



Behavioral Health

Psychology Internship

2023-2024

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 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 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. In addition, 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 was last accredited in 2019 for 10 years and expects the next reaccreditation self-study and site visit in 2029. In addition, 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, 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. 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.

Internship Opportunity

- Five full-time (40 hours per week) positions for the 2023-2024 training year.
- Annual Stipend of \$35,492, 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.

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The DBH internship has five full-time (40 hours per week) doctoral-level clinical psychology internship positions. No half-time positions are offered for 2023-24. Last year there were 81 applicants in Phase I of APPIC for our eight intern positions. We interviewed 51 and matched with 3 interns in Phase I; Phase II had 65 applicants, 40 interviewees, and 5 matched interns.

The internship year begins July 3rd, 2023, and ends June 30th, 2024. The stipend for the training year is \$35,492, paid bi-weekly. Interns do not earn holiday or vacation pay; all pay is based on the total hours 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 the internship (\$18.68 x 1900).

The County has approximately 13 recognized holidays per year, allowing interns to take roughly 9 days of unpaid leave during internship. Interns often use this to defend their dissertation, attend graduation, and take vacation time. Thus, it is possible to work more than 1900 hours during the internship and earn more than the advertised stipend.

Applicant Desired Qualifications and Required Materials

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

Due to the impact of COVID-19, the program is willing to consider applicants who do not meet all of the direct service experience and testing hours below. The program will evaluate applications and will take into consideration experience with similar populations, training and coursework completed in lieu of practicums that were impacted by COVID-19, and previous experience in mental health services. ***If you do not meet the minimums listed above, please provide a brief explanation in your cover letter. Be sure to include how you prepared yourself for internship if you were not able to engage in clinical services.***

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. Therefore, the internship program sets qualifications each year that reflect realistic requirements to succeed 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 their interpretation. Applicants must also have had actual practicum course experience in psychotherapeutic work (340 hours minimum of direct service experience preferred). Other experiences will not satisfy this requirement. Other minimum amounts of experience required include administering, scoring, and interpreting psychological assessments (50-hour minimum preferred).

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Applicants should include a case conceptualization in the supplemental material. The case conceptualization should be a clinical case from a practicum site during the doctoral program. ***Remove all Personal Health Information from the report prior to submitting it with your application.*** The case conceptualization should demonstrate an appropriate understanding of the application of a theoretical orientation, diagnosis, individual and cultural diversity, and address legal and ethical concerns.

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 constitute 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.*** 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 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 or clinic 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, 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 clinic. Interns provide psychological assessment to clients located in other clinics to gain exposure to testing different populations,

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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 partner agencies.

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 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 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 program's primary mission 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 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 evidence-based treatment for various SMI diagnoses through a combination of didactic, seminar, and grand round 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

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 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 PWC will contain a list of experiential and

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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.

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 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 weekly countertransference group throughout 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. To allow for time to grow, the internship provides semiannual intern evaluations 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.

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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**. During the emergency responses, interns have and will be expected to continue serving clients throughout internship. During the 2023-2024 training year, interns are expected to be in person and providing services in the clinics. While there may be some telehealth opportunities, the DBH internship program expects majority of services to be provided in-person.

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. As a result, DBH will continue to monitor public health situations and will make policies to protect the public and employees accordingly. Additionally, the internship program works closely with APPIC, APA, universities, and other programs to determine the best way to balance the needs for intern safety, training, and community care. ***All staff, including interns, are required to be fully vaccinated for COVID-19 or obtain a medical or religious exemption. Individuals with a medical or religious exemption are currently required to undergo weekly testing. Vaccines, testing, and masks are provided at no cost. Please contact the program with questions for the most update to date information regarding policies on masking and vaccines.***

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 participating in the Countertransference Group. Interns spend approximately 40% of their time providing clinical, including 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, 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. 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 supervision or additional individual supervision.

Internship Locations and Staff

Interns currently work in five primary locations and 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);

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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 currently on probation or 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 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

Choosing Healthy Options to Instill Change and Empowerment, 12625 Hesperia Road Victorville, CA 92395.

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

Diversion Opportunities for Outpatient Recovery Services (DOORS), 850 E. Foothill Boulevard, Rialto, CA 92376

Current Training Staff

Name	Location
Michael Finlay, Ph.D.	Training Director, C-STAR/DOORS
Cristina Minana-Perez Psy.D.	Transitional Age Youth (TAY)
Melanie Daye, Ph.D.	Transitional Age Youth (TAY)
Kelline DeEspinosa, Psy.D.	Mariposa
Suzan O'Brien, Ph.D.	Psychological Assessment
Uchenna Nnaji, Psy.D.	Assistant Training Director, CYCS
Melissa Daniels, Psy.D.	STAR, CHOICE

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 14th, 2022 at 11:59 PM EST.

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Applications will be screened and rated. Selected applicants will be offered through video conferencing technology beginning in early January. In addition, 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 2023-2024 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 (2 one-year positions) and **115114 Full-time, Outpatient & Forensic** (3 one-year rotations). In the national selections match, it will be 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:

Psychology Intern Program Office Assistant
San Bernardino County Department of Behavioral Health
1950 S. Sunwest Lane, Suite 200, San Bernardino, CA 92408
(909) 252-4026
internprograms@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
(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:
https://www.sbcounty.gov/uploads/DBH/2021/08/San_Bernardino_County_Brochure_2023.pdf

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Internship, Admissions, Support, and Initial Placement Data

Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated: July 2022

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 two separate training tracks, consisting of year-long rotations each: An Outpatient track (3 different outpatient rotations) or a Forensic track (3 different forensic rotations). 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 is not required, but interns will be required to work with these populations for at least part of the training year. See our online brochure and APPIC Directory Page for additional details.</p>

<p>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:</p>			
Total Direct Contact Intervention Hours	Yes <input checked="" type="checkbox"/>	No	Amount: 340 hours
Total Direct Contact Assessment Hours	Yes <input checked="" type="checkbox"/>	No	Amount: 50 hours

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Describe any other required minimum criteria used to screen applicants:
<p>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</p>

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$35,492 for 1900 hrs	
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)

	2019-2022	
Total # of interns who were in the 3 cohorts	16	
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	4	3
Consortium		
University Counseling Center		1
Hospital/Medical Center	2	1
Veterans Affairs Health Care System	1	
Psychiatric facility		
Correctional facility		1
Health maintenance organization		
School district/system		
Independent practice setting		1
Other		2

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.