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 four positions each year: two in our adult track and two 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 Bandana Square Clinic in Saint Paul, Minn. Adult-track interns also will complete a rotation focusing on rehabilitation psychology with Courage Kenny Rehabilitation Institute - Abbott Northwestern Hospital in Minneapolis as well as the Institute’s Golden Valley Campus.

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

TRACKS

Adult Track

You will serve clients aged 18 and older. Required rotations include primary care clinic, hospital-based clinic and rehabilitation psychology.

Child and Adolescent Track

You will serve young people under the age of 18. The two required rotations include a primary care clinic and a hospital-based clinic. You will identify a preference for an extended experience in one of these settings for your third rotation.

ROTATIONS

Primary Care Clinic

Psychology interns will be located at Allina Health Fridley Clinic or Allina Health Bloomington 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, DBT, ACT and TF-CBT. 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. 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.

Courage Kenny Psychological Associates (CKPA) – only for adult track interns

As an intern, you will be located at Courage Kenny Rehabilitation Institute in Minneapolis. Courage Kenny Psychological Associations offers a variety of inpatient, outpatient and community services to assess and treat cognitive, emotional and behavioral difficulties in people who have had a brain injury or other medical condition. Psychological services are
provided by clinical psychologists who specialize in health psychology. Services include emotional, personality and neuropsychological assessment, and treatment for individuals, couples and families.

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. 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, music therapy, TF-CBT, ACT, ethnicity and family therapy, and ethical considerations.

GOALS, 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.
**Goals**

The goal 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 and benefits**
The internship year begins on the second Monday in August and continues a full 12 months. Your yearly training stipend is $25,000. Your stipend includes 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. As part of your weekly schedule, you will have time every week to dedicate to research or other scholarly activities.

**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

**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 hour-long panel interview with Training Committee members, a tour of a hospital-based clinic and primary care clinic. You will have an opportunity to ask questions of the Training Director.

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.

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**Accreditation**

Currently, our Psychology Internship is not accredited by the American Psychological Association (APA). Although there is no guarantee on the outcome, our intent is to prepare and submit a self-study to the APA by September 1, 2017.