



**NORTHERN CALIFORNIA DEPARTMENT OF  
CORRECTIONS AND REHABILITATION CONSORTIUM**

**PSYCHOLOGY INTERNSHIP BROCHURE**

**2023 -2024**



## INTRODUCTION

Thank you for your interest in the Northern California Department of Corrections and Rehabilitation Consortium's (NCDRC) internship program. The NCDRC offers a 12-month pre-doctoral internship of at least 2000 hours in Health Service Psychology with a broad range of clinical experiences with a diverse patient population. Clinical practice is carried out within one of the challenging and exciting prison settings belonging to California Department of Corrections and Rehabilitation (CDCR). NCDRC training programs are found at the following site(s): California State Prison – Sacramento, Valley State Prison, and California Men's Colony. As an intern at one of these sites, you are afforded the opportunity to provide individual and group therapy, crisis intervention, and to perform suicide risk and other evaluations. You will work as a clinician on an interdisciplinary team, and you will be instructed in and guided through the usage of our state-of-the-art electronic health record system. In addition, you will receive weekly on-site didactic trainings or Consortium-wide trainings, where you will be able to interact with interns from other sites. You will participate in clinical training sponsored by the statewide Training Unit of CDCR. Here, you will have the opportunity of learning from experts in diverse areas of psychology and exchanging ideas with peers and subject matter experts and members of the professional community. This program has adopted the Practitioner-Scholar Model, which strives to promote a breadth of experience to our trainees, in order to develop a diverse group of well-rounded, competent, entry-level clinicians prepared to work both inside and outside of the correctional system.

The following sections of this brochure have been organized in a manner that will provide you with a general description of our program. If you have further questions that are not answered by this handbook, feel free to contact me directly by phone or email.

Sincerely,

Frank D. Weber, Ph.D., ABPP  
Director of Training, NCDRC  
Office: 916-985-8610 ext. 6234  
Email: [Frank.Weber@cdcr.ca.gov](mailto:Frank.Weber@cdcr.ca.gov)



## California State Prison - Sacramento (CSP-SAC)

CSP-SAC is located in Folsom, CA. The City of Folsom is renowned for highly ranked schools, low crime rate, strong employer base, natural amenities, and abundant recreational opportunities – plus outstanding shopping, dining, and entertainment options. Folsom boasts more than 50 miles of recreational trails for cyclists and pedestrians. The scenic trails wind along creeks and streams and through open space, woodlands, and wildlife habitats. The open waters of Folsom Lake, Lake Natoma, and the American River draw kayakers, swimmers, and other water sports enthusiasts.

CSP-SAC is a large multi-mission correctional institution which houses maximum security inmates serving long sentences or those that have proven to be management problems at other institutions. The prison houses approximately 2,065 inmates who are receiving treatment via CDCR's Mental Health Services Delivery System (MHSDS). Currently, the program consists of two year-long rotations. The first rotation is treatment-based and is based in the Enhanced Outpatient Programs (EOP), whose participants receive at least one individual session with their primary clinicians every other week and at least ten hours of out-of-cell therapeutic activities, including a broad range of therapy group types. The interns will have a caseload of at least 10 patients (typical full-time staff caseload is 30). The second rotation is a psychological assessment rotation where the interns complete at least 6 testing batteries with reports during the year. Interns and their supervisors can also choose from a number of outpatient and inpatient program in various types of settings with various levels of security (Levels II-IV represent the inmate's security needs, ranging from lesser security to greater security environments) in order to provide different types of experiences for the intern.

# TRAINING SITES



## Valley State Prison (VSP)

Valley State Prison (VSP) is located in Chowchilla, CA, which is a rural city in Central California, with one of its greatest features being its location. The community is located between Fresno and Merced, with nearby pulls to the Sierra Nevada Mountains, the Pacific Coastline, Yosemite National Forest, and the Bay Area.

The mission of Valley State Prison (VSP) is multi-fold. VSP functions as a Level II (moderate security needs), General Population (GP) institution housing inmates requiring what was formally known as a Sensitive Needs Yard (SNY) placement. Inmates with “sensitive needs” are generally individuals whose needs include separation from a general correctional population. Individuals in a sensitive needs program include gang drop-outs, individuals with a history of sex offenses and those who require other special protective services as a result of a serious mental illness. This special needs population generally has a higher utilization of mental health services, and frequently provides opportunities for enhanced individual and group psychotherapy. VSP has also been identified as a Re-Entry hub for CDCR. As a Re-Entry hub, VSP will focus on needs based rehabilitative services to include relapse prevention treatment, educational and vocational programs and cognitive behavioral training in preparation for inmates’ successful release back into their communities.

