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FCI MIAMI
2025-2026



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Introduction

¡Su futuro comienza aquí! The Psychology Services Department at the Federal Correctional Institution (FCI) Miami is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer questions about our Spanish Psychology Doctoral Internship Program and dispel some of the common stereotypes about working in a prison.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and FCI Miami specifically. The brochure begins with an overview of the FBOP and the roles of Psychology Services and the Spanish Psychology Doctoral Internship Program.

The second part of this brochure provides information about the Spanish Psychology Doctoral Internship Program at FCI Miami. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology Services staff and the local area to help you get to know us.

The brochure concludes with a discussion of career opportunities within the FBOP and the instructions for applying to our Spanish Internship Program. We encourage you to look at our [Doctoral Intern](#) and [Psychologist](#) web pages to learn about the opportunities available in 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 psychologist. We currently have three (3) intern positions available at our site and look forward to receiving your application.



Federal Correctional Institution (FCI) Miami

Overview of the Federal Bureau of Prisons

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 offenders. 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, Health Services and Psychology Services departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, incarcerated individuals are humans, each with his or her (about seven percent are women) own needs and abilities. Many incarcerated individuals have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, Psychology Services play an integral role in mental health treatment of the federal incarcerated population.

The FBOP provides 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.



FBOP Central Office in Washington D.C.

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 FBOP 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., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every FBOP Psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consulting services to incarcerated individuals and staff. Psychology Services staff assess the needs of each individual 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 health services, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.



Overview of FCI Miami

FCI Miami is in the Southeast Region, in southwest Miami-Dade County, 30 miles from downtown Miami. It is comprised of a low security Federal Correctional Institution (FCI) with an adjacent minimum security Satellite Prison Camp (SCP), housing adult males convicted of a range of federal crimes. The FCI includes a Special Housing Unit (SHU) for administrative and disciplinary cases.

FCI Miami



The Federal Correctional Institution (FCI) Miami was constructed in 1938, and opened in 1976. The FCI houses approximately 790 incarcerated individuals.

SCP Miami



The Satellite Prison Camp opened in 1992, to house non-violent minimum security adult males. It houses up to 200 incarcerated individuals.

FDC Miami (Minor Rotation in Outplacement)



The Federal Detention Center (FDC) Miami, opened in 1985, is an administrative-security federal prison located approximately 24 miles from the FCI. It houses pretrial and pre-sentence male and female detainees of the U.S. Marshals Service and designated incarcerated individuals.

Psychology Services at FCI Miami

FCI Miami has the only Spanish Psychology Doctoral Internship Program in FBOP; thus, offering a unique training experience to assess and treat a specialized population.

FCI Miami offers a wide variety of programs targeted at the Spanish-speaking population, such as the Spanish Residential Drug Abuse Treatment Program, Spanish Non-Residential Drug Abuse Treatment Program, Spanish Resolve, and Medication-Assisted Treatment (MAT). Also, the Psychology Services staff at FCI Miami address concerns related to treating incarcerated individuals who are diagnosed with acute and chronic psychotic, mood, personality, adjustment disorder, and substance use disorders. In addition to providing treatment related to difficulties with incarceration and preparation for release.

The Psychology Services Department is staffed by five bilingual (Spanish and English) doctoral-level psychologists with degrees in clinical psychology, most of whom are licensed. All



licensed psychologists will actively participate in the supervision of interns. The department is additionally staffed by eight treatment specialists who specialize in drug treatment. Both, the FCI and the SCP are equipped with private psychology offices for assessment and treatment, along with larger rooms for groups. Staff all have access to computers and maintain psychology records on a computerized database. Additionally, computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site.

Specialty Psychology Programs at FCI Miami

Drug Abuse Treatment Program (DAP)

The Drug Abuse Treatment Program consists of the following four treatment modalities.

Drug Education:

This psychoeducational course is required for any incarcerated individual with a history of using or selling substances. Drug Education is offered in Spanish and English at the FCI and SCP.

Non-Residential Drug Abuse Treatment Program (NRDAP):

A treatment group for incarcerated individuals with self-reported substance use disorders, this journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and maladaptive) ideas about themselves, others, and substance abuse. The focus of NRDAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning. The Non-Residential Drug Abuse Treatment Program is offered in Spanish and English at the FCI and SCP.

Spanish Residential Drug Abuse Treatment Program (SRDAP):

A highly intensive program designed to address the need of incarcerated individuals with substance use disorders, SRDAP is a voluntary program consisting of 500 hours of treatment over the course of nine months. Participants reside in a Modified Therapeutic Community (MTC) on a housing unit separate from the general population. The residential program involves a comprehensive treatment approach in Spanish that utilizes a cognitive-behavioral orientation along with a strong emphasis on relapse prevention. The MTC emphasizes personal accountability and

decision-making, as well as the connection of substance use disorder to faulty/criminal patterns of thought that impact all areas of the participant's life. Following the completion of the unit-based portion of SRDAP, participants are required to participate in aftercare for up to 12 months before their release from the institution and then outpatient substance abuse treatment in the community following release.

