



Psychology Internship

Behavioral Health

2025-2026

San Bernardino County Department of Behavioral Health Psychology Internship Program

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

Introduction to the Department of Behavioral 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 people in the largest county (in area) in the continental 48 states. The Department has approximately 1,300 employees, including psychologists, psychiatrists, social workers, marriage and family therapists, nurses, case managers, mental health specialists, and interns in various disciplines. In addition, outpatient, forensic, day treatment, and clubhouse services are provided in the Department's multiple community-based clinics and programs.

Accreditation

The American Psychological Association (APA) and Association of Psychology Post-Doctoral and Internship Centers (APPIC) Accredited Psychology Internship Program, that began in 1971, was first accredited by APA in 1992 and APPIC in 1975.

Treatment Orientation

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" to deliver Medi-Cal/Medicaid services, emphasizing 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. A wide range of theoretical orientations are found among our staff, including Gestalt, Psychodynamic, Cognitive-Behavioral, Humanistic, and Narrative Therapy. The Department is committed to the multidisciplinary team concept, and interns will gain experience working alongside other disciplines as part of a services team.

Internship Opportunity

Six full-time (40 hours per week) positions for the 2025-2026 training year.

- Annual Stipend of \$46,455, paid bi-weekly for hours worked (\$25.03/hour)
- Health insurance is available for purchase.
- Three paid sick days per year, 14 unpaid holidays, and up to 9 unpaid personal days are available (two weeks).

No half-time positions are offered for 2025-26. Last year there were 65 applicants in Phase I of APPIC for our five intern positions. We interviewed 23 and matched with 3 interns in Phase I; Phase II had 48 applicants, 12 interviewees, and 2 matched interns.

The internship year begins June 30th, 2025, and ends June 26th, 2026. The stipend for the training year is \$46,455, paid bi-weekly. Interns do not earn holiday or vacation pay; all pay is based on the total hours worked. Interns receive 3 days of sick leave per year. The County has 14 recognized holidays per year, and allows up to 2 weeks of unpaid vacation during their internship. Interns may choose to forego holidays or vacation to accrue additional hours that may be needed for licensure in other states. All hours worked, up to 80 per pay period, will be compensated at the stipended rate.

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Applicant Desired Minimum Qualifications

- APA-Accredited Program
- Clinical or Counseling Psychology Program – PhD or PsyD
- Three years of graduate coursework
- 500 Direct Client Hours
- 100 (of the 500 direct client hours) Assessment Hours
- 3 Integrated Testing Reports

The program aims to ensure that all interns that match with DBH successfully complete their internship and that their training goals align with the experiences they will receive. 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 500 direct client hours).

Applicants should be skilled in the administration and scoring of a standard battery of psychological tests and have familiarity with their interpretation. Applicants must also have had actual practicum course experience in psychotherapeutic work. Other experiences will not satisfy this requirement. Other minimum amounts of experience required include administering, scoring, and interpreting psychological assessments (100 hour minimum).

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 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 internship, including a urine drug screen and two TB tests. In addition, passing a criminal background check, including fingerprinting, is required for an 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: San Bernardino County DBH does conduct urine screening for THC. While THC is legal in California, it can result in disqualification from employment at this site. Applicants will be responsible for the cost of fingerprinting if they cannot be completed at the San Bernardino County Sheriff's Department.***

Internship Training Experience

A wide variety of clinical experiences are available during this internship. Interns will be assigned to a primary program for one year. Each intern will be placed in a program determined by the track 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 will only be considered for the tracks that they apply, and interview, for. The forensic track will involve working in juvenile hall settings and does not require specific legal knowledge beyond what is expected in the outpatient clinics. Individuals that match in the Outpatient Tracks 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 or program the intern is matched 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, case management,

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mental health rehabilitation (therapeutic training in life skills), complete clinical documentation and record-keeping; interdisciplinary teamwork, and utilization review processes.

Interns provide psychological assessments to clients located in other programs, provide consultations to various disciplines, and provide peer supervision to graduate student interns.

Department services are available to persons covered by Medi-Cal (Medicaid) 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 Severe and Persistent Mental Illness (SMI) criteria 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 programs 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 program's primary mission is to provide training to assist doctoral psychology interns in developing competency in the nine profession-wide competencies. 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 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.

