

## About Allina Health's Psychology Internship

Allina Health, a not-for-profit health care system, with more than 90 clinics and 13 hospitals, cares for people from the beginning of life to the end of life. In alignment with our [mission, vision, values and promise](#), Mental Health & Addiction Services has been strategically positioned within our primary care and our hospital-based clinics to serve people who have higher-acuity mental health needs. To learn more about Allina Health, visit our [About Us](#) page.

Allina Health's Psychology Internship offers six positions each year: three in our adult track and three in our child and adolescent track. These are full-time, one year internships of 2,080 training hours. Our goal is to provide the training necessary to fully prepare you with the knowledge and skills necessary to have a successful career as a Health Service Psychologist.

You will receive experience in core clinical services with a diverse patient population. For both tracks, you will complete rotations at Mercy Hospital - Unity Campus in Fridley, Minn., and at Allina Health Champlin Clinic in Champlin, Minn. Adult-track interns also will complete a rotation focusing on the treatment of Co-Occurring disorders within our inpatient setting at Mercy Hospital – Unity Campus in Fridley, Minn. Child and adolescent trainees will also complete an inpatient rotation at United Hospital in St. Paul, MN.

Allina Health offers psychology interns a well-rounded and unique training opportunity. We provide high-quality training in clinical therapeutic intervention, assessment and interdisciplinary consultation.

# Tracks and rotations

Interns begin the year by completing a self-assessment that provides insight into current knowledge and skill in the areas of evaluation/assessment, the provision of psychological interventions, and other skills related to the program's competencies. An Intern's skill level, past experience, interests and goals are taken into account in formulating a training plan for the year. The training plan for the year consists of goals and a plan by which to meet those goals. Individualized training plans can be modified throughout the year, depending on an Intern's needs. All training activities are structured according to a developmental model, with Interns initially being provided close and detailed supervision as appropriate, with opportunities to master fundamentals in assessment, interventions, supervision/consultation, and ethics. As the year progresses, more time is allocated to more focused skills and techniques/approaches. As the year progresses, training staff encourage Interns to use themselves and each other as resources more and supervisory relationships become increasingly consultative.

Supervised service delivery is the principal means by which skills are taught and integrated. Techniques such as observational learning, video recording and role playing are used to facilitate the development of clinical skills. In addition, didactics and corresponding readings support clinical skill development.

## TRACKS

### *Adult Track*

You will serve clients aged 18 and older. Required rotations include **primary care clinic, hospital-based clinic, Inpatient / inpatient co-occurring disorder rotation.**

### *Child and Adolescent Track*

You will serve young people under the age of 18. The two required rotations include a **primary care clinic, a hospital-based clinic, and inpatient adolescent unit.**

## ROTATIONS

### *Primary Care Clinic*

Psychology interns will be located at Allina Health Champlin Clinic.

Services in the primary care clinics include:

- evidenced-based individual therapy
- group therapy
- diagnostic interviewing and assessment.

As an intern, you will gain skills in implementing evidenced-based practices such as CBT, BT, and mindfulness-based interventions. You will work with assessment activities which target screening measures. This will help you gain skill and experience with referral networks. You will also implement an integrated health model, consulting with other on-site medical professionals. You also will gain skills in consultation between disciplines, honing your diagnostic skills and providing early intervention services.

### *Hospital-Based Clinic*

Psychology interns are based at Mercy Hospital - Unity Campus, Unity Clinic. In this location, you will work with people who have a higher level of mental health acuity. These patients may benefit from longer-term, evidenced-based therapy and/or additional collaboration with other members of the treatment team. Your team will include therapists, adult and/or child and adolescent psychiatrists, registered nurses and certified medical assistants. Clinical activities will

include individual and group therapy. You will gain exposure to diagnostic assessment and psychological evaluation as well as provide evidenced-based therapies such as CBT, DBT, and trauma-informed care. These assessment opportunities will help you develop competence in diagnostic interviewing as well as administration and scoring of psychometrically- validated instruments that assess cognitive function and personality.

***Inpatient and Inpatient Co-Occurring Disorders Rotation – adult track interns***

The Inpatient Co-occurring disorders Clinic provides services for individuals with Substance Use and Mental Health Disorders. The clinic interdisciplinary staff specializes in the treatment of co-morbid mental health and chemical dependency services (MICD). Psychology Interns attend staff meetings, providing clinical interventions such as biopsychosocial screening interviews, individual therapy, presenting psychoeducational classes, co-facilitating psychotherapy MICD groups, and completing documentation.

