

Internship Program Admissions

Date Program Tables are updated: 9/1/2020

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

IMCES seeks doctoral applicants for the APA accredited doctoral internship training program who have a sound clinical scientific knowledge base from their academic program and practicum. Applicants should have strong entry-level professional skills in assessment, interventions, and research techniques, and have the personal characteristics necessary to function as a clinician in a community clinic environment.

IMCES' mission to promote human rights and social justice is demonstrated by the development and implementation of two core components: direct services to the underserved, unserved, and inappropriately served culturally diverse population; workforce development/clinical training program.

In accordance with IMCES's mission, our selection and training process is designed to engage new and emerging mental health professionals from different cultural backgrounds to motivate their professional commitment and responsiveness to serve the most culturally and linguistically diverse populations with their competencies in best practices. IMCES provides comprehensive services from Prevention and Early Intervention (PEI) to Severely Mentally Ill (SMI) clients. Doctoral Interns provide the majority of services in the field, either in schools, family homes, at residential facilities, in the general community, in addition to our clinic offices in Los Angeles County, inclusive of 3 Service Plan Areas. Our clients vary in age range from 5 to 60 years old.

Our APA accredited internship training program provides structured, ongoing training and evaluation including the 9 APA required Profession-Wide competencies, including, Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values, Attitudes and Behaviors; Communication/Interpersonal Skills; Assessment; Intervention; Supervision; Consultation and Interprofessional/Interdisciplinary Skills. In addition, IMCES' doctoral intern program has two additional Program-Specific Competencies, including Risk Assessment and Management; and Advocacy/Outreach and Engagement. Our training is two-fold: 50% direct service practice and a 50% combination of leadership training, inclusive of multiple didactic seminars, research, advocacy projects and certificated Evidence Based Practice (EBP) trainings, e.g., Trauma Focused Cognitive Behavioral Therapy (TF-CBT), Seeking Safety (SST), as well as the opportunity for other certificated trainings.

The training program's philosophy follows a practitioner-scholar model of training, committed to the scientific method of inquiry. This paradigm seeks a balance between familiarity with clinical psychological research and practical application of this knowledge. The aim of the doctoral clinical training program is to inspire and prepare interns to become lifelong learners and reflective practitioners.

- IMCES regards "diversity" as an asset and recognizes the distinctions the "differences" make in our community.
- IMCES makes a lifelong commitment to acknowledge the complex and varied needs of all aspects of cultural diversity.
- We recognize the intersectionality of our cultural identity and the inherent social oppression and privilege. We provide ongoing weekly diversity training to promote the principle and practice of cultural

humility and cultural inclusion by design.

- IMCES provides culturally responsive and linguistically proficient services in diverse languages including but not limited to Arabic, Armenian, Cantonese, English, Farsi, Caldonese, Ibibo Mandarin, Spanish, and Eastern European languages.
- IMCES contributes to the wellness of our community by promoting social justice and striving to eliminate stigma and discrimination associated with mental illness through advocacy projects based on identifying disparities in health and mental health services.
- IMCES celebrates each doctoral intern’s and staff member’s personal and professional accomplishments and milestones.
- IMCES provides an incentive to doctoral interns and staff members who have linguistic, cultural expertise or commitment to serve our target population, after all of the required academic and competency skills are met.
- Inclusionary practice is reflected in all of our operational policies and procedures.
- We assess and identify the power imbalance and mitigate if effectively in each context to promote human rights and social justice.
- We develop and maintain a dynamic partnership with the community. Our Philosophy and Model of Service Delivery:
 - Our philosophy is based on humanistic values and approaches. We recognize the value of diversity and operate based on the principle of inclusion by design to prevent disparities. We promote the concept of whole health. Whole health of individuals includes physical, mental, spiritual, social, as well as community health. We believe this over-arching goal can be achieved and implemented through the integrative model of service delivery, which provides continuation of care for client and advocacy to motivate change on what is not working in the context of community. Our clinical training program is designed as an effective and necessary professional workforce development to respond to the diverse needs of our communities. Our philosophy has been implemented and operationalized based on the principle of inclusion by design, commitment to “excellence,” and to be a “lifelong learner” and “reflective practitioner.”

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours		Yes	Amount: 250
Total Direct Contact Assessment Hours		Yes	Amount: 250

Describe any other required minimum criteria used to screen applicants:

- All applicants must meet the following eligibility requirements:
- Attended an APA-accredited graduate program in psychology or other accredited graduate program including clinical, counseling or school psychology.
 - Have a strong interest in and commitment to the community mental health training model and working with underserved populations.
 - Status of Residency: U.S. Citizenship, Permanent Resident, current Work Visa or Student Visa
 - International Doctoral interns are accepted with Student Visa with Work Permit.
 - No felony conviction within the past six years.
 - Must be able to pass a Department of Justice (DOJ) and FBI background check.
 - Have experience in community mental health settings and/or with culturally diverse populations.
 - Have an interest in developing leadership, administrative, and supervisory skills.

