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FCC PETERSBURG
2025-2026

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This has been the best training opportunity I could have asked for.

— Bianca Bullock, Doctoral Intern



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Introduction

The Psychology Services Department at Federal Correctional Complex (FCC) Petersburg 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 Petersburg specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the Psychology Internship Program.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FCC Petersburg. 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 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 [Psychologist](#) web pages to learn more about the opportunities that exist at 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 three intern positions available at our site and 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 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, Medical and Psychology Services Departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, incarcerated individuals are persons, 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 population.

The FBOP 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 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 incarcerated 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 medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.

Psychology Services at FCC Petersburg

The FCC Petersburg Psychology Services Department averages approximately 20-22 full-time staff members, including staff members of diverse training and personal backgrounds. Psychology Services staff at FCC Petersburg serve medium, low, and minimum-security male incarcerated individuals. Psychological services are provided to maximize public safety and personal [incarcerated individual] change, via the provision of multiple services including crisis intervention, suicide risk management, psychiatric referrals, psycho-educational and psychotherapy groups, individual psychotherapy, brief counseling sessions, intake screenings, and diverse preventative services. Psychology Services staff at FCC Petersburg are committed to providing high quality, ethical, and culturally informed psychological services which are guided by empirically supported interventions.

FCC Petersburg offers incarcerated individuals multiple programming options. FCC Petersburg is the only Sex Offender Management Program (SOMP) site in the Mid-Atlantic Region of the FBOP, and it is one of only several FBOP Psychology Internship sites offering a focused rotation for those who have committed sexual offenses. FCC Petersburg SOMP staff serve to assess, treat, and manage the largest population of incarcerated individuals who have committed a sexual offense housed at any FBOP medium or low security facility. FCC Petersburg also serves to provide extensive residential and non-residential substance abuse treatment, as well as medication-assisted treatment, to incarcerated individuals. Somewhat unique to FCC Petersburg, it staffs residential substance abuse treatment programs at both its low and medium security facilities, and offers non-residential substance abuse treatment, including medication-assisted treatment, across all three security levels.

Psychology Internship at FCC Petersburg

Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FCC Petersburg 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 in 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 and skills in the above-listed domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being 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, training is purposely tailored 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

Psychology 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 internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCC Petersburg, 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 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. A basic description of additional training experiences will follow.

Internship Rotations

FCC Petersburg Psychology Doctoral Interns will have the opportunity to complete a four-month rotation on each of the available primary rotations (e.g., Drug Abuse Program, Correctional Psychology/Mental Health, and Sex Offender Management Program). Psychology Interns will additionally complete a year-long secondary general population/mental health focused rotation, where each Psychology Intern will have the opportunity to provide longer term care to their caseload.

Sex Offender Management Program (SOMP) Rotation

FCC Petersburg is one of only a finite number of currently activated Sex Offender Management Programs (SOMPs) in the FBOP. This rotation presents Psychology Interns with the exclusive opportunity to work with those who have offended sexually. Psychology Interns will work closely with the SOMP Coordinator, SOMP Psychologists and SOMP Treatment Specialists to assess, treat, and manage individuals with sexual offense histories at FCC Petersburg. Psychology Interns will be trained to use risk assessment instruments, provide empirically supported treatment, identify risks to the public, and develop discharge summaries. Psychology Interns will participate in both the individual and group treatment of individuals who have offended against others in a sexual manner. Opportunities may also exist to complete psychological testing, as indicated. Typically, there are approximately 750 individuals with sexual offense histories on the compound of the FCC Petersburg medium security facility.

Drug Abuse Treatment Program (DAP) Rotation

FCC Petersburg Doctoral Psychology Interns provide residential and non-residential substance abuse treatment to incarcerated individuals using evidenced based treatment programs designed to address the challenges of incarcerated individuals with severe substance abuse disorders. These programs make use of a Modified Therapeutic Community to facilitate change. Psychology Interns will have the opportunity to be members of the therapeutic community, to participate in Community Meetings, as well as provide individual and group treatment. Training will include engaging incarcerated individuals in various stages of treatment through the use of motivational interviewing and a cognitive therapy model. The intensity of treatment sets the residential treatment apart from the non-residential treatment described above. Individual and

group treatment, and diagnostic evaluations are conducted to support incarcerated individuals in their efforts to successfully re-enter society with a substance free lifestyle.

