

Brief One Page AFCN INTERNSHIP Training Program Information

AFCN is an APA-Accredited Pre-Doctoral Psychology Internship Program

Position is five (5) days per week with an average of over 40 hours of work per week. Interns are expected to work four evenings per week. We will have three interns for this training year.

Stipend: \$23,660. In addition to the stipend, medical and dental insurance is provided (at an extra cost), 28 days of paid time off is provided, and the Advocate 401K program is available

Primary Responsibility: Outpatient clinical services in our Oak Lawn and Bolingbrook, IL offices. Due to the necessity of driving to different locations, a working car is a requirement.

Clinical Populations: **We consider this internship a specialty internship that focuses on providing testing and therapy to children, adolescents, and families that are within the foster care system, have suffered some form of maltreatment or sexual abuse, and may have sexual behavior problems.** Almost all patient cases are children, adolescents, and their caregivers that are within the foster care system (DCFS). Most patients have suffered forms of sexual abuse, maltreatment, or trauma. Some cases are children (mostly age 16 and under) that have sexual behavior problems such as sexually touching other children, sexual aggressiveness, sexual reactivity, and other related sexual difficulties. Some child, teen, and adult cases that are self-pay and are not within the foster care system may be available.

Clinical Rotations: A). Advocate Hope Children's Hospital—This rotation consists of involvement with various programs within Hope Hospital, including the “Hope for Fitness” weight loss program and assessing Hope Clinic children and adolescents that have sexual abuse issues and behavioral health difficulties. B). EAP – This rotation involves exposure to and involvement with the Advocate Employee Assistance Program (EAP).

Start Date: July 20, 2009; Training position is 52 weeks in duration

Expectations: Provide 20 or more billable patient service hours per week

- *Attend all didactics/group supervisions/in-service training sessions
- *Prepare for and participate in all supervision sessions, including audiotapes
- *Complete seven (7) or more specialized psychological testing assessments (Testing cases are child or adolescent and are mostly focused on exploring the impact of sexual abuse, sexual behavior problems, and diagnostic issues)
- *Participate in and complete rotations and Networking assignments (as assigned)
- *Complete about twelve or more community public speaking presentations as assigned

Supervision: Two weekly 1 hour individual supervision sessions with 2 licensed psychologists; Interns' therapy sessions are audiotaped and reviewed by supervisors; Weekly 2 hour group supervision and didactics; Monthly agency case conference with all staff

Monthly Didactic Trainings:

- A. Treatment of Childhood Trauma & Art and Play Therapy
- B. Psychological Testing/Foster & Adoption Family Systems Work/Child Trauma Treatment
- C. Diversity-Cultural Issues/Supervision/Consultation Training

ADVOCATE HEALTH CARE

ADVOCATE FAMILY CARE NETWORK

**An APA-Accredited Pre-Doctoral Internship Program
in Clinical Psychology**

2009-2010 Training Year Internship Program Information and Application Brochure

Advocate Health Care

Sponsor Institution's Mission, Value, and Philosophy

Advocate Health Care is one of the largest and most accessible health care providers in the metropolitan Chicago area, with 180 sites of care and total annual operating revenues of more than \$2.7 billion. Sponsored by the Evangelical Lutheran Church in America and the United Church of Christ, it is one of the largest faith-based health care organizations in the nation. The strategic vision is to be the health care delivery system of choice serving the Chicago region. Advocate Health Care has a network of eight hospitals and operates the largest full-service home health care organization in Chicago; extended care facilities; physician practices; surgical and medical outpatient centers, and the outpatient behavioral health division (Advocate Family Care Network). Advocate Health Care's mission is grounded in a philosophy that rests on the principles of faith and community-based health care. These principles arise from an understanding of human beings as whole persons in light of their relationship to their religious and cultural beliefs, their families and the society in which they live. The Values of Advocate Health Care include Compassion, Equality, Excellence, Partnership, and Stewardship.

Advocate Family Care Network

Advocate Family Care Network (AFCN) is the behavioral health outpatient division of Advocate Health Care. Advocate Family Care Network has a variety of programs including: an outpatient behavioral health treatment program; the Childhood Trauma Treatment Program (CTTP); a full service employee assistance program; and an APA accredited pre-doctoral clinical psychology internship training program.

