

PSYCHOLOGY DOCTORAL INTERNSHIP

Accredited by the American Psychological Association

FCI TERMINAL ISLAND
2025-2026



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Make a difference in people's lives while quickly expanding your clinical experience in exciting, dynamic ways. Earn a competitive salary while learning from highly supportive mentors and supervisors. Be a Federal Bureau of Prisons Psychology Intern.

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and Internship Center (APPIC)

Member Number: **1167**

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“

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

— Bianca Bullock, Doctoral Intern



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FEDERAL BUREAU OF PRISONS

This internship site agrees 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.

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Introduction

The Psychology Services Department at Federal Correctional Institution (FCI) Terminal Island is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our Psychology 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 FCI Terminal Island specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the Psychology Internship Program within the FBOP.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FCI Terminal Island. 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 Psychology Internship Program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web page 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 four 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, they each have their own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, Psychology Services 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.

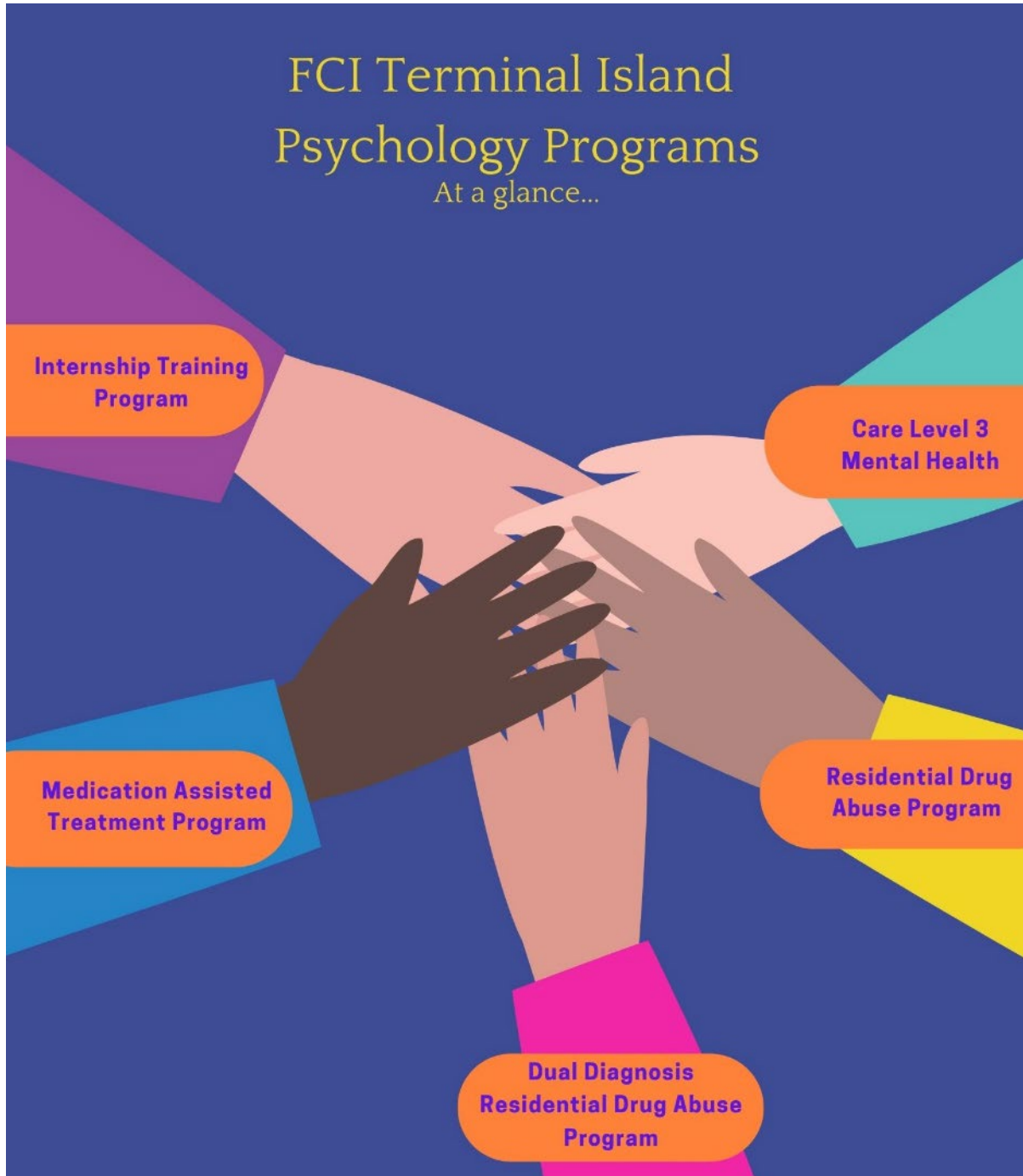
Psychology Services in the Federal Bureau of Prisons

