

FEDERAL CORRECTIONAL INSTITUTION TERMINAL ISLAND

San Pedro, California



DOCTORAL INTERNSHIP IN HEALTH SERVICE PSYCHOLOGY (2021-2022)

APA PROGRAM NUMBER 001697

APPIC PROGRAM CODE 1167

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

American Psychological Association (APA)

Commission on Accreditation-Accrediting Body

Notice to all applicants: This program abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant.

Updated: July 31, 2020



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 bark of seals and songs 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 \$1,000 for a studio, \$1,400 for a one bedroom, and \$1,900 for a two bedroom.

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.

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 serve all institutions and the Central Office with respect to employee services, designation and sentence computation, and a field acquisitions. Finally, the BOP contracts with approximately 150 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 157,000 federal offenders. The BOP operates institutions at five security levels: minimum, low, medium, high, and administrative (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, Health Services, Psychology Services, Human Resources, Food Service, 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 evidence-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, Psychology Services aim to help inmates maintain their outpatient status.

PSYCHOLOGY INTERNSHIP AT TERMINAL ISLAND

SERVICES OFFERED BY THE PSYCHOLOGY SERVICES 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.

Psychosocial Intervention: Clinical interventions include brief and long-term individual therapy as well as educational and process-oriented group therapy. Individual and group therapy sessions 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, 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 program evaluation (operational review) of department activities.

Mental Health Chronic Care for inmates with Chronic Mental Illness: Psychology Services provides individualized clinical intervention to all inmates assigned Mental Health Care Level 2 and 3. Psychology services staff formulate diagnoses and assess level of functionality for inmates with these chronic care assignments. An individualized treatment plan is developed, and evidence-based interventions are provided to meet the needs of each inmate. This includes regular interdisciplinary treatment team meetings to facilitate treatment progress and goals identified in treatment plans. Referrals and consultation occur routinely with the Health Services staff and psychiatry providers.

GOAL OF THE INTERNSHIP PROGRAM

The training offered by the FCI Terminal Island Internship Program is designed with the 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 this 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 five full-time psychologists, four doctoral interns, eight drug treatment specialists, two administrative assistants and two practicum students. Two of the five psychologists are licensed in the State of California, 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-doctoral 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, he is responsible for the administration of comprehensive psychological services to all inmates, 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 Bureau of Prisons 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 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 Chairman 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.

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 in the Bureau of Prisons in 2013, at FCI/DC Tallahassee. Since then, she has served in numerous roles ranging from Mental Health Program Coordinator to Drug Treatment Specialist with BOP. She has expertise in topics on human trafficking, working with female offenders, and has participated in various elements of resource development activities with the National Institute of Correction. In addition, she has collaborated in a number of projects with esteemed colleagues to develop local and agency-wide training continuing education focus on diversity, multicultural, and multilingual practice for psychologists. Other areas of interest include crisis support, suicide prevention, and sexual abuse interventions. She is licensed in Florida.

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 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 Negotiation 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 Negotiation Team. Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

Shannon Griswold, Psy.D., Staff Psychologist

Dr. Griswold completed her doctoral internship at FCI Terminal Island and received her Psy.D. from 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 also licensed in California, and 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, and diversity.

ACCREDITATION

The internship program at FCI Terminal Island received accreditation by the American Psychological Association on May 25, 2011. The next accreditation site visit is in 2028.

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 \$62, 429 (2020 figure), an 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, taping 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.

ROTATIONS AND TRAINING EXPERIENCES

Interns complete four rotations during the year, lasting approximately 12 weeks, in each of the following training areas: General Population, CARE2-MH, Chronic Care-Severe Mental Illness, and Drug Abuse Treatment.

General Population Rotation: This rotation focuses primarily on providing general mental health services to inmates. All inmates who arrive to FCI Terminal Island participate in an intake screening, where their overall mental status, mental health care level, and suitability for general population are determined. The general population (GP) intern conducts these intake screenings. Interns conduct individual therapy, which may include short- or long-term treatment, depending on the clinical need(s) of the inmate. The GP intern is given latitude regarding the type of groups they facilitate, which may vary with their interests. Suicide risks assessments are routinely conducted on this rotation. The GP intern also receives referrals for psychodiagnostic testing, and administer, score, interpret, and present the results.