Currently, the program consists of two year-long rotations. The first rotation is focused on treatment and is based in the Enhanced Outpatient Program (EOP), whose participants receive at least one individual session with their primary clinicians and at least ten hours of therapeutic activities, including a broad range of therapy groups. The second rotation is a psychological assessment rotation where the interns complete at least 6 integrated assessments with reports during the year. Additional rotations may be available during the internship year.



## California Men's Colony (CMC)

The California Men's Colony (CMC) is located on the Central Coast in San Luis Obispo. San Luis Obispo, affectionately known as SLO to the local population, offers temperate weather almost year-round which is great for many outdoor activities including hiking, mountain biking, kayaking, and much more. Within 20 miles there are several beaches including Cayucos, Morro Bay, Avila Beach, Shell Beach, and Pismo Beach. CMC itself is situated in SLO along scenic Hwy 1, which is part of a winding 80 miles of beautiful landscape between Ragged Point and the Oceano Dunes. San Luis Obispo offers a great downtown scene with options for shopping, dining, art and culture, live music, and a weekly farmer's market.

The primary mission of the California Men's Colony is to provide a secure, rehabilitative, and humane environment for housing mostly minimum to medium security inmates. CMC has two physically separated housing complexes, commonly referred to as "East" and "West." An emphasis is placed on providing all inmates with programs for self-improvement. These programs include academic and vocational education, work skills in prison industries, and inmate self-help group activities. Psychology Interns primarily work within the Level III housing complex (East), which houses medium security GP inmates. This complex is divided into four Facilities. Each Facility has its own dining room, classrooms, athletic fields, and two three-story housing units. The facility also provides Mental Health treatment in the form of an Enhanced Outpatient Program (EOP), Correctional Clinical Case Management Services (CCCMS) program, as well as a fully licensed 50 bed inpatient facility called the Mental Health Crisis Bed (MHCB) level of care located in the Correctional Treatment Center (CTC). Both EOP and CCCMS patients can also be housed temporarily in the Administrative Segregated Housing Unit (ASU).

# MISSION STATEMENT



*The Northern California Department of Corrections and Rehabilitation Consortium (NCDCRC) aspires to provide the highest level of training for our interns to prepare them for assuming a dynamic role as professional psychologists in a rapidly changing world of mental health care. The overriding mission of this statewide training program is to provide broad-based, clinical training in the areas of assessment, intervention, professional development, professional ethics and standards, as well as multicultural issues. An emphasis is placed on providing direct patient care with a considerable amount of close supervision throughout the year. Interns are taught the necessary skills to be diagnosticians and clinicians with an emphasis on the development of clinical skills that are based on sound psychological principles and steeped in scientific inquiry.*



## Goals and Processes

The overarching goal of NCDCCR's Pre-Doctoral Internship Program in Health Service Psychology is to provide a planned, programmed sequence of training experiences that assures *breadth* and *quality* of training, in order to prepare interns for postdoctoral fellowships or entry into practice in clinical psychology, by providing in-depth training in the basic foundations of psychological practice. The internship program allows sufficient *flexibility* for interns to structure their training experiences in accordance with their career goals and interests, while providing all interns enough *structure* to ensure that they develop the core competencies that are defined by APA's Commission on Accreditation. Regardless of the intern's chosen theoretical orientation, our training model emphasizes the development of *cultural competence* and *scientifically-informed* practice in all areas of practice.



**Each Institutional Internship Program site adheres to the following training principles, as established by the NCDCRC Committee:**

- **Initial caseload assignments are consistent with the intern’s professional developmental level.**
- **Thirty to fifty percent of the total hours per week are spent in face-to-face delivery of services with intensive supervision of case activity provided.**
- **Each intern receives support to administer, score, and interpret a number of assessment instruments. Initially, this will occur under close supervision. Once a reasonable level of competency is established, the interns work more independently, but continue to be supervised throughout the internship.**
- **Interns act as co-consultants with a supervisor. As competence increases, intern responsibilities and independence will also increase.**
- **Interns are encouraged to consult with each other with or without the presence of a supervisor, as needed. Interns are provided time to participate in weekly didactic training and monthly seminars that include case conferences and presentations on clinical and professional issues.**



# TRAINING PRINCIPLES



Interns and their clinical supervisors will be able to design the rotation plan by selecting from the following (small variations by site may exist):