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 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 person in custody and ensures all incarcerated individuals with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Incarcerated individuals within the FBOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment.

Psychologists in the FBOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, Psychology Services staff collaborate with a multidisciplinary team and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.

Psychology Services at FCI Terminal Island



Care Level 3 Mental Health. This Psychology Services program serves the needs of incarcerated individuals with severe and persistent mental illness requiring weekly, individualized evidenced based intervention. Individuals present with a variety of mental health diagnoses which may include mood, thought, and trauma disorders, and/or cognitive impairment. While individuals may periodically require inpatient hospitalization, services are aimed to improve functioning and maintain outpatient status. Our team consists of a Chief Psychologist, Advanced Care Level Psychologists, a Clinical Director of Medical Services, Social Workers, Psychiatrists, Pharmacists, Physician Assistants, and Doctoral Interns. A variety of recreational, vocational and reentry programs are also utilized to enhance long term psychological stability and optimize successful reentry back to the community.

Residential Drug Abuse Treatment Program (RDAP) is a voluntary program for adults in custody who have a verifiable substance use disorder, a desire for recovery, and a sober-living lifestyle. All participants live in a Modified Therapeutic Community (MTC) where they gain from an experiential, social learning, and cognitive behavioral therapy modality. The RDAP will challenge the current culture of prison where a therapeutic community is established, and each participant will be expected to contribute to the forward progress of each other's recovery. In the MTC, participants build rapport and actively engage in treatment through groups, committees, and journals. Personal and collective goals are set and achieved with the help of the staff, community, and mentors. Recovery stands on a foundation that motivates a substance-free, criminal-free, and well managed lifestyle.

Dual Diagnosis Residential Drug Abuse Treatment Program (DD-RDAP) is intended for low security adults in custody with a documented history of substance abuse (within 12 months of arrest) and a current and documented serious mental health disorder. This program mirrors the residential programming of RDAP with interventions individualized for adults in custody with co-occurring mental health diagnoses.

Medication-Assisted Treatment (MAT) is the use of FDA approved medications, in combination with counseling and behavioral therapies, to provide a "whole-patient" approach to the treatment of substance use disorders. The MAT program is a voluntary program for adults in custody who

have a history of Opiate Use Disorder and a desire to transition from incarceration to the community with a decreased likelihood of relapse and overdose. Individuals in the MAT program are seen on a regular basis for individual and group therapy to improve coping strategies for environmental stressors, as well as to develop effective relapse prevention skills.

Other Missions Intersecting with Psychology Services

Medical Unit and Care 3 Medical Program. Health Services has a mission to deliver effective medically necessary health care to individuals in the institutional population, in accordance with proven standards of care, without compromising public safety concerns inherent to the Bureau's overall mission. Individuals with Care 3 Medical assignments typically need more frequent and specialized treatment from health services providers.

To serve the medical needs of the population, Health Services provides *both* outpatient and inpatient care, and is accredited by the Accreditation Association for Ambulatory Health Care (AAAHC) as an ambulatory care clinic. The medical unit at FCI Terminal Island is an ambulatory care, 15- bed “Short Stay Unit.” The unit provides long term IV therapy, post-operative care, long term wound care, and a negative pressure room. The services are provided on a 24-hour basis by FBOP staff and contract medical specialists.