The Medication-Assisted Treatment (MAT):

MAT is a treatment involving the use of medications, in combination with counseling and behavioral therapy, 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 Disorder (OUD). MAT provides voluntary treatment for incarcerated individuals with an OUD and a desire to transition from incarceration to the community with a decreased likelihood of relapse and overdose. Individuals in the MAT program are seen on a regular basis for group and/or individual therapy, with a focus on improving coping strategies for environmental stressors, as well as to develop effective relapse prevention skills. MAT is offered in Spanish and English at the FCI and SCP.

Spanish Resolve Trauma Treatment Program

Resolve is a non-residential treatment for incarcerated individuals who have a history of traumatic experiences and meet criteria for trauma related diagnosis. Specifically, the program seeks to decrease the incidence of trauma related psychological disorders and improve participant's level of functioning. The program uses a standardized treatment protocol consisting of three components: an initial psychoeducational workshop (Traumatic Stress and Resilience); a brief, skills-based treatment group (Seeking Strength); and Dialectical Behavioral Therapy (DBT), Cognitive Processing Therapy (CPT), and/or a Skills Maintenance Group, which are intensive, cognitive-behavioral groups to address persistent psychological and interpersonal difficulties.

As a new initiative, FCI Miami's Spanish Resolve program will soon be available to Spanish speaking incarcerated individuals housed at the FCI and SCP. It will assist the FBOP in collecting data by having participants complete three self-report measures at various times throughout the program to determine its effectiveness.

Correctional Psychology

Correctional Psychology involves mental health services provided to incarcerated individuals. Initially, it consists of a universal assessment of mental health needs for those individuals designated to the FCI and SCP. If an incarcerated individual is identified with mental health needs, psychologists then provide treatment options in the form of individual or group therapy. Incarcerated individuals may also have their mental health needs reassessed through self-referral or referral from other institutional staff (correctional officers, unit team, medical providers, etc.). Correctional Psychology services include the Suicide Prevention Program to identify, and intervene, when necessary, incarcerated individuals at risk for suicide.

Spanish Psychology Doctoral Internship Program at FCI Miami

Program Aim, Competencies, and Outcomes

The aim of the Spanish Psychology Doctoral Internship Program at FCI Miami is to train entry-level professional psychologists to develop a competent and multicultural professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills. Additionally, specialized training in the area of clinical practice in a correctional setting considering multicultural factors. 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., 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 and skills in the above-listed domains

within a correctional environment. We believe that exposure to a correctional facility and our incarcerated 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 FBOP 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 Spanish 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 Spanish 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 Spanish 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.

It is our hope that through the Spanish Internship 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.

Diversity is valued at FCI Miami. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.



The “wildlife” at FCI Miami

Spanish Internship Duties

Interns will provide mental health services with a focus on a unique and underserved population of Spanish speaking incarcerated individuals. As such, an internship at FCI Miami exclusively ensures exposure to psychological services in multiple security levels, a wide range of mental health problems, and an emphasis on integrating all individual aspects into treatment. Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations to successfully complete the Spanish Internship Program. Interns spend a minimum of 10-15 hours conducting face-to-face psychological services with incarcerated individuals, (i.e. intake screenings, mental status examinations, brief counseling, long-term individual therapy sessions, group interventions, risk assessments, and psychological evaluations). Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCI Miami, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Friday (excluding federal holidays), even during the COVID pandemic and other potential emergency situations. The

internship year begins in August and ends the following August, and normal working hours for interns will be discussed upon arrival to our institution. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A basic description of additional training experiences will follow.



The “wildlife” at FCI Miami

Spanish Internship Rotations

The FCI Miami Spanish Psychology Doctoral Internship Program consists of three primary rotations, each lasting a period of approximately four (4) months. Throughout the internship year, each intern will rotate and complete all primary rotations. During the second and third four-month period, the intern will be assigned a primary rotation and will have the opportunity to complete a minor rotation for each period from the list below. The minor rotation will either be an adaptation of one of the primary rotations for additional experience or a rotation not offered as a primary rotation. As such, during their internship year, each intern will complete all primary rotations and two minor rotations.

