Alliant International University, Los Angeles, CA (1); Alliant International University, Sacramento, CA (1); University of Indianapolis, Indianapolis, Indiana (1); and Cal Lutheran University, Oxnard, CA (1). In most of our intern groups, a variety of theoretical orientations are represented.

**Positions Following Internship**
In many years between one and three of our interns have been hired as Department staff. One or two seek positions in formal postdoctoral training programs. (We provide required licensing supervision for staff here but do not have a formal postdoctoral program.) Others take positions in state hospitals, prisons, or other county mental health agencies, or return to previous private practice arrangements. Occasionally an intern goes directly into academia. Within the past several years, 7 of our psychology interns were hired into the Department, along with a greater number of interns from other disciplines (MFT, MSW). Recent reclassification of psychologist positions has resulted in a net loss of available pre-licensed psychologist positions, but they can still be found. From the program’s perspective, hiring of interns for post-graduate work is highly desirable and supported.

**Important Qualifications Information**

Essential applicant qualifications are completion of at least three years of graduate study in psychology, current enrollment in a clinical or counseling psychology program (Ph.D. or Psy.D.) at a nationally or regionally-accredited graduate school of psychology, certification by the graduate school of readiness for internship, and adequate course work and practicum background in psychological testing and psychotherapy (at least 1000 total practicum hours and at least three courses in psychotherapy). Applicants should be skilled in the administration and scoring of a standard battery of psychological tests and have familiarity with the interpretation of them. Applicants must also have had actual practicum course experience in psychotherapeutic work (400 hours minimum). Other experiences will not satisfy this requirement. Other minimum amounts of experience required include at least four test reports integrating data from four or more tests and at least five intakes or other mental health evaluation interviews during the course of which you made a DSM diagnosis.

Specific criteria we have developed will be applied in the evaluation of course work and experience of students in traditional and non-traditional programs. While the degree of participation in countertransference therapy issues in supervision is decided by the individual intern (along with a clear program distinction between supervision and psychotherapy), this activity is an important element in the program’s model of training, and interns who do not wish to engage in this learning method will probably feel out of place here. Some preference is given to applicants from APA-accredited graduate programs, though regional accreditation is acceptable in most cases. The County is an Equal Opportunity employer. Minority and bilingual (including sign language) applicants are encouraged to apply. Neither the County nor the internship program discriminates on the basis of age, race, ethnic background, gender, sexual orientation, socioeconomic background, handicap, religion, or health status. Applicants who are paired with our program through the APPIC/NMS match process will be required to complete a San Bernardino County application process, similar in most respects to what is required of non-intern, new Department employees. Final acceptance is contingent on a passing a brief health screening evaluation given by the County to selectees before the start of the internship, including a urine drug screen and two TB tests. Passing a criminal background check including fingerprinting is required for internship. Specific criteria for what constitutes pass or fail of health, drug or background screening is determined by San Bernardino County and/or Department of Behavioral Health Human Resources Department(s), not by the Psychology Internship program. Applicants may inquire with the Program’s supervisor, and effort will be made to assist applicants with specific questions about these criteria/requirements. As mentioned above, candidates who match with our internship will be required to obtain a Mental Health Professional Licensing Waiver from the State of California (the Department assists with this process) as part of the hiring process.
**Application Procedures**
Submit the APPIC uniform application form, through APPI Online, per the timeframe noted on our APPIC Directory page. **The application due date is November 8, 2019.**

Applications will be screened and rated. Selected applicants will be offered a series of interviews during a half-day interview event held at the Intern Program administrative office. In person interviews are preferred for all applicants, though phone or video conferencing interviews are considered for non- Southern California applicants who are unable to attend in person, or other hardship-related circumstances. Acceptances will be accomplished through the computer match program sponsored by the Association of Psychology Post-Doctoral and Internship Centers and National Matching Services. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Please check materials sent to you by National Matching Services to confirm our current program tracks being offered, and their National Matching Services numbers, which are:

**115112 Full-time, General Outpatient** (two 6-month general outpatient rotations, 2 positions) and **115114 Full-time, Outpatient & Forensic** (6 months forensic & 6 months general outpatient, 4 positions). In the national selections match, it will be to your advantage to rank all of our program tracks that you would be willing to accept.

