

# PSYCHOLOGY DOCTORAL INTERNSHIP

FCC ALLENWOOD  
2025-2026

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**FEDERAL BUREAU OF PRISONS**

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## Introduction

The Psychology Services Department at FCC Allenwood is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and FCC Allenwood specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the psychology internship program within the Bureau.

The second part of this brochure provides a detailed discussion of the psychology internship program at FCC Allenwood. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We also included information about our Psychology Services staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) websites to learn more about the opportunities that exist in the FBOP.

For interns, the selection and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have five intern positions available at our site and we look forward to receiving your application.

## Overview of the Federal Bureau of Prisons

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 incarcerated individuals. With the Core Values of Accountability, Integrity, Respect, Compassion, and Correctional Excellence, the FBOP has earned the reputation as one of the most elite correctional agencies in the world.

Incarcerated individuals convicted of the most serious offenses and those whose institutional adjustment is poor are housed in high security settings, or penitentiaries. Most incarcerated individuals live in medium, low, or minimum security institutions which provide greater degrees of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, they each have their own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, Psychology Services plays an integral role in mental health treatment of the federal population.

The Federal Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large state Departments of Corrections. These reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## Psychology Services in the Federal Bureau of Prisons

With a team of over 35,000 employees including more than 600 psychologists and another 600+ clinical service providers and psychology administrative support staff, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. In addition to psychology technicians and mid-level provider “treatment specialists,” Psychology Services in the FBOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every Bureau psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consultation services to incarcerated individuals and staff. Psychology Services staff assess the needs of each person in custody and ensures all incarcerated individuals with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Incarcerated individuals within the FBOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Psychologists in the FBOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, Psychology Services staff collaborate with a multidisciplinary team, and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.



## Psychology Services at FCC Allenwood



*LSCI Allenwood*

The Low Security Correctional Institution (LSCI) was the first institution in the complex to activate in 1992. At that time, the Psychology Services department included two psychologists and a drug treatment specialist. Over the course of the next two years, along with the activation of the medium-security Federal Correctional Institution (FCI, 1993) and the United States Penitentiary (USP, 1994), the department grew to seven psychologists and three drug treatment specialists. Over time, the Allenwood complex developed a reputation as the flagship institution in the Northeast Region, and became the premier institution for piloting new programs for the Federal Bureau of Prisons. The Psychology Services department was specifically tasked with the development of various residential programs to meet the needs of the Bureau's reentry initiative. With the department's consistent successful implementation of programming, the Bureau continued to task FCC Allenwood's Psychology Services department with the development of new specialty mental health missions.

Today, FCC Allenwood has one of the largest Psychology Services Departments in the Federal Bureau of Prisons with the largest number of specialty mental health missions, and we continue to grow. Within the FBOP, FCC Allenwood is the first penitentiary devoted



*FCI Allenwood*

to mental health treatment and is currently activating multiple novel residential treatment units to meet the unique needs of high security incarcerated individuals. Many of the programs FCC Allenwood is developing do not yet exist anywhere else in the FBOP, and interns may have the unique opportunity to assist with developing evidence-based programming for the new units.



*USP Allenwood*

Naturally, as a correctional complex that has it all—from low, medium, and high security level incarcerated individuals to drug treatment programming and seriously mentally ill populations, FCC Allenwood has also become a premier training site in correctional psychology. The psychology internship program was established in 2015, and has grown in size from three to five interns in a short time. A paid doctoral practicum program was established in 2019, and relationships with four local universities allow for masters and undergraduate interns with psychology and criminal justice majors to be trained. Our staff is dedicated to teaching and mentoring correctional mental health professionals, and many of our trainees have chosen to continue in the field, often onboarding at FCC Allenwood or other FBOP institutions as full-time employees.

### **Previous FCC Allenwood Intern Cohorts**

*2021 – 2022 Cohort*



*2022 – 2023 Cohort*



## **Specialty Programs at FCC Allenwood**

### **Current Active Programs at FCC Allenwood**

#### ***Residential Drug Abuse Treatment Program (RDAP)***

RDAP is the Federal Bureau of Prisons' most intensive drug treatment program. RDAP is a unit-based program, which operates as a Modified Therapeutic Community (MTC). The community is the catalyst for change and focuses on the incarcerated individual as a whole person. The program considers an individual's overall need for change from a criminogenic lifestyle, not simply abstinence from drug abuse. RDAP emphasizes the importance of "community as method," emphasizing both social learning and mutual self-help, which are considered integral parts of self-change. As program participants progress through the phases of the program, they assume greater personal and social responsibilities in the community. Progress in treatment is based on the participant's ability to demonstrate comprehension and internalization of treatment concepts by taking behaviorally observable action to change their maladaptive and unhealthy behaviors. Research findings demonstrate that RDAP participants are significantly less likely to recidivate and less likely to relapse to drug abuse than non-participants. The studies also suggest that the Bureau's RDAPs make a significant difference in the lives of incarcerated individuals following their release from custody and return to the community.

FCC Allenwood is home to *two* Residential Drug Abuse Programs. The RDAP at the Low Security Institution has the capacity for 72 participants, and is staffed with a Drug Abuse Program Coordinator and three Drug Treatment Specialists. The RDAP at the medium security FCI has the capacity for 96 participants, and is staffed with a Drug Abuse Program Coordinator and four Drug Treatment Specialists.

#### ***Nonresidential Drug Abuse Treatment Program (NR-DAP)***

The Nonresidential Drug Abuse Treatment Program (NR-DAP) is a flexible, general population, psychoeducational-therapeutic group designed for treatment of incarcerated individuals with self-reported substance use disorders. NR-DAP is presented through scheduled and time-limited therapeutic group sessions. The journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and unhelpful) ideas about themselves, others, and/or



their worlds within the backdrop of their individual substance abuse. The focus of NR-DAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning. NR-DAP is offered at all three institutions at FCC Allenwood, and is staffed with a NR-DAP Program Coordinator and four Drug Treatment Specialists.