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 treatment for various SMI diagnoses through a combination of didactic trainings. In addition, interns will receive clinically focused supervision to refine their skills and continue improving their ability to serve this population.

To accomplish the above goals in this setting, a "practitioner-scholar" training model is the most appropriate. The primary emphasis is on learning practitioner skills and 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

Training will focus on the nine APA Profession-Wide Competencies and Program Specific Competencies and 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. In addition, each competency will contain a list of experiential and measurable activities to assist the intern in achieving competence and to assist the supervisor in evaluating competency.

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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

Interns will have requirements that need to be met to complete the internship. The following 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:

- 475 client contact hours
- 5 psychological testing batteries with reports
- Professional Consultation Project
- Peer Supervision Experience
- Cultural Competency Sub-Committee Meeting Attendance
- Clinical Presentation
- Continuing Education
 - Supervision
 - Law and Ethics
 - Diversity Topic
- Countertransference Group – 2 times per month x 90 minutes

The internship program believes that part of professional development includes an increased awareness to the therapist's reactions to the client and the role of the therapist in therapy. Interns are expected to participate in a biweekly countertransference group throughout the internship. 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 training model. Interns who do not wish to engage in this learning method may probably feel out of place here.

The internship program believes that interns require consistent feedback on their performance to foster growth and a time to incorporate that feedback. The internship provides semiannual intern evaluations. 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.

Emergency Response

DBH provides essential mental health services to individuals that are often considered to be the most vulnerable. DBH has served the community through several crises in recent history including COVID-19, fires, earthquakes, mass shootings, and the homelessness crisis. In collaboration with other county agencies, DBH will continue to serve the needs of the community during these and future crises.

Interns that are matched with the DBH internship program **are considered essential workers**. Interns are expected to be in person and provide services in the programs. While there may be some telehealth opportunities, the DBH internship program expects the majority of services to be provided in-person.

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Typical Intern Week

Interns spend approximately 40-50% of their time providing individual and group therapy, intake assessments, psychological assessments, and case management. In addition, interns participate in treatment team meetings, 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. The second hour can be provided by the primary supervisor and/or a delegated supervisor to review testing and other program requirements. The remaining two hours of supervision are provided in a group format. All primary supervisors and delegate supervisors are licensed psychologists. In addition, 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 or additional individual supervision.

Internship Locations and Staff

Interns currently work in DBH clinics and forensic programs located in various regions of San Bernardino County. Below are brief descriptions of the possible internship locations for the upcoming year:

Outpatient:

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. Most clinics also have a Club House (client-facilitated program utilizing the recovery model) and a Full-Service Partnership (intensive services) program. Interns will be provided with an opportunity to work with medical services and other mental health professionals. Interns will be exposed to diverse clients and diagnoses. If the intern has a **goal of gaining experience in providing psychotherapy**, the outpatient clinics provide the best opportunity to meet this goal.

There are two outpatient tracks available:

Outpatient Track – Valley 115111

Two (2) positions will be available in two the following clinics:

- Phoenix Community Counseling – 820 E. Gilbert Street, San Bernardino, CA 92415
- Mesa Counseling Services – 850 E. Foothill Blvd., Rialto, CA 92376
- Vista Community Counseling – 17053 Foothill Blvd, Fontana, CA 92335
- Mariposa Community Counseling – 2940 Inland Empire Blvd, Ontario, CA 91764

Outpatient Track – High Desert 115113

One position will be available at the following clinic:

- Apple Valley Community Clinic – 18818 Hwy 18, Apple Valley, CA 92307

Outpatient Children’s Track – Valley 115115

One position will be available in the following program:

- Children and Youth Collaborative – 658 East Brier Drive, Suite 150, San Bernardino, CA 92415

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Forensic:

Forensic clinics provide outpatient services to individuals currently in custody, on probation or going through a diversion program through the court. The following programs are available to the interns that match the Forensic Track:

Forensic Track – Valley 115112

- Forensic Adolescent Services Team (FAST) – San Bernardino County Juvenile Detention and Assessment Center – 900 E. Gilbert Street, San Bernardino, CA

The FAST program serves youth detained in the San Bernardino County Juvenile Detention and Assessment Center. Services include assessments, crisis intervention, and supportive interactions. Interns matching with the FAST program will also work one day a week in an outpatient forensic program providing individual and group therapy.