A major emphasis on this rotation is to prepare the GP intern to function as a generalist correctional psychologist. As such, the GP intern gains supervised experienced in the tasks considered vital to psychological services. The GP intern 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. The GP intern may also assist in training and monitoring the Suicide Watch Companion Team. The team consists of inmates specially-trained to conduct constant visual observations during suicide watches. The GP intern will also monitor general population inmates taking psychotropic medications and collaborate regarding psychiatric referrals with various relevant parties.

The GP intern may have significant experience working with medically ill inmates, in the short-stay residential unit (hospital) at FCI Terminal Island. The GP intern will have the opportunity to consult with medical staff and the medial social working on numerous cases.

CARE2-MH Rotation: A major component of this rotation includes the administration and delivery of services to the Care Level 2 Mental Health (CARE2-MH) inmate population. These inmates have a range of diagnoses, from adjustment disorder to mood disorder to personality disorder.

Inmates who are assigned as CARE2-MH are able to maintain stability via outpatient treatment with one individual treatment session per month or two group treatment sessions per month. The CARE2-MH intern is involved in clinical services for CARE2-MH inmates including assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. In addition to individual treatment, the CARE2-MH intern will facilitate at least two group interventions, each lasting a minimum of eight weeks. Priority Practice Group treatments for CARE2-MH inmates include Seeking Safety Trauma Treatment,

Emotional Self-Regulation, and other evidence-based groups. The CARE2- MH intern will also co-facilitate one group intervention with the practicum student and receiving training on providing clinical supervision.

Additionally, the CARE2-MH intern on this rotation may have the opportunity to work with Community Treatment Services and Reentry. The CARE2-MH intern will not only ensure mentally ill inmates receive appropriate mental health services while incarcerated, but will also help direct appropriate treatment in the community for inmates preparing for release.

Chronic Care-Severe Mental Health 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 in multidisciplinary treatment team meetings.

Drug and Alcohol Abuse Treatment Rotation: The Residential Drug Abuse Program (RDAP) intern is focused on providing aspects of various drug abuse treatment programming on this rotation. The RDAP intern is part of the teaching team for the Drug Education Class. Drug Education is a didactic experience which entails the RDAP intern providing instruction to inmates regarding how drugs affect the body. This is a mandated program for many inmates. The RDAP intern may have the opportunity to conduct their own Non-Residential Drug Treatment group. The RDAP intern also has the training experience of co-leading/leading the Illness Management and Recovery phase of treatment within the Dual-Diagnosis (500 hour) RDAP. RDAP is a nine-month intensive program whereby inmates participate daily and live in a treatment community housing unit. The RDAP intern will become familiar with the Modified Therapeutic Community format and work within this framework. The RDAP intern will have the opportunity to work with in both RDAP programs at FCI Terminal Island ("Traditional" and Dual-Diagnosis).

The RDAP intern will develop familiarity with the assessment process for an inmate's entrance into the Program, which includes understanding the inmate's Pre-sentence Report, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The RDAP intern will also participate in Drug Abuse staff/Unit Team meetings, and may have the opportunity to present a particular area of interest in drug treatment. An extensive library of drug treatment reference books and DVDs are available.

YEAR-LONG EXPERIENCES AND DUTIES IN ADDITION TO ROTATION REQUIREMENTS

Interviewing and Psychological Assessment

- On a weekly basis, interns normally complete 4-8 intake interviews and diagnostic formulations. Upon admission to the prison every inmate is interviewed, primarily to determine need and motivation for psychological treatment in addition to screening and identifying at-risk individuals for victimization/predation, to assess and determine recommendations for mental health services, and ensure the appropriate referrals are made for such.
- Interns conduct additional assessment as deemed necessary by their supervisor in addition to rotational assessments. Interns conduct comprehensive review of records and available clinical data, administer and interpret standardized psychological tests, and integrate the data with presenting and historical behavioral information into comprehensive psychological reports. Most evaluations include diagnosis and treatment recommendations. When conducting evaluations, interns consult with medical, educational, and various other interdisciplinary staff members.
- Interns conduct impromptu evaluations of inmates in crisis. Under supervision, they assess for suicidal ideation, adjustment-related disorders, or psychosis, and make appropriate determinations.
- Interns complete evaluations of inmates to determine their readiness for release to less structured or less secure facilities.
- Interns shadow on-call psychology staff throughout the internship. This often involves conducting impromptu inmate crisis evaluation and intervention under the close supervision of the on-call psychologist.