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 (SAMHSA, 2019). To this end, FCC Petersburg Doctoral Psychology Interns provide counseling and psychosocial support to incarcerated individuals diagnosed with an Opioid Use Disorder (OUD), and who are receiving FDA approved medication (through the Health Services Department) to treat OUD. Psychology Interns will have the opportunity to assess incarcerated individuals and provide diagnoses of various substance use disorders, as well as provide individual and group treatment to incarcerated individuals in the MAT program. Training will include engaging incarcerated individuals in various stages of treatment through the use of motivational interviewing and a cognitive therapy model. The goals of MAT are to reduce illicit opioid drug use, reduce overdose deaths, and to support the efforts of incarcerated individuals to successfully re-enter society with a substance free lifestyle.

Correctional Psychology/Mental Health Rotation

Provision of psychological services for the general population remains a core responsibility of any correctional psychologist. FCC Petersburg typically houses nearly 3,000 general population incarcerated individuals. Typical requests for services from general population incarcerated individuals pertain to depression, anxiety, adjustment issues, identity issues, desire for self-improvement, grief issues, and/or family related distress.

Psychology Interns will be actively involved in the provision of varied clinical activities associated with meeting the psychological needs of the general population. Such clinical activities include providing individual and group therapy, completing psychological intake assessments with incarcerated individuals entering the complex, obtaining and reviewing psychological treatment reports and assessment data, completing psychological assessments (e.g., MMPI-2), developing diagnostic impressions and treatment plans, and writing psychological evaluations. Psychology Interns will also be actively involved in learning how to complete, document, and disseminate suicide risk assessments, and will complete psychological assessments in response to referrals from other departments. Psychology Interns additionally will develop case conceptualizations of incarcerated individuals presenting with symptoms of a

psychological disorder, conduct psychological reviews of incarcerated individuals housed in the Special Housing Unit (SHU), and make referrals to medical staff for psychotropic medication evaluations.

Didactic Training

Psychology Interns participate in weekly didactic seminars addressing such topics as: Suicide Prevention, Prevention of Staff Sexual Misconduct, Psychosexual Evaluations, Paraphilic Disorders, Working with Incarcerated Black Males, Psychopathy, Positive Psychology, Theories of Supervision, and Medication-Assisted Treatment (MAT). Psychology Interns also present their dissertation research during a didactic seminar, work collaboratively to develop and present training applicable to the internship setting during one or more didactic seminars, and participate in a mock testimony exercise. Additionally, the FBOP offers periodic live computer facilitated training to Psychology Services staff, addressing issues such as managing suicide risk and ethics. Psychology Interns are encouraged to participate in these computer-facilitated training seminars.

Research

Opportunities for Psychology Interns to conduct research exist and are guided by policy within the FBOP. For example, 2014-2015 Psychology Interns participated in research collaboration with FBOP Central Office staff, assessing attitudes toward incarcerated individuals diagnosed with a mental illness. Psychology Interns are afforded one hour weekly of duty-free time to work on their dissertation or to pursue research interests. Psychology Interns have online access to the research database maintained by the FBOP Library.

Mock Testimony

Psychology Interns present a Suicide Risk Assessment or other formal evaluation they have completed while on internship during a mock exercise activity. Psychology Interns are encouraged to prepare for the mock testimony in a manner consistent with if they were subpoenaed to testify in court. Psychology Services Department staff provide support and guidance associated with preparation for the mock testimony activity. Internship supervisors attend the mock testimony “hearing” and play active roles in the exercise.

Journal Group/Case Law Seminar

Psychology Intern training at FCC Petersburg emphasizes the collaborative relationship between practice and science, within a primarily practice-based setting. Using this clinical framework as a guide, Psychology Interns at FCC Petersburg participate in a weekly Journal Group/Case Law Seminar where they present and discuss current research articles and relevant case law. This group serves to encourage Psychology Interns to actively engage in knowledge acquisition, professional collaboration, critical thinking, and reflection, across the completion of the internship.

