



Increasing the Number of Internships: Local Action

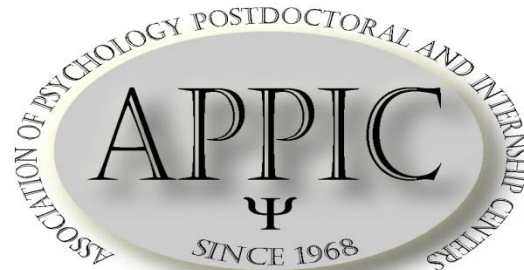
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CCTC 2010

Increasing Internships

Sharon Berry, PhD

APPIC Chair



Internship Toolkit

- Developed through a collaborative process
- Rolled out at CCTC 2010 Conference
- Available at:

<http://www.psychtrainingcouncils.org/Documents/InternshipToolkitCCTC.pdf>



Today....

- Internship criteria
- Fundamentals of what is needed to develop an internship (based on APPIC criteria)
- Pitfalls and challenges

Internship Criteria

- www.appic.org
- Go to Joining APPIC
 - Membership criteria for:
 - Internships
 - Postdoctoral fellowships

Basics

- Funding (based on regional average)
 - National average = \$23,500 (approx)
- Faculty
 - Two full time equivalent staff members
 - Training director – minimum of 20 hours on site
 - Each intern has two different supervisors throughout the year

- Interns: Minimum of two full time interns
 - Or two half time for two years
- For training/didactics and socialization into the profession
- Full year, 12 month experience – cannot count extra hours so they end early
- Broad-based training experiences
 - both assessment and intervention

Challenges

- Funding: many innovations – consult with others – or get a mentor through APPIC
 - all new internships must pay a stipend to become an APPIC member
- Didactics
 - this is primarily a training year
 - must show evidence for two hours/training each week (training faculty or guests)

- Goals and Objectives for Training – this sets the stage for the development of your evaluation tool (at least twice/year)
- Due Process/Grievance Procedures
 - See APPIC website for examples
 - Must include: notice, hearing, appeal

Future Planning

- APPIC views membership as the first step toward obtaining APA accreditation
- Model licensure law: recommended that all internships be accredited
- Can go through Clearinghouse for interns for two years while developing internship (and readiness for APPIC membership)
- Must have interns on site when apply for APPIC membership



What can help???

- Talk to others (locally/regionally)
- Attend APPIC conferences (every two years)
- Read the newsletter
- Ask questions on the listserv
- Search the APPIC website

APPIC Data – NEW Member Programs

Membership Applications

Approved

- **2009:** 32 16
- **2008:** 33 17
- **2007:** 35 29
- **2006:** 34 20
- **2005:** 39 24

Match Data: # of Positions

	---Applicants---		---Positions---		---Site ---	
	<i>Reg.</i>	<i>Chg.</i>	<i>Reg.</i>	<i>Chg.</i>	<i>Reg.</i>	<i>Chg.</i>
	=====		=====		=====	
2009	3,721	-31	3,157	+21	690	+3
2008	3,752	+87	3,136	+79	687	+21
2007	3,665	+54	3,057	+153	666	+25
2006	3,611	+189	2,904	+93	641	+11
2005	3,422	+72	2,811	+33	630	+9



What does it take? (And I think you have it!!)

- Energy
- A Love for Training
 - Dedication
 - Persistence
- Assertiveness
 - Energy

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Increasing Internships: Local Action

Luli Emmons, PhD
VP Professional Development



- A Brief Overview of Models
- Developing Internships at the Local Level
 - Example: CAPIC
- Drawing on Community Resources
 - Example: Center for Aging Resources

Structures: Full-Time and Half-Time Two Year Internships

- The APA Guidelines and Principles for Accreditation stipulate that doctoral programs require
 - “...the equivalent of 1 year *full-time* training to be completed in no less than 12 months (10 months for school psychology internships) and no more than 24 months”
- Internship Domain B. at <http://www.apa.org/ed/accreditation/guiding-principles.pdf>

Organizational Structure

Independent

Consortium

Level of affiliation

- *Non-affiliated* – independent institutional setting
- *exclusively affiliated* – only interns from specific doctoral program
- *partially affiliated* – portion of students from specific doctoral program



Internship Settings

- No formal definitions for site types
- Sites are categorized by programs
 - to best describe their institution, training emphasis, services and populations served
- Many sites fit into multiple categories
- Less Traditional, Newer, Internship Training Settings

Major Internship Categories on APPIC Directory

- Child Psychology
- Community Mental Health
- Correctional Facility
- Medical School
- Military Facility
- Private Hospital (General)
- Private Hospital (Psychiatric)
- State Facility
- University Counseling Center
- Veterans Affairs
- Other



Less Traditional, New Internship Training Settings

- HIV/AIDS clinics
- Administration
- Public policy/advocacy
- Integrated Care
- Eating disorders
- Sex offenders
- Feminist Therapy

Developing Internships at the Local Level

- CAPIC
 - During the current (2009-10) year CAPIC placed 648 total interns
 - Of these positions, 209 are in full-time programs; 111 are in half-time 2 yr. programs; 328 are in half-time 1 year programs

Developing Internships at the Local Level -- from Regional to APA Accreditation

Center for Aging Resources, Pasadena, CA

<http://cfar1.org/> [brief descrip of cfar)]

- Janet Yang, Ph.D. Clinical and Training Director
- CFAR to sees training in geriatric mental health as part of its mission
- Trainees serve the clinic's clients by providing psychotherapy and other mental health services



The Range of Possibilities

- “experimentation, innovation and modernization” (G & P)
- Wide latitude for the type of settings, populations served, and training opportunities
- There is no one “correct” philosophy, model, or method of doctoral training for professional psychology practice; rather there are multiple valid ones (G & P)

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University of
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College of Education

New Internship Site

- Invitation to existing practicum sites
- Overview of responsibilities
- Overview of resources
- Explore possibilities
- Potential consortium

First Meeting

- Three practicum site administrators
- Two potential interns
- One doctoral program director (also past licensing board chair and APA site visitor)

Issues

- Rotations
- Training
- Supervision
- Stipends
- Training brochure
- Licensure
- APPIC & APA



Another Example

- Erickson Cornish, J., Smith-Acuna, S., & Nadkarni, L. (2005). Developing an exclusively affiliated psychology internship consortium: A novel approach to internship training. *Professional Psychology: Research and Practice*, 36, 9-15.

Psychology Internship Development Toolkit--CCTC

- Introduction
- Rationale
- Funding
- Administrative Issues
- Legal Issues
- Structures & Settings
- Quality Assurance
- Mentoring

