



Behavioral Health

Social Work Internship Program 2023-2024 Brochure



Contents

About the Department of Behavioral Health	2
Social Work Internship Program Overview	3
Micro (Clinical) Practice Placements	3
Macro (Community) Practice Placements	4
Training	4
Supervision	4
Individual Supervision	5
Group Supervision	5
Internship Locations	5
Schedules	5
Compensation	6
Paid Positions	6
Unpaid Positions	6
Eligibility Requirements	6
Application and Selection Process	6
Positions After Internship	7
Covid-19 Response	7
Contact Information	8

About the Department of Behavioral Health

The San Bernardino County Department of Behavioral Health (DBH) is a comprehensive community mental health organization that provides a full range of mental health services to the approximately 2,000,000 residents in the largest county (in area) in the continental 48 states. The Department encompasses several outpatient clinics, clinical programs, and over 1,000 employees throughout the county. DBH service providers include Social Workers, Marriage and Family Therapists, Clinical Psychologists, Psychiatrists, Nurses, Occupational Therapists, Case Managers, Mental Health Specialists, and Student Interns. Outpatient, forensic, and day treatment 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 local private agencies and providers.

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 student interns may have the opportunity to work with some clients for the entire internship year. A wide range of theoretical orientations and approaches are found among our staff, including Psychodynamic, Cognitive-Behavioral, Humanistic, Family Systems, Eclectic/Integrative, Solution-Focused, Play Therapy, Motivational Interviewing, and more. The Department is committed to the multi-disciplinary team approach, and student interns will gain experience working alongside those of other disciplines as part of a services team.

Department of Behavioral Health Mission Statement

San Bernardino County Behavioral Health Programs strive to be recognized as a progressive system of seamless, accessible and effective services that promote prevention, intervention, recovery and resiliency for individuals, families and communities.

Social Work Internship Program Overview

The Social Work Internship Program offers a wide variety of learning opportunities through internships within the Department of Behavioral Health to Bachelor of Social Work (BSW), 1st and 2nd year Master of Social Work (MSW), and Advanced Standing Social Work students. Internship placements are designed to fit student interests, meet local universities' objectives, and enable students to achieve proficiency in the core Social Work Competencies identified by the Council on Social Work Education:

- Demonstrate Ethical and Professional Behavior
- Engage Diversity and Difference in Practice
- Advance Human Rights and Social, Economic, and Environmental Justice
- Engage in Practice-informed Research and Research-informed Practice
- Engage in Policy Practice
- Engage with Individuals, Families, Groups, Organizations, and Communities
- Assess Individuals, Families, Groups, Organizations, and Communities
- Intervene with Individuals, Families, Groups, Organizations, and Communities
- Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Micro (Clinical) Practice Placements

The Social Work Intern Program offers opportunities for interns to gain a wide range of clinical experience with adults, children, and families. Under the guidance and support of highly trained and experienced staff, interns gain experience in the following:

- Triage and initial screening
- Crisis assessment and intervention
- Clinical assessment and diagnosis (MSW only)
- Individual, family, and group therapy (MSW only)
- Case management and complex care coordination
- Participation in a multi-disciplinary team
- Collaboration with professionals at other agencies such as Probation, Law Enforcement, and Children & Family Services
- Linkage and referral to additional community programs and supports

Caseloads vary with the readiness of the student, but most interns in clinical settings build up to 7 to 10 client hours per week. Interns may also be placed in programs that primarily provide services in a community setting which involves working with crisis response and homeless outreach teams.

“This internship enabled me to gain first-hand exposure to working in the real world. It also allowed me to harness the skill, knowledge, and theoretical practice I learned in school.” - Former BSW Intern

Macro (Community) Practice Placements

The Social Work Intern Program offers opportunities for interns to gain a wide range of macro practice experience in the following:

- Community outreach
- Psychoeducation and stigma reduction
- Prevention and early intervention
- Facilitation/ co-facilitation of community stakeholder groups
- Research
- Development and presentation of trainings
- Staff recruitment and retention
- Program planning and evaluation
- Preparation of state-required reports
- Leadership and administration
- Policy development

Training

All interns attend a 2-week orientation and training session to the Social Work Internship Program from the Social Work Intern Program Supervisor and additional DBH staff. Trainings and topical discussions are ongoing components of group supervision. Interns will also receive training from their field instructors. Although training styles vary, the process may include job shadowing, reverse job shadowing, reading assignments, and other training methods. In addition, the Department offers excellent live and online trainings on an ongoing basis, covering various topics, that the interns are welcome to attend with the approval of the Intern Program Supervisor.

Supervision

The Social Work Intern Program utilizes a strengths-based and growth-oriented approach. The goal is to help interns achieve high professional standards by providing clear expectations, meaningful direct service opportunities, and excellent supervision.

Interns receive a combination of individual and group supervision from their field instructor and Intern Program Supervisor. All field instructors meet the qualifications set forth by the Council on Social Work Education and undergo specialized training in the provision of social work supervision. Individual and Group Supervision sessions are included in the intern's weekly 16 -20 hour schedule.



