

**THE VILLAGE FOR FAMILIES & CHILDREN, INC.
PREDOCTORAL INTERNSHIP TRAINING PROGRAM IN PROFESSIONAL
PSYCHOLOGY**

**PROGRAM DESCRIPTION
2022-2023**

The Village, located in Hartford, Connecticut, is a large, private, non-profit, multidisciplinary, multi-program mental health and social service agency serving children, youth, parents, adults and families.

As a private agency, The Village assumes a role of innovative leadership in the community. A concerted effort is made toward the development of pilot programs, consultation to community agencies, and collaboration with other mental health and social service providers. The emphasis of the agency is to participate actively in, and contribute to, community mental health and social welfare services, and especially to focus on services aligned with The Village's mission "*to build a community of strong, healthy families who protect and nurture children*".

Integral to our mission is our commitment to diversity and social justice. The Village specifically promotes and lives our policies on Diversity and Anti-Racism:

Diversity

The Village's commitment to diversity extends beyond our words. *Diversity fuels our mission.* We believe that we are stronger and better when we actively include diverse people and thought to guide our practices and engagement with others. Through our diversity we learn fundamental truths, discover opportunities to create a more inclusive society, and enact real change.

Anti-racism

The Village is an anti-racist organization. We pledge to leverage our staff, policies, practices and partnerships to:

- Challenge systems that perpetuate racial inequality
- Identify **and address** unconscious biases
- Expand our capacity to build racial equity

The work of being an anti-racist organization never ends. We strive to reflect our commitment to **racial** and **social justice** in everything we do.

PROFESSIONAL STAFF AND STUDENTS

The current Psychology Department at The Village includes six full-time psychologists licensed in Connecticut. The five hundred-forty staff throughout the agency are comprised of masters' level clinicians (MSW, MFT, etc.), substance abuse clinicians (LADC, etc.), bachelor's level social workers, child development specialists, psychiatrists, and several psychiatric advanced practice registered nurses. Several graduate psychology and social work students also train at The Village each year. They come primarily from the Smith College and University of Connecticut Schools

of Social Work and the University of Hartford and University of Connecticut doctoral psychology programs. The staff represents a wide range of theoretical orientations, including cognitive-behavioral, family systems, integrative, psychodynamic, and milieu approaches.

PROFESSIONAL INTERNSHIP TRAINING PROGRAM PHILOSOPHY AND GOALS

The philosophy and goals of the internship training program derive from several sources, including models for training in professional psychology, the priorities and strengths of the Enhanced Care Clinic, and the mission to which The Village is committed.

While the psychology staff and the interns who train at the Village come from a variety of academic backgrounds and areas of specialization, the internship program is intended to prepare psychologists for clinical practice and follows a practitioner-scholar model.

The experiences and the supervision available at The Village emphasize a broad spectrum of work with children, adults, and families. Intern activities may include child, adolescent, adult, family, parent, and group psychotherapy, as well as developmental testing, case management, consultation, and preventive and psychoeducational services. An emphasis is placed on culturally informed assessment and intervention reflecting the diverse, vulnerable, and underserved populations that we serve. This includes individuals and families who are ethnically, and linguistically diverse, are LGBTQ+, and from diverse family structures. The psychology supervisors and other staff support the interns in enhancing and developing a variety of skills, knowing that the majority of the interns who complete our program pursue a variety of practice-based employment options.

At The Village, all of the programs and services reflect the agency's mission statement "*to build a community of strong, healthy families who protect and nurture children.*" Interns training at The Village share a belief in the importance of that mission and often have had prior related experience. In recent years, The Village has increased its emphasis on the use of Evidenced Based Treatments, particularly with respect to the treatment of trauma. The people served by The Village face many stressors in their lives and offer challenges, as well as satisfaction, to the professionals working with them. The agency also has a commitment to appreciating the diversity of staff and interns, and to providing culturally competent services to its clients. To that end, The Village makes concerted efforts to recruit and maintain members of ethnic minority groups, bilingual and bi-cultural staff and interns, and encourages multi-cultural perspectives on assessment, diagnosis, and treatment.

Based on the above, there are several goals for the one-year internship at the Village for Families & Children, Inc. They are as follows:

1. Competence in working professionally with diverse individuals, groups and communities, and addressing the needs of vulnerable and underserved populations;
2. Competence in psychotherapeutic interventions with children, adolescents, adults, and families from diverse, vulnerable, and underserved populations;

3. Competence in assessment and diagnosis of problems, capabilities, and issues associated with individuals and families;
4. Competence in interdisciplinary functioning and consultation skills;
5. Competence in professional values, attitudes, and ethics;
6. Competence in using research to guide practice;
7. Competence in the effective use of supervision.
8. Competence in reflective self-practice, self-assessment, self-care, and the effective use of supervision.

