

Federal Correctional Institution

Terminal Island

1299 Seaside Avenue

Terminal Island, CA 90731

Psychology Internship Program



Accredited by the American Psychological Association

Office of Program Consultation and Accreditation (</ed/accreditation/index.aspx>)

750 First St., NE, Washington, D.C. 20002

(202) 336-5979

Email: apaaccred@apa.org

Member, Association of Psychology Postdoctoral and Internship Centers (APPIC)

**APPIC Central Office
17225 El Camino Real
Onyx One – Suite 170
Houston, TX 77058
www.appic.org**

Updated 10-04-18



Terminal Island and the Surrounding Area

The Federal Correctional Institution at Terminal Island is uniquely located on the coast between San Pedro and Long Beach. Impressive ocean views are visible from many buildings and grounds within the institution. In the early morning, it is common to hear the barking of seals and sounds of various sea birds. While fog may roll in during the brief winter season, it is sunny and bright most of the year. Sunglasses and sunscreen are a necessity! All staff, including interns, have access to the staff training center, which includes a full gym with weights and cardio equipment.

Terminal Island connects to the mainland via bridges. To the west, is the Vincent Thomas Bridge, which leads to the community of San Pedro. To the east, the island connects to

Long Beach via the Gerald Desmond Bridge. The area is within Los Angeles County. Los Angeles is California's largest city, both in terms of territory and population. The current population estimate is approximately 3.5 million filling 465 square miles. Los Angeles is not a city in the traditional sense of the word. Instead, it is a collection of intermingling communities, each contributing their own identity and character. Although public transportation is available across most of Los Angeles, the unique location of the institution on Terminal Island requires employees to use their own vehicles to commute to work.

Terminal Island and the greater Los Angeles area boast a mild climate with temperatures averaging 70 degrees. Los Angeles offers many attractions that contribute to its character. These sights are desirable locales for both LA residents and international tourists. From Beverly Hills, best known for the exclusive Rodeo Drive and the luxurious homes, to downtown urban Los Angeles, there is a successful blend of diverse cultures, peppered with distinctive arts, foods, and way of life. Many large colleges and universities are within an hour drive of Terminal Island. There are hundreds of miles of beaches, where you can swim, surf, walk, run, or bicycle. Nearby Long Beach is home to the Aquarium of the Pacific, the Queen Mary, and the Museum of Latin American Art. The local mountains offer a multitude of sporting activities including skiing and snowboarding in the winter, and hiking and mountain biking in the summer.

While southern California is known for its high-priced housing, rentals are generally more affordable. The median priced apartment rentals in the neighboring communities of San Pedro and Long Beach are \$1000 for a studio, \$1,400 for a one bedroom, and \$1,900 for a two bedroom.

The Federal Correctional Institution at Terminal Island

Mission Statement: The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens. Each BOP institution operates in conformity with this mission.

FCI Terminal Island is one of 122 institutions currently operated by the Federal Bureau of Prisons (BOP). It is located within the Western Region, which is one of six BOP regions. Headquarters for the BOP (Central Office) is in Washington, D.C. The BOP also has six regional offices, two staff training centers and an office complex in Grand Prairie, Texas, that serves all the institutions and the Central Office with respect to employee services, designation and sentence computation, and a field acquisition office. Finally, the BOP administers 259 Residential Reentry Centers across the country. The BOP is the largest correctional system in the United States and is responsible for the custody and care of more than 191,000 federal offenders. The BOP operates institutions at five security levels: minimum, low, medium, and high (there are also administrative institutions that house inmates of all security levels).

FCI Terminal Island is a low security federal prison for men, located on the Los Angeles Harbor near San Pedro and Long Beach, CA. The average daily population is approximately 1,100 inmates. The racial composition of the inmate population is 30% Hispanic, 20% Caucasian, 17.5% African American, 3% Asian and 1.5% Native American. The mean age of inmates is 42.5 years. Approximately 62% of the inmates at FCI Terminal Island are incarcerated for drug-related charges, 8.9% for weapons offenses, 8.3% for sex offenses (including child pornography), and 6.8% for fraud. Consistent with a low security facility, 67% of the inmates at FCI Terminal Island have no documented history of violence. The median sentence length for inmates at the facility is 87 months.

