



Psychology Internship

Behavioral Health

2021-2022

San Bernardino County Department of Behavioral Health Internship Program

| www.sbcounty.gov/dbh

**County of San Bernardino
Department of Behavioral Health
Psychology Internship Program Brochure**

Introduction to the Department of Behavior Health

The San Bernardino County Department of Behavioral Health (DBH) 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 psychologists, psychiatrists, social workers, marriage and family therapists, occupational therapists, nurses, case managers, mental health specialists, and interns in various disciplines. Outpatient, forensic, and day treatment and clubhouse services are provided in the Department's multiple community-based clinics, including neighborhood and outlying Department regional centers and detention facilities, as well as through sites contracted with various area private agencies and providers.

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. The program is awaiting a decision on the renewal of our accreditation and is expecting notification in November. Our program is a member of the Association of Psychology Post-Doctoral and Internship Centers.

Treatment 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 continues to make progress in implementing a "mental health recovery" philosophy of care, which emphasizes 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 the entire year. The Department has a set of evidence-based practice guidelines (2005) that staff can consult while planning care based on the American Psychological Association and American Psychiatric Association findings and position statements. A wide range of theoretical orientations is found among our staff, including Psychodynamic, Cognitive-Behavioral, Humanistic, Gestalt, Systems, Eclectic/Integrative, and Existential. 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.

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Internship Opportunity

- Six full-time (40 hours per week) positions for the 2021-2022 training year.
- Annual Stipend of \$32,452, paid bi-weekly for hours worked.
- Health insurance is available for purchase.
- Three sick days per year, 13 unpaid holidays, and up to 9 unpaid personal days available.

The DBH internship has six full-time (40 hours per week) doctoral-level clinical psychology internship positions. No half-time positions are offered for 2021-22. Last year there were 79 applicants in Phase I of APPIC for our six intern positions. We interviewed 32, and matched with 3 interns in Phase I; Phase II had 64 applicants, 17 interviewees, and 3 matched interns.

The internship year begins July 6th, 2021, and ends July 1st, 2022. The stipend for the training year is \$32,452, paid bi-weekly. Interns do not earn holiday or vacation pay; all pay is based on the total hours that are worked. Interns do receive 3 days of sick leave per year. The total salary is calculated based on the hourly rate and the number of hours required to complete internship (\$17.08 x 1900).

The County has approximately 13 recognized holidays per year, which allows interns to take roughly 9 days of unpaid leave during internship. This is often used by interns to defend their dissertation, attend graduation, and to take vacation time. It is possible to work more than 1900 hours during the internship and earn more than the advertised stipend.

Applicant Qualifications

- APA-Accredited Program
- Three years of graduate coursework
- 850 hours of total experience
- 340 hours of direct service
- 50 hours of testing

The program aims to ensure that all interns that match with DBH are successful in completing their internship and that their training goals align with the experiences that they will receive. The internship program sets qualifications each year that reflect realistic requirements to be successful during the training year. Essential applicant qualifications include the 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.), certification by the graduate school of readiness for internship, and adequate course work and practicum background in psychological testing and psychotherapy (at least 850 total practicum hours).

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 (340 hours minimum of direct

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service experience). Other experiences will not satisfy this requirement. Other minimum amounts of experience required include experience administering, scoring, and interpreting psychological assessments (50-hour minimum).

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 the countertransference group 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. Interns who do not wish to engage in this learning method may probably feel out of place here.

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 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 a pass or fail of health, drug, or background screening are determined by San Bernardino County and/or Department of Behavioral Health Human Resources Department(s), not by the Psychology Internship program. ***Please note: Applicants will be responsible for the cost of fingerprinting if they cannot be completed at the San Bernardino County Sheriff's Department.*** 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.