A unique training opportunity arises for Psychology Interns given the intersection of Psychology Services and Health Services programs in place to ensure the care of individuals encountering chronic medical conditions and chronic mental health needs. The treatment providers across disciplines at FCI Terminal Island take pride in the collaborative approach to wellness. Interdisciplinary treatment teams meet regularly for the MAT program and Care Level 3 Mental Health program to facilitate an ongoing informed approach to care.

Interdisciplinary Treatment Team Meetings. Interns attend Care3 Mental Health Treatment Team meetings and MAT Team Meetings to facilitate treatment progress and goals identified in treatment plans. Referrals and consultations occur routinely with the health services staff and psychiatry providers.

Psychology Internship at FCI Terminal Island

Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FCI Terminal Island is to train entry-level professional Psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

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

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

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

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

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

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

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

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

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

Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge 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 Psychology 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 the 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 Psychology 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 Psychology Internship Program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a correctional 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 Psychology Internship Program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

Internship Duties

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 Psychology Internship Program. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. Interns at FCI

Terminal Island, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Fridays (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 7:00 A.M. to 3:00 P.M.

Internship Rotations

Year Long Training & Supervised Experiences

Throughout the internship year interns receive training and supervised experience in core elements of correctional psychology. Training experiences include clinical contacts, supervision, didactics, and other professional activities. A basic description of additional training experiences will follow.

- Interns carry a long-term caseload of individual therapy cases, providing empirically based individual treatment interventions alongside the development of treatment plans, and ongoing updates to treatment plans with regular progress reviews. Mental health transfer summaries are documented ensuring continuity of care for individuals departing from the institution.
- Interns facilitate group therapy with psychoeducational, process-oriented, and empirically based treatment interventions.
- Interns conduct weekly psychology intakes accompanied by a diagnostic interview and formulation of mental health care level, with appropriate recommendations for treatment and programing.
- Interns engage in triage, evaluation, and assessment of individuals experiencing a crisis or demonstrating changes in mental state. This includes suicide risk assessments and interventions provided for individuals on suicide watch. All staff at FCI Terminal Island play a vital function in suicide prevention. Staff are provided training addressing critical aspects of suicide prevention, including identifying warning signs and procedures for referral to Psychology Services.
- Interns partake in frequent consultations with other Departments, especially Psychiatry, Health Services, Unit Management, and Correctional Services. Building relationships and networking with other disciplines are essential for effective organizational intervention. All staff members contribute to the yearly

internal audit (operational review) of the Psychology Services Department activities.

- Interns conduct one psychology assessment during each rotation.

Rotations

In addition to the core elements of correctional psychology emphasized throughout the year, four specialized rotations are offered at our site. To allow each intern the opportunity to engage in all rotations, the training year is structured into four quarters. Rotations provide training, applied experiences, and supervision in specialized areas of treatment and programs.

Medical Unit Rotation – This rotation focuses on behavioral medicine with specialized training and experiences within the scope of the Psychology Services role in the Medical Assisted Treatment (MAT) Program and interventions with individuals housed in the short stay unit. The rotation allows interns to garner experience in the admissions and orientation process for Psychology Services, work closely with various Departments and conduct screenings of newly admitted individuals.

Restrictive Housing Rotation – Specialized training and experience under this rotation focus on intervention in Restrictive Housing Units, including Special Housing Unit (SHU). Interns will conduct SHU Reviews, which include a brief mental status examination at least every 30 days, conduct rounds in SHU, provide intervention and respond to the mental health needs of individuals in restrictive housing. Mental health screenings, crisis intervention, and risk assessments in SHU are conducted by the intern on this rotation.

Substance Abuse Treatment Rotation – Specialized training and experiences in substance and alcohol abuse treatment, including facilitating treatment groups and honing skills in the provision of services in residential and non-residential substance abuse treatment programs (also known as DAP). This includes conducting screenings, diagnostic interviews, and diagnostic formulations within the parameters of the DAP at FCI Terminal Island. While on this rotation interns will present a seminar for Drug Treatment staff in a clinical area that intersects with substance abuse treatment. Interns will also attend RDAP treatment team meetings.

