



Mental Health Systems, Inc (MHS)

Doctoral Internship in Health Service Psychology

Brochure

Minneapolis, Minnesota

Revised December, 2023

Aims and Training Philosophy

The aims of the program are to train and teach Interns to become effective professionals in the practice of clinical psychology in a community mental health setting, with intentional mindfulness to diversity, ethics, evidence-based practice, and the acceptance of each unique client story. While MHS specializes in Dialectical Behavior Therapy (DBT) and DBT-informed group programming, another goal of the program is to train Interns to develop into exceptional generalist professionals with specialty training in group therapy, chronic mental health diagnoses, diversity, supervision, and consultation. MHS engages with its clients, staff, and communities with respect and openness while actively working against the stigma of mental health, counseling, mental health disorders, and other ways in which marginalization occurs related to mental health.

MHS subscribes to the Local Clinical Scientist model of training. As such, Interns are trained to provide evidence-based services and apply information gained by science and research to each unique client. Interns are trained to identify how social, biological, and psychological factors impact a client's mental health symptoms as well as to use this information in the application of effective therapeutic interventions. An important part of training is professional self-awareness and professional identity development. Included in this is connecting to one's self as an individual and to one's self as a provider in the context of the therapeutic relationship. Included in this are the phenomena of transference and counter transference, and how they impacts clinical observations.

MHS Mission Statement

MHS is dedicated to the health and well-being of our clients, our community, and our staff. Our work is guided by our values of acceptance, inclusivity, and curiosity.

We provide evidence-based therapy services in supportive, respectful, and safe environments. MHS promotes personal and community responsibility and growth for our clients, therapists, and staff.

MHS holds that individual and community health, well-being, and change are based in active respect for, and the promotion of, diversity in culture, race, spirituality, age, sex, sexual orientation, gender identification, and personal potential.

History

MHS opened its doors in March of 2002. Our CEO realized that there were no DBT services in the metro area at an intensive outpatient level; the local providers were focused on Marsha Linehan's original once weekly group model. And thus began a central value of MHS: identify the underserved populations and create programming for them. We were one small clinic just south of Minneapolis. Our furniture was all used and the few employees we had shared offices. We occupied one small suite in an unassuming and underwhelming office building.

As MHS grew, its clinic locations expanded. Our first expansion was east of St. Paul (2003) followed by a site north of Minneapolis (2014). After that we opened a location north of St. Paul (2016). Most recently we developed our virtual clinic in response to COVID-19 (2020) and now in 2021 we opened a sixth clinic south of St. Paul. Our first practicum student – now our Director of Clinical Services – came on board in 2002. We became APPIC members in 2011, and received APA accreditation in 2019.

Programmatically, MHS has primarily focused on DBT and DBT-informed programs over the years and we remain a group-focused provider. Our programs can be an alternative to prolonged or frequent hospitalizations by providing skills training and support designed to manage emotions, thoughts, behaviors, and crises while remaining safe in the community. Our goals include client safety, symptom management, and clients creating the long-term life that they want to live.

Diversity and Non-Discrimination Policy

MHS strongly values diversity and believes in creating an equitable, hospitable, appreciative, safe, and inclusive learning environment for its Interns. Diversity among Interns and supervisors enriches the educational experience, promotes personal growth, and strengthens communities and the workplace. Every effort is made by MHS to create a climate in which all staff and Interns feel respected, comfortable, and in which success is possible and obtainable. MHS strives to make every effort to dispel ignorance or anxiety associated with multicultural experiences. We believe that a diverse training environment contributes to the overall quality of the program.

MHS provides equal opportunity to all prospective Interns and does not discriminate in selection, training, retention or evaluation because of a person's race, color, religion, sex, age, disability, or any other factor that is irrelevant to success as a psychology intern or is a legally protected class. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship. MHS's goal in diversity training is to ensure that Interns develop the knowledge, skills and awareness necessary to provide competent psychological services to all members of the public. To this end, the MHS's training program requires an expected competency in diversity training.

Diversity Initiatives

MHS and the internship program within it work to regularly identify, and engage in, diversity initiatives. In 2020-2021, MHS hired an external consultant to meet with our teams and provide feedback on how we could improve as an organization in areas of diversity. As a result, MHS updated its mission statement, case consultation meetings were refined to focus on diversity in case presentations, adaptations were made to team meetings to identify and focus on issues of diversity either by increasing direct focus on diverse topics or by keeping diversity in mind for general training topics. Increased attention was paid to diversity in updating our website. Our efforts to recruit diverse staff and students are regularly reviewed for efficacy. In 2023, MHS developed a diversity and inclusion committee and Interns are encouraged to participate and provide feedback/ideas if they choose. In 2020, MHS partnered with a local university – St. Mary's

University – to establish an annual diversity in psychology scholarship. The scholarship was created to support individuals from diverse backgrounds in their pursuit of doctoral degrees in psychology. To date, this scholarship has been granted to 5 students.