Temporary Duty Assignment (TDY) Opportunities

FCC Petersburg Psychology Services staff recognize the value of offering opportunities to observe and participate in the day-to-day operation of other FBOP facilities, to broaden understanding of the roles and experiences of correctional Psychologists working in facilities which vary according to location, institutional culture, and security level. As such, in the past FCC Petersburg Psychology Interns have been provided with Temporary Duty Assignment (TDY) opportunities when possible. In 2013-2014, 2014-2015, and 2017-2018, FCC Petersburg Psychology Interns completed a week-long TDY at the FBOP Central Office, in Washington, DC. Each 2014-2015 and 2017-2018 FCC Petersburg Psychology Intern additionally completed a week-long TDY at another FBOP facility within the Mid-Atlantic Region [e.g., Federal Correctional Institution (FCI) McDowell, FCI Gilmer, FCC Hazelton, United States Penitentiary (USP) McCreary]. In 2013-2014 and 2014-2015, Mid-Atlantic Regional staff also invited FCC Petersburg Psychology Interns to a training at the Mid-Atlantic Regional Office in Annapolis Junction, MD, where Psychology Interns were provided with opportunities to meet with FBOP Mid-Atlantic Regional staff, FBOP Central Office staff, and to teleconference with Mid-Atlantic Chief Psychologists and Executive Staff attempting to recruit FBOP Psychology Interns for future employment as Staff Psychologists. In 2019-2020 FCC Petersburg Doctoral Psychology Interns attended a national conference for FBOP Psychology Interns in Denver, CO. Additional TDY opportunities were suspended in 2019-2020 due to the COVID-19 pandemic. However, TDY opportunities resumed during the 2020-2021 internship year, where two FCC Petersburg Doctoral Psychology Interns completed TDYs at two separate FBOP sites, and in 2021-2022 where all three FCC Petersburg Interns completed TDYs. In 2022-2023 FCC Petersburg

Doctoral Psychology Interns attended a national conference for FBOP Psychology Interns in Denver, CO. FCC Petersburg staff are committed to seeking TDY opportunities for future FCC Petersburg Psychology Interns.

A Day in the Life of a FCC Petersburg Psychology 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 varied experiences is a focus of the development and engagement of our Psychology Interns. Recognizing that there is no “typical day” or week at the FBOP, however, below is a sample of what a general day/week could look like for one of our Psychology Interns.

	Monday	Tuesday	Wednesday	Thursday	Friday
7:30-8:00am	Secondary Rotation	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
8:00-8:30am	Secondary Rotation	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
8:30-9:00am	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
9:00-9:30am	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
9:30-10:00am	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
10:00-10:30am	Secondary Rotation	Lunch	Lunch	Primary Rotation	Primary Rotation
10:30-11:00am	Lunch	Didactics	Group Supervision	Primary Rotation	Intern Time
11:00-11:30am	Journal Group/Case Law Seminar	Didactics	Group Supervision	Primary Rotation	Intern Time
11:30-12:00pm	Journal Group/Case Law Seminar	Didactics	Group Supervision	Lunch	Lunch
12:00-12:30pm	Secondary Rotation	Didactics	Group Supervision	Primary Rotation	Primary Rotation
12:30-1:00pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
1:00-1:30pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation
1:30-2:00pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Primary Rotation

2:00-2:30pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Research
2:30-3:00pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	Research
3:00-3:30pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	On-Call Supervision
3:30-4:00pm	Secondary Rotation	Primary Rotation	Primary Rotation	Primary Rotation	On-Call Supervision

Supervision

Consistent with APA guidelines for internships, all Psychology Interns receive four hours of supervision per week, of which at least two hours involve individual supervision. Psychology Interns additionally participate in weekly group supervision where Interns present challenging clinical cases and discuss professional issues relevant to their internship experiences. Additional opportunities for less formal consultation and supervision are available to Psychology Interns as well. Psychology Interns maintain a record of supervision received. All formal supervision is provided by a licensed Psychologist and licensed supervisors maintain overall clinical responsibility for the clinical work completed by Psychology Interns under their supervision.

FCC Petersburg supervisors 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

FCC Petersburg Doctoral Psychology Interns are evaluated by their primary rotation supervisor at the conclusion of each four-month primary rotation. Psychology Interns are additionally evaluated by their secondary rotation and group supervision supervisors every four months, with the time frame coinciding with the conclusion of each primary rotation.

Psychology Interns are asked to provide a written evaluation of their primary supervisor and experiences at the completion of each four-month primary rotation. Psychology Interns are asked to provide a written evaluation of their secondary rotation and group supervision supervisors and experiences every four months.

A six-month evaluation is completed for each Psychology Intern by the Internship Program Coordinator and shared with each Psychology Intern's individual academic institution. A final performance evaluation is completed for each Psychology Intern by the Internship Program Coordinator and forwarded to each Psychology Intern's individual academic institution two weeks prior to the conclusion of the training year.

Psychology Interns are provided with the evaluation criteria/elements during orientation, and at the start of each rotation. It is hoped that there are no surprises for the Psychology Intern or supervisor upon evaluation of Intern progress. Furthermore, it is expected that feedback regarding a Psychology Intern's progress and identified strengths and weaknesses is provided by supervisors throughout the rotation. If a Psychology Intern receives an unsatisfactory performance evaluation, the Internship Program Coordinator and rotation supervisor(s) identify areas for improvement and implement activities to foster clinical growth, consistent with formal Due Process Procedures discussed with Psychology Interns during orientation. A written copy of the Due Process Procedures is given to Psychology Interns during orientation.