### ***Medication-Assisted Treatment (MAT)***

Medication-Assisted Treatment (MAT) is the use of medications, in combination with counseling and behavioral therapies, to provide a “whole-patient” approach to the treatment of substance use disorders. Methadone, buprenorphine, and naltrexone are safe and highly effective medications approved by the FDA to treat opioid use disorders. By alleviating withdrawal symptoms, reducing opioid cravings, or decreasing the response to future drug abuse, these medications make people with opioid use disorders less likely to return to drug abuse and risk fatal overdose. These medications also help people restore their functionality, improve their quality of life, and reintegrate into their families and communities. The benefits of medication for opioid use disorder have been studied in prisons and jails, and one study found that incarcerated individuals with opioid use disorder treated by medications had an 87% lower risk of death than those untreated. Improved survival can continue post-release, especially when individuals are linked to ongoing treatment in the community. MAT is offered at all three institutions through the collaboration of Health Services staff and the Medication-Assisted Treatment Coordinator.

### ***Secure Mental Health-Step Down Program (SMH-SDP)***

USP Allenwood is one of two institutions in the Federal Bureau of Prisons with a Secure Mental Health-Step Down Program (SMH-SDP, with the other program housed at USP Atlanta. The SMH-SDP is designed to meet the treatment needs of incarcerated individuals with serious mental illness and a history of violence which has resulted in their inability to function safely in the general population, and subsequent placement in long-term restrictive housing. The SMH-SDP is a unit of 30 incarcerated individuals, approximately one-third of whom are civilly committed to the custody of the Attorney General. The SMH-SDP represents a holistic treatment program that includes interventions and services from a variety of departments

including Psychiatry, Health Services, Social Work, and Occupational Therapy. Mental health staff on the unit include the Specialty Program Coordinator, two Advanced Care Level Psychologists, two Mental Health Treatment Specialists, and a Psychology Technician.

### ***Transitional Care Unit (TCU)***

The TCU addresses the transitional needs of mentally ill incarcerated individuals who have spent extended periods of time in secure treatment programs or restrictive housing settings. It is a multidisciplinary, collaborative effort designed to prepare mentally ill incarcerated individuals to transition to a general population setting, or in certain cases, prepare incarcerated individuals for release to the community. The unit is equipped and staffed to accommodate high security level and maximum custody status incarcerated individuals. The unit is separated from general population and allows for out-of-cell, structured individual and group programming in accordance with individually developed treatment plans. In addition to mental health treatment, the participants are encouraged to participate in an array of prosocial, healthy work and leisure activities. The ability to structure free time is considered paramount for management of mental health symptoms, reduction of violence, and successful reentry into less restrictive environments. Some participants may become Mental Health Companions, which are incarcerated individuals who are carefully screened and serve as supports and role models for other TCU participants. Successful completers have transitioned to Challenge, STAGES programs, and general population. The TCU has a capacity for 45 incarcerated individuals, including 35 program participants and up to 10 graduates/Mental Health Companions. A TCU Coordinator, two Advanced Care Level Psychologists, and three Mental Health Treatment Specialists staff the TCU.

### **Programs Undergoing Activation at FCC Allenwood**

\*These programs are currently undergoing activation and may or may not be available experiences for doctoral interns during the internship year.

### ***Secure Administrative Unit (SAU)***

The SAU houses incarcerated individuals diagnosed with a serious mental illness (SMI) who require a secure setting and either refuse mental health programming or are awaiting bed

space at a mental health treatment program (i.e., Secure Mental Health – Step Down Program, Secure STAGES, or Secure Skills). Placement in the SAU is administrative, not voluntary. However, mental health programming is available for incarcerated individuals who volunteer to participate, and participation is incentivized. SAU components (e.g., in-cell television, recreation time, work opportunities, enhanced access to mental health staff, enhanced programming) are designed to support incarcerated individuals vulnerable to mental health crises, motivate incarcerated individuals to participate in programming, and prepare incarcerated individuals to transition to other units. The SAU has a capacity of 45 incarcerated individuals. The SAU mental health staff includes an SAU Coordinator, two Advanced Care Level Psychologists, and two Mental Health Treatment Specialists.

### ***Secure Skills***

The Skills Program is a unit-based residential treatment program designed to improve the institutional adjustment of incarcerated individuals who have intellectual and social impairments. Incarcerated individuals with lower IQs, neurological deficits from acquired brain injury, fetal alcohol syndrome, autism spectrum disorder, and/or remarkable social skills deficits often become victimized and/or manipulated by more criminally sophisticated incarcerated individuals. As a result, they may be placed in the Special Housing Unit (SHU) for their protection or may have frequent misconduct reports due to limited resources for adaptive decision-making. The Skills Program employs a multi-disciplinary treatment approach aimed at teaching participants basic educational and social skills over a 12-month period. The goal of the program is to increase the academic achievement and adaptive behavior of this group of incarcerated individuals, thereby improving their institutional adjustment and likelihood for successful community reentry. Secure Skills at FCC Allenwood is a 40-bed program, with the option to house incarcerated individuals on a secure side of the unit or open side of the unit. Mental health staff on the unit include a Skills Coordinator, two Skills Psychologists, and two Skills Treatment Specialists.

### **Programs Under Development at FCC Allenwood**

\*These programs are under development at FCC Allenwood but are unlikely to be available experiences to doctoral interns during the internship year.

***Secure STAGES***

Steps Toward Awareness, Growth, and Emotional Strength (STAGES) is a unit-based residential Psychology Treatment Program that provides treatment to incarcerated individuals with a diagnosis of borderline personality disorder. The program uses an integrative model that includes an emphasis on a modified therapeutic community, cognitive-behavioral therapies, and skills training. It uses evidence-based treatments (i.e., dialectical behavior therapy) to increase the time between disruptive behaviors, foster living within the general population or community setting, and increase pro-social skills. This program aims to prepare incarcerated individuals for transition to less secure prison settings and promote successful reentry into society at the conclusion of their terms of incarceration. The Secure STAGES program at FCC Allenwood is appropriate for incarcerated individuals who have a maximum custody classification or require specialized security measures. It is an 18-bed program, with the option to house incarcerated individuals on a secure side of the unit or an open side of the unit. It is designed to be staffed with a STAGES Coordinator, two STAGES Psychologists, and two Mental Health Treatment Specialists.