DBT Programs

Adult: Intensive outpatient level of care; meets 3 hours per day, 3 days per week; an evidence-based program adapted from Marsha Linehan’s original model. The program includes a teaching hour, diary card review hour, and process hour. Group members must be in individual therapy, but do not have to be in DBT individual therapy.

Adherent: meets 2 hours, once per week with 1 hour of individual DBT individual therapy provided by one of the two facilitators; Marsha Linehan’s original model.

Specialty Programs

Thrive for Pain: an intensive outpatient treatment program that helps people with co-occurring mental health disorders and chronic pain to effectively manage symptoms, improve functioning, and create fuller and more satisfying lives. Each day incorporates one session of cognitive-behavioral skills training, one session of self-monitoring and behavioral activation, and one session of therapy and problem-solving to generalize skills and improve functioning.

Waypoint: for co-occurring mental illness and chemical dependency (MI/CD) and follows a model that addresses mental and chemical health concurrently. The program has three phases that focus on developing skills to improve mental health and decrease chemical use to help clients build more satisfying relationships and lives.

Horizons: a modified DBT skills training program for developmentally disabled/mentally ill (DD/MI) clients and for clients in the borderline range of intelligence. The DBT skills are presented in a more concrete fashion and the program utilizes a program book that is shared with all providers.

Adolescent DBT: adapted DBT group programming for adolescents aged 14-18. This program meets twice per week and includes a psychoeducational parent component.

Early Adolescent DBT Program (EAP): adapted DBT group programming for early adolescents aged 12-14. This program meets twice per week and includes a mandatory parent component that includes psychoeducation and DBT skills training.

In addition to our above group programs, MHS provides individual therapy with adults and adolescents.

Assessment

MHS provides psychological testing services for adults and adolescents to assess functioning including executive functioning, attention, achievement, memory, and cognition. Additionally our assessments can examine both personality and psychopathology. Typical assessment referral questions include, but are not limited to, Attention Deficit/Hyperactivity Disorder, cognitive functioning, or diagnostic clarification. The primary training foci in Assessment center around client conceptualization, differential diagnoses and diagnostic philosophy, coordination with other providers, report-writing, and treatment recommendations.

Accreditation Status

The MHS Doctoral Internship in Health Service Psychology is accredited by the American Psychological Association. The next site visit is scheduled for December, 2023.

Questions regarding our accreditation status can be directed to:

Office of Program Consultation and Accreditation
American Psychological Association
750 First Street, NE
Washington, DC 20002-4242
Tel: 202-336-5979 | Email: apaaccred@apa.org
Web: www.apa.org/ed/accreditation

APPIC Membership Status

MHS is a participating member of APPIC.

Facilities, Staff, Students, & Resources

As noted above, MHS has five physical clinic locations in the Minneapolis/St. Paul metro area: Edina, Woodbury, Plymouth, Roseville, and Apple Valley. MHS also has a virtual clinic that provides services via telehealth. Interns train together at the Edina clinic, which is our largest clinic and the clinic wherein the business and billing office is located. Interns traveling to MHS for their internship year will have easy access to the many amenities of the Twin Cities metropolitan area.

Oversight of MHS is provided by our Management Team, which is comprised of the two Owners, the Director of Clinical Services, the Administrative Director, and our VP team (including our VP of Internal Operations, VP of Clinical Development, VP of Clinical Implementation, and the VP of External Operations). Each clinic location has a clinical team site supervisor. Multidisciplinary staff degrees include both Doctorates and Masters in psychology and Masters in clinical social work; licenses included LP, LICSW, LGSW, LADC, LPC, and LPCC. Interns will train with a cohort of

graduate students that contains, on average, twelve students pursuing Doctorate and Master's degrees in clinical psychology, counseling psychology, and clinical social work. There are typically 5-6 students training in Edina, including 4 Interns.

MHS seeks to accept 4 Interns each year. Interns receive a stipend of \$34,000, which includes medical insurance and 2 weeks of paid time off to be used at the Intern's discretion. In addition, MHS observes major, national holidays, e.g. 4th of July, Christmas, Thanksgiving, and New Years Day. MHS will also support holidays that Interns identify carry cultural or religious significance, and recognizes those holidays with paid time off as well. Dissertation release time is available during the Internship. Each Intern is allocated her/his own office while on Internship and each office will be furnished with a couch, chair, desk, desk chair, computer, and bookshelf. Interns are encouraged to personalize their office with \$200 stipend provided to assist with cost. Interns have full access to all resources that other staff and students do, e.g. printer/copier, administrative support staff, and IT assistance.