The staff complement at FCI Terminal Island is 269. While the largest staff contingent is in Correctional Services, the institution has employees in unit management, education, religious services, education, health services, psychology, human resources, food services, and the business office, among others. Approximately 73% of the staff is male and 27% are female.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consulting services to inmates and staff. Psychological services within the institution ensure every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community. The focus of treatment varies from the amelioration of crisis situations to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Specifically, the mission of FCI Terminal Island is that of a Care Level 3 facility. At Care Level 3 facilities, severely and persistently mentally ill inmates with conditions that require weekly clinical contacts are identified and referred for evidenced based treatment. Inmates present with a variety of medical and mental health problems. In terms of mental health issues, inmates exhibit a range of diagnoses, which may include psychotic disorders and/or cognitive impairment. While inmates may periodically require inpatient hospitalization, services aim to help inmates maintain their outpatient status.

Psychology Internship at FCI Terminal Island

Services Offered by the Psychology Department

The services provided by Psychology Services at FCI Terminal Island include psychological screenings of newly admitted inmates, brief treatment of adjustment symptoms, crisis intervention, and suicide risk assessment and prevention. We also provide drug abuse treatment, psychological assessment, and consultation with staff regarding inmate management concerns and personal issues. Opportunities exist to provide brief and long-term treatment in individual and group formats. Group formats can range from psycho-educational topics to process-oriented and may reflect intern interests. Past topics have included anger management, emotional self-regulation and criminal thinking errors.

The primary services offered by the Psychology Services department serve as a framework for the core curriculum of the internship program. All interns receive training and supervised experience in the following areas:

Intake Screening: Each inmate who arrives at the facility is interviewed to assess current mental status and the appropriateness of further monitoring and intervention. At this time, programming recommendations are suggested, such as individual or group therapy, substance abuse treatment, anger management, and referrals for a psychiatric consultation.

SHU Reviews: Inmates housed in the Special Housing Unit undergo a brief mental status examination at least every 30 days.

Therapy: Clinical interventions include brief and long-term individual therapy as well as educational and process-oriented group therapy. Therapy sessions and groups are generally held on a weekly basis.

Suicide Prevention and Crisis Intervention: Immediate evaluation and intervention are offered to inmates experiencing a crisis situation, or whose mental status has decompensated. A psychologist is on-call after hours and on weekends to respond to such emergencies. All FCI Terminal Island staff play a vital function in suicide prevention and provide training in identifying warning signs and procedures for referral to Psychology Services.

Assessment: Psychological evaluations are performed in response to referrals from many sources, including other clinicians, the drug treatment staff, and the education department. Psychological testing is used when necessary to provide useful information. Interns are required to complete at least one battery per Rotation, though they may take on additional assessments if they so desire.

Consultation, Evaluation, and Organizational Interventions: Frequent consultations occur with other departments, especially psychiatry, health services, the unit team, and correctional services. Building relationships and networking with other disciplines are essential for effective organizational intervention. All staff members contribute to the yearly internal program evaluation (operational review) of department activities.

Mental Health Care Level Monitoring: Psychology Services monitors the mental status of all Care 3 – Mental Health and Care 2 – Mental Health inmates per policy. Each inmate's level of functioning is assessed, including any change in symptoms or side effects due to the medication. Referrals and consultation with the psychiatrist routinely occur.

Goal of the Internship Program

The training offered by the FCI Terminal Island Internship Program is designed to meet the following goal:

To train entry-level professional psychologists who can also function competently in the correctional environment.

The primary goal of the Psychology Internship is to provide training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training and supervised practicum experience. To accomplish the goal, the program stresses development of competence in Research, Ethical & Legal Standards, Individual & Cultural Diversity, Professional Values and Attitudes, Communication & Interpersonal Skills, Assessment, Intervention, Supervision, and Consultation & Interprofessional / Interdisciplinary Skills.

Staff and Resources

Currently, FCI Terminal Island has six full-time psychologists, four doctoral interns, nine drug treatment specialists, two administrative assistants and two practicum student. Two of the six psychologists are licensed in the State of California, one in New York, one in West Virginia and one in Pennsylvania.

Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. Two full-time administrative assistants provide the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Office space and computers are available for intern use. Currently, four offices are designated specifically for intern use. Educational materials and DVDs on psychological and drug treatment topics are available, as well as a large library of psychological testing materials, references, and treatment manuals.

Our staff includes:

Michael R. Wydo, Psy.D., ABPP Chief Psychologist

Dr. Wydo was awarded his Psy.D. from the Philadelphia College of Osteopathic Medicine in 2003. He completed his APA accredited doctoral internship at the University of San Diego Counseling Center, and a Post-doc at the Cognitive Therapy Institute of San Diego. He became licensed as a Psychologist in California in 2005, and in North Carolina in 2010. He achieved Specialty Board Certification in Cognitive and Behavioral Psychology from the American Board of Professional Psychology in 2011. As the Chief Psychologist, he is responsible for the administration of comprehensive psychological services to all inmates, supervision of Psychologists and doctoral interns, and management of the Psychology Department. Additionally, he serves as the Employee Assistance Program Coordinator and the Institutional Diversity Manager. Previous positions in the Bureau of Prisons include Advanced Care Level Psychologist, Habilitation Program Coordinator, RDAP Coordinator, and Staff Psychologist. Dr. Wydo is an Adjunct Professor at The American School of Professional Psychology at Argosy University, Southern California. He is also a Staff Psychologist at CBT California. His special interests include clinical supervision, Cognitive Behavioral interventions, anger, personality disorders, substance abuse, and severe mental illness. Dr. Wydo is the author of the "Angry Cognitions Scale-Prison Form." He is also the vice chair of the "Forensic Issues and Externalizing Behaviors" Special Interest Group (SIG) for the Association for Behavioral and Cognitive Therapies (ABCT).

Terra Follick, Psy.D. Internship Program Coordinator

Dr. Follick graduated in 2011, from the Illinois School of Professional Psychology with a doctorate in Clinical Psychology with a forensic focus. She completed an APA accredited doctoral internship at MDC-LA. While in the BOP, Dr. Follick worked as a Staff Psychologist and a CARE3-MH Psychologist. In 2016, she was hired at FCI Terminal Island as the Internship Program Coordinator. Other clinical experience includes work with

adjudicated juveniles, sex offenders, and female offenders. She has participated in the Crisis Negotiation Team, Mentorship Program, Regional Resiliency Program, Institution Review Board and served on committees to address the Prison Rape Elimination Act. She is licensed in the state of New York. Her areas of interests include severe mental illness, crisis intervention, clinical supervision and suicide prevention.

Rogelio Serrano, Psy.D. Advanced Care Level Psychologist

Dr. Serrano received his Doctorate in Clinical Psychology from Pepperdine University in 2011. He was a Psychology Intern at FCI Terminal Island in 2009, and continued with the BOP as an Education Specialist from 2010-2012. He was a Staff Psychologist from 2012-2014, at USP Victorville and returned to FCI Terminal Island to become the Advanced Care Psychologist.

Dr. Serrano is currently an adjunct faculty at Pepperdine University. He is also a Licensed Marriage and Family Therapist. The focus of his practice is on bilingual family therapy in both community-based mental health, and private practice settings, with low income families, traumatized children and adults, dual-diagnosis patients, chronically mentally-ill adults, and couples. He is a member of the California Association of Marriage and Family Therapists (CAMFT), California Latino/a Psychological Association (CLPA), American Psychological Association (APA), and National Latino Psychological Association (NLPA). His research interests are in the area of men and masculinities, violence prevention, couples therapy, and qualitative research methods. He is licensed in California.