- Be willing to acquire skills in developing and utilizing outcome measures to evaluate treatment effectiveness.
- Have an ability to be flexible and adaptable to change with a commitment to self-evaluation and being a reflective practitioner.
- Must have advanced to candidacy status (dissertation either completed or proposal approved) • Have a valid driver’s license in the United States.
- Have reliable transportation, e.g., dependable vehicle with proper insurance and safe driving record.
- Must have a 3 year clean driving record (e.g., no record of a DUI).
- All applicants must commit to a minimum of 40 hour per week flexible schedule to be proactively responsive to self, client, and be compliant with clinical training requirements.
- Applicant must not have outside work or other commitments that would compete with the nature of the training and its full-time engagement. Doctoral interns’ responsibilities throughout the training process include diverse assignments and activities in relation to the scope and depth of competencies development.
- Must have strong organizational and time management skills with flexible and “can do” attitude.
- Adopt and agree to comply with IMCES transparent Principle of Error Policy and Due Process as a safety measure of our profession. Our approach to error is to view error as a growth opportunity.
- IMCES’ doctoral intern clinical training program requires a one-year full-time commitment with a non-negotiable strong emphasis on the start and end dates, August 3, 2020 and July 30, 2021.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	42,000	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes x	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	No x
Coverage of family member(s) available?	Yes x	No
Coverage of legally married partner available?	Yes x	No
Coverage of domestic partner available?	Yes x	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	160*	
Hours of Annual Paid Sick Leave	*	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes x	No
Other Benefits (please describe): APA Accredited Clinical Trainings: Doctoral Intern will be provided with comprehensive clinical training program in many domains of professional practices, including but not limited to the following: Direct client related activities, integrated assessment, diagnosis, treatment planning, psychological interventions, both Community Designed Practices (CDP) and Evidence Based Practice (EBP) Training, i.e., individual and group supervision, multidisciplinary professional consultation, international cross-cultural research and evaluation, psychological testing, advocacy/outreach and engagement programs,		

ongoing cultural/diversity training program, and periodic CE workshops on various related topics.

Supervised Professional Experience (SPE): Based on the State of California Board of Psychology (BOP), Doctoral Interns may earn 1,920–2,112 hours of supervised professional experience (SPE) based on 40-44 hours per week for 48 working weeks of the year. The hours must be verified by actual work, supporting documentation, co-signed by supervisor and Director of Training, and logged on a weekly basis. Stipend: Annual stipend: \$42,000 which includes the following: \$36,000 base and \$6,000 for travel expenses and cultural incentive.

*Definition of Incentive: IMCES recognizes the significant value of diversity and practices the principle of inclusion by offering a \$200 per month (\$2,400 annual) incentive for doctoral interns who, in addition to meeting the baseline academic and competency requirements, have one or more of the following qualifications: • linguistic skills • cultural expertise • a demonstrated commitment to working with a historically oppressed or underserved community (e.g., LGBTQ, African American, Homeless). Applicant must clearly indicate either qualification for either of the above categories.

- Paid Holidays: 11 Agency holidays (Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Day After, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day).

- Paid Personal/Professional Time Off: 20 days of Personal/Professional Leave, effective after 3 month probationary period. Requests for days off must be arranged based on no more than 2-3 days at a time, and approved by Clinical Director 2 weeks in advance (unless emergency situation).

- Paid Health Insurance: Comprehensive health insurance (effective after a 3-months benefit waiting period).

- Extended Personal Leave Policy: IMCES complies with all relevant state and federal laws, as well as training requirements to protect the integrity and sequential nature of our clinical training program to benefit Doctoral Interns' professional competency development. In the unlikely event that a Doctoral Intern needs to request a significant leave (e.g., for family or medical reason) IMCES will accommodate the request in such a context. Every request is evaluated at the discretion of the Training Director in consultation with training faculty on a case-by-case basis, considering factors such as individual performance, the length of the requested leave and the timing of clinical training phases. Such a leave may result in the following status: "incomplete," extension, deferment, or reapplication. Extended Personal Leave is only available to enrolled Doctoral Interns. Additional resources: • IMCES provides the following additional resources to doctoral interns to create a safe, comfortable, and resourceful environment for learning, practicing, and developing professional skills:

- Computer resources: Each Intern will have access to a desktop computer and up-to-date software with Internet connection*

- Laptop computer (with security); Interns may also elect to bring their own laptop (with IMCES security added)*

- Cell phone (with security)*

- *All devices at IMCES will be encrypted to protect and provide HIPAA compliance.

- Interns will have access to agency electronic network and receive training and ongoing support from professional in-house IT team regarding electronic health records (EHR), with a focus on Health Insurance Portability and Accountability Act (HIPAA) as it relates to clinical practice and standard of care.

- Email address, business cards, ID badge

- Two-way mirror room for live observation and supervision to support clinical effectiveness

- Access to psychological testing materials

- Access to licensed psychologists on a daily basis

- Access to online American Psychological Association (APA) resources

- Audio and videotape equipment
- Opportunities for: evaluation, research and development, presentation in international and national psychological conferences, participation in the Leadership Academy, presentation in staff and public education seminars, CE Workshops, opportunity for Intern applicant Selection Team involvement, provision of supervision, program development, and participation in advocacy task force projects.

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2016-2019	
Total # of interns who were in the 3 cohorts	41	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree		
	PD	EP
Community mental health center	3	16
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center	1	4
Veterans Affairs medical center		
Military health center		
Academic health center		
Other medical center or hospital		2
Psychiatric hospital		1
Academic university/department		1
Community college or other teaching setting		2
Independent research institution		
Correctional facility		1
School district/system		1
Independent practice setting		7
Not currently employed		1
Changed to another field		
Other		
Unknown		1

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.