***Inpatient Rotation – child and adolescent track interns***

The Inpatient adolescent rotation occurs at United Hospital. The clinic interdisciplinary staff specializes in the treatment of mental health disorders. Psychology Interns attend staff meetings, providing clinical assessment and interventions such as diagnostic interviews, individual therapy, presenting psychoeducational classes, co-facilitating psychotherapy groups, and completing documentation.



## SUPERVISION

You will have four hours a week of supervision, which is in line with the Association of Psychology Postdoctoral and Internship Centers (APPIC) and American Psychological Association (APA) requirements. Two hours of individual, face-to-face supervision will be provided by a primary and secondary supervisor. Two additional hours will be provided through group supervision. This will include one hour of guided activities, such as presentation of various supervisory models, supervision role plays, and one hour for case reviews. Additional supervision is provided as needed.

## DIDACTIC EXPERIENCE

To supplement your supervision and foster inter-professional education and experiences, didactic experiences are scheduled weekly for one hour. They provide a wide variety of clinical content from a variety of disciplines that support evidence-based practice. Topics may include, but are not limited to: A review of various classes of medication, prolonged exposure, TF-CBT, ACT, ethnicity and family therapy, professional/career development, and ethical considerations.

An additional hour of didactic training occurs through a variety of meetings and experiences that the Interns are exposed to. These activities occur at least one time per week for a total of at least one hour. Activities include but are not limited to, Lunch and Learn activities (in-service training), Regional Psychology meetings (case conferences), Regional consultation meetings (case conferences), all staff clinic meetings (case conferences and in-service training), provider meetings (case conferences) and daily huddles (grand rounds).

## AIMS, COMPETENCIES AND MINIMAL LEVELS OF ACHIEVEMENT

### *Minimum levels of achievement*

As an intern, you will receive ongoing and formal feedback at the completion of each rotation (three times per training year) through a competency evaluation. Our training staff have identified minimal levels of achievements (MLAs) and identified ways in which interns remain in good standing. These include:

- For the first and second training trimester, obtain ratings of at least a "2", which is defined as "regular supervision required on most straightforward cases; consultation only on less challenging cases (mid-practicum level) for all competencies on the Competency Evaluation."
- No items in rated as a "1" which is defined as "Substantial supervision/remediation needed; limited to no autonomous judgment."
- Demonstrate progress in competencies below a "5", defined as little consultation/supervision needed. Sound clinical judgment regularly demonstrated (intern exit/postdoc entry level; readiness for practice).
- Have displayed ethical behaviors at all times.

In order to successfully complete the mental health internship, you must:

- By the end of the last training period, obtain ratings of at least a "5" for all competencies on the Trimester Evaluation and the Adjunctive Training Experience Evaluation forms.

- Have displayed ethical behaviors at all times.

## **Aims**

The aim of the Psychology Internship is to prepare you for practice in Health Service Psychology. We do this by:

- providing you with a diverse clinical experience and client population
- following a model of training that provides supervised experience in areas of assessment, intervention and consultation
- focusing on relevant research and evidenced-based practice that can be incorporated into your internship experience through direct clinical services, didactic experiences, consultation and/or supervision
- valuing and focusing on your individual training needs and desires. As you become more familiar with your location and clients, gain experience and develop professionally, closer supervision will transition to mentorship and, eventually, relatively autonomous practice.

Allina Health's Psychology Internship values individual and cultural diversity. The training staff recognize that the services we provide our patients and the training you receive as an intern is vastly improved when a compassionate view of human differences is adopted by all. Given such, it is the goal of the training staff to continuous development of cultural competencies. It is one of our top priorities to be a mentor to you in this continuous learning process.

While the pace of your training is based on your developmental needs, our commitment to you is to help you develop the core competencies listed below, which are needed for independent practice in Health Service Psychology.

## **Core Competencies**

### Research

You will display substantial knowledge of scientific methods, procedures and practices while being able to critically evaluate and disseminate research with sensitivity to individual and cultural differences.

### Ethical and legal standards

You will demonstrate knowledge of the "APA Ethical Principles of Psychologists and Code of Conduct", and laws, regulations, rules and policies, professional standards and guidelines governing health service psychology.