Pre-Doctoral Internship Program Mission Statement

The mission of the Advocate Family Care Network's pre-doctoral internship program is to train a pre-doctoral intern to deliver quality outpatient behavioral health care treatment to children, adolescents, and families, with a specialization in treating children and adolescents that have experienced maltreatment, sexual trauma, and sexual behavior problems.

Internship Philosophy

The internship training program provides the intern with individual and group supervision, clinical work with mostly foster care populations and related psychological conditions, didactic presentations of theoretical understandings and therapeutic approaches, and exposure to professional models. From these experiences it is our intention that the intern will obtain the growth, support, and development necessary in the process of becoming a clinical psychologist and outpatient mental health care provider.

Advocate Family Care Network has provided training for pre-doctoral-level students in clinical psychology since 1982. Interns receive comprehensive training in the practice of clinical psychology, and particularly in providing assessment and outpatient treatment to children, adolescents, and families within the foster care system. **This training includes an emphasis on the assessment and psychotherapy treatment of foster care populations, sexually traumatized children and their families, and children and adolescents with sexual behavior problems.**

The pre-doctoral clinical psychology internship training program integrates four elements into a comprehensive learning experience: a clinical skills knowledge base, clinical activity, personal awareness, and professional development. Advocate Family Care Network creates a learning environment in which there is a balance of challenge, support, and flexibility with an expectation of maturity, openness, and responsiveness. The program is based on a training philosophy that seeks to develop a creative learning environment with the interns. We believe that an important part of the training process is to support the intern's identity development from a student to an intern to a post-doctoral therapist. The training program works from an adult learning model in which high expectations of competency and performance are established for the intern. These training expectations are intended to guide the interns in their clinical experience, supervision, didactic seminars and the professional community activities so that they meet the overall training objectives.

Internship Training Model

To achieve our mission statement, we utilize a practitioner model with experiential components that incorporates scholarly inquiry, and psychological science, and clinical practice. In our program psychological practice is based on the science of psychology, which, in turn, is influenced by the professional practice of psychology. Training for practice is sequential, cumulative, and graded in complexity. We require interns to rotate presenting relevant clinical research articles and literature at each group supervision session. Finally, we expect interns to apply relevant clinical literature and research in their clinical work and evaluate them on this specific dimension.

Internship Program Goals and Intern Evaluations

During the program and by the end of the twelve (12) month training program, interns are expected to demonstrate an intermediate (or "satisfactory") to advanced (or "superior") level of achievement in our eleven (11) program competencies goals:

1. Satisfactory to Superior Demonstration of Diagnostic Skills
2. Satisfactory to Superior Demonstration of Psychotherapy Skills
3. Satisfactory to Superior Production of Psychological Assessments and Reports
4. Satisfactory to Superior Demonstration of Participation in the Internship Program
5. Satisfactory to Superior Demonstration of Participation in and Use of Clinical Supervision
6. Satisfactory to Superior Demonstration of Systemic Assessment and Treatment Skills
7. Satisfactory to Superior Demonstration of Trauma Assessment and Treatment Skills

8. Satisfactory to Superior Demonstration of Sexual Behavior Problem Assessment and Treatment Skills
9. Satisfactory to Superior Demonstration of Professional Practice and Management Skills
10. Satisfactory to Superior Demonstration of Sensitivity to Cultural and Diversity Issues and Dynamics
11. Satisfactory to Superior Demonstration of Professional Behavioral Expectations and Characteristics

Interns are formally evaluated on these eleven training goals three times a year in our “INTERN EVALUATION OF COMPETENCIES” form. All of the internship training staff contributes to these evaluations to create collective scores on the training goals. The training goals are assessed by rating the competency objectives for each goal. During and by the end of the training program interns are expected to achieve satisfactory to superior ratings in the training program goals.

These evaluations are recorded, and these rating scores and written feedback are presented to the intern and their graduate training school. If interns receive an “Unsatisfactory” score, a specific training developmental plan should be created to address specific deficits in this area and to improve functioning, possibly including increased specific expectations, training experiences, and additional supervisory focus. If interns receive a “Low Satisfactory” score, supervisors document specific aspects of performance which require additional training and/or closer supervision. Interns may be terminated if their deficits and abilities do not improve, if they violate Advocate Health Care policies in significant ways (including committing serious unethical, professional conduct, or legal violations), and if they are significantly unable to perform their job expectations. Advocate Health Care (and thus Advocate Family Care Network) has a 90-day trial employment policy where employees may be terminated within 90 days of their initial date of hire for one of the reasons stated above.