***BRAVE***

Bureau Rehabilitation and Values Enhancement (BRAVE) is a unit-based program, designed to facilitate favorable initial adjustment to incarceration for younger and newly incarcerated individuals. The program aims to reduce incidents of misconduct and encourage participants to interact positively with staff and engage in self-improvement. The program operates as a Modified Therapeutic Community (MTC), where the community is the catalyst for change and focuses on the incarcerated individual as a whole person.

## Psychology Internship at FCC Allenwood

### Program Aim, Competencies, and Outcomes

The aim of the doctoral psychology internship program at FCC Allenwood is to train entry-level professional psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

**Competency 1: Research** – The intern will demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Competency 2: Ethical and Legal Standards** – The intern will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior. The intern will also demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** – The intern will demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.

**Competency 4: Professional Values and Attitudes** – The intern will demonstrate proficiency providing psychological services that are consistent with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

**Competency 5: Communication and Interpersonal Skills** – The intern will demonstrate proficiency in both written and verbal communication with peers, supervisors, and other staff that is timely, accurate, and jargon free.



**Competency 6: Assessment** – The intern will demonstrate proficiency in conducting screening, assessment, and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

**Competency 7: Intervention** – The intern will demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations.

**Competency 8: Supervision** – The intern will demonstrate proficiency in understanding basic principles of clinical supervision (e.g., building supervisory alliance, providing and accepting effective summative feedback, promoting growth and self-assessment of peer/trainee, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students if available.

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills** – The intern will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.

Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge of and skills in the above-listed domains within a correctional environment. We believe that exposure to a correctional facility and our incarcerated individual population will make interns well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that historically about 50% of our interns are hired as staff psychologists within the FBOP shortly

after graduation. However, we purposely tailor our training to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to incarcerated individuals throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

## Internship Duties

Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and maintaining adequate ratings on intern evaluations, to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCC Allenwood, like all Federal Bureau of Prisons employees, are considered essential workers and are expected to report to the institution Monday through Fridays (excluding federal holidays), even during potential emergency situations, when directed to do so. The internship year begins in August and ends the following August. Normal working hours for interns are considered 7:30 a.m. to 4:00 p.m. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment.

## Internship Rotations

FCC Allenwood interns train at the USP, FCI, and LSCI at various points in the training year. This assures exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs, offers the intern familiarity and experience for future work with any security level, and provides exposure to a wide range of presenting problems within a generalist training context.

Our training program provides interns three rotations in Correctional Psychology, Substance Use Disorder Treatment, and Serious Mental Illness (listed in detail below). The Correctional Psychology rotation is a year-long training experience, while the Substance Use Disorder Treatment and Severe Mental Illness rotations are each six months. To further broaden the training experience, we request input from the intern, as there is some flexibility in tailoring training experiences to meet each intern's individual training needs and desires.

### **Serious Mental Illness (SMI) Rotation**

On the SMI rotation, interns spend six months in the Transitional Care Unit (TCU). While on the Substance Use Disorder Treatment Rotation, interns will spend one day a week for six months in the Secure Mental Health-Step Down Program (SMH-SDP), both located at USP Allenwood (high security component).

Assessment – All interns complete a comprehensive psychological assessment report including interviewing, testing, record review, and integration of collateral data. Interns defend their reports at the end of internship year during a mock testimony, after completion of a variety of forensic didactic seminars. Additionally, the SMH-SDP and TCU include the only population of civilly committed federal offenders outside medical center settings. The federal courts require yearly assessment reports be submitted for each civilly committed offender, and interns may be asked to assist with the forensic reports.

Individual Psychotherapy – Interns are assigned a caseload of CARE3-MH incarcerated individuals with diagnoses such as schizophrenia, delusional disorder, major depressive disorder, bipolar I disorder, schizoaffective disorder, and various personality disorders. Interns collaboratively develop individualized treatment plans and provide weekly individual therapy within the context of the therapeutic community.

Group Psychotherapy – Interns facilitate a variety of psychoeducational groups and co-facilitate process groups with Advanced Care Level Psychologists. Interns facilitate manualized, evidence-based groups which may include emotional self-regulation, anger management, illness management and recovery, and dialectical behavior therapy skills training. Interns are also afforded the opportunity to develop their own group curricula, and have creative authority over group topics to facilitate treatment buy-in, skills building, and social engagement. Examples of unique groups created and facilitated by past interns include horticulture, art therapy, hip-hop therapy, and men's issues groups.

### **Substance Use Disorder Treatment Rotation**

On the Substance Use Disorder Treatment rotation, interns train in modified therapeutic community settings as part of a dynamic treatment team. Interns will receive training for this rotation in both Residential Drug Abuse Treatment Programs (RDAP), located at LSCI Allenwood (low-security component) and FCI Allenwood (medium-security component). While the communities use similar curricula and operate under a similar policy, the contrast between the implementation of programming with medium and low security incarcerated individuals is a unique training experience.

Program Administration – Interns on the Substance Use Disorder Treatment rotation have the unique opportunity to shadow supervisors and complete administrative duties typical of a residential treatment coordinator in the FBOP. Interns may observe clinical supervision of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation related to program qualification, early release procedures, and placement in residential reentry centers.

Process Group Therapy – Interns facilitate and co-facilitate process groups with treatment specialists. Interns are provided training and supervision in providing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills.

Psycho-educational Group Therapy – Interns facilitate psychoeducational groups utilizing manualized group protocols. Group therapy topics include rational thinking, criminal lifestyles, living with others, lifestyle balance, and recovery maintenance.

Treatment Team – Interns participate in weekly treatment team meetings. The treatment team consists of program coordinators, interns, and treatment specialists. Incarcerated individuals participating in the programs are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The treatment team assists program participants in identifying activities and interventions that will help them reach their treatment goals and function effectively in the treatment community.

### **Correctional Psychology Rotation**

The Correctional Psychology rotation is a year-long rotation with duties that most closely resemble the workload of a typical entry-level FBOP Staff Psychologist. Interns spend two days a week for the entirety of the internship year in a general population setting) for this rotation.

Individual Psychotherapy – Interns are responsible for completing intake screenings, evaluating mental health functioning and diagnostic presentation, and assigning appropriate mental health



care levels based upon diagnosis, level of impairment, and clinical need. Interns are assigned a caseload of CARE2-MH and CARE3-MH incarcerated individuals, develop collaborative treatment plans, and facilitate individual psychotherapy based upon identified treatment goals. Interns participate in a monthly multidisciplinary treatment team meeting to review their caseloads.