The primary rotations include:

- 1. Substance Use Disorder Rotation (DAP)**
- 2. Spanish Resolve Trauma Treatment Program**
- 3. Correctional Psychology**

The minor rotations include:

- 1. Substance Use Disorder Rotation (DAP)**
- 2. Spanish Resolve Trauma Treatment Program**
- 3. Correctional Psychology**
- 4. Forensic Evaluation at FDC Miami**
- 5. Serious Mental Illness (SMI) at FDC Miami**

Substance Use Disorder Rotation

All FBOP locations offer various aspects of substance abuse programming to incarcerated individuals. These programs are designed to provide substance use disorder treatment at varying levels dependent on individual need. FCI Miami offers all components of the DAP program in Spanish to include Drug Education, Non-Residential Drug Abuse Treatment Program (NRDAP), Medication-Assisted Treatment (MAT), and Spanish Residential Drug Abuse Treatment Program (SRDAP). All the programs in the Substance Use Disorder Rotation are also offered in English except for Residential Drug Abuse Treatment Program. Our SRDAP program is the only Spanish RDAP in FBOP, and it was developed to target the significant need of the Spanish speaking incarcerated individuals. It has a capacity of 96 participants. The SRDAP program is staffed by the DAP Coordinator and four treatment specialists. The DAP training rotation will involve improving skills in group facilitation, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a FBOP residential treatment unit and non-residential program. The MAT component will include providing services to incarcerated individuals with opioid use disorders, as well as coordinating treatment with medical providers within the institution.

Therapeutic Community – Interns on this rotation will serve as members of the SRDAP treatment team consisting of the program coordinator and four treatment specialists. As part of the treatment team, interns will participate in daily community meetings in which incarcerated individuals facilitate the meeting and present on relevant topics from the news, discuss the “word of the day,” and provide peer feedback to group members. Interns will additionally participate in weekly treatment meetings with incarcerated individuals of special focus. Interns will serve in the role such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

Assessment – Interns will participate in the screening process for incarcerated individuals requesting to participate in SRDAP and/or MAT. This will involve reviewing collateral documentation, conducting substance use disorder diagnostic interviews, diagnostic formulations, and completing associated documentation. Additionally, psychosocial interviews and treatment planning may be conducted for NRDAP and MAT.

Treatment Groups – Incarcerated individuals in NRDAP participate in weekly sessions and SRDAP participants have daily treatment groups. These group sessions include standardized cognitive-behavioral treatment, processing, and specialty intervention groups. Incarcerated individuals in MAT may participate in individual or group sessions depending on clinical need. Interns are encouraged to participate as group co-facilitator with an assigned treatment specialist and may have the opportunity to facilitate NRDAP, Drug Education, and/or MAT groups.

DAP Clinical and Administrative Duties – Interns will conduct clinical duties (to include intake screenings, crisis interventions, risk for sexual abusiveness and victimization, protective custody evaluations, etc.), and provide treatment as needed to incarcerated individuals with mental health diagnoses and/or symptoms, who are participants in SRDAP. This will involve developing mental health treatment plans, completing various documentation, and may including coordinating services related to medical, mental health, substance use disorder treatment and/or other programming needs.

Spanish Resolve Trauma Treatment Program

FCI Miami's Resolve is a non-residential program in Spanish designed for the treatment of trauma-related disorders. Incarcerated individuals must complete the education workshop, Traumatic Stress and Resilience, before being considered for the Resolve treatment groups. Prior to beginning Resolve, all incarcerated individuals receive formal assessment and diagnosis. The purpose of this program is to: promote a trauma informed approach to incarcerated individuals; decrease the incidence of trauma-related psychological disorders and improve incarcerated individuals' level of functioning; increase the effectiveness of other treatment; manage incarcerated individuals more effectively by reducing institutional misconduct, segregation placements, and crisis intervention contacts; and contribute to public safety by reducing recidivism and enhancing the ability of incarcerated individuals to function as productive citizens.

Assessment – Interns will conduct assessments to identify, diagnose, and recommend treatment for incarcerated individuals with PTSD or associated mental health disorders by administering psychometric instruments.

Treatment Planning – Interns will identify individual treatment needs and provide recommendations for group or individual therapy focused on symptom improvement. Written assessments of treatment progress will also be completed.

Group Treatment – Interns will facilitate psycho-educational and process groups specifically designed for incarcerated individuals with a trauma history. Groups utilize standardized, evidence-based, cognitive behavioral treatment protocols. These groups include Traumatic Stress and Resilience, Seeking Strength, Dialectical Behavior Therapy (DBT), and Cognitive Processing Therapy (CPT).

Correctional Psychology

This rotation will expose interns to the psychology services offered to all incarcerated individuals across FBOP. Interns will be responsible for managing an individual caseload of incarcerated individuals with increased mental health needs for the duration of the rotation. Interns may conduct psychological evaluations and administer psychological tests in support of educational programs and treatment needs.

Admission and Orientation – Interns will facilitate a group presentation to newly arriving incarcerated individuals on the topics of suicide prevention, adjustment to prison, and an overview of available services/treatment programs. This is provided in a lecture format in Spanish and English.

Psychology Intake Screenings – Interns will regularly complete initial psychology intakes. This consists of assessing the incarcerated individual, reviewing records, making appropriate treatment recommendations and/or referrals, and completing intake documentation. These intakes may also include evaluations of risk of sexual abusiveness and/or risk of sexual victimization.