PRE-DOCTORAL INTERNSHIP TRAINING COMPONENTS

The intern gains clinical understanding and professional competence by providing clinical services, assessment services, and rotational experiences. The intern also receives individual and group supervision, and receives a variety of didactic and workshop seminars on numerous clinical topics.

Psychotherapy Treatment Services:

The intern is actively involved in delivering clinical services to a diverse client population within an outpatient setting. The intern spends approximately twenty (20) hours of direct service with patients each week. Modalities include family and individual therapy, as well as the possibility of therapeutic groups. Almost all therapy cases are within the foster care system and, due to the severity of patient difficulties, utilize longer-term treatment perspectives. The majority of the intern's clinical experience is obtained through providing clinical services to patients at the Advocate Childhood Trauma Treatment Program (ACTTP). Training in art therapy and the treatment of children and adolescents who have experienced trauma, abuse, and sexual behavior problems is provided. Interns are expected to approach cases with a collaborative and systemic

approach and form partnerships with the child's foster parents/caregivers and caseworkers (we know that caseworkers can be very challenging and difficult sometimes!!). As part of providing clinical services to individuals within the foster care system, our interns also provide therapeutic case management services to offer increase support to patients. These therapeutic case management services may involve advocating for patients within the foster care system; writing letters to caseworkers and others to manage the needs of these cases; providing collateral telephone contacts with teachers, caseworkers, physicians and others; and providing clinical case staffings with various members within the patient's system.

The Advocate Childhood Trauma Treatment Program devotes most of its resources to treating foster care child and adolescent victims of childhood trauma and maltreatment, particularly victims of sexual abuse. The program also treats many children and adolescents within the foster care system that have sexual behavior problems (including children and adolescents that commit sexual acts upon other children and adolescents). In addition to providing treatment at the Childhood Trauma Treatment Program, the intern may provide some outpatient psychological services to adult, adolescent, and child patients who pay a reduced fee. These client programs allow for diverse cultural, socioeconomic, clinical and professional opportunities. The intern spends most of their clinical time serving lower income and African-American populations from the surrounding Chicagoland and south suburban areas.

The intern receives experience in assessing and treating a variety of Axis I diagnoses: Attachment Disorders; PTSD conditions; ADHD and ODD; Child and Adolescent Sexual Behavior Problems; Relational Problems; Depressive and Anxiety Disorders.

The intern is required to offer some presentations to community groups and organizations on a variety of psychological subjects, such as child sexual abuse awareness and issues, parenting information, presentations on stress management, child behavioral difficulties, child behavior management, family relations and information about ACTTP through the Community Presentations and networking opportunities.

Assessments Services:

The intern is expected to complete approximately seven (7) or more full psychological test batteries and numerous evaluations during the internship year. The intern is required to discuss these psychological batteries and evaluations during group supervision (supervised by a licensed clinical psychologist). Interns also receive individual supervision for each assessment report they create. A full psychological battery may include: various child/adolescent sexual behavior assessment instruments, ADHD assessment instruments, WISC, Rorschach, TAT, Sentence Completion, Bender, MMPI, Draw-a-House-Tree-Person, and Earliest Memories. A partial evaluation may include a clinical interview and any of the above tests.

Clinical Rotations:

Interns will have two rotations during the training year:

A). Advocate Hope Children's Hospital—This rotation consists of involvement with various outpatient programs at Advocate Hope Children's Hospital, including their "Hope for

Fitness” weight loss program and assessing Hope Clinic children and adolescents that have sexual abuse issues and behavioral health difficulties.

B). EAP – This rotation involves exposure to and involvement with the Advocate Employee Assistance Program (EAP). This EAP rotation will be more brief in duration and will expose the intern to EAP services so that the intern will have a greater understanding of EAP services and dynamics within companies.

Supervision:

We consider the supervision we provide as one of the strengths of our program. Supervision is a crucial component in the development of a confident and competent professional. In keeping with this tenet, the intern is exposed to a variety of supervisory experiences.