Serious Mental Illness (SMI) – This rotation provides opportunities for specialized training in the coordination of care for individuals with SMI and chronic mental health treatment needs. Included are applied experiences involving the mental health cadre, conducting telepsychiatry referrals, and facilitating group interventions targeting the treatment of serious mental illness.

Didactic Training

Interns participate in weekly didactic seminars that include such topics as correctional mental health, treatment of borderline personality disorder, suicide risk assessment, and managing sex offenders, among others. Presenters are drawn from a variety of subject matter experts from within the local Department, across the FBOP, and from various other agencies and relevant domains. Interns are typically responsible for conducting two training seminars during the year, which may include presentation of their dissertation research. Below you will find a sample Didactic Training Schedule that shines a light on the overall enthusiasm and involvement of our staff in providing didactic seminar.

FCI Terminal Island

Psychology Doctoral Internship Program

Sample Didactic Seminar Schedule

Quarter 1		
August 16, 2022	Introduction into Cognitive Case Conceptualizations, Part 1	Dr. Wydo
August 23, 2022	Introduction into Cognitive Case Conceptualizations, Part 2	Dr. Wydo
August 30, 2022	Baseline and Final Measures	Dr. Wydo
September 7, 2022	Suicide Prevention and Suicide Risk Assessments PART I	Dr. Villafrate
September 15, 2022	Cultural Competence- Self-Assessment Checklist	Dr. Villafrate
September 20, 2022	Suicide Risk Assessments PART II	Dr.'s Reynolds & Hamilton <i>PSB</i>
September 22, 2022	Latinx Culture and Impact on Correctional Practice	Dr. Serrano
September 29, 2022	Crisis Support Team	Dr. Shaver
October 6, 2022	Psychological Interventions for Chronic Pain	Dr.'s Burgett & Engel <i>PSB</i>
October 13, 2022	Group Dynamics	Dr. Pujol
October 27, 2022	Forensic Private Practice and Mock Testimony	Dr. Sheehan
November 1, 2022	Prison Rape Elimination Act	Dr. Roth <i>PSB</i>
November 3, 2022	Functional Behavioral Analysis as an Intervention for Non-Suicidal and Suicidal Self-Injury	Dr. Hamilton <i>PSB</i>
November 10, 2022	Differential Diagnosis	Dr. Villafrate
November 17, 2022	Psychopharmacology for Psychologists Part I	Dr. Spanggard, M.D. BOP Psychiatrist
November 23, 2022	Assessment Part I	Dr. Villafrate
November 21, 2022	Assessment Part II	Dr. Villafrate
December 1, 2022	770s Medical Transfers	Dr. Carter <i>PSB</i>

Quarter 2		
December 8, 2022	Trauma Related Disorders	Dr. Shaver
December 15, 2022	Professional Ethics	Dr. Wydo
December 22, 2022	Boundary Setting	Dr. Morse
December 29, 2022	Assessment Part III	Dr. Morse
January 5, 2023	Inappropriate Sexual Behaviors and Clinical Perspectives	Dr. Jones
January 12, 2023	Introspective Approach to Diversity, Equity, and Inclusion in Professional Practice	Dr. Villafrate
January 17, 2023	Women and Special Populations- Treatment Programs and Interventions	Dr.'s Epplin & Klein <i>PSB</i>
January 19, 2023	Approaches to Community Engagement and Re-Entry	Dr. Villafrate
January 26, 2023	Brief CBT for Suicidal Adults in Custody	Dr. Wydo
February 2, 2023	Mass Shooting and Threat Assessments	Dr. Oppenmehim
February 9, 2023	US Public Health Service	PSB
February 16, 2023	Continuity of Care Part I	Dr. Villafrate
Quarter 3		
February 23, 2023	Risk Management from an Ethical Perspective	PSB
March 2, 2023	Overview of Dangerousness Evaluations and our Responsibilities	PSB
March 9, 2023	Evidenced Based Practices for BPD (inhouse)- Treatment and Care of Transgender Adults in Custody	Dr. Villafrate
March 14, 2023	Psychology Treatment Programs in the BOP	<i>PSB</i>
March 17, 2023	Race, Cultural, Addiction and Recovery	PSB
March 23, 2023	Treatment and Care of Adults Identifying as Transgender in Custody individuals	PSB
March 30, 2023	Seminar- From Institutional Betrayal to Institutional Courage: Addressing Sexual Violence	PSB
April 6, 2023	Specialty Mental Health Programs in the BOP	Dr. Smithe
April 13, 2023	Mental Health Treatment Team	Dr. Villafrate
April 19, 2023	PCLR	Dr. Shelton