Lucia S. Pujol, Psy.D., Co-Occurring Residential Drug Abuse Program Coordinator

Dr. Pujol completed her doctoral internship at FCI Terminal Island and received her Psy.D from the California School of Professional Psychology, Los Angeles in 2003. She joined the workforce for the California Department of Corrections-Corcoran and specialized in working with the validated prison gangs, management of high profile cases, and the severe mentally ill population. In 2006, Dr. Pujol joined the Federal Bureau of Prisons at USP

Atwater, California as a Staff Psychologist. In 2008, she transitioned to USP Tucson, Arizona to develop the only high-level security Sex Offender Management Program (SOMP) and Non Residential Sex Offender Treatment Program (NR-SOTP) in the Bureau of Prisons. She has served four years on the Hostage Negotiations Team as the psychological expert. In 2012, she transferred to FCI Terminal Island to develop one of the two Dual Diagnosis Residential Drug Abuse Programs for men in the Federal Bureau of Prisons. In conjunction with her position as the Dual Diagnosis RDAP Coordinator at FCI Terminal Island, Dr. Pujol is also the Crisis Support Team (CST) Leader and the mental health expert on the Western Region's Crisis Negotiations Team. Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

Ernie Gonzalez, Ph.D., Residential Drug Abuse Program Coordinator

Dr. Gonzalez earned his doctoral degree from Sam Houston State University, after completing a pre-doctoral internship at FMC Fort Worth. He was subsequently hired as a Staff Psychologist at FCI Morgantown, and he is currently licensed in the state of West Virginia. While at FCI Morgantown, Dr. Gonzalez was a member of the Disturbance Control Team. His interests include psychopathy, suicide, forensic assessment, personality assessment, and recidivism. Other clinical experience includes criminal justice-involved adolescents and adult psychiatric inpatients.

Shannon Griswold, Psy.D. Staff Psychologist

Dr Griswold completed her doctoral internship at FCI terminal Island and received her Psy.D form Forest Institute of Professional Psychology in 2012. She was immediately hired as a Staff Psychologist at USP Canaan and became licensed as a Psychologist in Pennsylvania in 2013. She returned to FCI Terminal Island as a Staff Psychologist in 2015. Dr. Griswold is active with APA's Division 18 as the Communications Chair, and Early Career Psychologist representative. Her interests include SMI, malingering, Hostage Negotiations, suicide risk, management of violent behavior, LGBT & diversity.

Accreditation

We are extremely pleased to announce that the internship program at FCI Terminal Island received accreditation by the American Psychological Association, with an initial accreditation date of May 25, 2011. The Commission on Accreditation's next site visit is fall 2018.

FCI Terminal Island has been a member of Association of Psychology Postdoctoral and Internship Centers (APPIC) since 1992. Consistent with membership in APPIC, this program agrees to abide by the policy that no person at this facility will solicit, accept, or use any ranking-related information from applicants. The internship at FCI Terminal Island participates in the APPIC match with the National Matching Service (NMS). Applicants must obtain the Applicant Agreement Package from NMS and register for the matching program to be eligible. For more information on APPIC, call (202) 589-0600 or visit the website at www.appic.org.

Benefits

Interns receive a GS-09, Step 1 salary of approximately \$59, 173, and accrue annual leave (vacation time) and sick leave at the rate of four hours for every two-week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are eligible for health insurance; however, retirement benefits are not available. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, 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.

Interns are required to complete 2,000 hours of training at FCI Terminal Island, and are encouraged to judiciously use their vacation and sick leave. The starting date for the internship occurs during the last two weeks of August.

Supervision and Training

Each intern will be involved in training 40 hours each week at FCI Terminal Island. Consistent with APA standards, interns receive two hours of individual supervision and two hours of group supervision. During group supervision, interns rotate presenting cases, taped sessions and discussing relevant issues such as ethics and managing difficult cases. Interns participate in weekly didactic seminars that include such topics as, correctional mental health, treatment of borderline personality disorder, dangerousness and suicide risk assessment, and managing sex offenders, among others. Interns are typically responsible for conducting two training seminars during the year, which may include presentation of their dissertation research.

Training Activities/ Rotations

Interns complete four rotations during the year, lasting approximately 12 weeks, in each of the following training areas: General Population, Seriously Mentally Ill, Advanced Care Level/Re-entry, and Drug Abuse Treatment. Regardless of rotation, interns have at least 20 hours of direct client contact each week. Each intern will participate in a number of training activities, which are considered the core curriculum. As previously outlined, these include intake screenings, suicide risk assessment, crisis intervention, individual and group therapy, assessment and testing, and consultation and organizational interventions.