Group Psychotherapy – Interns facilitate an evidence-based priority practice group with general population incarcerated individuals. Interns can choose their preferred group topic, and potential protocols include anger management, criminal thinking, and basic cognitive skills.

Restrictive Housing – Interns complete weekly rounds in the Special Housing Unit (SHU) and address the needs of incarcerated individuals in restrictive housing through providing self-study materials and individual counseling. For incarcerated individuals housed in a restrictive housing setting for six months, interns complete a mental health screening to evaluate the impact of restrictive housing on mental status. Interns also manage the Turning Points program in the SHU, a series of in-cell treatment modules provided to incarcerated individuals to improve coping skills and address criminal thinking, attitudes, gambling, and drug abuse. Interns will have the opportunity to participate in a weekly multidisciplinary meeting with upper management to review cases of incarcerated individuals housed in the Special Housing Unit.

Assessment – Interns complete at least one comprehensive evaluation in general population. Referral questions vary considerably and may include educational assessment, personality assessment, or neuropsychological assessment. Because of the wide range of referral questions, efforts are made to match referrals to the intern's clinical interests and training goals.

Crisis Intervention – Interns are trained in crisis intervention, suicide risk assessment, and disruptive behavior management. Interns assess static and dynamic risk factors and protective factors for suicide using the Jail Suicide Risk Assessment Tool (JSAT), and collaborate with other psychologists to determine risk level and treatment needs. Interns coordinate with multidisciplinary staff to facilitate suicide watch placement for those determined to be at heightened risk.

Peer Supervision – FCC Allenwood has two funded doctoral-level practicum positions for third and fourth-year graduate students at Marywood University. Both students train primarily in general population and participate in weekly peer supervision with the interns. FCC Allenwood also offers unpaid practicum positions to undergraduate students at local universities. Interns will have the opportunity to provide mentoring to trainees. Interns train in competency-based clinical supervision and various clinical supervision models, and peer supervision and consultation are discussed at length during weekly group supervision with the Internship Program Coordinator.

### Didactic Training

Interns participate in a series of weekly didactic seminars on a variety of topics formulated to provide generalist training, while also exposing interns to rotation-specific applications. The didactic schedule includes lectures, discussions, assessment clinics, and webinars that are ordered sequentially throughout the year. Didactic seminars are presented by psychologists as well as multidisciplinary staff from Central Office, Health Services, Special Investigative Services, and other professionals. Interns are also afforded the opportunity to provide expertise to the department by presenting on their dissertations and facilitating a group presentation on a topic of their choice. An example of a recent didactic seminar schedule is included as an appendix.

## A Day in the Life of an FCC Allenwood Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and incarcerated individuals. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the FBOP, below is a sample of what a day could look like for one of our interns on the Substance Use Disorder Treatment Rotation:

<b>Time</b>	<b>Activity</b>
7:30 am	Arrive to work and attend community meeting
8:30am	Process group
9:30am	Module group
10:30am	Catch up on emails and documentation
11:00am	Lunch
11:30am	Substance abuse diagnostic interviews or individual therapy
1:00pm	Individual Supervision
2:00pm	Didactic
3:00pm	Didactic
4:00pm	Leave work with fellow interns

## Supervision

FCC Allenwood adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision by a licensed psychologist. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, review of taped sessions, and live supervision of sessions. Professional development is emphasized as well as clinical service provision. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision as necessary. At the beginning of the training year, rotation supervisors and interns discuss personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to help interns achieve their desired goals and improve upon targeted competency areas.

The Internship Program Coordinator (IPC) serves as a resource for interns and is responsible for the development, implementation, and evaluation of the internship program. They

make training assignments, handle clinical and administrative problems, plan the sequence of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

Our training program recognizes that no two individuals are the same, and that to be successful, clinicians must be trained to recognize the myriad presentations informed not only by diagnostic difference but by cultural difference arising from unique backgrounds and histories. To recognize individual differences is to recognize their strengths and the specific variables that allow them to overcome challenges and to work with their providers to reduce symptoms and work toward mental health. Furthermore, our supervision is geared toward providing interns with the ability to recognize their strengths as providers but also any tendencies toward bias and the ways in which such tendencies interfere in the therapeutic process, hindering treatment progress for their clients. Such discussions are inter-woven into daily practice, weekly supervision with interns, and didactic learning.

### Intern Evaluation

Formal evaluation of each intern's performance occurs at the end of each rotation. Informal, written mid-rotation progress reports are also provided. Interns are evaluated using a tool common to all Federal Bureau of Prisons internship training sites. The evaluation measures intern progress regarding the following profession-wide competencies, as delineated by APA: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values, Attitudes, and Behaviors; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; and Consultation and Interprofessional/Interdisciplinary Skills. Supervisors complete the evaluation form and discuss the results with the intern. Signed copies of the evaluation forms are maintained in the interns' files and a copy is sent to the interns' academic Director of Training.

Our aim at FCC Allenwood is for each intern to successfully complete internship and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The Due Process procedures at FCC Allenwood address any such problems and will be made available to all matched interns during the orientation week of

the internship program. In addition to a hard copy description of the procedures, the IPC will review them with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to any interested applicants upon request at any time during the application process.

The internship program values and actively solicits feedback from interns regarding their experiences of the overall internship program, each rotation, and each supervisor. Interns complete evaluations of the internship program and supervisors after each rotation and at the end of the training year. All of this feedback is shared anonymously and strongly considered when making modifications to the training program.

Members of the Psychology Services Department at FCC Allenwood are committed to providing interns with a quality training experience and strive to meet interns' training needs in all areas, including supervision, evaluation, the assignment of work, quality or type of training experiences, the establishment and maintenance of respectful supervisory relationships, and working environment. However, during the course of the internship experience, interns may have concerns regarding these or other issues. As with our Due Process procedures, the Grievance Procedures at FCC Allenwood are made available to interns and reviewed during orientation. These procedures can also be made available to those interested upon request.

## Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$59,966 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- Fully funded conference in Denver with interns across all FBOP institutions.
- For interns who require parental leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of parental leave, the Internship Program Coordinator will work closely with the intern to



ensure all requirements for internship and clinical training hours are completed in a timely manner.