Psychosocial Intervention

- Each intern is expected to carry a caseload of 10 or more clients for, at minimum, bi-monthly mental health treatment, depending on his/her rotation. The caseload includes both long-term clients and those who are involved in brief therapy. The latter is often the treatment of choice to assist clients in crisis, while long-term therapeutic relationships are formed with inmates with chronic care mental health assignments.
- As part of this internship experience in the provision of therapy, interns provide evidence-based interventions, as prescribed by the Psychology Services Branch of the BOP. The emphasis of clinical supervision is placed on accurately monitoring the process of interventions and the outcomes of such. Interns are required to videotape selected therapy sessions, which can be reviewed during weekly individual and group supervision.

On-Call

- Throughout the training year, interns rotate on the on-call schedule with a supervising licensed psychologist to respond to crises, and an array of duties that arise for on-call Psychologists, to include, but are not limited to suicide risk assessments and crisis intervention.

Research

- The ever-evolving developing nature of clinical practice, and the scientific research that drives empirically-based practice is valued and acknowledged at FCI Terminal Island. The most successful intern will make every effort to complete all graduate program research requirements prior to the commencement of the internship year.
- The internship training program encourages participation in additional research endeavors during the training year. Interns may negotiate to spend a portion of their workhours (up to 4 hours per week) in planning and conducting research projects.

COVID-19 IMPACT ON THE INTERNSHIP PROGRAM

FCI Terminal Island implemented proactive, conservative procedures to ensure the safety of inmates and staff in response to COVID-19. This approach coincides with the Center for Disease Control's recommendations and has thankfully resulted in a small number of positive cases as of July 2020. All staff, including interns, are provided with PPE (e.g., face masks) and have their temperatures taken upon entrance to the institution. Medical staff conduct more intensive screenings for inmates, and inmates who are high-risk, suspected of exposure, or pending test results, are placed in isolation. We have been provided with extra cleaning products and are sanitizing the facilities we use on a very regular basis. Additionally, handwashing and sanitizing is encouraged with plenty of resources available for the interns. Face masks must be worn by staff and inmates at all times inside the facility. Psychology supervisors ensure that interns have no contact with inmates with known positive results from COVID-19 testing. To the extent it is physically possible, social distancing is practiced within the institution. Interns are considered full-time staff and have the same rights and responsibilities as all Bureau of Prisons employees. Interns are afforded annual and sick leave, as well as access to the same health insurance coverage afforded to all staff members. As such, they are considered "essential" personnel and are required to report to the institution as usual.

The Internship Program at FCI Terminal Island places an emphasis on the balance of health and well-being, training needs, APA/APPIC requirements for internship, and employment responsibility. As a result of the successful health and safety measures administered, the majority of internship duties and responsibilities will proceed as outlined in this brochure without significant disruption. As a safety measure, individual and group treatment opportunities held in the Psychology Services Department will be separated by housing assignment, meaning inmates will participate in programming on the specific day assigned to their respective unit and will maintain appropriate distance from one another. The entire department will then be sanitized at the end of each day. Also, open movement is not occurring at this time due to COVID-19.

Therefore, on the days that inmates are not scheduled to participate in psychology programming, alternative clinical tasks (e.g., rounds in each housing unit) are conducted to ensure interns are still engaging in clinical and other professional opportunities. Psychology Services has a pivotal role in addressing the mental health concerns of inmates. The ability to perform experiential clinical duties is prioritized and the Training Committee is creative to ensure training continues.

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 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.