General Population Rotation

The general population rotation focuses primarily on providing general mental health services to inmates. All inmates who arrive at FCI Terminal Island participate in an intake screening, where their overall mental status and suitability for general population are determined. Interns conduct individual therapy, which may include short- or long-term treatment, depending on the clinical needs of the inmate. Interns are given latitude regarding the type of groups they facilitate, which may vary with their interests. Suicide risk assessments are routinely conducted on this rotation. Interns receive referrals for psychodiagnostic testing, and administer, score, interpret, and present the results.

A major emphasis on this rotation is to prepare interns to function as generalist correctional psychologists. As such, interns gain supervised experience in the tasks considered vital to psychological services. Interns will assist with conducting Special Housing Unit (SHU) reviews, whereby the mental status of all inmates housed in SHU 30 days or longer is assessed. Interns help train and monitor the Suicide Watch Companion Team. The team consists of inmates especially trained to conduct constant visual observations during suicide watches. Interns also monitor general population inmates taking psychotropic medication, make psychiatric referrals, and consult with the psychiatrist.

While not a major rotation, interns will have significant experience working with medically ill inmates, in the short stay residential unit (hospital) at FCI Terminal Island. Interns will have the opportunity to consult with medical staff and the medical social worker on numerous cases.

Seriously Mentally Ill (CARE3-MH) Rotation

The focus of this rotation includes training experiences that are clinical, administrative and case management-oriented with the seriously mentally ill population at FCI Terminal Island.

These inmates are typically diagnosed with schizophrenia, schizoaffective disorder, major depression, bipolar disorder, and/or are cognitively impaired.

Training is provided on the process for evaluating an inmate's appropriate care level and determining the necessary services. Interns will also receive training in creating Diagnostic and Care Level Formulations, Treatment Plans and Mental Health Transfer Summaries, which are documented in the Psychology Data System.

Interns are involved in clinical services that include assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. Care Level 3 Mental Health inmates receive weekly individual and/or group therapy. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as, facilitating their adjustment to incarceration. The intern will facilitate evidence based practices, the telepsychiatry clinic and participate in multidisciplinary treatment team meetings.

Drug and Alcohol Abuse Treatment Rotation

The Psychology Intern will provide aspects of various drug abuse treatment programming on this rotation. Interns are part of the teaching team for the Drug Education Class. Drug Education is a didactic experience that entails the intern providing instruction to inmates regarding how drugs affect the body. This is a mandated program for many inmates. Interns have the opportunity to conduct their own Non-Residential Drug Treatment Group. This is a weekly process-oriented, cognitive-behavioral group. Interns also have the training experience of co-leading/leading a phase of treatment within the 500 Hour Residential Drug Abuse Treatment Program (RDAP). RDAP is a 9-month intensive program whereby inmates participate daily and live in a treatment community housing unit. The intern will thus become familiar with the Modified Therapeutic Community Format and work within this framework. The Psychology Intern will have the opportunity to work with

both the traditional RDAP and the new Dual Diagnosis RDAP program for Care Level 2 and Care Level 3 Mental Health inmates.

Interns become familiarized with the Psychology Data System (PDS) and in particular, how to document required treatment notes and attendance. The intern develops familiarity with the assessment process for an inmate's entrance into the RDAP, which includes understanding the inmates' Presentence Report, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The intern also participates in Drug Abuse staff/Unit Team meetings.

Group and individual treatment training is provided to the intern by the Drug Abuse Treatment Coordinator. A reading list is provided and an extensive library of drug treatment reference books and DVDs are available. Presentations to the psychology and drug treatment specialists during group supervision sessions are conducted by the intern after having researched a particular area of interest in drug treatment.

Advanced Care Level/Re-Entry Rotation

A major competent of this rotation includes the administration and delivery of services to the Care Level 2 Mental Health inmate population. These inmates have a range of diagnoses, from Adjustment Disorder to Personality Disorder to Mood Disorder.