April 27, 2023	Journal Club- Racial Ethnic and Sex Differences in Psychiatric Diagnosis Mental Health Sequelae and VHA Service Utilization Among Justice-Involved Veterans	Dr. Shaver
May 4, 2023	Psychopharmacology for Psychologists Part II	PSB
Quarter 4		
May 11, 2023	Evidence Based Practices and Interventions for Borderline Personality Disorder	Dr. Villafrate
May 18, 2023	Essential Self-Care Practices for Psychologists in Challenging Environment	PSB
May 23, 2023	Employee Assistance Program & Self-Care	Dr.'s Gillespie & Wheat PSB
May 25, 2023	Introduction to Human Trafficking	Dr. Villafrate
June 8, 2023	Social Media Justice Club	PSB
June 15, 2023	Continuity of Care Part II; Multi-Disciplinary Reentry Efforts & Resources	Dr. Villafrate
June 22, 2023	Continuity of Care Part II Re-entry Resources across disciplines (6/22)	Dr. Villafrate
June 29, 2023	National Threat Assessment Center (Department of Homeland Security)	Dr. Cohen
July 6, 2023	Correctional Practice Skills in the Community	Dr. Serrano
July 13, 2023	Trauma Treatment and Evaluation: Recent Developments and Cultural Considerations	Dr. Villafrate
July 20, 2023	Didactic Seminar: Competency Based Supervision Part II	Dr. Villafrate
July 27, 2023	Didactic- Linguistic Considerations in Clinical Practice, Ethical Considerations	Dr. Villafrate

Research

At FCI Terminal Island our Psychologists have supported Doctoral Interns and colleagues in research endeavors for many years. Over the course of the past five years, Psychologists at FCI Terminal Island have engaged in a dynamic series of research related activities, including data collection, analysis, publication, and presenting outcomes at the local, regional, and national level. We are proud to share that our spirit, passion, and dedication for research has provided several opportunities for Doctoral Interns each year. As opportunities arise, we are excited and open to consideration for how we may provide the flexibility and resources to interns with such interests. We do so with a deep understanding that dedication to research fosters the growth and development of professionals in this very critical area of the field of Psychology.

A Day in the Life of a FCI Terminal Island Intern

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

Time	Activity
7:00 – 7:30am	Arrival morning open-up with staff in the Psychology Services Department
7:30 – 8:00am	Check emails, attend to administrative tasks
8:00 – 10:00am	Didactic
10:00 – 10:30am	Documentation
10:30 – 11:30am	Individual Supervision
11:30am – 12:00p,	Lunch, peer case consultation
12:00 – 1:00pm	Group Therapy Sessions
1:00 – 3:00pm	Individual Therapy Sessions
3:00pm	Depart work with fellow interns and supervisors

Supervision

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

Our training program approaches diversity from a cultural humility perspective, which encourages clinicians to work with diverse clients while maintaining an attitude of openness, acknowledging and owning one's limitations to understanding a client's cultural background and experience, and emphasizing continued growth and development over time rather than obtaining a level of multicultural competence. Given the diverse population, conversations about diversity and culture are inter-woven into our daily practice, weekly supervision with interns, and didactic learning. In addition, interns and staff participate in multicultural group supervision, which focuses specifically on multicultural issues, including clinical interventions with culturally diverse patients, personal biases or stereotypes that may influence one's clinical work, and our own cultural identities and how they may affect our treatment of patients. Interns and staff will engage in mutual self-reflection and will be expected to actively participate in this process through self-disclosure of personal identities, biases, and reactions. As previously noted, diversity is valued at FCI Terminal Island. You will be respected without regard to sex, race, color, ethnicity, national origin, gender identity, sexual orientation, religion, age, social class or disability. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.