Weekly supervision sessions are as follows:

- Two hours of individual supervision sessions with two licensed clinical psychologists
- Two hours of group supervision, including psychological assessment supervision and training
- Additional individual supervision for each psychological assessment report
- Supervision and consultations with additional faculty as case material may require
- Interns will participate in a monthly case conference with other agency licensed therapists to discuss difficult and challenging therapy cases

Didactic Experiences:

An integral part of the training at Advocate Family Care Network is the coursework and didactic experience for the intern.

- Monthly “Psychological Testing/Foster & Adoption Family Systems Work/Child Trauma Treatment” Didactic
- Monthly “Cultural Issues/Supervision/Consultation” Didactic
- Monthly “Treatment of Childhood Trauma & Art and Play Therapy ” Didactic
- Typically we also send interns to several “outside” workshops and conferences on clinical topics that are relevant to their experiences at AFCN

Expectations of the AFCN Pre-Doctoral Intern

1. TRAINING PROGRAM’S EDUCATIONAL COMPONENTS - Attend all weekly Training Program sessions and related activities. These programs include attendance and participation in the didactic trainings, case conferences, psychological assessment seminar and supervision, special workshops, and literature review as assigned.
2. AUDIOTAPE - Audiotape therapy sessions with most to all patients for review in supervision. Discuss options and patient selection with individual and group supervisors.
3. CLINICAL SUPERVISION - Attend, be prepared for, and actively participate in weekly clinical supervision with assigned supervisors. Regularly attend and participate fully in group supervision and case conference.
4. PATIENT CASELOAD - Establish and maintain an ongoing caseload of approximately twenty (20) patient contact hours weekly. Caseload will consist of childhood trauma and additional outpatient patients. Complete all required paperwork (case notes, documents, patient reports) in a timely and efficient fashion. Interns are also expected to offer therapeutic case management, including crisis management, contact with foster care case workers and relevant family members, and other collateral contacts when necessary.

5. ADMINISTRATIVE FUNCTIONS - The intern is responsible for performing a variety of necessary administrative functions, including the collection of all fees and the submission of all receipts, payments, and session authorization forms to the billing department.
6. ROTATIONS/SPECIALIZED TRAINING – Hours per week will vary for specialized training experiences and rotations.
7. COMMUNITY PRESENTATIONS - Present community public speaking presentations when assigned by faculty. The intern is responsible for preparing and arranging these community public speaking activities through the Training Director and other faculty members. The intern may be required to present on weekends as demands of the community necessitate.
8. NETWORKING - Participate in various networking activities when assigned by staff or when networking opportunity is planned by intern. Activities may include accompanying a staff member on a professional call, attending an EAP convention, representing AFCN/CTTP at a professional fair, etc.
9. PSYCHOLOGICAL TESTING - Complete approximately five or more psychological assessment reports including full psychological batteries, evaluations, assessments and report writing. Psychological batteries are expected to be completed in a timely manner (two weeks after administration is completed).

Proposed Weekly Schedule for Interns

20 hours	Direct-contact patient hours
13 hours	Case management & administrative functions (phone calls, notes, preparation for supervision, etc.)
2+ hours	Group supervision and didactic
2 hours	Individual clinical supervision
1 hour	Community presentations, networking, other internship activities
4 hours	Specialized Training Experiences – Rotations (when applicable)
1-4 hours	Psychological assessment (administration, writing, supervision)

46 (approximate average)

Due to the intensity of our pre-doctoral internship program we require that accepted interns agree not to work in employment positions which involve behavioral health and psychotherapeutic activities outside of Advocate Family Care Network during the training year.

As stated in the most recent APA Ethics Code under section 7.04 (Student Disclosure of Personal Information), our staff reserves the right to inquire about our intern's personal past and prior psychological treatment if "the information is necessary to evaluate or obtain assistance for students whose personal problems could reasonably be judged to be preventing them from performing their training – or professionally related activities in a competent manner or posing a threat to the other students or others." Additionally, we may inquire about an intern's personal past or prior psychological treatment in discussions that involve issues related to vicarious trauma and the treatment of individuals with trauma.