INTERN ACTIVITIES AND TIME ALLOCATIONS

On average, interns spend forty hours each week engaged in the various components of the internship. Clinical staff, including interns, are expected to be available to work into the early evening two to three times each week. All clinical staff, including interns, are expected to travel between sites for meetings, trainings, and client activities. All interns will be trained in providing telehealth services to their clients. At times, additional hours may be necessary. However, an integral focus of the program is on developing a balanced and healthy approach to the demanding work we do.

The internship is a 12-month long program with a minimum of 600 direct service hours. Direct service hours are accumulated within the Enhanced Care Clinic (24 hours per week) and developmental assessment/rotation time (3 hours per week). A typical breakdown of responsibilities and training opportunities, along with approximate time allocations per week, is listed below. Please be aware that interns' exact assignments and responsibilities do vary, as do the time demands of any particular assignment.

Outpatient Services: 24 hours

Outpatient mental health services include individual child and adolescent therapy, play therapy, family therapy, parent guidance, and group therapy. These services are grounded in the goal of helping children, youth, and families identify their challenges and difficulties, while also recognizing and building upon their strengths. Village clients are diverse in terms of gender, racial, ethnic, and cultural identity. Many have histories of significant trauma, as well as complex and challenging present life circumstances. As such, The Village emphasizes trauma informed care.

Each intern will work on a multidisciplinary team within our Enhanced Care Clinic (ECC). The Village's ECC provides high-quality treatment for children and families presenting with psychiatric, behavioral, and emotional challenges. Services are guaranteed within a maximum of two weeks from initial contact, depending on severity of need. The ECC currently specializes in

several evidence-based treatments to address trauma and each intern will gain exposure to the variety of models. Additionally, each intern will have the opportunity to engage in therapeutic services within a school-based clinic setting. Collateral work/case management, clinical rounds/consultation, and quality assurance meetings are included within the overall time allocation.

Developmental Assessment: 2-3 hours

All interns will participate in the Mid-Level Developmental Assessment (MLDA) Program. The MLDA Program bridges the gap between developmental screening and tertiary level assessments and addresses the needs of children ages 0-5 with mild/moderate levels of delay and behavioral concerns. The MLDA promotes earlier intervention for some children by allowing them to bypass extensive diagnostic evaluations and begin services right away. Each intern is expected to complete one to two MLDA evaluations per month over the course of the internship year.

Supervision: 4 hours

Each intern has two licensed clinical supervisors and will meet for one hour per week with each supervisor. Clinical supervisors are Psychologists, and offer diversity in background, orientation and supervision style. Yet most utilize an integrative approach to therapeutic interventions. In addition, psychology interns meet for group supervision one hour per week focused around exploring case material, with an emphasis on the use of videotaped sessions.

MLDA evaluations are supervised through a weekly multidisciplinary team meeting which is facilitated by the MLDA team coordinator.

We expect that interns are willing to engage in meaningful self-reflection during supervision, and we encourage interns to develop and effectively utilize the concept of “use of self” in supervision and clinical practice.

Video recordings and live supervision are routine aspects of our clinical and testing supervision and are viewed as valuable training resources.

Psychology staff and interns attend monthly Psychology Department staff meetings. During these meetings, psychology staff members gather to discuss clinical practice at The Village, how to apply training/didactic concepts in clinical practice, professional development, and areas of competence in preparation for the Examination for Psychologists in Professional Practice (EPPP). The overarching goal of psychology department meetings is to prepare interns for independent practice as psychologists and “life after internship”. These meetings provide an opportunity for psychologists and interns to share information with one another in a professional, yet informal environment.

Didactic Seminars: 1-2 hours

Interns are provided advanced seminars throughout training year. The didactic component of the internship is comprised of psychology-specific seminars combined with didactic trainings which may be open to trainees of other disciplines and/or other agency staff (as appropriate). Annually, didactic trainings are offered on topics such as: psychological assessment, psychopharmacology, clinical supervision, ethics and professional practice, professional development as a psychologist, cross-cultural competency in psychotherapy, psychology and the law, multicultural clinical case discussion, play therapy, family therapy, etc. All didactic trainings at The Village are required to include an integration of cultural competence and diversity factors. Similarly, themes related to working with children and adolescents with trauma histories are a significant focus of didactic trainings at The Village.