If you have questions about the program, feel free to contact:
Nicole Clasby, Psychology Intern Program Office Assistant
San Bernardino County Department of Behavioral Health
1950 S. Sunwest Lane, Suite 200, San Bernardino, CA 92408
(909) 252-4010
nicole.clasby@dbh.sbcounty.gov

We always look forward to hearing from interested applicants and answering their questions!

Online Brochure on web site:

Rev: 09/18 D81\brochureandappl05.doc
# Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

<table>
<thead>
<tr>
<th>Total # of interns who were in the 3 cohorts</th>
<th>2016-17 to 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral</td>
<td>18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Setting</th>
<th>PD</th>
<th>EP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community mental health center</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Federally qualified health center</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Independent primary care facility/clinic</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>University counseling center</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Veterans Affairs medical center</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Military health center</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Academic health center</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other medical center or hospital</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Psychiatric hospital</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Academic university/department</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Community college or other teaching setting</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Independent research institution</td>
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<td>0</td>
</tr>
<tr>
<td>Correctional facility</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>School district/system</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Independent practice setting</td>
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<td>1</td>
</tr>
<tr>
<td>Not currently employed</td>
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<td>2</td>
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<tr>
<td>Changed to another field</td>
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<td>0</td>
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<tr>
<td>Other</td>
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</tr>
<tr>
<td>Unknown</td>
<td>0</td>
<td>6</td>
</tr>
</tbody>
</table>

Note: “PD” = Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position. Internship Program Admissions
Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program’s policies on intern selection and practicum and academic preparation requirements:

Interns can apply to one of two separate training tracks, consisting of two, 6-month rotations each: An Outpatient track (2 separate outpatient rotations) or a Forensic/Outpatient track (1 forensic, 1 outpatient rotation). Clinical Requirements of the training year: 400 therapy hours; 8 test batteries with reports (some experience and working knowledge of major psychological tests will be important for applicants, due to the above testing requirement); 15 intakes; 2 crisis interventions; 2 consultations; 1 research/evaluation project; 1 didactic presentation. Prior work with children/adolescents not required, but interns will be required to work with these populations at least part of the training year. See our online brochure and APPIC Directory Page for additional details.

| Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many: |
| Total Direct Contact Intervention | N☐ | Y☒ | Amount: 400 hours |
| Total Direct Contact Assessment | N☐ | Y☒ | Amount: 40 hours |

Describe any other required minimum criteria used to screen applicants:

1) APA or Regional Accreditation; 2) Psychology Major; 3) Ph.D. or Psy.D. program; 4) Completion of at least 4 integrated testing reports, using at least 4 major test devices each; 5) 1000 total practicum hours; 6) Completion of at least 5 intake interviews

Financial and Other Benefit Support for Upcoming Training Year*:

| Annual Stipend/Salary for Full-time Interns | $28,880 for 1900hrs |
| Annual Stipend/Salary for Half-time Interns | N/A |
| Program provides access to medical insurance for intern? | Yes ☒ No |
| If access to medical insurance is provided: | N/A |
| Trainee contribution to cost required? | Yes ☒ No |
| Coverage of family member(s) available? | Yes ☒ No |
| Coverage of Legally married partner available? | Yes ☒ No |
| Coverage of domestic partner available? | Yes ☒ No |
| Hours of Annual Paid Personal Time Off (PTO and/or Vacation) | None |
| Hours of Annual Paid Sick Leave | 24 |
| In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? | Yes ☒ Provided Intern can complete program within same Yr. No |
| Other Benefits (please describe): | None |
*note: Programs are not required by the Commission on Accreditation to provide all benefits listed in this table