Cop-Out Requests and Referrals – Throughout their rotation, interns will screen incarcerated individuals who have either self-referred or by other institution staff. This may involve crisis intervention, brief counseling, initiation of therapy services, and/or treatment recommendations.

Special Housing Unit – Interns will regularly participate in assessing and providing services to incarcerated individuals housed in the Special Housing Unit (SHU). This will involve mental health screens, crisis intervention, monthly clinical encounters, long-term SHU evaluations, and weekly rounds.

Suicide Prevention Program – Interns will conduct suicide risk assessments and collaborate with Psychology Services staff to make treatment recommendations, including placement on suicide watch. Interns will assist in training incarcerated individuals who have been selected to work as part of the Suicide Cadre (Suicide Watch Companions). The suicide watch companions observe incarcerated individuals placed on suicide watch and assist Psychology Services with reducing the stigma associated with suicide and mental health.

First Step Act (FSA) Group Programming – Interns will facilitate FSA evidence-based programming throughout the year, including but not limited to, anger management, basic cognitive skills, criminal thinking, emotional self-regulation, and traumatic and stress resilience.

Institution Disciplinary Process Reports – Interns will complete mental health evaluations for incarcerated individuals with increased mental health need that receive incident reports. These are brief competency and responsibility evaluations for incarcerated individuals who receive incident reports.

Other Correctional Psychology – Interns will complete Protective Custody evaluations and Sexual Abuse Intervention assessments for alleged perpetrators and victims.

Research – Each intern will be expected to present their dissertation topic to the Psychology Services Department staff.

Forensic Evaluation

This minor rotation will be offered at FDC Miami for three months. Interns will conduct court-ordered evaluations under the supervision of a licensed psychologist. Evaluations primarily involve the assessment of competency to proceed and criminal responsibility (sanity). This rotation will allow interns to develop skills and comprehensive understanding in the areas of forensic evaluation, federal criminal law, and ethics in the practice of forensic psychology. Forensic evaluations often include diagnostic interviews, administration of various testing instruments, and psychological

report writing. The forensic program is staffed by three licensed forensic psychologists at FDC Miami. Additionally, opportunity to participate in a Mock Trial may be offered during the rotation.

Forensic Assessment – Intern's experience on the forensic rotation will include direct observation of a forensic psychologist conducting forensic evaluations, conducting diagnostic interviews under direct supervision, learning the administration of unfamiliar tests, administration and interpretation of test batteries, conversing with court personnel regarding forensic cases, documentation of forensic contacts, forensic report writing, and crisis intervention/suicide risk assessments/violence risk assessments that may come up during forensic evaluations. Emphasis is placed on the preparation of written reports which are thorough, yet relevant and understandable when read by a legal audience. Interns may have the opportunity to participate in testimony preparation with forensic psychologists, observe testimony of forensic psychologists, and potentially testify in a forensic case.

Serious Mental Illness (SMI)

This minor rotation will be offered at FDC Miami for three months. The focus of this rotation includes training experiences that are clinical, administrative, and case management-oriented with the seriously mentally ill population at FDC Miami. These incarcerated individuals are typically diagnosed with psychotic disorders, severe mood disorders, borderline personality disorder, and/or are cognitively impaired. Interns are involved in clinical services that include assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as providing meaningful interventions that address the underlying disorder and acute presentation of the illness.

Assessment and Treatment – Training is provided on the process for evaluating the individual's appropriate care level and determining the necessary services. The FBOP has a multi-care level system which directs the schedule and provision of services for individuals with serious mental illness. Diagnostic and Care Level Formulations, Treatment Plans, Mental Health Transfer Summaries, Clinical Contacts, and Individual Therapy documents will be prepared by interns alongside treatment and are submitted through the electronic medical record.

Didactic Training

Interns will participate in weekly didactic seminars addressing topics such as professional ethics, suicide risk assessment, supervision, substance use disorders, Dialectical Behavior Therapy (DBT), Cognitive Behavioral Therapy (CBT) interventions, personality and malingering assessment, and forensic evaluations. Interns will also present their dissertation research during a didactic seminar. The FBOP is a national organization, and it is not uncommon for psychologists across the country to have regular contact through training and consultation. This collaborative network extends to interns and internship programs in the FBOP. Central Office Psychology Services Branch sponsors a National Internship Video Conference series to complement, extend, and broaden locally offered didactics. These have included: Suicide Risk Assessments (presented by the National Suicide Prevention Coordinator), Prison Rape Elimination Act Assessments (presented by the National PREA Coordinator), applying for FBOP careers after internship (presented by members of the Risk Reduction Programs Section in the Central Office), and hearing career perspectives from senior psychologists in the FBOP.