Care Level 2 Mental Health inmates are inmates who are able to maintain stability via outpatient treatment with one individual treatment session per month or two group treatment sessions per month. Interns are involved in clinical services for Care Level 2 Mental Health inmates including assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. In addition to individual treatment, the intern will facilitate of at least two group interventions, each lasting a minimum of eight weeks. Priority Practice Group treatments for Care Level 2

inmates include Seeking Safety PTSD group, Emotion Self-Regulation, and others. The intern will also co-facilitate one group intervention with the practicum student and receive training on providing clinical supervision.

Additionally, interns on this rotation will work with Community Treatment Services and Re-entry. The intern will not only ensure mentally ill inmates receive appropriate mental health services while incarcerated, but will also help ensure appropriate treatment in the community for inmates preparing for release.

Evaluation and Grievance Process

Evaluation of intern progress occurs both informally and formally. On an informal basis, supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the particular rotation. Given the emphasis placed on on-going evaluation and feedback, the goal is to have no major surprises for either the intern or the supervisor at the end of the rotation. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any concerns regarding professional, ethical, or systemic problems. It is suggested that an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances, the chain of command may be useful. In ascending order, the intern may bring the issue to the attention of the Internship Program

Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns will become familiar with the formal grievance process during their orientation. Concerns may also be reported to APA or APPIC

When a performance problem is identified, the first step includes informal communication between the supervisor and intern. If the problem is not rectified, or if initially the problem is of significant severity, a Competency Remediation plan will be implemented. The supervisor and intern discuss the problem and collaborate on a remediation plan in writing. The plan is implemented, and the intern is assessed at the end of a pre-determined interval, and provided with written and oral feedback regarding their progress. The intern is provided with written notification upon the termination of the remediation plan, or, if unsuccessful in their efforts, placed on probation. During the department orientation, interns are provided copies of these written documents, which they read, sign, and discuss with the Internship Program Coordinator.

American Psychological Association

Office of Program Consultation and Accreditation (</ed/accreditation/index.aspx>)

750 First St. NE

Washington, D.C. 20002

(202) 336-5979

Email: apaaccred@apa.org

APPIC Central Office

17225 El Camino Real

Onyx One - Suite #170

Houston, TX 77058-2748

Employment Opportunities within the Federal Bureau of Prisons

For more than 30 years, the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system. Forty-six percent of the current Chief Psychologists completed practicum, internship, or post-doctoral training with the BOP. Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff, who have just completed their doctoral programs, typically start at the GS-11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible with promotion.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you would have the opportunity to be involved in:

- * Providing Correctional Mental Health Services
- * Suicide Prevention Program
- * Substance Abuse Treatment

- * Sex Offender Treatment
- * Forensic Evaluations for the Federal Courts
- * Hostage Negotiation Training
- * Crisis Intervention Response Team for Trauma Victims
- * Doctoral Internship Training Program
- * Employee Assistance Program
- * Inpatient Mental Health Program
- * Staff Training
- * Research

Annual continuing education is available as a part of each psychologist's professional development program. At times money is available to attend local seminars. On a regular basis, live APA accredited workshops are provided by Central office staff online.

Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility: maximum, medium, low, minimum, and administrative, in which they wish to work. In addition, there are a number of newly activated institutions where psychologists play a pivotal role in designing programming and services.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for sheltering extra income similar to a Keogh Plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension.

THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER

We invite applications by any person who meet the qualifications noted above and value working in a diverse intern group. Selections will be made without discrimination for any non-merit reason such as race, color, religion, national origin, sex, sexual orientation, status as a parent, age, marital status or membership in an employee organization. The Department of Justice provides reasonable accommodations to applicants with disabilities. If you need an accommodation for any part of the application and hiring process, please notify our Human Resource office. The decision on granting reasonable accommodation will be made on a case-by-case basis. Persons with disabilities may be employed if they meet the medical and physical requirements for working in a corrections environment.

APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM

The positions offered for the 2019 – 2020 cohort year are open to all students enrolled in APA-accredited clinical and counseling doctoral psychology programs. *We do not accept applicants from non-accredited programs.* Although prior work experience in a prison setting is not required, training or work experiences compatible with corrections or forensic work is desirable in candidates.

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 500 intervention hours. The Internship Program encourages the application of ethnic minority and diverse students, and prides itself on providing an environment supportive of diversity.