- Liability coverage for on-site professional activities
- Career conversion opportunity. Pending successful completion of the internship program, interns that are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time role through USAJobs, and will be able to immediately begin their full-time job with FBOP employee benefits.

### APA Accreditation and APPIC Membership

The FCC Allenwood Psychology Internship Program received accreditation by the American Psychological Association (APA) on May 9, 2017, and has maintained APA accreditation since. The program meets all APA criteria for doctoral internships in professional psychology. FCC Allenwood is also a member APPIC.

Any questions or concerns regarding the accreditation status of the FCC Allenwood should be addressed to:

Office of Program Consultation and Accreditation

American Psychological Association

750 First Street, NE, Washington, DC 7:2-4242

**Phone:** (202) 336-5979

**Email:** [apaaccred@apa.org](mailto:apaaccred@apa.org)

**Web:** [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee

17225 El Camino Real

Onyx One-Suite #170

Houston, TX 77058-2748

**Phone:** (832) 284-4080

**Email:** [appic@appic.org](mailto:appic@appic.org)

## Frequently Asked Questions

**Q: Won't my training be too limited if I just work with incarcerated individuals?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be motivated by a secondary gain, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some incarcerated individuals fit the popular stereotype of the hard-core criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Others experience serious mental illness, including schizophrenia and bipolar disorder.

**Q: How "marketable" will my internship be?**

A: Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as generalists. Upon completion of training, many interns accept offers of employment with the Federal Bureau of Prisons. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). Based on this exposure, former FBOP psychology interns now hold positions not only in FBOP facilities, but also VA Medical Centers,

rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices.

**Q: Is it safe to work in a prison?**

A: The safety of both staff and incarcerated individuals is the highest priority of the Federal Bureau of Prisons. The Federal Bureau of Prisons has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. In this and many other respects, we consider ourselves second to no other prison system in the world. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any other work) setting, the single most important skill of any mental health professional working in a correctional setting is their ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

**Q: Do I need a certain number of clinical hours in a correctional facility to be eligible for an internship with the FBOP?**

A: No. There is no specified number of direct client contact hours needed to apply. Historically, our interns have had a wide range of experiences in both non-correctional and correctional settings. There are numerous settings that provide training that is relevant to a correctional setting, including but not limited to: inpatient hospitals, locked settings, exposure to serious mental illness, substance use disorder treatment facilities, etc.

**Q: What do I need to do to complete internship?**

A: There are three aspects of training that all interns must attain to successfully complete internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation form at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Finally, interns are required to

complete 2,000 hours of clinical training and will submit one formal psychological assessment during internship which is an adequate reflection of their clinical abilities.

## FCC Allenwood Psychologists

### Staff and Resources

FCC Allenwood has the largest Psychology Services Department in the Federal Bureau of Prisons, with a total of 67 mental health staff including psychologists, interns, practicum students, treatment specialists, and psychology technicians. With the activation of new residential treatment units, the department will continue to grow as we hire additional psychologists and treatment specialists. With such a large department, our psychologists represent an array of clinical interests and orientations, and we take pride in our dedication to training and our open-door policy for providing consultation to the interns and trainees in our department.



**S. Antonucci, Ph.D.** – Dr. Antonucci is a Staff Psychologist at the LSCI. He completed internship at FCC Allenwood and earned his degree in Counseling Psychology from the University of Akron in 2021. His clinical interests include psychodynamic theory/conceptualization, personality disorders, and integrative therapies. His previous research examined the role of mentalization on the expression of borderline personality features.



**S. Camp, Psy.D.** – Dr. Camp is the Complex Chief Psychologist. She was an intern at Gateway Foundation, Day Reporting/Pre Release Center Cook County Jail in Chicago, and she completed her degree at Regent University in 2014. She started her Bureau career as a Staff Psychologist at FCI Allenwood and promoted to NR-DAP Program Coordinator, She was the Deputy Chief Psychologist for the complex prior to her current position. She is also an adjunct instructor in the Psychology Services Department of Lycoming College. Her clinical interests include the treatment of characterological pathology, object relations and attachment conceptual

models/theories, and treatment of co-occurring substance abuse and psychopathology. She is a licensed provider.



**S. Decker, Psy.D.** – Dr. Decker is an Advanced Care Level Psychologist in the Transitional Care Unit. She completed her degree at the Pennsylvania College of Osteopathic Medicine in 2019. She first joined FCC Allenwood as an intern, and we liked her so much we begged her to stay. Following the internship, she became a Staff Psychologist at the FCI. Her clinical interests include cognitive behavioral therapy, juvenile sex offenders, and crisis management.



**L. Dumas-Espinoza, Ph.D.** – Dr. Dumas-Espinoza is the Drug Abuse Program Coordinator at FCI Allenwood. She started her FBOP career as an intern at FCC Allenwood, and completed her degree at the University of Wyoming in 2020. Prior to her current position, she was a Staff Psychologist at the FCI. Her clinical interests include gang affiliation, impulse control, and moral injury.

She has published research in areas of self-stigma in dual diagnosis offenders and the Good Lives Model. She is a licensed provider.



**L. Ennis, Psy.D.** – Dr. Ennis is the Skills Coordinator. She earned her degree from the Chicago School of Professional Psychology in 2014. Prior to her current position, she was an intern at FCC Hazelton and held several positions at USP Allenwood, including Staff Psychologist, Advanced Care Level Psychologist, Challenge Coordinator, and RU Psychologist. Her professional interests include serious mental illness, disruptive

behavior management, psychological assessment, multiculturalism, and LGBTQIA issues. She is a licensed provider.



**J. Garrison, Psy.D.** – Dr. Garrison is an Advanced Care Level Psychologist, and acting Coordinator, in the Transitional Care Unit. She earned her degree from Chestnut Hill College in 2016. Prior to her current position, she was an intern at FMC Fort Worth and a Staff Psychologist at USP Allenwood. Her clinical interests include correctional psychology, serious mental illness, civilly committed incarcerated individuals, and group therapy. She is a licensed provider.