### Individual and cultural diversity

You will demonstrate the ability to conduct all your professional activities with sensitivity to human differences. This includes the ability to deliver high-quality services to an increasingly diverse patient population. As an intern you will demonstrate knowledge, awareness, sensitivity and skill when working with patients and communities who embody a variety of cultural and personal background and characteristics.

### Professional values, attitudes and behaviors

You will display behaviors that are consistent with the values and attitudes of the field of psychology. This includes self-reflection and the ability to incorporate feedback focused on improving your performance and professional effectiveness.

### Communication and interpersonal skills

You will exhibit the ability to develop and maintain effective relationships with colleagues, supervisors, other staff member, and patients and clients, by implementing effective communication strategies.

### Assessment

You will develop competence in evidence-based psychological assessment with patients and clients who have a variety of diagnoses, problems and needs. Emphasis will be is placed on developing your competence in diagnostic

interviewing as well as administration and scoring of psychometrically-validated instruments that assess cognitive functioning and personality.

#### Intervention

You will exhibit the ability to establish and maintain a therapeutic alliance with patients and clients while providing evidenced-based interventions with sound clinical judgement and sensitivity to cultural differences.

#### Supervision

You will demonstrate the ability to identify evidenced-based supervision models and engage in direct or simulated supervision.

#### Consultation and interprofessional/interdisciplinary skills

You will develop competence in the intentional collaboration of professionals in health service psychology with other individuals or groups.

## Salary, benefits and resources

The internship year begins on the second Monday in August and continues a full 12 months. Your yearly training stipend is \$31,200. Also included is the option for health insurance and 25 days of time away (including vacation, illness, personal appointments, outside educational opportunities, dissertation defense, post-doctoral interviews and other relevant activities). In addition, interns are provided time off for these holidays: New Year's Day (or observed), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day (or observed). You also will be provided the option for benefits including long-term disability, dental, vision and life insurance. Medical Leave (including maternity leave) is processed per Allina Health's system wide policy, which indicates all Allina employees working in benefit eligible positions are entitled to a 6 week leave of absence with job protection and income protection during their first year of employment. Interns are eligible for this benefit. Interns seeking paternity leave would be able to request time off within the afforded 25 days of time away.

During the course of this internship, Interns are provided office space in which to treat patients. Depending on location an Intern may have a designated office, whereas in other rotations Interns have regular use of exam rooms or patient rooms to provide care. Additionally, each rotation includes support from support staff to ensure proper scheduling of patients, scanning of relevant documentation, coordination of referrals, etc. Allina Health Psychology Internship program also maintains a small onsite library of resources for assessment and intervention. In addition, Allina Health maintains a larger system wide library that allows access to journal articles and relevant research. This internship also values live supervision and in an effort to incorporate such into the training experience, Interns are provided laptops with access to videotaping equipment to allow for recordings of sessions and subsequent review in supervision.

## Application requirements

- APPIC Application for Psychology Internship (APPI)
- Doctoral student in clinical or counseling psychology accredited by the American Psychological Association (APA) or the Canadian Psychological Association (CPA)
- Approval for internship status by graduate program training director
- Passed Comprehensive Exams (or equivalent)
- Dissertation proposal approved
- 250 Intervention hours
- 100 Assessment hours

### Additional Information

Upon applying, please indicate in your cover letter if you are applying to the Adult or the Child/Adolescent track. The program codes for the APPIC match are **179211 for the Adult Track** and **179212 for the Child/Adolescent Track**.

If you are selected for an interview, you will be notified via the email listed on your APPI. Interviews will be scheduled individually given our current timeline. Although an in-person interview is preferred, phone and Skype interviews will be considered upon request. In-person interviews will consist of an overview of Allina Health Mental Health and Addiction Service line from leadership, panel interviews with Training Committee members, a tour of a hospital-based clinic and primary care clinic, Q&A sessions with the Training Director and a separate session with current interns.

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.

This training site values diversity. We adhere to the definition of individual and cultural diversity of the Commission on Accreditation which states:

*The Commission on Accreditation defines cultural and individual differences and diversity as including, but not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation and socioeconomic status.*

Please contact the Training Director with any questions related to the Psychology Internship or application requirements.

Mark Goetz, PhD, LP  
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763-262-0084

### **Accreditation**

The Allina Health Psychology Internship Program is excited to announce that we are fully accredited as of 2020.

Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1st Street, NE  
Washington, DC 20002  
202-336-5979  
[apaaccred@apa.org](mailto:apaaccred@apa.org)  
[www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)