It is important to note that MHS values professional self-care and management of burnout, and as such includes that management in its training goals. Balancing a robust professional life and a meaningful personal life requires intention and discipline. MHS will only require Interns to work 40 hours per week, unless other circumstances are discussed. Unless Interns choose to work in evening programming, there are no standard evening hours and there are no weekend hours. Interns are encouraged to use their time and supervision to accomplish all Internship activities within the established work week.

Training Staff:

Morgan Schwartz, PsyD, LP – Training Director, Assessment Coordinator & Clinical Supervisor

Steve Girardeau, PsyD, LP – Director of Clinical Services

Chris Malone, PsyD, LP – Didactic Coordinator, Director of Supervision & Clinical Supervisor

Amy Gimbel, PsyD, LP – Clinical Supervisor

Profession Wide Competencies

The goals of the internship are in alignment with the Profession Wide Competencies established by the APA's Commission on Accreditation. The aims of the internship program are to train and teach Interns to become effective professionals in the practice of clinical psychology in a community mental health setting, with intentional mindfulness to diversity, ethics, evidence-based practice, and the acceptance of each unique client story.

Competencies:

1. Research
 - a. Apply scientific knowledge to practice
 - b. Utilize outcome measures to inform treatment planning and goal-setting

- c. Identify and locate needed research related to presenting clinical problems
2. Ethics and Legal Standards
 - a. Knowledge of APA ethical standards
 - b. Knowledge of Minnesota state ethical standards
 - c. Knowledge of federal laws related to the practice of mental health
 - d. Knowledge of Minnesota state laws related to the practice of mental health
3. Individual and Cultural Diversity
 - a. Awareness of own biases
 - b. Research related to becoming culturally educated
 - c. Consideration of cultural consideration in case conceptualization
4. Professional values, attitudes, and behaviors
 - a. Awareness of self as a professional
 - b. Attention to relationships and communication style
 - c. Clinical documentation
 - d. Engagement in self-care
5. Communication and Interpersonal Skill
 - a. Effective, clear, and professional communication skills, both written and verbal
 - b. Appropriately assertive with all team members
 - c. Appropriate interpersonal boundaries
 - d. Engages effectively within the team milieu
6. Assessment
 - a. Complete diagnostic assessments
 - b. Identification of instruments, administration, and scoring
 - c. Test interpretation and report-writing
 - d. Provision of feedback to clients assessed
 - e. Thorough client case conceptualization followed by well-reasoned treatment recommendations
7. Intervention
 - a. Case conceptualization
 - b. Implementation of interventions
 - c. Crisis intervention
 - d. Theoretical orientation
8. Supervision
 - a. Theories and methods of supervision
 - b. Effective use of supervision
 - c. Effective provision of supervision
 - d. Record and review provision of supervision
9. Consultation and Interprofessional/Interdisciplinary Skills
 - a. Present regularly in team case consultation
 - b. Regular coordination of care with internal and external providers
 - c. Documentation

Intern Expectations and Assignments

Interns are expected to engage in all clinical activities with openness and respect. Interns are expected to engage in a team approach by attending and actively participating in case consultation, weekly staff meetings, and didactic trainings. Because of a challenging client population and demanding work responsibilities, Interns are expected to regularly engage in, and discuss in supervision, self-care. It is expected that Interns make regular team contacts to best coordinate care for clients. It is also expected that Interns are active and engaged in supervision, and that Interns use supervision to increase professional growth. It is expected that Interns complete all paperwork in a timely fashion.

Each year, the full-time Internship will begin the first Monday of August. When developmentally appropriate for their training, the goal is for interns to spend minimum 50% of their time in the provision of client services. Interns begin their year co-facilitating an existing adult group program with a current staff member. This staff member will become the Intern's Mentor for training in the DBT group. Over time, it is expected that the Intern will acquire skills to function independently in a group setting. An Intern's individual therapy and diagnostic assessment caseload builds throughout the year.

Around the mid-point of the training year, MHS offers an individualized training experience for each Intern. Interns select from the specialty programs noted above to receive specialized training in the program of their choice. Additional opportunities may also be available, e.g. assisting with program development, attending PESI-sponsored trainings hosted by MHS. Interns attend all external seminars hosted or provided by MHS at no cost.