The Internship Program Coordinator serves as a resource for interns and is responsible for the development, implementation, and evaluation of the Psychology Internship Program. They make training assignments, handle clinical and administrative problems, plan the sequence

of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

Multicultural training is an important part of the development of interns into future psychologists. Our program does our best to provide robust training in this area through didactics and supervision, as well as providing support for diverse interns as you navigate your role in the Federal Bureau of Prisons. In addition to local efforts, we offer a national mentorship program entirely for psychologists and psychology interns that is centered on diversity. We realize that we may not always be best suited to provide mentorship around specific diverse identities when we do not hold that same identity or have not experienced the same challenges within our agency. As such, we established a database of diverse psychologists across the agency who are volunteering their time to provide mentorship around topics of diversity, identity development, and working in the FBOP. All FBOP interns have the opportunity to be matched with a mentor within the agency. If you choose to participate in the program, you will meet either virtually or over the phone with your mentor at least once a month, unless you both agree more frequently would be beneficial.

Intern Evaluation

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

Our aim at FCI Terminal Island is for each intern to successfully complete internship and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year. On occasion, it is possible that specific performance or conduct

concerns may need to be addressed. The Due Process procedures at FCI Terminal Island address any such problems and will be made available to all matched interns during the orientation week of the internship program. In addition to a hard copy description of the procedures, the Internship Program Coordinator will review them with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

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

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

Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$69,729 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the 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, Colorado, with interns from all FBOP institutions.
- Career conversion opportunity. Pending successful completion of the internship program, interns that are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time role through USAJobs and will be able to immediately begin their full-time job with FBOP employee benefits.

APA Accreditation and APPIC Membership

The FCI Terminal Island Psychology Internship Program received accreditation by the APA on 09/16/2009 and meets all APA criteria for doctoral internships in professional psychology. FCI Terminal Island is also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FCI Terminal Island 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, 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 abuse 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 an internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation form at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Interns are required to complete 2,000 hours of clinical training and are required to submit one formal baseline cognitive case conceptualization in December, and one final cognitive case conceptualization during the last quarter of the internship. The cognitive case conceptualization serves to measure adequate reflection and growth of their clinical abilities in conceptualizing and planning treatment.

FCI Terminal Island Psychologists

Staff and Resources

Currently, FCI Terminal Island has six full-time Psychologists, four Doctoral Interns, nine Drug Treatment Specialists, one Administrative Assistant and two Practicum Students. Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. Several large classrooms are available for meetings, seminars, and group treatment. Currently, four offices with computers 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 Psychology Services Department is incredibly proud of the diversity, rich experience, and breadth of expertise represented across the staff in the Psychology Services Department at FCI Terminal Island.

Parinaz Villafrate, Ph.D., Internship Program Coordinator

Dr. Villafrate received her degree in Clinical Psychology with an emphasis in Health Psychology from the California School of Professional Psychology at Alliant International University. She completed her doctoral internship at the FBOP in 2013, at FCI Tallahassee before serving as a Drug Treatment Specialist, Staff Psychologist, Drug Abuse Program Coordinator, and in her current role as Internship Program Coordinator. Her areas of expertise are in topics on human trafficking, working with female offenders, and working in various elements of resource development activities within the FBOP and with the National Institute of Corrections. She has served as a national expert on Diversity, Multicultural, and Multilingual Practice for Correctional Psychologists which has included developing and leading local and agency-wide training initiatives regarding culturally responsive and competent practice within institutions across the FBOP. Dr. Villafrate serves as the Coordinator of the Committee on Addressing Sexual Misconduct by Adults in Custody at FCI Terminal Island. She has served as the prison subject matter expert on Human Subjects and Institutional Review Board committees and continues to be engaged in current research projects of interns and peers across the country. She is licensed in Florida.