Individual Supervision

Interns receive individual supervision from their assigned field instructor. Interns work collaboratively with their field instructors to develop an individualized learning plan. Although supervision styles vary, supervision typically includes client case discussion, documentation review, project status and review, professional identity development, and exploration of legal and ethical standards.

Group Supervision

Interns attend group supervision sessions at the Internship Program office located in San Bernardino with the Intern Program Supervisor and program cohort. Group supervision provides the opportunity to receive support from peers and gain experience in professional case presentation. Throughout the internship year, guest presenters attend group supervision sessions to provide training on clinical interventions and theoretical orientations, discuss programs and services in the Department of Behavioral Health, or to provide information about potential additional resources in the community.

Internship Locations

Selected interns are placed in clinics and programs located throughout San Bernardino County, including:

- East Valley (Loma Linda, Redlands, San Bernardino, Yucaipa)
- Central Valley (Colton, Rialto)
- West Valley (Chino, Ontario, Rancho Cucamonga, Upland)
- High Desert (Adelanto, Apple Valley, Hesperia, Victorville, Barstow).

Outpatient programs serve their surrounding communities which consist of adults, children, and families. In addition, some DBH programs offer specialized services, such as field-based and intensive programs to these communities. At the interview, applicants are asked to identify which geographical areas they are willing to be placed in and whether they can accept placement in a field-based program. Declining to accept placement in a field-based setting will not preclude applicants from being offered an internship position in another DBH setting.

Schedules

Interns are expected to complete 16-20 hours a week for seven months to one year with the exception of holidays and other requested time off. Typically, interns on a 16-hour schedule work two full days, and interns on a 20-hour schedule work two full days and one half-day.



Compensation

Paid Positions

There are a set amount of paid internship positions available each year. Interns are expected to work 16 – 20 hours per week at an hourly rate that is authorized and updated annually. Interns are paid bi-weekly for hours worked during each pay period.

The Department does not provide health insurance for interns but does provide worker's compensation coverage and 24 hours of sick leave coverage in a fiscal year upon working 90 days.

Unpaid Positions

Unpaid internship placements are available but vary in number from year to year based on the availability of placement sites. Students can apply in the same manner as for the paid positions. The student should indicate if they are available for an unpaid position should the paid positions be filled when submitting their application. Unpaid interns are expected to work 16 - 20 hours a week and will receive the same supervision, experience, and training available to the paid students.

Eligibility Requirements

- Applicant must be enrolled in a BSW or MSW program.
- Applicant must have adequate malpractice insurance provided by their university or themselves.
- The applicant's university must have full accreditation from the Council on Social Work Education. Applicants can confirm their university's current accreditation status at the CSWE website:
<https://www.cswe.org/Accreditation/Directory-of-Accredited-Programs.aspx>
- Applicant's university must have an existing standard contract with DBH or be willing to enter one.

Application and Selection Process

Students need to submit an application form and resume to apply to the program. Application forms and instructions can be found on our DBH website:

<https://wp.sbcounty.gov/dbh/careers/>

"I received excellent guidance and feedback in regards to conducting clinical assessments, diagnosing and providing therapy. I was encouraged to get out of my comfort zone and work with children. This experience has made me a better social worker." – Former MSW Intern

The application period is open from February through the second Friday of March for the Fall cohort. Requests for alternate start dates must be discussed with the Internship Program Supervisor. The application deadline is the second Friday of March.

Interviews are conducted mid-March through early April by the Social Work Intern Program Supervisor and additional interview panel members. Internship position offers are made by mid-April.

Chosen applicants will have to complete the hiring and background process through the DBH Human Resources department before their start date. Interns begin internship orientation around the third week of August (specific dates are provided at the time of interview).

Positions After Internship

While DBH does not guarantee being hired after completing the internship, the Department is committed to hiring applicants who previously completed an internship at DBH. An internship in the Social Work Internship Program provides valuable experience and training that uniquely prepares participants for success within multiple clinical, program development, and administrative positions within the Department.

COVID-19 Response

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 university partners and other county programs to determine the best way to balance the needs for intern safety, training, and community care. All staff, including interns/practicum students, are required to be vaccinated or obtain a medical or religious exemption to provide services. Individuals with an exemption are required to wear a mask in all settings. Vaccinated employees are required to wear a mask when they are working with the public. The policies regarding vaccination are expected to continue indefinitely. Policies regarding masking will continue to follow CDC and State guidelines. Vaccines, testing, and masks are provided at no cost to employees or interns.

"I was able to apply what I had learned in everyday situations and was challenged in a positive way to grow and seek different solutions." - Former MSW Intern

Contact Information

If you would like more information about the program, feel free to contact:

Social Work Intern Program
San Bernardino County
Department of Behavioral Health
1950 S. Sunwest Ln., Ste. 200
San Bernardino
(909) 252-4026
internprograms@dbh.sbcounty.gov

Sarah Hayes, LCSW
Social Work Internship Program Supervisor
(909) 252-4044
shayes@dbh.sbcounty.gov