



## *Internship Training Program in Clinical and Counseling Psychology*

### Program Aims and Expected Competencies

The primary aim of the training program is to provide interns with an experience that will prepare them to be competent, well-rounded, entry-level psychologists with special competency in working with a diverse population. They are receiving specialized training in the substantive areas of clinical/counseling psychology. The competencies expected of the trainees are described in the objectives set for the program and they are measurable indicators of behavioral change and skills as follows:

- 5 denotes Superior for entry level Ph.D. / Psy.D.
- 4 denotes Adequate for entry level Ph.D. / Psy.D.
- 3 denotes Adequate for intern in training
- 2 denotes Inadequate for intern in training
- 1 denotes Serious Difficulty in this area

#### Aim #1:

To produce new professional with Ph.D./ Psy.D. entry level skills and knowledge in providing counseling and psychotherapy services to diverse populations.

#### Objectives for Aim #1:

- To provide individual counseling and psychotherapy to diverse populations
- To demonstrate understanding of professional ethics and standards of psychologists
- To attain professional competence in multiculturalism and diversity

#### Competencies Expected for Aim #1:

- Demonstrate competency in the knowledge of counseling/psychotherapy theory
- Demonstrate ability to link diagnosis, theory, and intervention
- Demonstrate ability to formulate relevant short-term and long-term aims for therapy
- Demonstrate competencies in establishing a working therapeutic alliance with client
- Demonstrate sensitivity to client concerns
- Demonstrate awareness and understanding of the therapeutic process
- Demonstrate awareness and understanding of his/her own personal issues and biases that may interfere with the therapeutic process



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- Demonstrate ability to make appropriate interventions
- Demonstrate interpersonal skills in client contacts
- Demonstrate understanding of factors associated with race, ethnicity, age, religion, gender, sexual orientation, and physical disability
- Demonstrate competency in crisis intervention
- Demonstrate ability to make accurate assessment of client progress
- Demonstrate knowledge of when and how to terminate clinical work with a client
- Demonstrate ability to maintain appropriate records

Ethical Competencies Expected:

- Demonstrate knowledge of the laws that apply to psychologists in the respective jurisdictions
- Demonstrate sensitivity and responsibility for handling ethical issues in accordance with the ethical standards of psychologists
- Demonstrate knowledge of her/his own limits and is able to determine when a client's needs exceed her/his capabilities and seek consultation
- Demonstrate ability to maintain appropriate client-therapist relationships

Multiculturalism and Diversity Competencies Expected:

- Demonstrate ability to recognize ways one's beliefs and attitudes can detrimentally influence individuals who are different in race, ethnicity, and other areas of diversity
- Demonstrate ability to recognize the importance of multicultural sensitivity, knowledge, and understanding of diverse individuals
- Demonstrate the ability to apply culturally-appropriate skills in clinical and other applied psychological practices
- Recognize the importance of conducting and/or incorporating culture-centered research

How Outcomes are Measured & Minimum Thresholds for Achievement for Aim #1:

- Outcomes are measured by scheduled formal written evaluations, on-going weekly supervision and post-employment activities that make use of interns' individual counseling and psychotherapy skills.

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- The minimum thresholds of achievement for the first and second trimesters is a rating of 3 on the evaluation form which denotes a skill level adequate for intern in training. The minimum threshold for achievement by the end of the third trimester is a rating of 4 on the evaluation form with denotes a skill level adequate for entry level PH.D. / Psy.D

Aim #2:

To produce new professionals with Ph.D. / Psy.D. entry-level skills and knowledge in clinical and diagnostic assessment.

Objectives for Aim #2:

- To conduct psychological and diagnostic assessment
- To demonstrate understanding of professional ethics and standards of psychologists
- To attain professional competence in multiculturalism and diversity

Competencies Expected for Aim #2:

- Demonstrate understanding of formal assessment.
- Demonstrate knowledge of appropriate use of assessment devices.
- Demonstrate ability to collect and integrate relevant test data.
- Demonstrate ability to articulate diagnostic impressions, formulations, and hypotheses.
- Demonstrate ability to adequately conceptualize testing case.
- Demonstrate ability to complete testing assignments in a timely manner.