During the year, the agency sponsors a number of seminars and full-day workshops with speakers of local, regional, or national prominence. These are available to interns at no cost, within the parameters of their schedules, and following discussion with supervisors to assure that the subject meets the intern's training goals and interests. Topics vary from year to year and emphasize practice issues related to the agency's mission and focus on children and families. Some past presenters have included Scott Miller, Ph.D., Lynn Lyons, LCSW, Kenneth Hardy, Ph.D., Ross Greene, Ph.D., Martha Straus, Ph.D., and Eliana Gil, Ph.D., Charles Zeanah, MD, and Ana Gomez, LPC.

AGENCY FACILITIES

The Village is located in Hartford, Connecticut, a capital region of approximately two-hundred thousand in population. Hartford is about halfway between New York and Boston, and within easy commuting distance of several excellent universities and colleges in Connecticut, including Yale University, Wesleyan University, Connecticut College, Trinity College, the University of Hartford, and the University of Connecticut.

Many facilities of the Village for Families & Children, Inc. are housed in a number of cottage style buildings on 32 acres of land in Hartford (listed in the National Register of Historic Landmarks). Another primary service site is the Village South – Center for Community Life, housed in a converted trolley barn in the south end of Hartford. We have over 50 different programs that are located at our main sites as well as many satellite locations.

Cultural and entertainment opportunities in the area include the Hartford Symphony, Connecticut Opera, the Hartford Ballet, several theater groups, a wide variety of restaurants and clubs, baseball (AA), college basketball, museums and galleries. Opportunities for outdoor activities are also varied and extensive.

APPLICATION INFORMATION FOR 2023-2024

The Village will offer four internships for the 2023-2024 training year. Appointments are for twelve months, starting August 21, 2023.

Psychology interns are hired as hourly employees for the duration of the training year. As such, they are eligible for all benefits provided to other Village staff. These available benefits can be viewed on The Village's website at: [Benefits | The Village](#)

The annual stipend for the internship is \$29,120. Interns will be paid at an hourly rate every two weeks through the Payroll system. The Village also covers interns' malpractice/liability insurance.

The applicant must have passed their comprehensive examination, be admitted for doctoral candidacy, and currently meet their graduate university's eligibility requirements for internship. Preference is given to candidates from an APA-accredited program in Clinical Psychology or Combined School/Clinical Psychology. Consideration also will be given to applicants from APA-accredited programs in School Psychology or Counseling Psychology. It is expected that the applicant will have had practicum and/or externship experience in standard psychodiagnostic methods and course work and practica in psychotherapy (1,200 hours minimum, with 500 hours being direct client contact). Experience in the assessment and treatment of children, adolescents and families is expected and experience with urban, low-income and/or ethnically diverse populations is highly desirable.

If you would like to apply for the 2023-2024 training year, please follow the directions on the APPIC website (www.appic.org) using the Applicant Portal and submit the following by November 21, 2022

- *Completed AAPI Online

- *Curriculum Vitae

- *An official graduate school transcript

- *Three letters of recommendation (preferably 2 of the 3 from clinical supervisors)

Once we have conducted a preliminary review of application materials, we will contact a number of applicants to arrange for interviews at The Village, which will be conducted during the week of 1/3/2023. The Village will offer virtual interviews through a secure meeting platform, when necessary. Applicants will be notified of interview status by 12/2/2022.

Please note that the information provided in our prospectus is accurate and reflects our current program offerings as of its revision date of 6/17/2022. As we are a part of a larger agency committed to advancement and growth, we reserve the right to make programmatic changes at any time, reflective of agency development. In addition, staffing changes do occur at times. Therefore, it is possible that the future internship program may not match exactly as described in our prospectus, which only can be revised annually. In the interim we are happy to respond to inquiries with respect to any recent or anticipated changes to our program.

Specific questions about the application process or the Doctoral Internship in Psychology at The Village should be directed to Dr. Rachel Gilbert at Rachel.gilbert@thevillage.org or by calling 860-971-4681.

The Village for Families & Children is an Affirmative Action/Equal Opportunity Employer. Minority applicants are encouraged to apply. Due to the nature of the work performed by interns

and the clients served by The Village, admission to the internship program will be contingent on successful completion of background checks. These include drug screen, tuberculosis test, police record check and protective services record check after the APPIC match is completed.

The American Psychological Association accredits the Doctoral Internship Training Program in Psychology at The Village. The program is also a member of the Association of Postdoctoral and Internship Center (APPIC) and adheres to APPIC policies and procedures.

American Psychological Association	APPIC
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