Additional Training Opportunities

With proximity to FDC Miami, there will be opportunities for collaborative training and experience in a setting with various security levels and a variety of unique psychology programs. Interns are also encouraged to take advantage of Temporary Duty Travel (TDY) opportunities throughout their training year. TDYs allow interns to visit and work in Psychology Services Departments at other institutions across the country. This is an excellent opportunity for interns who are considering a career in the FBOP to experience different security levels, populations, and regions of the country before applying for employment.

A Day in the Life of a FCI Miami Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and the 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, we have included a sample below of how your week might be structured depending on which rotation you are on.

FCI Miami Spanish Psychology Doctoral Internship Program

Sample of a Schedule with a Primary and Secondary (Minor) Rotation

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Primary Rotation	Group Supervision/Documentation	Individual Supervision	Minor Rotation	Primary Rotation
Lunch					
PM	Primary Rotation	Didactic/Documentation	Primary Rotation	Minor Rotation	Primary Rotation

*Hours are 7:30 AM – 4:00 PM with a 30-minute lunch

Supervision

Supervision will be provided consistent with APA guidelines. This includes 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 intern 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. Additional supervision opportunities will be afforded within the context of each rotation. These opportunities may include informal supervision and/or consultation with supervisors, direct observation of the clinical supervisor in the performance of specific duties followed by performance of those duties while being observed by the supervisor, co-facilitation of treatment groups, and treatment team meetings. 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. While the intern will primarily implement and facilitate clinical interventions progressively, the supervisor is clinically responsible for the clinical cases and will provide constructive feedback and training.

The Spanish Internship Program Coordinator 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. The Spanish Internship Program Coordinator manages the Spanish Internship Program and documents and maintains intern's training records in accordance with American Psychological Association (APA) standards.

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

Evaluation Procedures

Evaluation of intern progress occurs both informally and formally. Supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement throughout the training year. 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 FBOP 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 FCI Miami 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, learning objectives for each rotation, the evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year and/or beginning of each rotation. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The due process

procedures at FCI Miami address any such problems and will be made available to all matched interns during the orientation week of the internship program. If an intern receives an unsatisfactory evaluation, the supervisor and Spanish Internship Program Coordinator will identify specific areas for improvement and implement activities to foster clinical growth in that area. Additional supervision will be provided, as needed, until the intern demonstrates an acceptable level of competency. In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year and a final performance evaluation within the month prior to the conclusion of the training year. In addition to a hard copy description of the procedures, the Spanish Internship Program Coordinator will review the document with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

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

Members of the Psychology Services Department at FCI Miami 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 FCI Miami are made available to interns and reviewed during orientation. These procedures can also be made available to those interested upon request.

Grievance and Due Process and Procedures

Interns have access to existing federal procedures for resolving grievances and are encouraged to discuss any concerns or grievances about professional, ethical, or departmental issues. At the onset of the internship year, each intern will be provided with the due process procedures, which include grievances, steps of notice, hearing, and appeal. Specifically, during

orientation, the interns will review the following: 1) Grievance Process and Procedures and 2) Performance Remediation and Due Process. Interns are provided with a written copy of these procedures, and sign to indicate receipt of the documents. Most times, informal resolution will be successful. However, we recognize that this is not always the case. In those instances, use of the “chain of command” is warranted. In ascending order, interns should bring the matter to the attention of the rotation supervisor, Spanish Internship Program Coordinator, and Chief Psychologist. If there is still no resolution, the intern can approach the Associate Warden of Programs, and the Warden.

Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$63,867 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- For interns who require maternity or paternity 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 maternity or paternity leave, the Spanish 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
- Professional development benefits, including a fully funded conference in Denver with interns across all FBOP institutions.
- 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

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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

FCI Miami is actively seeking membership with the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Spanish Psychology Internship Program at FCI Miami is currently in its early stages and, as such, is not accredited by the APA. The FBOP currently has 20 other Psychology Doctoral Internship Programs, with 13 accredited by the APA and 8 new programs. The FBOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCI Miami will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow FBOP institutions.

Any questions or concerns regarding the accreditation status of the FCI Miami Spanish Psychology Doctoral Internship Program should be addressed to:

Office of Program Consultation and Accreditation
American Psychological Association
750 First Street, NE, Washington, DC 20002-4242
Phone: (202) 336-5979
Email: apaaccred@apa.org
Web: 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

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 community 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 FBOP. 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 use disorder treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of 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 FBOP. The FBOP has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. FBOP staff are trained to address any situation with the intent to verbally de-escalate, and we have policies guiding this approach. 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 his/her 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 an 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 to complete that specific rotation. Finally, interns must meet the required 2,000 hour minimum.