Ethical Competencies Expected:

- Demonstrate knowledge of the laws that apply to psychologists in the respective jurisdictions
- Demonstrate sensitivity and responsibility for handling ethical issues in accordance with the ethical standards of psychologists
- Demonstrate knowledge of her/his own limits and is able to determine when a client's needs exceed her/his capabilities and seek consultation
- Demonstrate ability to maintain appropriate client-therapist relationships

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### Multiculturalism and Diversity Competencies Expected:

- Demonstrate ability to recognize ways one's beliefs and attitudes can detrimentally influence individuals who are different in race, ethnicity, and other areas of diversity
- Demonstrate ability to recognize the importance of multicultural sensitivity, knowledge, and understanding of diverse individuals
- Demonstrate the ability to apply culturally-appropriate skills in diagnostic and assessment interventions
- Recognize the importance of conducting and/or incorporating culture-centered research

### How Outcomes are Measured Minimum Thresholds for Achievement for Aim #2:

- Outcomes are measured by scheduled formal written evaluations, ongoing weekly supervision sessions with assessment supervisor, and post-employment activities that make use of interns' clinical and diagnostic assessment skills.
- The minimum threshold for achievement for the first and second trimesters is a rating of 3 on the evaluation form which denotes a skill level "adequate for an intern in training. The minimum threshold for achievement by the end of the third trimester is a rating of 4 on the evaluation form which denotes a skill level "adequate for entry-level Ph.D./Psy.D.

### Aim #3:

To produce new professionals with Ph.D. / Psy.D. entry level skills and knowledge in conducting groups (counseling, psychotherapy).

### Objectives for Aim #3:

- To conduct counseling and psychotherapy groups
- To demonstrate understanding of professional ethics and standards for psychologists
- To attain professional competence in multiculturalism and diversity

### Competencies Expected:

- Demonstrate knowledge of theories of group psychotherapy and counseling
- Demonstrate ability to link theory, diagnosis and intervention
- Demonstrate knowledge of screening and selection of clients appropriate for group



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- Formulate relevant aims, objectives, or plans for group members
- Demonstrate awareness of group process
- Demonstrate awareness/understanding of one's own emotional response to group members
- Demonstrate awareness/understanding of impact of one's self on the group
- Demonstrate ability to handle conflict within the group
- Demonstrate flexibility in intervention and/or style
- Demonstrate knowledge of how and when to end a group
- Serve as an appropriate role model for group members
- Make effective use of group process interventions
- Effectively collaborate with group's co-leader to facilitate group's progress
- Contribute to the overall function of the group

Ethical Competencies Expected:

- Demonstrate knowledge of the laws that apply to psychologists in the respective jurisdictions
- Demonstrate sensitivity and responsibility for handling ethical issues in accordance with the ethical standards of psychologists
- Demonstrate knowledge of her/his own limits and is able to determine when a client's needs exceed her/his capabilities and seek consultation
- Demonstrate ability to maintain appropriate client-therapist relationship

Multiculturalism and Diversity Competencies Expected:

- Demonstrate ability to recognize ways one's beliefs and attitudes can detrimentally influence individuals who are different in race, ethnicity, and other areas of diversity
- Demonstrate ability to recognize the importance of multicultural sensitivity, knowledge, and understanding of diverse individuals
- Demonstrate the ability to apply culturally-appropriate skills in conducting groups
- Recognize the importance of conducting and/or incorporating culture-centered research

How Outcomes are Measured and Minimum Thresholds for Achievement for Aim #3:

- Outcomes are measured by scheduled formal written evaluations, on-going weekly group supervision sessions, and post-employment activities that make use of interns' group counseling and psychotherapy skills

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- The minimum threshold for achievement for the first and second trimesters is a rating of 3 on the evaluation form which denotes a skill level “adequate for an intern in training. The minimum threshold for achievement by the end of the third trimester is a rating of 4 on the evaluation form which denotes a skill level “adequate for entry-level Ph.D./Psy.D.

Aim #4:

To produce new professionals with entry-level Ph.D. / Psy.D. skills and knowledge in consultation and outreach

Objectives for Aim #4:

- To render consultation and outreach services
- To demonstrate understanding of professional ethics and standards of psychologists
- To attain professional competence in multiculturalism and diversity

Competencies Expected:

- Demonstrate theoretical/conceptual knowledge of consultation
- Demonstrate theoretical/conceptual knowledge of program development
- Demonstrate ability to formulate relevant aims and objectives for consultation/outreach programs
- Demonstrate acquisition of effective delivery skills in consultative work
- Demonstrate competency in workshop delivery skills
- Demonstrate ability to serve as a representative to the campus community
- Demonstrate flexibility
- Demonstrate genuineness and commitment in making presentations
- Demonstrate appropriate self-reliance

How Outcomes are Measured and Minimum Thresholds for Achievement for Aim #4:

- Outcomes are measured by scheduled written evaluations, ongoing weekly supervision sessions with outreach supervisor, participant evaluations, and post-employment activities that make use of interns’ consultation and outreach skills. The minimum threshold for achievement for the first and second trimesters is a rating of 3 on the evaluation form which denotes a skill level “adequate for an intern in training. The minimum threshold for achievement by the end of the third trimester is



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a rating of 4 on the evaluation form which denotes a skill level “adequate for entry-level Ph.D./Psy.D.

**Aim #5:**

To produce new professionals with entry-level Ph.D./Psy.D. skills and knowledge in providing clinical supervision to non-Ph.D. clinicians.