Requirements

To be eligible for a **doctoral internship program position**, applicants must be enrolled at least part-time as an advanced graduate student in a clinical or counseling psychology program leading to a doctoral degree.

Intern selection at each training site 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 FCI Terminal Island are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the Bureau is also bound by the specifications of the [Pathways Program](#). 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](#).

Applicants for the Bureau's internship positions should be aware that 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 / psychologist in training," but also suitability for work in a position of public trust. In general, Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.

Application Procedures

Early fall, graduate students from APA Accredited Clinical and Counseling schools interested in a doctoral psychology internship position at any of the Bureau's training sites should complete each of the following steps:

1. AAPI

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.
- B. One work sample with all identifying data eliminated. Select an adult client whose report includes, at minimum, background information, current behavioral observations, results of a battery of psychological tests, and a formulation of the case.

Each Bureau training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed, applicants will be notified via e-mail, mid-November, regarding application status. Applicants invited to continue with the process for employment (internship) will be instructed to complete the USAJOBS portion of the application.
- B. Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:

- 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
 - Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school’s registrar’s office
 - Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program *or* 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number)
- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
- D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to FCI Terminal Island to 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.

Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.

3. Interview Process

- A. In early December, FCI Terminal Island will be notified which applicants can be invited and scheduled for an interview, which are generally conducted in December or January.
- B. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test.
- C. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.
- D. Offers of positions at FCI Terminal are made in strict accordance with the policies of the APPIC's Internship Matching Program.

The members of the Training Committee at FCI Terminal Island are very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program Coordinator, Dr. Terra Follick, if you have any questions (email preferred).

Dr. Terra Follick (Internship Program Coordinator)

FCI Terminal Island ♦ 1299 S. Seaside Ave., San Pedro, CA 90731

(310) 732-5304 ♦ tfollick@bop.gov

INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

Date Program Table updated: 7/05/2018

INTERNSHIP PROGRAM ADMISSIONS			
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 500 intervention hours. There are no minimum hours of assessment or intervention required. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections.</p> <p>The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. Please refer to policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding nondiscrimination policies.</p>			
At the time of application, the program requires that applicants have received a minimum number of hours of the following:			
Total Direct Contact Intervention Hours	No:	Yes: X	Amount: 500
Total Direct Contact Assessment Hours	No: X	Yes:	Amount: N/A
Other required minimum criteria used to screen applicants:			
There are no additional required minimum criteria used to screen applicants.			
FINANCIAL AND OTHER BENEFIT SUPPORT FOR UPCOMING TRAINING YEAR*			
Annual Stipend/Salary for Full-time Interns	\$59,173		
Annual Stipend/Salary for Half-time Interns	N/A		
Program provides access to medical insurance for intern?	YES		
Access to Medical Insurance is provided.			
Trainee contribution to cost required?	YES		
Coverage of family member(s) available?	YES		
Coverage of legally married partner available?	YES		
Coverage of domestic partner available?	YES		
Sick Leave	4 Hours a Pay Period		
Annual Leave	4 Hours a Pay Period		
The program allows reasonable unpaid leave to interns/residents in excess of personal time off and sick leave in the event of medical conditions and/or family needs that require extended leave.	YES		
Other Benefits: N/A			

INITIAL POST-INTERNSHIP POSITIONS (2015-2017 cohorts)		
Total # of interns who were in the 3 cohorts:	11	
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	1	N/A
Federally qualified health center	N/A	N/A
Independent primary care facility/clinic	N/A	N/A
University counseling center	N/A	N/A
Veterans Affairs medical center	N/A	N/A
Military health center	N/A	N/A
Academic health center	N/A	N/A
Other medical center or hospital	1	N/A
Psychiatric hospital	N/A	3
Academic university/department	N/A	N/A
Community college or other teaching setting	N/A	N/A
Independent research institution	N/A	N/A
Correctional facility	N/A	6
School district/system	N/A	N/A
Independent practice setting	N/A	N/A
Not currently employed	N/A	N/A
Changed to another field	N/A	N/A
Other	N/A	N/A
Unknown	N/A	N/A

**PD = Post-doctoral residency position; EP= Employed Position.*