Internship Training Experience

A wide variety of clinical experiences are available during this internship. Interns will be assigned to a primary clinic for one year. Each intern will be placed in a clinic determined by the track that they matched (Forensic or Outpatient) and the best match between their skills and interest. ***Previous forensic experience is not necessary to apply to the forensic track. Applicants are welcome to apply to both tracks, and must apply to both tracks to be considered for both.*** The forensic track does not involve working in jail or prison settings and does not require specific legal knowledge beyond what is expected in the outpatient clinics. Individuals that match in the Outpatient Track will be expected to work with children, adolescents, and adults. All interns are expected to provide psychological assessments for adolescents and adults regardless of which track

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or clinic the intern is match with.

Opportunities typically available within the intern's assigned clinic include intake evaluation and disposition; diagnosis; crisis intervention; psychological testing, outpatient individual and group therapy, 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.

Interns will also gain experience working with populations and departments outside of their own clinic. Interns provide psychological assessment to clients located in other clinics to gain exposure to testing different populations, provide consultations to various disciplines, and provide supervision to practicum students and residents. Interns also work with the Psychiatry Residency Program to provide case consultation and interdisciplinary treatment, conduct presentations for Cultural Competency subcommittees, and provide education to Emergency Room staff that encounter mental health crises.

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 of clients meet the criteria for Severe and Persistent Mental Illness (SMI) or Severe Emotional Disturbance (SED). DBH also serves a diverse population. 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.

DBH clinics primarily operate as interdisciplinary teams consisting of psychologists, psychiatrists, marriage and family therapists, social workers, drug and alcohol counselors, and nurses. The Department also has specialized stand-alone services for Substance Use Disorders (SUD). Interns are not responsible for the treatment of SUDs, but will frequently encounter them during treatment.

Internship Mission

The primary mission of the program is to provide high-quality training to assist doctoral psychology interns in developing competency in the nine profession-wide competencies (PWCs). General clinical training is offered, rather than specialization. The internship program aims to develop competencies in each of the nine identified areas through clinical experience and clinical supervision. Interns will be trained to be competent at the level of an entry-level psychologist.

The internship program seeks to prepare interns for employment following graduation and will encourage them to consider careers in public mental health. In particular, the program will prepare doctoral psychology students to work as staff members of the Department of Behavioral Health. By the end of the internship, interns will have developed the skills necessary to work as a pre-licensed psychologist in a community mental health setting or pursue specialization through post-doctoral training.

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The program will provide effective, evidence-based, high-quality clinical services to underserved and unserved populations with severe and persistent mental illness (SMI), or severe emotional disturbance (SED). The program will provide training in evidence-based treatment for various SMI diagnoses through a combination of didactic, seminar, and grand round trainings. Interns will receive clinically focused supervision to refine their skills, and to continue to improve their ability to serve this population.

To accomplish the above goals in this setting, a “practitioner-scholar” model of training is the most appropriate. The primary emphasis is on learning practitioner skills, but also promoting the use of professional information-gathering and data collection and analysis skills in the clinical setting when possible and appropriate to improve the quality of client care.

Training Summary

The internship program will provide high-quality training consistent with the APA accreditation standards. The training will focus on the nine Profession-Wide Competencies (PWC) and Program Specific Competencies and will train interns to an entry-level psychologist/post-doctoral level. This will be assessed using the annual program evaluation feedback of the interns and supervisors. Each PWC will contain a list of experiential and measurable activities to assist the intern in achieving competence and to assist the supervisor in evaluating competency.

All interns will receive training to develop competency in:

1. Research
2. Legal and Ethical Standards
3. Individual and Cultural Diversity
4. Professional Values, Attitudes, and Behaviors
5. Communication and Interpersonal Skills
6. Assessment
7. Intervention
8. Supervision
9. Consultation and Interprofessional/Interdisciplinary Skills

During internship, interns will have specific requirements that need to be met to complete the internship. While the intern is expected to demonstrate competency in all nine PWC, the following requirements have numerical requirements that must also be met. These requirements should be seen as a guide to assist the intern in achieving competence and not a set point to finish within a specific area of competence.