Psychology Interns are strongly encouraged to discuss any concerns or grievances about professional, ethical, or departmental issues. Written Grievance Process and Procedures are reviewed with Psychology Interns during orientation to the Psychology Services Department.

Psychology Interns are provided with a written copy of these procedures. 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, and in accordance with the established Grievance Process and Procedures, Psychology Interns should bring the matter to the attention of the rotation supervisor, Internship Program Coordinator, and Chief Psychologist. If there is still no resolution, the Psychology Intern can approach the Associate Warden of Programs.

FCC Petersburg has additionally established a Training Committee comprised of the Chief Psychologist, the Internship Program Coordinator, a licensed Psychologist, and one or two Psychology Interns. Psychology Interns participate on the Training Committee on a rotating

basis. The Training Committee meets a least every two months to provide formal opportunities to discuss general Psychology Intern / internship issues, and to provide an additional avenue for Psychology Interns to raise concerns related to the FCC Petersburg internship.

Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$62,579 (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 Psychology Intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity 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
- Professional development benefits, including a fully funded conference in Denver with Psychology Interns across all FBOP institutions.
- Career conversion opportunity. Pending successful completion of the internship program, interns who 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 position through USAJobs and will be able to immediately begin their full-time job with FBOP employee benefits.

APA Accreditation and APPIC Membership

The FCC Petersburg Psychology Internship Program received accreditation by the APA in April 2014, and meets all APA criteria for doctoral internships in professional psychology. FCC Petersburg is also a member Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FCC Petersburg 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 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 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 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 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 the 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 review period (i.e., every four months). It is the expectation that every intern will achieve an overall minimum level of achievement (MLA) score of “4” on all profession wide competencies. An overall MLA on each of the nine profession wide competencies can be obtained in two different ways: 1) add all ratings for the competency obtained via the final (only) primary, secondary, and group supervision rotation evaluations for the internship year, and divide that total by the number of ratings, to obtain an overall “final” competency rating; or 2) add all ratings for a competency obtained from all rotations/evaluations throughout the entire internship year, and divide that number by the number of ratings, to obtain an overall competency rating. 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 participate in a mock testimony exercise, a presentation of their dissertation research, and a presentation with their intern cohort.

FCC Petersburg Psychologists

Terri Guilford, Psy.D., Sex Offender Management Program (SOMP) Psychologist

Dr. Guilford received her degree in Clinical Forensic Psychology from Alliant International University. Her clinical interest areas include sex offender treatment, victims of sexual assault, complex trauma, cognitive behavioral therapy, forensic assessments, and cultural competence.

Alexis Hahn, Psy.D., Drug Abuse Program Coordinator

Dr. Hahn received her degree in Counseling Psychology from Chatham University. Her clinical interest areas include serious mental illness, crisis work, trauma, and cognitive behavioral treatment interventions.

Heather Headley, Psy.D., Staff Psychologist

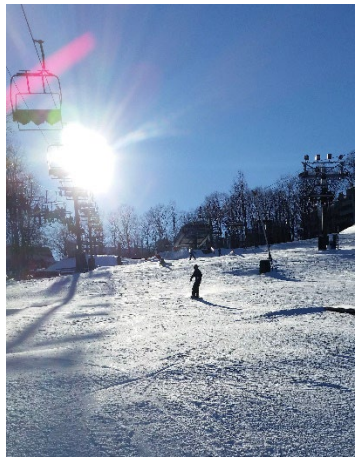
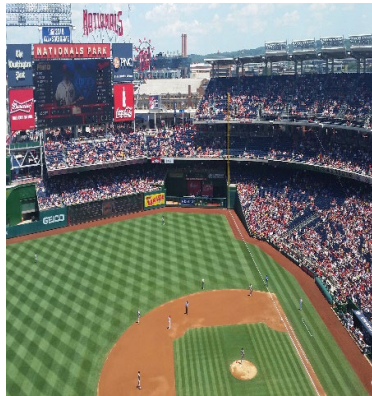
Dr. Headley received her degree in Clinical Psychology from Marshall University. Her clinical interest areas include the treatment of serious mental illness, substance abuse treatment/intervention, and sex offender treatment/intervention.

Kelli Brown, Ph.D., Chief Psychologist/Internship Program Coordinator

Dr. Heck received her degree in Counseling Psychology from West Virginia University. Her clinical interest areas include sex offender treatment, cognitive behavioral treatment strategies, Employee Assistance Program (EAP) intervention, and sport psychology.