- 1. Enhanced Outpatient Program (EOP)**, which provides the most intensive level of outpatient mental health treatment in the Mental Health Services Delivery System. Patients in the EOP are primarily considered to have a serious mental health condition that prevents them from functioning on a mainline yard with the general population. Patients in EOP receive at least one individual session with their primary clinician and at least ten hours of therapeutic activities every week. Frequent recreation and group therapy options are provided.
  - Psychology Interns may be trained in specialty assessments such as the California Adaptive Supports Evaluation (CASE) to help determine if patients meet criteria for the Developmental Disability Program, (DDP). The DDP includes patients who exhibit adaptive functioning deficits due to a developmental and/or cognitive impairment.
  - Psychology Interns will be expected to provide long-term adjunctive therapy for 3-4 patients for the 12-month program. Patients are pulled from the general population and can include patients who identify as cisgender male, transgender female, non-binary, and intersex in the EOP and CCCMS programs.
- 2. Correctional Clinical Case Management System (CCCMS)**, whose participants receive at least one individual session with their primary clinician every 90 days.
- 3. EOP and CCCMS Administrative Segregation Unit (EOP ASU & CCCMS ASU)**, ASU patients are typically either pending investigation, housing transfer, or safety concerns in such a way that they are temporarily removed from the mainline population and receive the same treatment as the mainline patients.
- 4. Licensed Mental Health Crisis Bed (MHCB)** –not available at all sites, whose participants receive daily clinical contact and group-based activities to resolve and manage crises related to danger to self, danger to others, and significant impairment or dysfunction due to mental illness (SIDDMI). Psychology Interns can provide adjunctive services as unlicensed staff members who run groups or conduct assessments to support the treatment team in their treatment planning.
- 5. Core testing training provided throughout the year**, including testing for malingering, diagnostic clarification, and targeting treatment planning based on assessment outcomes. Psychology interns will be required to complete six integrated assessments during the course of the internship year.

# TRAINING PRINCIPLES



- **Additionally, each site provides regular in-service educational opportunities (available to all interns), and includes interns in administrative meetings, case conferences, and intake conferences. Meetings where interns share information among themselves, or consult with psychologists in other NCDRC member sites, are held to offer additional forums for learning and professional development.**
- **Interns receive a minimum of two hours of individual supervision by two different supervisors (a primary and a secondary supervisor) and a minimum of two hours of group supervision per week.**
- **Interns present journal articles after case presentations, and facilitate discussions that relate the significance of the article to practicing psychologists. (Journal articles must be pre- approved by the intern’s supervisor and, have been published in a reputable journal within the last two-years.)**
- **Although research is not a major emphasis of the NCDRC internship, interested interns are afforded the opportunity to engage in applied clinical research and program evaluation studies.**

# ADDITIONAL TRAINING EXPERIENCES



- **Institutional Internship Program Scholarly Seminar (two hours per week)**
- **Assessment Seminars (2 hours per month)**
  - **Mental Status Examination (MSE)**
  - **Initial Intake**
  - **Intellectual Assessment – I**
  - **Intellectual Assessment – II**
  - **Suicide Risk Evaluation – I**
  - **Suicide Risk Evaluation – II**
  - **Neuropsychological Screening – I**
  - **Neuropsychological Screening – I**
  - **Rules Violation Mental Health Assessment and Developmental Disability Program Assessment**
  - **Personality Assessment – I**
  - **Personality Assessment - II**

# FACILITIES AND SUPPORT



- **Confidential treatment spaces**
- **Individual or shared office space**
- **Computer and IT support**
- **SharePoint site with significant clinical resources**
- **Electronic Health Records System**
- **Large support staff**

## General information

CCHCS maintains responsibility for the hiring and recruitment processes for psychology interns at CDCR. This agency also maintains a website containing, among other things, job posting and information for potential candidates. The Clinical Psychology Intern bulletin can be found at <https://cchcs.ca.gov/wp-content/uploads/sites/60/Careers/NCDCRCPsychologyInternshipHandbook.pdf>

## Funding

Internships at the Northern California Department of Corrections and Rehabilitation Psychology Internship Program (NCDRC) are government-funded, California State civil service positions. The yearly salary varies by fiscal year but interns can expect to earn a gross *monthly* salary of approximately \$4219. Please refer to the CalHR website for full details: <https://www.calhr.ca.gov/labor-relations/Pages/Unit-19-Health-and-Social-Services-Professional.aspx>.