FCI Miami Psychologists

C. Chiu, Psy.D. – Chief Psychologist

Dr. Chiu completed her graduate studies at Nova Southeastern University in 2016, and earned a Doctor of Psychology degree in Clinical Psychology. Dr. Chiu has been licensed in the state of Florida since 2019. Dr. Chiu completed her internship at FCI Tallahassee in 2015. She obtained permanent employment with the FBOP as a Staff Psychologist at FDC Miami immediately after her internship in 2016. She was promoted to a Drug Abuse Program Coordinator at FCI Miami in October 2019, and she spearheaded the implementation of the Medication-Assisted Treatment (MAT) program at FCI Miami. Dr. Chiu was promoted to Chief Psychology at FCI Miami in August 2023. Outside of FBOP, Dr. Chiu provides supervision to clinicians and reviews psychological evaluations/reports that assesses a wide range of populations, including children, reunification of families, etc. Dr. Chiu has specialized training in trauma, long term mental illness, suicide prevention, substance use disorder treatment, and correctional psychology. Dr. Chiu is the EAP Coordinator, Suicide Prevention Coordinator, and has assisted other institutions during staff shortages. She is currently the Correctional Support Team (CST) Psychologist. Additionally, she has provided presentations on Stress Management to staff to further assist staff and help them acquire techniques that can help them in their daily activities. Dr. Chiu enjoys finding ways to help both incarcerated individuals and employees' emotional wellbeing. Dr. Chiu aspires to break the negative stigma of mental health and is passionate about working with first responders. Outside of work, Dr. Chiu enjoys extracurricular activities with her friends and family, especially traveling and exploring varying cultures.

L. Medina-Reyes, Psy.D.– Spanish Internship Program Coordinator

Dr. Medina completed her graduate studies at Carlos Albizu University in 2018, and earned a Doctor of Psychology degree in Clinical Psychology. Dr. Medina has been licensed in the state of Florida since 2021. Dr. Medina completed her internship at FMC Lexington in 2018. She obtained permanent employment with the FBOP as a Staff Psychologist at FCI Miami in May 2019. She was promoted to Spanish Internship Program Coordinator at FCI Miami in January 2024. Outside of FBOP, Dr. Medina is an Adjunct Faculty at Miami Dade College, where she teaches psychology courses to undergraduate students. Dr. Medina has specialized training in long term mental illness,

suicide prevention, substance use disorder treatment, and correctional psychology. Dr. Medina conducts trainings and presentations on a variety of topics such as Suicide Prevention, Mental Health, Stress Management, Communication, Leadership Skills, etc. Dr. Medina is passionate about training and mentoring and has been invited to conferences and events to recruit candidates and promote psychology careers in the FBOP. She is currently the Correctional Support Team (CST) Leader, and in that role, she actively engages in wellness activities for staff to promote cohesion and boost staff morale. Outside of work, Dr. Medina enjoys spending time with her family and friends.

A. Ramirez, Psy.D.– Staff Psychologist

Dr. Ramirez completed her graduate studies at Albizu University in 2021, and earned a Doctor of Psychology degree in Clinical Psychology. She completed her internship at Citrus Health Network in 2021. Dr. Ramirez started her FBOP career as a Staff Psychologist at FCI Miami in April 2024. Prior to FBOP, she worked as a psychologist at a forensic private practice where she completed psychological assessments to include Capacity to Parent Evaluations, Psychosexual Evaluations, Psychoeducational Evaluations, Intellectual Disability Evaluations, etc., for individuals involved with the judicial system. In addition, Dr. Ramirez provided psychotherapeutic services to children/adolescents and their families as part of a diversion program for juvenile sexual offenders. Outside of work, Dr. Ramirez enjoys spending time with her family and friends, reading, and running.

J. Capriles-Mercado, Psy.D. – Spanish Resolve Program Coordinator

Dr. Capriles-Mercado completed his graduate studies at Carlos Albizu University (San Juan, Puerto Rico) in 2011, and earned a Doctor of Psychology degree in Clinical Psychology. He completed his internship at John Cristmig Progressive Center in 2011. He started his FBOP career in September 2021, as a Specialty Program Coordinator for the Challenge Program at USP Lee (VA). In February 2024, Dr. Capriles-Mercado was selected as the Spanish Resolve Program Coordinator, the first Resolve program in Spanish for male incarcerated individuals in FBOP; thus, spearheading the development of this specialized program. Prior to FBOP, Dr. Capriles-Mercado was a psychologist at Nevada Department of Corrections for approximately five years. He also served as a clinical supervisor for Northern Nevada Correctional Center and Warm Springs Correctional Center (Nevada Department of Corrections) for approximately four years. Dr. Capriles-Mercado has

approximately 13 years of experience serving as a psychologist and providing assessments, therapy, consultation, etc. to an array of populations including working with children. Outside of work, Dr. Capriles enjoys spending time with his family, listening to music, and to travel.