**J. Gil, Psy.D.** – Dr. Gil is a Staff Psychologist at the FCI. She earned a M.S. in Mental Health Counseling and a Psy.D. in Clinical Psychology from Nova Southeastern University. Her FBOP career began as a practicum student at FDC Miami and she completed internship at FCC Allenwood. She is a licensed mental health counselor in Florida, and previously worked in community mental health with a focus in trauma treatment for a diverse population. She has worked in domestic violence shelters and conducted assessments for undocumented immigrants seeking political asylum. Her clinical interests include cultural identity, stigma, trauma, gang affiliation, social justice issues, and interventions with Spanish-speaking clients.



**S. Greene, Psy.D.** – Dr. Greene is an Advanced Care Level Psychologist in the Secure Administrative Unit. He completed his internship at MCFP Springfield and earned a Psy.D. in Clinical Psychology from Nova Southeastern University in 2019. He was a Staff Psychologist at USP Allenwood prior to his current position. His professional interests include evidence-based practice, individual and group psychotherapy, severe mental illness, and forensic psychology.





**N. Gwozdziwycz, Psy.D.** – Dr. Gwozdziwycz is the NR-DAP Coordinator at the complex. He earned his degree in 2013, while living in Hawaii. He interned at the Dakota Counseling Institute and completed a post-doctoral fellowship at Fulton State Hospital in Missouri. He began his FBOP career as a Staff Psychologist at FCI Edgefield and transitioned to FCI Allenwood as the RDAP Coordinator in 2017, before attaining his current position. His

clinical interests include substance abuse and diversity in the workplace. He is a licensed provider.



**A. Powell, Psy.D., ABPP** – Dr. Powell is the Secure Administrative Unit Coordinator at USP Allenwood. In 2017, he graduated with a Psy.D. in Clinical Psychology. Dr. Powell previously worked at the following institutions: SCI Graterford (PA DOC), FDC Philadelphia (FBOP), FMC Lexington (FBOP), and FCC Yazoo City (FBOP). His interests include personality dysfunction, communication skills, race dynamics, social justice

issues, and career development. He is a licensed provider.



**M. Ring, Psy.D., ABPP** – Dr. Ring is the Coordinator of the Secure Mental Health-Step Down Program. In 2019, she received her doctorate in Clinical Psychology from Marywood University and completed her internship at FMC Rochester. She was hired as a Staff Psychologist at FCC Hazelton and was an Advanced Care Level Psychologist prior to her current position. She has received training at USP Canaan and the Wilkes-Barre VA Medical Center. She is an active member of the Association

of Threat Assessment Professionals (ATAP). Her research interests include threat assessment and management, targeted violence against clinicians, and mental health provider safety. Her research has been published in peer-reviewed journals and presented at the local and national level. She is a licensed provider.



**E. Siddall, Psy.D.** – Dr. Siddall is an Advanced Care Level Psychologist in the Secure Mental Health-Step Down Program. She completed her internship at FMC Rochester in August 2021, and earned her degree from Chestnut Hill College in Philadelphia, PA. Her clinical interests are integrative approaches to therapy, combining aspects of psychodynamic therapy, family systems theories, DBT, and intersectionality of diversity factors. She has previously conducted research on the experiences of family members of former death row incarcerated individuals, and she has assisted in research on perceptions of abusive behaviors committed by female perpetrators of sexual abuse, specifically mother/daughter sexual abuse. She is a licensed provider.



**C. Schmidt, Ph.D.** – Dr. Schmidt is the Drug Abuse Program Coordinator at the LSCI. She completed internship at FCC Butner and obtained a Ph.D. in Clinical Psychology with an emphasis in Forensic Psychology from Palo Alto University in 2019. Prior to her current position, she served as the Staff Psychologist at the LSCI and the complex Medication-Assisted Treatment Coordinator. Her clinical interests include SMI and forensic evaluations, and her research interests include crisis intervention team (CIT) training with police officers, the death penalty, jury selection/trial consultation, and factors that contribute to wrongful convictions. She is a licensed provider.



**K. Stoler, Psy.D.** – Dr. Stoler is the BRAVE Coordinator. In 2020, she completed her doctoral degree in Clinical Psychology at La Salle University. Prior to her current position, she was a graduate student at Central Office, a practicum student at FDC Philadelphia, doctoral intern and Staff Psychologist at FCC Butner, and Staff Psychologist and Internship Program Coordinator at FCC Allenwood. Her professional interests



include correctional psychology and dialectical behavior therapy. She is a licensed provider.

**J. Stout, Psy.D.** – Dr. Stout is a Staff Psychologist at FCI Allenwood. She completed her internship at FCC Allenwood in 2023, and received her doctoral degree in Clinical Psychology from Chestnut Hill College. Her clinical work has served a variety of populations including juvenile sex offenders, adolescents in residential treatment, children and families, and community mental health. Her professional interests include correctional psychology, trauma-informed care, and systems-based conceptualization.



**C. Williams, Ph.D.** – Dr. Williams is the Deputy Chief Psychologist. She completed her Ph.D. in Clinical Psychology in 2018. She was a doctoral intern at FMC Carswell, Staff Psychologist at USP Allenwood, and Advanced Care Level Psychologist and Coordinator in the TCU prior to her current position. Her professional interests include trauma, serious mental illness, and depressive disorders. She is a licensed provider.

## Surrounding Area and Local Points of Interest

FCC Allenwood is located between Williamsport, PA and Lewisburg, PA in the scenic Susquehanna Valley. The Susquehanna Valley offers a wealth of outdoor activity pursuits and natural resources, including a number of state parks, hiking/biking trails, and water rentals (i.e., kayaks) close by. The area also offers exposure to a wide variety of year-round cultural events and activities, such as farmer's markets, quaint shops, and holiday festivals. South Williamsport, PA hosts the Little League World Series every summer, which draws thousands of players and fans from all over the world. The games are free to attend! There are also a number of fantastic restaurants, breweries and wineries, and even a drive-in movie theater to enjoy.

The area draws a diverse crowd of college students and young professionals due to the number of educational and job opportunities. There are nationally recognized colleges (i.e., Lycoming College), universities (i.e., Bucknell University, Bloomsburg University), and quality medical care (i.e., Geisinger Medical Center, Williamsport Regional Medical Center, Evangelical Community Hospital).