Surrounding Area and Local Points of Interest

FCC Petersburg is uniquely situated 1.5 hours from the mountains, 1.5 hours from the beach, and 2.5 hours from Washington DC, permitting many options for culture, outdoor activities, and adventure.



Central Virginia is also well known for its rich history, dining/cuisine, outdoor concerts, botanical gardens, and numerous hiking trails and parks. The following link provides additional information regarding Petersburg and the surrounding area: www.richmond.com.





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 to meet our staffing needs. Many of the Psychologists currently employed by the FBOP began their careers after completing a FBOP internship. While jobs are not promised to those who are accepted into the internship program, there are 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 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 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. FCC Petersburg also recognizes that an in-person interview may not always present as an option for all applicants. To meet Human Resources 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 Petersburg 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 Petersburg 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 Petersburg 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 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 APPIC Application for Psychology Internships (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. All AAPI application materials must be submitted online by 11:59 p.m. EST 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.
 - 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 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 a number of scenarios that could arise in a correctional facility
 - Subject matter expert interview
 - Numerous interviews with internship affiliated Psychologists, time to talk with current Psychology Interns, and an opportunity to view the FCC Petersburg medium security compound
- 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 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

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 Petersburg, please contact:

Kelli Brown, Ph.D.

Internship Program Coordinator

FCC Petersburg

P.O. Box 90026, Petersburg, VA 23804

Phone: (804) 733-7881 ext. 4248 or (804) 504-7200 ext.2124

Email: s1tinsley@bop.gov

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: 5/1/24

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:

The aim of the FCC Petersburg Doctoral Psychology Internship is to train entry-level professional psychologists who can also function competently in the correctional environment. The FCC Petersburg Doctoral Psychology Internship program affords Psychology Interns training in three distinct rotations: Drug Abuse Treatment, Correctional Psychology/ Mental Health, and Sex Offender Management.

FCC Petersburg Doctoral Psychology Internship positions are available to students enrolled in APA-accredited Clinical Psychology and Counseling Psychology doctoral programs. Eligible Psychology Intern candidates will have successfully completed all graduate level coursework and practicum requirements, and should have demonstrated progress in the completion of their dissertation. Successful proposal of the applicant’s dissertation prior to interviewing for a potential internship position is considered mandatory. Prior experience working in corrections is not required, however, demonstrated prior pursuit of clinical experience in correctional settings, and expressed interest in obtaining future employment in a correctional setting, are considered positively.

Applicants for FCC Petersburg Doctoral Psychology Internship positions are applying for a position within a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / Psychologist in training," but also suitability for work in a position of public trust. In general, FBOP employees, including Doctoral 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.

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: N/A
 Total Direct Contact Assessment Hours: N Y Amount: N/A

Describe any other required minimum criteria used to screen applicants:

All FBOP positions are designated as “sensitive.” As such, Psychology Intern candidates must meet the same eligibility and pre-employment requirements as permanent FBOP staff members before assuming employment. These requirements include successful completion of a USAJobs application and Core Values Assessment (CVA), basic correctional background investigation, drug screen, and panel/pre-employment interview. Selected FCC Petersburg Doctoral Psychology Interns subsequently complete a two-week FBOP Institution Familiarization training course at the outset of their internship year, another requirement of all new FBOP employees. Selected Psychology Interns additionally participate in a one-week orientation to the FCC Petersburg Psychology Services department. Additional requirements for application to a position of federal public trust are detailed within the “Application and Interview Process” section of the FCC Petersburg Doctoral Psychology Internship brochure. Notably, if matched with a FBOP internship site, Doctoral Psychology Interns are considered “essential workers”, and report daily to the institution, even during emergency situations such as those presented by COVID-19.

Questions regarding whether applicants qualify for a law enforcement position, what types of information (e.g., medical information, mental health information) are required to be reported during a background investigation, and/or use of what substances would exclude an individual from consideration for FBOP employment, should be directed to Human Resource Specialists at any of the FBOP internship sites. Psychology Services staff are **not** able to advise applicants on these matters.

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns	\$62,579	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> 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?	Yes	No
<p>Other benefits (please describe): FCC Petersburg Doctoral Psychology Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans. As temporary FBOP employees, retirement benefits are not authorized. Interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity 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.</p>		

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

Initial Post-Internship Positions

	2020-2023	
Total # of interns who were in the 3 cohorts	10	
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	2
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	8
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

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.