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-doctoral internship at the Cognitive Therapy Institute of San Diego. He achieved Specialty Board Certification in Cognitive and Behavioral Psychology from the American Board of Professional Psychology in 2011. As the Chief Psychologist at FCI Terminal Island, he is responsible for the administration of comprehensive psychological services to all adults in custody, supervision of Psychologists and Doctoral Interns, and management of the Psychology Services Department. Additionally, he serves as the Employee Assistance Program Coordinator and the Institutional Diversity Manager. Previous positions in the FBOP include Advanced Care Level Psychologist, Habilitation Program Coordinator, RDAP Coordinator, and Staff Psychologist. Dr. Wydo is an Adjunct Professor at The Chicago School of Professional Psychology, Irvine California Campus. He is also on the editorial board for the Journal of Rational Emotive and Cognitive Behavioral Therapy. 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 on the leadership board of the “Forensic Issues and Externalizing Behaviors” Special Interest Group (SIG) for the Association for Behavioral and Cognitive Therapies (ABCT). Dr. Wydo is licensed in California.

Rogelio Serrano, Psy.D., Drug Abuse Program Coordinator for Medication-Assisted Treatment (MAT) Program

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 FBOP as an Education Specialist from 2010-2012. He was a Staff Psychologist at USP Victorville from 2012-2014, and returned to FCI Terminal Island to become the Advanced Care Psychologist. Currently, Dr. Serrano is the Drug Abuse Coordinator for the Medication-Assisted Treatment (MAT) Program and serves as an adjunct faculty member 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, children and adults with trauma related-disorders, dual-diagnosis patients, chronically mentally

ill adults, and couples. He is a member of the California Association of Marriage and Family Therapists (CAMFT), California Latinx 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.

Diana Nakashyan, Psy.D., Staff Psychologist

Dr. Nakashyan earned her doctoral degree in Clinical Forensic Psychology from the Chicago School of Professional Psychology in 2016. Her trajectory includes practicum trainings at the Los Angeles Sheriff's Department and the Orange County Department of Education, a doctoral internship at Orange County Juvenile Hall, and a postdoctoral residency at Tarzana Treatment Centers. Prior to joining the Federal workforce, Dr. Nakashyan served in high-security institutions within the California Department of Corrections and Rehabilitation (CDCR), where she undertook extensive and critical responsibilities across various roles, enhancing mental health services and institutional operations. Fluent in multiple languages and equipped with deep diversity awareness, she joined the FBOP in 2021, making impactful contributions in both clinical and administrative capacities. As a key contributor, Dr. Nakashyan is dedicated to training and supervising practicum students, ensuring high standards of practice. Her role extends to advancing the Bureau's objectives and recruitment efforts as the alternate Federal Women's Program Manager and the Psychology Services Department's First Step Act Program Coordinator. Her professional interests include forensic evaluations, behavioral analysis, crisis negotiation, advanced interviewing, and community outreach.

Mariah Shaver, Psy.D., Drug Abuse Program Coordinator

Dr. Shaver obtained her degree in Clinical Psychology from the Hawaii School of Professional Psychology at Argosy University. Prior to graduation, she completed her doctoral internship in the Federal Bureau of Prisons in August 2016, at FCI Tallahassee, working with both male and female adults serving sentences at all security levels. Post graduation, she accepted a job as a Staff Psychologist within the Federal Bureau of Prisons at FCI Mendota working with adults serving sentences in medium and minimum custody level confinement settings. As a Staff Psychologist, she worked primarily as the Special Housing Unit provider. In September 2018,

she was selected as the Drug Abuse Program Coordinator (DAPC) at FCI Mendota. She then joined the team at FCI Terminal Island in November 2020, to assume the role of DAPC over Drug Education, the Non-Residential Drug Abuse Treatment Program, and the traditional Residential Drug Abuse Treatment Program. In addition to substance abuse treatment and group therapy, Dr. Shaver's other interests include trauma and resilience, assessment, and clinical supervision. She is licensed in the state of California. She recently sought out the Psychologist position for the institution's Correctional Support Team, reaffirming her dedication not just for the adults in custody but to Staff as well.