ADDITIONAL INFORMATION

Facilities:

Advocate Family Care Network's main treatment office and administrative center is housed near the campus of Advocate Christ Medical Center in Oak Lawn, Illinois. An integral division of Advocate Family Care Network is the Childhood Trauma Treatment Program, which is located in Bolingbrook, Illinois but also provides services in the Oak Lawn office.

As part of the training experiences, the intern will be located primarily in two offices (Oak Lawn and Bolingbrook). In addition, interns meet weekly for didactic trainings and group supervision. The intern should be aware of the need to travel to several locations for testing assessments, supervision, seminars and their clinical work. Interns will receive administrative assistance and support during their internship, which includes billing assistance and support, office supplies, and an office computer is provided for their work duties.

- The Pre-Doctoral Internship in Clinical Psychology of Advocate Family Care Network is an APA training program fully accredited by the:
American Psychological Association.(APA)
750 First Street, NE
Washington, DC 20002-4242
Phone 1-800-374-2721; Committee on Accreditation Phone 202-336-5979
- The Pre-Doctoral Internship in Clinical Psychology of Advocate Family Care Network is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) and abides by their guidelines regarding the notification day procedures.
- The internship lasts 52 weeks in duration. Interns will be required to work five days per week, with four evenings per week to meet the demands of client scheduling.
- Stipend is \$23,660.00 per year, plus comprehensive benefits, including medical, dental (which are at an extra cost to the intern), and 401K.
- Interns receive 28 paid time off (PTO) days
- There will be three (3) pre-doctoral intern openings for the 2009-2010 internship year.
- The start date for our 2009-2010 internship program is July 20, 2009.

Please visit our internship information on the APPIC website at www.appic.org. At the main web page select the “Search by Name” option and enter “Advocate Family Care Network.”

APPLICATION and SELECTION PROCEDURES

Applicants must have completed at least two full practicum experiences (one diagnostic and at least one therapy), with a minimum of 1000 combined practicum training hours. Applicants must have a Master's degree and have successfully completed all doctoral coursework in clinical or counseling psychology from an APA-accredited doctoral graduate school by the beginning of internship. Our highest ranked candidates typically have a strong interest and experience working in outpatient settings which focus on foster care populations, children and adolescents with trauma and sexual behavior problems, and utilize integrative and multicultural-sensitive treatment approaches.

We encourage and welcome individuals of all cultures, ethnicities, diversities, races, and backgrounds to apply to our program.

Applications must be fully completed and at our office no later than by the end of the work day on November 28, 2008. This is a firm deadline. Please include the following in your application packet to us:

1. A completed APPIC Application for Psychology Internship (AAPI). You may obtain a copy of the AAPI from the APPIC Web site: <http://www.appic.org/>
2. A Vita or Resume.
3. Copies of all graduate school transcripts.
4. Copies of previous clinical supervisory evaluation reports. These should be the evaluations completed by previous and current (if available) clinical supervisors concerning the intern's performance at their sites of direct clinical service and training. Most training departments have specific evaluation forms that are completed by the intern's externship and practicum supervisors.
5. Three letters of recommendation from persons who are familiar with the applicant's professional clinical work.

Be aware that as part of our selection process we require on-site and in-person interviews to be considered for a position at our internship training program. If an invited applicant does not attend an in-person interview, then we will not consider them eligible for an internship training position. We do not offer any telephone interviews. We will invite a portion of applicants for a first interview, and then the local higher ranking candidates will be invited for a second interview. For the convenience of the out-of-town applicants who qualify we attempt to offer them a second interview later in the same day. For local applicants we require a first and second in-person interview as part of our selection process. As part of our affirmative action policy Advocate Family Care Network is prohibited from discrimination against or harassment of any person seeking employment Advocate Health Care (at our internship training program). Please be aware that during the onsite interviewing process with applicants any information that is shared by applicants with interviewing staff or current interns may be used as part of the interviewing process.

This internship site agrees to abide by APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. Full admission to our internship training program is based upon the successful completion of all Advocate Health Care and Advocate Family Care Network application process and pre-employment requirements, including a pre-employment drug test screening and medical examination (which occur before training begins).

All application materials should be sent to:

Advocate Family Care Network
4700 West 95th Street, Suite LL5
Oak Lawn, Illinois 60453
Please write: "Internship Application" under address
Telephone: (800) 216-1110