N. Ore, Psy.D. – Spanish Residential Drug Abuse Treatment Program Coordinator

Dr. Ore completed her graduate studies at Carlos Albizu University in 2011, and earned a Doctor of Psychology degree in Clinical Psychology. She completed her internship at South Florida Evaluation and Treatment Center in 2011. She joined the FBOP in September 2014. Dr. Ore started her FBOP career as a Drug Treatment Specialist at FCI Miami in 2014, and subsequently promoted to Spanish Residential Drug Abuse Treatment Program Coordinator in April 2016, at that same duty location. During her FBOP tenure, she has been a vital member of the Planning Section Team (PST), currently serving as the Team Leader. She regularly helps other institutions, including implementations of other programs that have a substance use disorder treatment component. Outside of the FBOP, Dr. Ore completes psychological evaluations/reports that assesses a wide range of population, including children, psychoeducation, etc. Dr. Ore has specialized training in substance use disorder treatment, psychological assessments for children, and forensic cases. Outside of work, Dr. Ore enjoys kayaking, going to the beach, hanging out in her pool, and spending time with family.

V. Torres, Psy.D. – Drug Abuse Program Coordinator

Dr. Torres earned a Master of Science degree in Mental Health Counseling from Carlos Albizu University in 2006, and is licensed in Florida. Dr. Torres completed her graduate studies at Nova Southeastern University in 2013, and earned a Doctor of Psychology degree in Clinical Psychology. Dr. Torres completed a FBOP internship at FCI Terminal Island in 2013, and obtained permanent employment with the FBOP as a Drug Treatment Specialist at FCI Miami shortly thereafter. She was promoted to a Staff Psychologist at FCI Miami in 2015, and assisted with supervising practicum students. In 2019, she was promoted to a Residential Drug Abuse Treatment Program Coordinator at the same duty location and served as a DAPC for SRDAP and Camp RDAP. She is currently the Non-Residential DAPC that oversees NRDAP (Spanish and English), Drug Education (Spanish and English), RDAP Follow Up (Spanish and English) and MAT (Spanish and English). Since 2014, she has been a vital member of the Crisis Negotiation Team (CNT), currently serving

as the Assistant Team Leader. Dr. Torres has specialized training in substance use disorder treatment, hostage negotiations, and sex offender treatment. Outside of work, Dr. Torres enjoys spending time and traveling with her family.

Surrounding Area and Local Points of Interest

Miami and the Surrounding Community



FCI Miami, neighbors the popular Zoo Miami in unincorporated Miami-Dade, as well other local attractions such as, Monkey Jungle, Coral Castle, Everglades National Park, the Gold Coast Railroad Museum, Homestead-Miami Speedway, and the South Miami-Dade Cultural Arts Center. The South Miami-Dade area offers a selection of retail shopping at Southland Mall, Dadeland Mall, the Falls Shopping Center, the Palms at Town and Country, and the Florida Keys Outlet Center. Beyond the more noticeable attractions, South Miami-Dade also offers a few well-kept secrets that will satisfy the water lover or the food connoisseur in you.

Tucked away between the cities of Cutler Bay and Homestead, is the beautiful Black Point Marina. Black Point Marina offers a variety of activities from saltwater fishing, bike trails, waterfront fresh seafood dining at Black Point Ocean Grill, and an opportunity to observe the wildlife in its natural habitat to include the American Crocodile. Whether you opt to enjoy the upscale dining at Chef Adrienne's Vineyard Restaurant & Bar in Kendall, COTE Miami in Brickell, or the everyday eats at Apocalypse Barbecue in Kendall, or the many amazing restaurants surrounding the institutions, we welcome you to explore and enjoy South Miami-Dade County. Join us at FCI Miami, known for “protecting paradise.”



Miami is home to several sports teams, including Miami Marlins (baseball), Miami Dolphins (football), Inter Miami CF (soccer), University of Miami (various), and Miami Heat (basketball).



With warm sunny days throughout the year, Miami residents are often found outdoors. Miami and the surrounding areas have many neighborhood parks and beaches. Only a short drive gets you to the Everglades or the Florida Keys.



Miami Skyline



Florida Keys



Seminole Hard Rock Hotel



Everglades

Career Opportunities at the Federal Bureau of Prisons

The FBOP 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 FBOP 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.

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 FBOP 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. FBOP psychologists may also engage in outside employment, such as private practice and/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. FBOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The FBOP 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 one-page guide](#) of the process and the associated timeline on the [FBOP Internship web page](#).

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. FCI Miami also recognizes that an in-person interview may not always present as an option for all applicants. 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. FCI Miami 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 Spanish Psychology Internship Program at FCI Miami 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. FCI Miami 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.

The Spanish Psychology Doctoral Internship Program will provide treatment to Spanish speaking incarcerated individuals including individual and group psychotherapy, assessment of

treatment needs and diagnosis. The staff must all be fully fluent in Spanish for the Spanish Psychology Doctoral Internship Program at FCI Miami. As a result, the intern must be able to read, write, comprehend, and speak Spanish to provide clinical treatment, manage security concerns and ensure the incarcerated individuals participating in treatment are properly engaged.