Forensic Track – High Desert 115114

- A Restorative Integration for Successful Engagement (ARISE) – 21101 Dale Evans Parkway, Apple Valley, CA 92307

The ARISE program includes a secure treatment facility for youth who would have previously been committed to the Department of Juvenile Justice. The primary goal is to provide the tools and rehabilitative services necessary to prevent recidivism and ultimately a successful reintegration back into the community. Treatment typically includes assessment, individual and group therapy, and crisis intervention.

Current Training Staff

Name	Location
René Keres, Psy.D. – Training Director	Outpatient Clinics – Valley
Kathy Evans, Ph.D.	Forensic Programs – Valley and High Desert
Kimberly Olson, Ph.D.	Outpatient Clinics – High Desert
Uchenna Nnaji, Psy.D.	Outpatient Children’s – Valley

Positions After Internship

DBH frequently hires interns as pre-licensed psychologist after completing their internship. Pre-licensed psychologists are able to service and earn hours toward licensure in the majority of DBH programs.

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 15th, 2024, at 11:59 PM EST.

Applications will be screened and rated. Selected applicants will be offered an interview through video conferencing technology beginning in early January. There will be no in-person interviews for the 2025-2026 internship year. In addition, applicants will be invited to a virtual open house to meet with the current interns and the Training Director.

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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:

If you have questions about the program, feel free to contact:

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San Bernardino County Department of Behavioral Health
1950 S. Sunwest Lane, Suite 200, San Bernardino, CA 92408
(909) 252-4026
internprograms@dbh.sbcounty.gov

Dr. René Keres, Training Director

San Bernardino County Department of Behavioral Health
1950 S. Sunwest Lane, Suite 200, San Bernardino, CA 92408
(909) 252-4042
rene.keres@dbh.sbcounty.gov

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

Online Brochure on web site: <https://wp.sbcounty.gov/dbh/careers/>

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Internship, Admissions, Support, and Initial Placement Data

Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated: July 2024

Program Disclosures

<p>Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?</p>	<p>_____ Yes</p> <p>✓ _____ No</p>
<p>If yes, provide website link (or content from brochure) where this specific information is presented:</p>	

<p>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:</p>
<p>Interns can apply to one of five separate training tracks, consisting of year-long rotations each:</p> <ul style="list-style-type: none"> • Outpatient Track – Valley 115111 • Outpatient Track – High Desert 115113 • Outpatient Children’s Track – Valley 115115 • Forensic Track – Valley 115112 • Forensic Track – High Desert 115114 <p>Clinical Requirements of the training year:</p> <ul style="list-style-type: none"> • 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); • Professional Consultation Project • Peer Supervision Experience • Cultural Competency Sub-Committee Meeting Attendance • Clinical Presentation • Continuing Education <ul style="list-style-type: none"> ○ Supervision ○ Law and Ethics ○ Diversity Topic <p>See our online brochure and APPIC Directory Page for additional details.</p>

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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 Hours	Yes <input checked="" type="checkbox"/>	No	Amount: 400 hours
Total Direct Contact Assessment Hours	Yes <input checked="" type="checkbox"/>	No	Amount: 100 hours

Describe any other required minimum criteria used to screen applicants:
Applicant experience (minimums): <ul style="list-style-type: none"> • APA-Accredited Program • Clinical or Counseling Psychology Program – PhD or PsyD • Three years of graduate coursework • 500 Direct Client Hours • 100 (of the 500 hours) Assessment Hours • 3 Integrated Testing Reports

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$25.03 for 1856 hours	
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 hours	
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
Other Benefits (please describe):		
None		

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

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Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2021-2023	
Total # of interns who were in the 3 cohorts	14	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Academic teaching		
Community mental health center	1	2
Consortium		
University Counseling Center		1
Hospital/Medical Center	1	2
Veterans Affairs Health Care System		
Psychiatric facility		1
Correctional facility		
Health maintenance organization		
School district/system		
Independent practice setting		
Other		

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.