## Pre-requisites for an internship with the NCDRC

- Prospective interns must have an internship readiness letter from their school's training director indicating they have completed all required course work, supervised practicum experiences and be in good standing with their psychology training program. Additionally, prospective candidates must have:
- 120 hours of assessment experience.
- 600 hours of direct client service, gained through a practicum experience in settings appropriate for a doctoral level psychology intern, prior to starting the internship.

Acquired practicum experience at two independent sites.

**\*Send requests for exceptions to Dr. Weber ([frank.weber@cdcr.ca.gov](mailto:frank.weber@cdcr.ca.gov))**

# APPIC APPLICATION PROCESS

- Interns from both Ph.D. and Psy.D. programs are encouraged to apply. In order to be appointed as a Clinical Psychology Intern at an institutional Psychology Internship Program training site of NCDRC, applicants must submit an on-line application through the Association of Psychology Postdoctoral and Internship Programs (APPIC) called the APPI (available at <https://portal.appicas.org/>). Applicants must also submit an application to CDCR through the regular, civil service employee application process. Instructions for application can be found by accessing the job bulletin for Clinical Psychology Intern at

<https://cchcs.ca.gov/wp-content/uploads/sites/60/Careers/NCDRCPsychologyInternshipHandbook.pdf>

- The NCDRC participates in the National Matching Service for internship selection. To be considered for match, each applicant is required to submit a completed application through the APPIC applicant portal (<https://portal.appicas.org/>). The completed APPI on-line application must include:
  - A current curriculum vitae; and
  - Official graduate program transcripts; and
  - Three letters of recommendation from professionals familiar with the interns' clinical skills; and
  - A certification of readiness from the applicant's training director and a completed work sample (a de-identified psychological testing report).

# CDCR Civil Service Application (STD 678)

- In addition to the APPIC process, applicants must also submit an application to CDCR through the regular, civil service employee application process after the Match process. Upon receipt of an application, CDCR Central Office reviews all materials. If an application is deemed incomplete, NCDRC Central Office contacts the prospective intern, providing him/her with an opportunity to submit complete documentation within a given time frame.

## Pre-Employment Qualifications (please read carefully)

- Once matched, interns will need to complete a credentialing process, security clearance/background check, fingerprinting, drug testing, and TB test as a condition of employment. CDCR internship programs are not able to hire ex-offenders, as addressed in Title 15, section 3404 of the California Code of Regulations. An Ex-offender is defined as anyone with a criminal record (other than Vehicle Code violations). In addition, failure to accurately list arrests will be grounds to deny the intern's application for employment. Due to the short timeframes involved in a twelve-month internship, if a candidate does not pass the criminal background check, no appeal process will be allowed.
- *NCDRC has a zero-tolerance drug policy.* Any potential internship candidate will be dismissed from the internship if a positive drug screening test occurs. CalHR's definition of a failed drug test is "any detectable amount" of the banned substance. One of the most misunderstood issues in this area is with regard to the recreational and medical use of marijuana (cannabis). Neither a prescription for marijuana, nor the fact that California allows the recreational use of marijuana, means that the intern's use of marijuana will be acceptable to the program. The CDCR prohibits the use of marijuana in ALL circumstances, and will refuse to hire an intern who tests positive for marijuana regardless of medical need, the presence of a prescription, or its legal status. No appeal is allowed per CalHR regulations.

# Equal Opportunity and Diversity

- **NCDCRC is dedicated to providing equal opportunity to participate in training opportunities. The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.**
- **Further, the NCDCRC Internship Program ensures a welcoming, supportive, and encouraging learning environment for all interns. Clinical supervisors encourage and model appropriate ways to interact with each other, and handle discrepancies, disagreements, or differences in opinion. All clinical supervisors are required to take the six-hour supervision training course, per California Board of Psychology requirements. Both supervisors and staff are made aware of the beginning of a new internship year and are trained on providing a welcoming and supportive environment for the interns and valuing diversity.**