Applicants for the FBOP'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. FBOP 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 three out of five 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 FBOP 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
 - Three letters of reference
- c. Additional Requirement: In addition to the AAPI online application, our site requires one work sample of an assessment report, preferably with an adult client.
- d. All AAPI application materials must be submitted online by 11:59 p.m. on November 1st.

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.

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- We recommend using the resume builder within USAJobs to ensure all information is captured accurately.
 - Applicants for the Spanish Psychology Doctoral Internship Program must be fluent in Spanish, which includes the ability to speak, read, and write in Spanish and must be documented in the resume/vitae.
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 FBOP 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:
 - 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.
 - Integrity interview, which addresses issues of personal conduct.
 - Panel interview, during which you will be asked to respond to several scenarios that could arise in a correctional facility.
 - Subject matter expert interviews with Psychology Services Staff
 - Writing sample
- 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 FBOP 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

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sensitive position would preclude participation in the internship program. Once hired, interns must comply with the FBOP'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 federal requirements that will be imposed should they wish to pursue a FBOP Internship position.

Contact Information

The Psychology Services Department at FCI Miami is enthusiastic about our Spanish Internship Program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the Spanish Internship Program at FCI Miami, please contact:

Dr. Lilian Medina-Reyes

Spanish Internship Program Coordinator, FCI Miami

15801 Southwest 137th Avenue, Miami, Florida 33177

(305) 259-2534

lmedinareyes@bop.gov

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: 03/29/2024

Program Disclosures

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

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:
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 300 intervention hours and 75 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. Applicants who have an interest in the intersection between psychology and law, or working within a correctional environment are excellent candidates for our training program. Overall, we are interested in working with interns who are dedicated to continuous learning, working with an underserved population, and willing to accept feedback and grow from their experiences. It is important for interns to be a proficient and clear

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writer, be flexible, good at time management, driven, open to feedback, and have strong interpersonal skills. We hope to find interns who are as excited about this work as we are as a Psychology Services Department. The FBOP is an Equal Opportunity Employer.

The Spanish Psychology Doctoral Internship Program will provide treatment to Spanish speaking incarcerated individuals including individual and group psychotherapy, assessment of treatment needs and diagnosis. All interns must be fully fluent in Spanish for the Spanish Psychology Doctoral Internship Program at FCI Miami. As a result, all interns must be able to read, write, comprehend, and speak Spanish to provide clinical treatment, manage security concerns and ensure the incarcerated individuals participating in treatment are properly engaged.

In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and correctional psychology. FCI Miami is a proud member of the FBOP's Southeast Region. It is comprised of a low security Federal Correctional Institution (FCI) and a minimum-security Satellite Prison Camp (SCP).

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: N ☒ Y Amount: 300

Total Direct Contact Assessment Hours: N ☒ Y Amount: 75

Describe any other required minimum criteria used to screen applicants:

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.

The Spanish Psychology Doctoral Internship Program will provide treatment to Spanish speaking incarcerated individuals including individual and group psychotherapy, assessment of treatment needs and diagnosis. All interns must be fully fluent in Spanish for the Spanish Psychology Doctoral Internship Program at FCI Miami. As a result, all interns must be able to read, write, comprehend, and

speak Spanish to provide clinical treatment, manage security concerns and ensure the incarcerated individuals participating in treatment are properly engaged.

*Due to the nature of the FBOP's hiring process, you will need to complete an in-person Core Values Assessment (CVA) and a pre-employment integrity interview. The interview may take at least 2 to 3 hours so plan accordingly. A psychology-related interview will be conducted by FCI Miami Psychologists.

If matched with a FBOP 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	\$63,867	
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 (11), 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

	NEW	
Total # of interns who were in the 3 cohorts	0	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
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	0
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	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

* PD = Post-doctoral residency position | EP = Employed Position

Sample Didactic Schedule

Sample Didactic Seminar Schedule (Subject to change)

Title/Topic
Applying Ethical Standards to the FBOP
Professional Identity in a Correctional Setting
Intake Screenings
Clinical Documentation
Diagnostic and Care Level Formulations and Treatment Planning
Sexually Abusive Behavior Prevention and Intervention Program (PREA)
Mental Status Exams
Supervision Theory and Practice
Suicide Risk Assessment
Group Therapy
Theoretical Orientation and Interventions
Drug Abuse Treatment Programs
Medication-Assisted Treatment
Responsive Care
Clinical Interviewing Technique
Psychopharmacology and Emergency Medication
DSM-5TR
Psychological Instruments
Treatment of PTSD in a Correctional Setting
Forensic Evaluations
Self-Care
EPPP/Licensure/NHSC/PSLF/FBOP Loan Forgiveness
Special Investigation Services and Security Threat Groups
Emergency Response Teams
National Internship Conference
Intern Dissertation Presentation/ Case Conceptualizations

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- 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.