**Objectives for Aim #5:**

- To provide clinically sound supervision for beginning Master’s-level graduate students
- To demonstrate understanding of professional ethics and standards for psychologists
- To attain professional competence in multiculturalism and diversity

**Competencies Expected:**

- Demonstrate competency in the area of theories in clinical supervision
- Demonstrate competency in the knowledge of counseling/psychotherapy theory
- Demonstrate ability to link diagnosis, theory, and intervention
- Demonstrate ability to formulate relevant short-term and long-term aims and objectives for supervision
- Demonstrate competency in establishing a working supervisory relationship with supervisee
- Demonstrate awareness and understanding of the supervisory process
- Demonstrate awareness and understanding of his/her own personal issues and biases that may affect the supervisory process
- Demonstrate willingness to self-disclose and/or explore a personal issue which may affect the supervisory process
- Demonstrate ability to make appropriate interventions and interpretations
- Demonstrate interpersonal skills in supervisee contacts
- Demonstrate competency in crisis intervention
- Demonstrate flexibility in supervisory interventions and/or style



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Ethical Competencies Expected

- Demonstrate knowledge of the laws that apply to psychologists in the respective jurisdictions
- Demonstrate sensitivity and responsibility for handling ethical issues in accordance with the ethical standards of psychologists
- Demonstrate knowledge of her/his own limits and is able to determine when a supervisee's needs exceed her/his capabilities and seek consultation
- Demonstrate ability to maintain appropriate supervisee-supervisor relationships

Multiculturalism and Diversity Competencies Expected:

- Demonstrate ability to recognize ways one's beliefs and attitudes can detrimentally influence individuals who are different in race, ethnicity, and other areas of diversity
- Demonstrate ability to recognize the importance of multicultural sensitivity, knowledge, and understanding of diverse individuals
- Demonstrate the ability to apply culturally-appropriate skills in clinical/supervisory and other applied psychological practices
- Recognize the importance of conducting and/or incorporating culture-centered research

How Outcomes are Measured and Minimum Thresholds for Achievement for Aim #5:

- Outcomes are measured by scheduled written evaluations, ongoing weekly supervision sessions with supervisor of component, supervisee evaluations, and post-employment activities that make use of interns' supervisory skills
- The minimum threshold for achievement for the first and second trimesters is a rating of 3 on the evaluation form which denotes a skill level "adequate for an intern in training. The minimum threshold for achievement by the end of the third trimester is a rating of 4 on the evaluation form which denotes a skill level "adequate for entry-level Ph.D./Psy.D.

**Aim #6:**

To produce new professionals with entry-level Ph.D./Psy.D. skills and knowledge in teaching





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Objective for Aim #6

- To develop the skills necessary to become an effective instructor of course content that is delivered over a sixteen-week period
- To demonstrate understanding of professional ethics and standards for psychologists
- To attain professional competence in multiculturalism and diversity

Competencies Expected:

- Demonstrate competency in the area of establishing a teaching relationship with students.
- Demonstrate the ability to deliver effective lectures.
- Demonstrate competency in knowledge of counseling theory
- Demonstrate understanding of how the factors of race, ethnicity, age, religion, gender, sexual orientation, and physical disability must be considered, integrated, and communicated within the lecture.
- Demonstrate competency in crisis intervention.
- Demonstrate sensitivity to student concerns.
- Demonstrate awareness and understanding of personal issues and biases that may interfere with the transfer of knowledge in the lecture
- Demonstrate the ability to communicate the significance of all aspects of the therapeutic relationship from intake and informed consent, to termination in the course of the lectures presented
- Demonstrate appropriate use of supervision
- Demonstrate flexibility in supervisory interventions and/or style

Ethical Competencies Expected

- Demonstrate knowledge of the laws that apply to psychologists in the respective jurisdictions
- Demonstrate sensitivity and responsibility for handling ethical issues in accordance with the ethical standards of psychologists
- Demonstrate knowledge of her/his own limits and is able to determine when a student's needs exceed her/his capabilities and seek consultation



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- Demonstrate ability to maintain appropriate instructor-student relationships

Multiculturalism and Diversity Competencies Expected:

- Demonstrate ability to recognize ways one's beliefs and attitudes can detrimentally influence individuals who are different in race, ethnicity, and other areas of diversity
- Demonstrate ability to recognize the importance of multicultural sensitivity, knowledge, and understanding of diverse individuals
- Demonstrate the ability to apply culturally-appropriate skills in teaching and other applied psychological practices
- Recognize the importance of incorporating culture-centered research into lectures

How Outcomes are Measured and Minimum Thresholds for Achievement for Aim #6:

- Outcomes are measured by scheduled written evaluations, ongoing weekly supervision sessions with Microcounseling supervisor, and post-employment activities that make use of interns' teaching skills
- The minimum threshold for achievement is a rating of 4 on the evaluation form which denotes a skill level adequate for entry-level Ph.D./Psy.D.