# Equal Opportunity and Diversity

- **During the orientation process, the interns are welcomed to the institution, reminded of the supportive open-door policy, encouraged to ask questions on an ongoing basis, and are reminded that their supervisors and all members of the NCDRC Internship Program are there to support them throughout their internship year. Interns are made fully aware of the NCDRC Due Process and Grievance Policy, which encourages interns to seek clarification whenever questions or concerns related to their NCDRC Internship Program experience arise and provides them with multiple avenues by which to communicate questions, issues or concerns. Specifically, these options include discussion with the primary supervisor or training director, discussion with the student representative, requests for the placement of issues on the NCDRC Institutional Internship Training Committee agenda, and an anonymous process for submitting feedback. On an ongoing basis, interns are reminded by the Training Coordinator and their clinical supervisors that they are part of a supportive and encouraging learning environment and are encouraged to ask questions, consult, and bring any issues that may arise to the immediate attention of their clinical supervisor, the site Training Coordinator, or the Consortium Training Director.**
- **In addition to the experiences discussed above, interns have several opportunities to be supervised by and seek consultation from mental health staff from a range of cultural backgrounds. A recent survey of our mental health staff indicated that approximately 42% of the mental health staff at one of our training sites self-identify as members of ethnic and cultural minority groups and approximately 27% of mental health staff were born outside of the United States. Additionally, approximately 31% of mental health staff are fluent in at least one language in addition to English. Languages in which various psychologists are fluent include Hmong, Italian, Tagalog, Hindi, Malay, Armenian, Spanish, and Russian.**



# TRAINEES ADMISSION, SUPPORT, AND OUTCOME DATA (IR C-27)

## Internship Admissions, Support, and Initial Placement Data

Date Program Tables Are Updated: 08/01/2022

### Program Disclosures

As articulated in Standard I.B.2, programs may have “admission and employment policies that directly relate to affiliation or purpose” that may be faith-based or secular in nature. However, such policies and practices must be disclosed to the public. Therefore, programs are asked to respond to the following question:

**Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution’s affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.**

Yes

No

**If yes, provide website link (or content from brochure) where this specific information is presented: <https://cchcs.ca.gov/wp-content/uploads/sites/60/Careers/NCDCRCPsychologyInternshipHandbook.pdf>**



# TRAINEES ADMISSION, SUPPORT, AND OUTCOME DATA (IR C-27)

## Internship Program Admissions

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:

The Northern California Corrections and Rehabilitation Consortium's (NCDCRC) internship program offers a broad range of clinical experiences with a diverse patient population to pre-doctoral students seeking well-rounded training in the field of psychology. Clinical practice is carried out within one of the challenging and exciting prison settings belonging to the California Department of Corrections and Rehabilitation. NCDCRC training programs are found at the following site(s): California State Prison Sacramento, Valley State Prison and California Men's Colony. As an intern at one of the institutional Training Programs of NCDCRC, you are afforded the opportunity to provide individual and group therapy, crisis intervention, and suicide risk evaluations. In addition, you will receive weekly on site didactic trainings or Consortium wide trainings, where you will be able to interact with interns from other sites. In addition, you will experience monthly, statewide didactic seminars sponsored by the statewide Training Unit of the California Department of Corrections and Rehabilitation. Here, you will have the opportunity of learning from experts in diverse areas of psychology and exchanging ideas with peers and subject matter experts and members of the professional community. This program has adopted the Practitioner Scholar Model, which strives to promote a breadth of experience to our trainees, in order to develop a diverse group of well rounded, competent, entry level clinicians prepared to work both inside and outside of the correctional system.

The diverse population of inmate patients housed in one of the CDCR institutions offers a unique opportunity for interns embarking on the journey of becoming culturally competent clinicians. Also, within the frame work of the scientifically-informed practitioner model, our training programs emphasize the incorporation of psychological science into the practice and delivery of culturally competent services.

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: 120
Total Direct Contact Assessment Hours: Yes	Amount: 600

Describe any other required minimum criteria used to screen applicants:

Acquired practicum experience at two independent sites.

# TRAINEES ADMISSION, SUPPORT, AND OUTCOME DATA (IR C-27)

## Financial and Other Benefit Support for the Upcoming Training Year

Annual Stipend/Salary for Full time Interns	\$44,686
Annual Stipend/Salary for Half time Interns	N/A
Program provides access to medical insurance for intern?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
If access to medical insurance is provided:	
Trainee contribution to cost required?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Coverage of family member(s) available?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Coverage of legally married partner available?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Coverage of domestic partner available?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	84
Hours of Annual Paid Sick Leave	96
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?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
Other benefits (please describe):	

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



# TRAINEES ADMISSION, SUPPORT, AND OUTCOME DATA (IR C-27)

## Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2020-22	
Total # of interns who were in the 3 cohorts	21	
Total # of interns who remain in training in the internship program	0	
	PD	EP
Academic teaching		
Community mental health center	1	
Consortium		
University Counseling Center		1
Hospital/Medical Center	1	
Veterans Affairs Health Care System		
Psychiatric facility		2
Correctional facility		10
Health maintenance organization		1
School district/system		
Independent practice setting		2
Other		3