Questions related to the program's accreditation status should be directed to:

American Psychological Association
Office of Program Consultation and Accreditation
750 First St. NE
Washington, D.C. 20002
(202) 336-5979
apaccred@apa.org

APPIC Central Office
17225 El Camino Real
Onyx One - Suite #170
Houston, TX 77058-2748

EMPLOYMENT OPPORTUNITIES WITHIN THE 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: high, 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 application by any persons who meet the qualifications noted above and value having 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 in a position with a law enforcement agency if they meet the medical and physical requirements for correctional work.

APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM

The positions offered for the 2021-2022 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 an entry-level psychology position with the Bureau, interns must have completed all doctoral degree requirements and be U.S. citizens.

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

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

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.

- 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.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed, applicants will be notified via email, 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 (e.g., 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. **Due to the impact of COVID-19, the interview process will contain both a remote and on-site component.** 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. These interviews must be completed on-site at any of our 122 institutions nationwide and can usually be scheduled at an institution within driving distance; it does not have to occur at an internship site. The interview process includes an applicant being 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. The interview may take at least 2-3 hours, so please plan accordingly. If you are applying to more than one internship site, you may only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other sites.

- C. After successful completion of the courtesy/on-site interview, each applicant will then be scheduled to participate in a **remote** interview with FCI Terminal Island Psychology Staff via video conferencing. This interview will highlight aspects of the department and internship program, and will allow the applicant to focus on the components specific to this institution. Additionally, this will serve as an opportunity for the applicant to see and interact with various Training Committee members and help determine the fit between student and internship site.
- D. Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program.

If you have any questions regarding whether you would qualify for a federal position, you should seek further information from Human Resource Specialists at any of the sites of interest to you, to determine the advisability of continuing with the application process. Psychology staff are **not** able to advise you on these matters.

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 that the information provided in interviews and on required forms is accurate. 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 program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

The provided information is not intended to discourage applications, but to ensure that applicants are aware of all of the federal requirements that will be imposed on them should they wish to pursue a Bureau of Prisons Internship position.

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 (email preferred) the Internship Program Coordinator, Dr. Parinaz Villafrate, if you have any questions.

ADDITIONAL INFORMATION REGARDING APPLICATIONS

Applications are accepted from students enrolled in APA-accredited doctoral programs in clinical and counseling psychology. Prior work experience in a correctional setting is not required, but training and experiences indicative of interest are important considerations in selections.

To be internship eligible, students must be U.S. citizens and have successfully completed all doctoral course work by the beginning of the internship. Applicants are required to have a

minimum of 400 doctoral program intervention hours and 100 doctoral program assessment hours on the AAPI by the time of application. Preference is given to applicants who have successfully defended a dissertation or similar project proposal prior to the interview.

The deadline for completed applications in APPIC is November 1st, although applicants are encouraged to submit their applications earlier. As this internship is a member of APPIC and participates in the National Match process, all applications must be submitted electronically in accordance with the online AAPI procedures established by APPIC. Be sure to designate FCI Terminal Island as a recipient of your application.

When completed packages are received from APPIC, and invited applicants have successfully submitted applications via USAJOBS, the applicants are then ranked according to the applicant's academic achievement, practical experience, match of interests with the main emphases of the program, references, and work sample. Only suitable candidates who appear to be a good fit with our model of training are then invited for an interview. All interviews will be completed by January 31st. Applicants who complete the BOP-related interview process will then be asked psychology- specific questions by psychology staff.

We in Psychology Services are very proud of our program and we look forward to the opportunity to talk with you about the training program. If you have questions after reading our brochure that may assist you in the application procedure, please contact:

Dr. Parinaz Villafrate, Ph.D.
Internship Program Coordinator
FCI Terminal Island
299 S. Seaside Avenue
San Pedro, CA 90731
(310) 732-5310
PVillafrate@bop.gov

INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

Date Program Table updated: 07-29-2020

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 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	\$62,429
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 (2016-2019 cohorts)		
Total # of interns who were in the 4 cohorts:	15	
Total # of interns who did not seek employment because they returned to their doctoral program / are completing doctoral degree:	1	
	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	9
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.*