Allenwood is also a day/weekend trip away from multiple metropolitan areas. Access to Philadelphia (2.5 hours), New York City (3 hours), Pittsburgh (3.5 hours), and Washington, DC/Baltimore (3.5 hours) is appealing for individuals craving exposure to the vibrancy of city life. Additionally, for interns coming from other areas of the country, travel home is convenient with three airports close to the institution, including Williamsport Regional Airport (20 minutes), Harrisburg International Airport (1.5 hours), and Philadelphia International Airport (3 hours).

## Career Opportunities at the Federal Bureau of Prisons

The Federal Bureau of Prisons has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists needed to meet our staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing their FBOP internship. While we do not promise jobs to those who are accepted into the internship program, we see benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the table at the end of the brochure for initial post-internship placements of our previous three intern classes.

Newly selected staff generally start at the GS-11 level, and upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary ranges can be found on the [Office of Personnel Management \(OPM\) website](#)). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Student loan repayment opportunities are available at most facilities.

Psychologists enjoy a great deal of professional autonomy in the Bureau as the main providers of mental health services and there are numerous opportunities to advance your career. The FBOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work. Bureau psychologists may also engage in outside employment, such as private practice or teaching.

As permanent federal employees, all psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for tax-deferred savings similar to a 401(k) plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Federal Bureau of Prisons is an equal opportunity employer.

## How to Apply

The application for all FBOP psychology internships is a three-step process, and you can reference [this helpful visual](#) of the process and the associated timeline on the FBOP Internship website.

An in-person interview offers a snapshot of the unique nature of a correctional setting. The FBOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. FCC Allenwood also recognizes that an in-person interview may not always present as an option for all applicants. To meet Human Resources (HR) requirements, at least one FBOP interview must be conducted in-person. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility. FCC Allenwood utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants regardless of interview type.

## Eligibility Requirements

The psychology internship program at FCC Allenwood is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of APPIC's Internship Matching Program. FCC Allenwood agrees to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants for the Bureau's internship positions should be aware they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an advanced graduate student and psychologist in training, but

also suitability for work in a position of public trust. Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility, and are expected to be law-abiding citizens who can serve as strong role models for the incarcerated population.

Applicants must also be U.S. citizens who have lived in the U.S. for the past 3 out of 5 years.

Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the Bureau is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity to explore federal careers while still in school. While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJobs website to verify eligibility for temporary federal employment (internship). You will receive additional information on the USAJobs application process after your AAPI Online application has been reviewed.

### Application Process and Deadlines

Outlined below is the standard FBOP internship application process and timeline that applies to all FBOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each FBOP site you are interested in to ensure you meet the requirements of individual internship sites.

#### **1. November 1: AAPI**

- a. Submit your AAPI Online application on the APPIC website for each FBOP site that you're interested in. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference

- c. Additional Requirement: In addition to the AAPI online application, our site requires that you upload a sanitized comprehensive psychological assessment report as part of your electronic application.
- d. All AAPI application materials must be submitted online by 11:59pm on November 1<sup>st</sup>.

## **2. Mid-November: USAJobs**

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.
- c. Submit all required documentation, including:
  1. Resume
    - In order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
    - We recommend using the resume builder within USAJobs to ensure all information is captured accurately.

2. Transcript verifying current enrollment in a doctoral program:

- Your transcript must include the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from the Office of the Registrar.
- **Please note:** If the transcript you are uploading does not **explicitly state that you are currently enrolled** in your doctoral program, you should upload an additional document that verifies current enrollment. This may be a Current Enrollment Verification Certificate, statement of current enrollment or acceptance letter.

3. Evidence that you are registered for the Match

- This could be in the form of one of the following:
  - A copy of your APPIC Match purchase receipt
  - A copy of the email receipt of the APPIC application e-submission
  - A letter from your Director of Clinical Training stating that you have completed the AAPI and are registered for the APPIC Match

d. During the USAJOBS application process, applicants must respond to a series of assessment questions about their experience. Your responses determine category placement (i.e., Best Qualified, Highly Qualified, Qualified).

e. After closure of the USAJobs application, only applicants that are assessed as qualified and included in the Best Qualified category will be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even if you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJobs application process plays a vital role in the certification of an applicant to one or all sites.

### **3. December – January: Interviews**

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  - i. The FBOP’s Core Values Assessment (CVA), which is used to determine if new FBOP employees possess the core values and behaviors required for success at FBOP
  - ii. Integrity interview, which addresses issues of personal conduct
  - iii. Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  - iv. Subject matter expert interview
- c. If applying to more than one FBOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other FBOP sites for convenience.

#### **Additional Information**

Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the matching process, a field investigation will follow to verify the information provided in interviews and required forms is accurate. During the background investigation, you will be required to disclose any medical or mental health diagnoses and treatment. Additionally, the Federal Bureau of Prisons is a drug free workplace, which includes recreational or medicinal marijuana use. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the internship program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct. This information is not intended to discourage applications, but to ensure applicants are aware of the additional law enforcement requirements that will be imposed should they wish to pursue a Federal Bureau of Prisons Internship position.



## Contact Information

We are excited about our internship program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCC Allenwood, please contact:

Katie Stoler, Psy.D.

Acting Internship Program Coordinator  
Federal Correctional Complex Allenwood  
P.O. Box 3500  
White Deer, PA 17887

EMAIL: [kstoler@bop.gov](mailto:kstoler@bop.gov)

PHONE: (570) 547-0963 x6555

## Appendix

### Internship Admissions, Support, and Initial Placement Data

Program tables updated: May 30, 2024

#### Program Disclosures

<p>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.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>If yes, provide website link (or content from brochure) where this specific information is presented: N/A</p>	

#### Internship Program Admissions

<p><b>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:</b></p>
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 400 intervention hours and 100 assessment hours (*exceptions may be made to the assessment hours due to COVID-19 limitations). Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The Federal Bureau of Prisons is an Equal Opportunity Employer.</p>
<p>In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, severe mental illness, and substance abuse treatment. FCC Allenwood is a male correctional complex that maintains a population of approximately 2800 incarcerated individuals in high, medium, and low security level facilities.</p>
<p><b>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:</b></p>
<p>Total Direct Contact Intervention Hours: N <input checked="" type="radio"/> Y Amount: 400</p>
<p>Total Direct Contact Assessment Hours: N <input checked="" type="radio"/> Y Amount: 100</p>
<p><b>Describe any other required minimum criteria used to screen applicants: None.</b></p>

During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test. The dissertation must be successfully proposed at the time the APPIC application is submitted. Applicants must first go through the USAJobs.gov application process for a psychology intern as a qualification step to be selected for an interview.