All interns will complete the following requirements:

1. A research project approved by the primary supervisor or Training Director.
2. 475 hours of direct client contact, also referred to as direct services.
3. 5 assessment batteries.
4. A consultation experience, approved by the primary supervisor or Training Director.
5. 60 hours of continuing education training.

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Interns will also participate in the supervision of graduate-level providers, completion of intake assessments, crisis interventions, and participation in Cultural Competency Subcommittee Meetings. These activities are necessary to demonstrate competency, and do not have a numerical requirement as each intern's experience will vary by skill and location.

The internship program believes that interns require consistent feedback on their performance to foster growth and a time to incorporate that feedback. To allow for time to grow, the internship provides semiannual intern evaluations that occur at the end of each rotation. The internship program follows the APA Guidelines for Clinical Supervision in Health Service Psychology, which states that feedback is provided consistently, clearly, and in an actionable manner.

COVID-19 Impact

DBH provides essential mental health services to individuals that are often considered to be the most vulnerable. COVID-19 has significantly impacted San Bernardino County, and DBH has continued to serve the community by providing mental health services, providing support at testing sites, and conducting contact tracing. DBH, in collaboration with other county agencies, will continue to serve the needs of the community during this crisis.

Interns that are matched with the DBH internship program **are considered essential workers**. Interns do not assist with providing support at testing sites or with contact tracing. During the pandemic, interns have and will be expected to continue serving clients throughout internship. During the 2019-2020 training year, when COVID-19 began to impact training, interns moved to telehealth service, using both phone and video technology to provide services. Supervision and trainings were moved to video conferencing platforms, and interns were able to telecommute, although interns did provide some in-person services and work in the clinics when necessary. During the 2019-2020 training year, all of the interns were able to complete all of the requirements needed to complete internship. The program anticipates that future classes will continue to be able to provide services and meet the requirements required to complete the internship. ***These services will likely be in-person and available through telehealth for the 2021-2022 internship year.*** Interns will be expected to perform services in the clinics similar to other clinical therapists in the department when it is safe to do so. DBH expects all safety protocols to be in place prior to the start of the 2021 internship.

DBH takes the health and safety of its employees and clients seriously and has worked closely with the Public Health Officer, and medical staff to establish safety procedures for each clinic. Safety procedures are in place to monitor people before entering clinics, to enforce the use of PPE and physical distancing in County offices, and to address concerns about potential infections or contact with individuals that have tested positive with COVID-19.

Typical Intern Week

Interns typically spend four days per week at their assigned clinic. On Fridays, interns spend the day with the training director in group supervision, training seminars, and then participate in the

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Countertransference Group. Interns spend approximately 40% of their time providing clinical, including individual and group therapy, intake assessments, psychological assessments, and case management. Interns participate in treatment team meetings, some clinic meetings, and monthly internship training meetings.

Interns are provided two hours of individual supervision per week. The primary supervisor provides one hour of individual supervision, and the other is dedicated to psychological assessment and provided by the assessment supervisor. The remaining two hours of supervision are provided in a group format. All primary supervisors and the assessment supervisor are licensed psychologists. Appropriately credentialed and licensed providers from other disciplines including, Marriage and Family Therapy and Clinical Social Work occasionally participate in the training program to augment the training experience by providing group supervision or additional individual supervision.

Internship Locations and Staff

Interns currently work in four primary locations, but also provide psychological assessment DBH clinics in the San Bernardino area. The outpatient clinics serve the surrounding communities and generally serve individuals with Medi-Cal. These clinics offer individual and group psychotherapy, case management, medication services, substance use disorder treatment, and some specialized programs for employment and housing. The following clinics are available during the outpatient rotation(s);

Mariposa Community Counseling Center, 2940 Inland Empire Blvd., Ontario, CA, 91764

Transitional Age Youth (TAY) Center, 780 E Gilbert St, San Bernardino, CA, 92415

The forensic clinics provide outpatient services to individuals that are currently on probations or who are going through a diversion program through the court. Treatment typically includes individual and group therapy, medication services, case management, and substance use disorder treatment. The following programs are available to the interns that match to the Forensic Track;