In addition to their clinical work, Interns participate in one hour of team case consultation/group supervision, two hours of didactic training, two hours of one-on-one clinical supervision each week, one hour of assessment supervision during the assessment rotation, one hour of Intern group supervision, one hour of assessment didactics, and a weekly staff training hour. Interns are also allotted to work on their dissertation 4 hours weekly, as it is the goal that this is done by the completion of the Internship. MHS has also offered dissertation supports groups when desired by the Intern cohort. As above, Interns are expected to complete 2000 hours in 12 months. In the instance that an Intern experiences a life event that necessitates a personal leave, MHS will work closely with Intern and their program to work towards Internship completion within 24 months to follow APA guidelines.

Supervision

Interns have two hours of 1:1 supervision each week with two different clinical supervisors. The Primary Supervisor will assume clinical responsibility and liability for the clinical work; the Secondary Supervisor serves as a consultant and someone with whom the Intern can engage in more in-depth client exploration, case conceptualization, professional identity development, etc.

The Primary Supervisor shall be available and on the premises at least 50% of the time in a five-day work period while each Intern under supervision is providing mental health services.

Interns have two hours of group supervision – one as a cohort supervised by the Training Director, the second in the form of team case consultation/group supervision.

During their internship year, Interns also provide supervision to a practicum student who is training at MHS. These sessions are video recorded for review in 1:1 supervision. Interns are trained on the provision of supervision and the skills of observing a supervisee, evaluating a supervisee, and providing feedback and direction to a supervisee.

Supervision records are kept secure and confidential by the Training Director indefinitely. These records include the Internship placement letter, formal evaluations, and a copy of their certificate of completion.

Telesupervision Policy

MHS recognizes the importance of supervisory relationships and prioritizes consistency of supervision provided. When possible, supervision will be conducted in-person for both individual and group supervision. Telesupervision may be implemented at the discretion of the Training Program in the event that in-person supervision is not possible. On this occasion, telesupervision is provided via videoconferencing. MHS will provide all students with their personal, HIPAA compliant Zoom account. When telesupervision occurs, it will maintain the same priority and consistency as meetings that occur in-person. Intern supervision sessions using this technology are never recorded, thus protecting the privacy and confidentiality of all trainees. All Interns are provided with instruction regarding the videoconferencing platform at the outset of the year. Interns will be provided with technology assistance as needed should technical difficulties arise.

Didactic Training

Doctoral Interns at MHS receive two hours of didactic training each week. The training topics vary each week, e.g. supervision; ethics and law; differential diagnosing and diagnostic philosophy; research roundtables; population-specific didactics; diversity topics including LGBTQ+, gender identity, ethnic/cultural diversity; dual disorders; and treatment approaches other than DBT, e.g. behavioral activation, psychodynamic, gestalt.

In Response to Covid -19

The training mission of MHS has not changed in response to Covid-19, but some of our methods have been updated or otherwise affected.

Current Interns have exposure to training in a telehealth platform on both an individual and group

basis. Interns will also receive traditional training in person. MHS adheres to safety guidelines as stipulated by the CDC and the Minnesota Department of Health. Policies are in place to allow all staff members, including Interns, to work from home as needed with minimal impact to their training experience as needed. We recognize that the best training atmosphere has the Interns working together and experiencing the training year together, and we remain focused on that value despite the barriers presented by Covid.

Requirements for Application & Admission:

Prospective Interns will:

1. Be in good standing within their current academic program
2. Ideally accumulate a minimum of 500 intervention and 100 assessment hours prior to starting internship
3. Pass qualifying exams
4. Demonstrate an active interest in the training opportunities offered by MHS and articulate the nature of those interests
5. Be willing to take risks, explore their therapeutic process
6. Have an accepting attitude toward those who present with Borderline Personality Disorder and other symptoms and disorders that continue to receive stigma within the field
7. Demonstrate a willingness to become an active member of our team

Requirements for Successful Completion:

Successful Interns will:

1. Be able to independently facilitate a DBT group
2. Be able to effectively conduct individual therapy and speak knowledgeably on their theoretical orientation and rationale for decisions and interventions made
3. Be knowledgeable of, and consistently act in accordance with, relevant ethics and law
4. Demonstrate consistent cultural/diversity mindfulness in working with clients, staff, and other students
5. Reliably and effectively complete paperwork in a timely fashion
6. Be in good standing with the training program, i.e. is not engaged in any remediation process within the training program
7. Demonstrate consistent professionalism
8. A minimum level of achievement indicated by rating of no less than 3 (on a 5-point Likert scale) for any competency
9. Demonstrate competencies commensurate with entry-level practice into the field

Application Procedures:

If you would like to apply for the Doctoral Internship in Clinical Psychology at MHS, please send:

1. Completed APPIC Application for Psychology Internship (APPI)

2. A cover letter
3. A minimum of 3 letters of recommendation
4. Your graduate program transcript
5. A current curriculum vitae

All Doctoral Internship in Clinical Psychology materials and questions should be directed to:

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