\*Due to the nature of the Bureau of Prison's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. The interview may take at least 2 to 3 hours so plan accordingly. To meet HR requirements, at least one FBOP interview must be conducted in-person. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility.

If matched with a Federal Bureau of Prisons internship site, you will be considered an essential worker and will report daily to the institution.

**Financial and Other Benefit Support for Upcoming Training Year**

Annual Stipend/Salary for Full-time Interns	\$59,966	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
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="radio"/> Yes	No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

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

**Initial Post-Internship Positions**

	<b>2020-2023</b>	
Total # of interns who were in the 3 cohorts	13	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	<b>PD</b>	<b>EP</b>
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	1
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	11
School district/system	0	0
Independent practice setting	0	1
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Sample Didactic Schedule

**2023-2024 Didactic Seminar Schedule**

Tuesdays at 2:00, in the USP Warden’s Conference Room (unless otherwise indicated)

<b>Date</b>	<b>Title/Topic</b>	<b>Presenter</b>
09/07/2023*	Ethical Principles and Code of Conduct	Sarah Camp, Psy.D.
09/12/2023	Prison Culture	Jessica Garrison, Psy.D.
09/19/2023*	Suicide Prevention VTC (Begins at 1pm; IPC Office)	Central Office Staff
09/26/2023	Gratitude and Self-Care	Central Office Staff
10/03/2023	Assessment Clinic: Personality Assessment (PAI, MMPI, MCMI)	Laura Ennis, Psy.D.
10/6/2023*	Modified Therapeutic Communities/Group Treatment	Nick Gwozdziwycz, Psy.D.
10/10/2023	Mental Status Exams	Anthony Powell, Psy.D.
10/17/2023	Internship Conference at MSTC	Various Psychologists
10/24/2023	Evaluations and Report Writing	Sarah Camp, Psy.D.
10/27/2023*	Book Series: <u>The Hot House</u> by Pete Earley	Katie Stoler, Psy.D.
10/31/2023	Managing Inappropriate Behavior in Corrections	Staff Panel
11/07/2023	Motivational Interviewing	Sarah Decker, Psy.D.
11/14/2023	Assessment Clinic: Malingering Assessment (M-FAST, SIRS-2, VIP, BCT, TOMM)	Laura Ennis, Psy.D.
11/21/2023	Impact of Clinician’s Ethnic and Cultural Identity on Clinical Practice	Chalique Williams, Ph.D.
11/28/2023	VTC (Begins at 1pm; IPC Office)	Central Office Staff
12/05/2023	Assessment Clinic: Intelligence Assessment	Stephen Antonucci, Ph.D.
12/12/2023	Substance Use Disorders	Luci Dumas-Espinoza, Ph.D.
12/19/2023	Aging Offenders	Katie Stoler, Psy.D.
12/26/2023	Cancelled - Holiday	
01/05/2024*	Psychologist Roles and Diagnostic Protocols	Katie Stoler, Psy.D.
01/09/2024	Commitment	Melissa Ring, Psy.D.
01/16/2024	Dissertation Presentation	Intern
01/19/2024*	Quarterly Training- Professionalism, Note Writing, and SRAs	Various Psychologists
01/23/2024	Dialectical Behavior Therapy	Stephen Antonucci, Ph.D.
01/30/2024	Spanish-Speaking Populations	Jessica Gil, Psy.D.
02/06/2024*	VTC (Begins at 1pm; IPC Office)	Central Office Staff
02/13/2024	Dissertation Presentation	Intern
02/20/2024	Human Trafficking	Sarah Lada, Psy.D.
02/27/2024	Generational Trauma	Luci Dumas-Espinoza, Ph.D.
03/05/2024*	VTC (Begins at 1pm; IPC Office)	Central Office Staff
03/12/2024	Case Law and Inmate Rights/Mock Prep	Sarah Decker, Psy.D.
03/19/2024	Mindfulness	Samuel Greene, Psy.D.
03/26/2024	PDM-2 (Psychodynamic Diagnostic Manual- 2)	Eryn Siddall, Psy.D.
04/02/2024	Death Penalty	Christine Schmidt, Ph.D.
04/09/2024	Dissertation Presentation	Intern
04/16/2024*	VTC (Begins at 1pm; IPC Office)	Central Office Staff
04/23/2024	Mock Testimony #1	Christine Schmidt, Ph.D. and Stephen Antonucci, Ph.D.
04/30/2024	Gender Dysphoria	Laura Ennis, Psy.D.
05/07/2024	Psychology Treatment Programs	Katie Stoler, Psy.D.

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05/17/2024*	Power differentials in treatment	Anthony Powell, Psy.D.
05/21/2024	Dissertation Presentation	Intern #4
05/28/2024	Assessment Clinic: Projective Assessment	Sarah Camp, Psy.D.
05/30/2024*	Quarterly Training- Professionalism, Diversity, Critical Thinking	Various Psychologists
06/04/2024	Digital Deviance	Sarah Decker, Psy.D.
06/11/2024	Behavior Management Techniques	Jessica Garrison, Psy.D.
06/18/2024	Dissertation Presentation	Intern #5
06/25/2024	Preparing for EPPP and Licensure	Eryn Siddall, Psy.D.
07/02/2024	Student Loan Repayment	Katie Stoler, Psy.D.
07/09/2024	Intern Group Presentation	All Interns
07/16/2024	Book Series: <u>Letters to a Young Therapist</u> by Mary Pipher	Katie Stoler, Psy.D.
07/23/2024	Lessons Learned from Mock Experience/Mock Prep	Sarah Decker, Psy.D.
07/30/2024	Mock Testimony #2	Stephen Antonucci, Ph.D. and Christine Schmidt, Ph.D.
08/06/2024	Intern Graduation Party	All Psychology Services staff

## References

- Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.
- Magaletta, P.R., & Boothby, J. (2003). Correctional mental health professionals. In T.J. Fagan & R. K. Ax (Eds.) *Correctional Mental Health Handbook* (pp.21-38). Thousand Oaks, CA: Sage
- Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.