Supervised Treatment After Release (STAR), 1330 E. Cooley Ave, Colton, CA 92324

Choosing Healthy Options to Instill Change and Empowerment, 1330 E. Cooley Ave, Colton, CA 92324 and San Bernardino Day Report Center 100 W Court St., San Bernardino, CA 92415

Current Training Staff

Name	Location
Michael Finlay, Ph.D.	CHOICE, STAR
Bethany Magnelli, Psy.D.	CHOICE, STAR
Melanie Daye, Ph.D.	Transitional Age Youth (TAY)
Kelline DeEspinosa, Psy.D.	Mariposa
Suzan O'Brien, Ph.D.	Psychological Assessment

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Positions After Internship

While DBH does not have a formal post-doctoral program, the Department makes efforts to retain interns. DBH has hired one intern from the previous three cohorts and has a history of hiring former interns that return to the Department. Interns that have left DBH after completing their internship have secured both employment and post-doctoral positions across the United States. In recent years, interns have received post-doctoral placements at VA Hospitals, Kaiser Healthcare Systems, and Community Mental Health Clinics. Interns have also secured employment within local Department of Mental health agencies, the Department of State Hospitals, private practices, and academic settings.

Application Process

Submit the APPIC uniform application form, through APPI Online, per the timeframe noted on our APPIC Directory page. The application due date is November 6, 2020.

Applications will be screened and rated. Selected applicants will be offered through video conferencing technology beginning in early January. Applicants will be invited to a virtual open house to meet with the current interns and the Training Director. There will be no in-person interviews for the 2021-2022 internship year.

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 (3 one-year positions) and **115114 Full-time, Outpatient & Forensic** (3 one-year rotations). 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

Michael Finlay, Ph.D. Psychology Intern Program Supervisor/Training Director
San Bernardino County Department of Behavioral Health
1950 S. Sunwest Lane, Suite 200, San Bernardino, CA 92408

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(909) 252-4042

michael.finlay@dbh.sbcounty.gov

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

Online Brochure on web site:

www.sbcounty.gov/dbh/InternshipProgram/psychint/default.htm

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Internship, Admissions, Support, and Initial Placement Data

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2017 - 2020	
Total # of interns who were in the 3 cohorts	18	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral	0	
	PD	EP
Community mental health center	0	4
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	3	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	2	2
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	2
School district/system	0	0
Independent practice setting	0	4
Not currently employed	0	1
Changed to another field	0	0
Other	0	0
Unknown	0	0

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

Internship Program Admissions

Date program tables are updated: July 2020

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:

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Interns can apply to one of two separate training tracks, consisting of two, 6-month rotations each: An Outpatient track (2 different outpatient rotations) or a Forensic/Outpatient track (1 forensic, 1 outpatient rotation). Clinical Requirements of the training year: 475 client contact hours; 5 test batteries with reports (some experience and working knowledge of major psychological tests will be necessary for applicants, due to the above testing requirement); consultation project; 1 research/evaluation project. 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 <input type="checkbox"/>	Y <input checked="" type="checkbox"/>	Amount: 340 hours
Total Direct Contact Assessment	N <input type="checkbox"/>	Y <input checked="" type="checkbox"/>	Amount: 50 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) 50 hours of psychological assessment; 5) 850 total practicum hours;

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$32,542 for 1900hrs	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes <input checked="" type="checkbox"/>	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes <input checked="" type="checkbox"/>	No
Coverage of family member(s) available?	Yes <input checked="" type="checkbox"/>	No
Coverage of Legally married partner available?	Yes <input checked="" type="checkbox"/>	No
Coverage of domestic partner available?	Yes <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>	No
The intern can be provided additional time off if the internship can be completed in the same fiscal year.		
Other Benefits (please describe):	None	

*note: Programs are not required by the Commission on Accreditation to provide all benefits listed in this table