Lucia S. Pujol, Psy.D., Co-Occurring RDAP 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. Upon completion of her degree, she worked as a Correctional Psychologist for CDCR 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 returned to the FBOP at USP Atwater (CA) as a Staff Psychologist. In 2008, she accepted the challenge, and transferred to USP Tucson (AZ) to develop and implement the only high-level security Sex Offender Management Program (SOMP) and Non-Residential Sex Offender Treatment Program (NR-SOTP) in the FBOP. She served four years on the Hostage Negotiations Team as the mental health expert, at USP Tucson. In 2012, she transferred to FCI Terminal Island to develop one of the two Dual Diagnosis Residential Drug Abuse Treatment Programs for men in the FBOP. She has served in her current position as the DD-RDAP Coordinator at FCI Terminal Island for over 12 years. Over the last 8 years, Dr. Pujol served as Leader of FCI Terminal Island's Correctional Support Team, in conjunction with being the mental health expert on National Crisis Negotiations Team (CNT Cadre Member, WXRO). Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

Surrounding Area and Local Points of Interest



FCI Terminal Island is a low security federal prison for incarcerated adult males. As the name would have it, the prison sits on an island in the Pacific Ocean. FCI 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 Los Angeles 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 ways 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 \$1,500 for a studio, \$1,800 for a one bedroom, and \$2,300 for a two bedroom.

Career Opportunities at the Federal Bureau of Prisons

The FBOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling Psychologists needed to meet our staffing needs. Many of the Psychologists currently employed by the FBOP began their careers after completing a FBOP internship. While jobs are not promised to those who are accepted into the Psychology 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 in the appendix for initial post-internship placements of the previous three FCI Terminal Island 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.

Eligibility Requirements

The Psychology Internship Program at FCI Terminal Island is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of APPIC's Internship Matching Program. FCI Terminal Island 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 other adults in custody. 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 Application for Psychology (AAPI) online application has been reviewed.

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

Application Process and Deadlines

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

1. November 1: AAPI

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

- **Additional Requirement:** In addition to the AAPI online application, our site requires one writing sample in the form of a psychological assessment report.
- c. All AAPI application materials must be submitted online by 11:59 p.m. on November 1st.

2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.
- c. Submit all required documentation, including:
 1. Resume
 - In order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
 - 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 can use either 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
 - A photograph will be taken of each applicant during the on-site interview process. While this is voluntary, the photo is placed in the applicant's file, and utilized as a way to aid in applicant recall.
 - Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program.
- 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 Psychology 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 position.

Contact Information

FCI Terminal Island is excited about the Psychology Internship Program, and we appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCI Terminal Island, please contact:

Dr. Parinaz Villafrate, Ph.D.
Internship Program Coordinator
FCI Terminal Island
1299 S. Seaside Avenue
San Pedro, CA 90731
(310) 831-8961, ext. 310

or

Dr. Michael R. Wydo, Psy.D., ABPP
Chief Psychologist
FCI Terminal Island
1299 S. Seaside Avenue
San Pedro, CA 90731
(310) 831-8961, ext. 302

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: 05/06/2024

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work other than the dissertation, by the beginning of the internship. Applicants are encouraged to have a minimum of 500 doctoral program intervention hours and 100 doctoral program assessment hours. However, we understand the nature of the COVID-19 pandemic has impacted many practicum sites. As such, lower intervention and assessment hours will be considered for the upcoming year.

Prior work experience in a correctional setting is not required, but training indicative of appropriate interest are important considerations in selection of applicants invited for an interview. In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in working with incarcerated individuals and/or individuals involved in the criminal justice system, crisis intervention, and forensic psychology. FCI Terminal Island is a low security level prison that maintains a population of approximately 1,100 adult males.

The FBOP is an Equal Opportunity Employer. Please refer to the policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding non-discrimination policies.

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:

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

Describe any other required minimum criteria used to screen applicants:

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

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

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

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns	\$69,729	
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 hours every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hours every 2 weeks (104 total hours annually)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

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

Initial Post-Internship Positions

	2020-2023	
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	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	1	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	5
School district/system	0	0
Independent practice setting	1	
Not currently employed	0	0
Changed to another field	0	0
Other	0	1
Unknown	0	0

Note: “PD” = Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

References

- Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.
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- Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.