

PSYCHOLOGY DOCTORAL INTERNSHIP

FCC VICTORVILLE
2024-2025

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— Bianca Bullock, Doctoral Intern



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Introduction

The Psychology Services Department at Federal Correctional Complex (FCC) Victorville is delighted you are considering your Doctoral Internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Bureau of Prisons (BOP) in general, and FCC Victorville specifically. The brochure begins with an overview of the BOP as well as the roles of psychology and the Psychology Internship Program within the BOP.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FCC Victorville. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the BOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web pages to learn more about the opportunities that exist at the BOP.

For interns, the selection and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have three intern positions available at our site and look forward to receiving your application.

Overview of the Bureau of Prisons

Over the last 90 years, the BOP has established 122 institutions and currently houses approximately 153,000 offenders. With the core values of Respect, Integrity, Courage, and Correctional Excellence, the BOP 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 Departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, they are individuals, each with 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 inmate population.

The BOP 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 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 BOP 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 BOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every BOP Psychologist.

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

Psychology Services at FCC Victorville

FCC Victorville is a proud member of the BOP's Western Region. The Complex consists of a high security male U.S. Penitentiary (USP), two medium security male Federal Correctional Institutions (FCI), a minimum security female Satellite Camp, a UNICOR production factory, and a central administration building, all located on 960 acres of land.

On January 14, 1993, the Secretary of the Air Force signed a Record of Decision effectively transferring federal land at the George Air Force Base to the BOP for construction of a Federal Correctional Complex.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consultative services to incarcerated individuals and staff. Psychological services within this institution are designed to ensure that every incarcerated individual with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community.

Psychology staff members conduct initial psychological screening of all arriving designated incarcerated individuals and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the form of evaluation, crisis intervention, brief counseling, and individual or group therapy. Consulting with staff in evaluating the population with behavioral or other adjustment problems ensures proper management and monitoring of the adjustment of all incarcerated individuals with serious mental health conditions.

As a Complex, we are comprised of four institutions covering a wide array of security levels. Each institution is equipped with its own Psychology Department. Within each Psychology Services office there are private offices for assessment and treatment, numerous larger rooms for groups, and a staff lounge area.

To stay connected within the Psychology Department, there are regularly scheduled Psychologist and staff meetings. This promotes a professional treatment atmosphere and fosters close working and collegial relationships among staff. All staff have access to computers and maintain psychology records on a computerized database system. Additionally, computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site and access to community and

internet library resources are available. Other resources include audio and video equipment for clinical services and training.



Special Programs Administered by the Psychology Department

BRAVE Program

The Bureau Rehabilitation And Values Enhancement (BRAVE) Program is a unit-based residential treatment program which facilitates the adjustment of young, medium security, men incarcerated for the first-time in the BOP. It is specifically focused on individuals who are 40 years of age or younger, a first-time federal offender, and have a sentence of 36 months or more. Our goals are to facilitate the adjustment of medium security incarcerated individuals entering the BOP for the first time, improve institution security, reduce recidivism rate of misconduct, and enhance early identification and appropriate clinical intervention of psychological disorders, which may contribute to criminal activity and poor institution adjustment.

Resolve Program

The Resolve Program was initially designed for the treatment of trauma-related disorders in our female population. It is a group-based, phased treatment that involves one psychoeducation group and three treatment groups. Incarcerated individuals must complete the education workshop, called Trauma in Life (or Traumatic Stress and Resilience for the male

population), before being considered for the treatment groups. Prior to beginning treatment, all individuals interested in the program receive formal assessment and diagnosis. Recently, the program has been expanded to our male population at several other BOP institutions.

The purpose of this program is to decrease the incidence of trauma-related psychological disorders and improve the level of functioning; increase the effectiveness of other treatment, such as RDAP and Health Services interventions; reduce institutional misconduct, segregation placements, and crisis intervention contacts; and contribute to public safety by reducing recidivism and enhancing the ability of incarcerated individuals to function as productive citizens.

Drug Abuse Program

At FCC Victorville, incarcerated individuals of all custody levels have the opportunity to participate in Drug Education courses, non-residential drug programming, and can be screened for further drug treatment. The Non-Residential Drug Abuse Treatment Program (NRDAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via a group therapy model. Groups begin with an educational component, followed by a more process-oriented phase. In the latter phase, incarcerated individuals are encouraged to examine the role substance abuse has played in their lives. Treatment groups are led by Drug Treatment Specialists under the supervision of a licensed Psychologist.

Suicide Prevention Program

The Suicide Prevention Program entails identification of, and intervention with, incarcerated individuals who are at risk for suicide. The procedures include screening of incoming population for suicide risk, ongoing staff training for identification of those at risk for suicide, special housing to prevent self-destructive behavior, and a training program for suicide watch companions to provide 24-hour observation of individuals identified as high risk for suicide.

Employee Assistance Program

The Employee Assistance Program allows staff members experiencing personal or familial mental health problems to obtain confidential treatment from a Psychologist on staff or through referral to an appropriate community practitioner.

Psychology Internship at FCC Victorville

Program Aim, Competencies, and Outcomes

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

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

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

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

Competency 4: Professional Values and Attitudes – The intern will demonstrate proficiency in providing psychological services that are consistent

with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

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

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

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

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

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

Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge and skills in the above-listed domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that, historically, about 50% of our interns are hired as Staff Psychologists within the BOP shortly after graduation. However, training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services Department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to incarcerated individuals throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of

corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

Internship Duties

Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCC Victorville, like all BOP employees, are considered essential workers and are expected to report to the institution Monday through Friday (excluding federal holidays), even during the COVID pandemic and other potential emergency situations. The internship year begins in August and ends the following August and normal working hours for interns are considered 7:00 a.m. to 3:30 p.m. Please note that all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A basic description of additional training experiences will follow.

Each intern will be involved in training 40 hours each week. The 40 hours are apportioned accordingly across all training experiences, with more than 20 hours of providing direct clinical services and related activities.

Interns have the opportunity to enhance their diagnostic and assessment skills by evaluating incarcerated individuals entering the institution for emotional or mental problems. As part of the extensive evaluation of individuals maintained in restrictive housing for extended periods, interns will complete psychological evaluations, which involves the administration of a structured clinical interview as well as a full battery of tests, as needed. Batteries may include intelligence, neuropsychological, and personality tests.

Additionally, interns will complete multiple trauma-based assessment batteries with both our male and female population who wish to participate in the Resolve Program. Additional assessment opportunities may become available in the form of intelligence testing as requested by the Education Department, as well as diagnostic testing when treatment and diagnosis are in question.

As part of training, interns provide long-term and brief treatment under the supervision of a licensed Psychologist. The services to the incarcerated population range from crisis

intervention and case management with acutely psychotic and suicidal individuals, to more traditional approaches with individuals who manifest personality or behavioral disorders. A broad range of diagnostic groups present for treatment, including adjustment disorders, affective and anxiety disorders, substance use, personality disorders, dementia, and psychosis. Interns will provide both individual and group treatment throughout the training year.

Interns are supervised in providing consultation to staff regarding management of incarcerated individuals with mental health issues on housing units, conflict negotiation and resolution, suicide prevention, and victim's assistance to staff. Interns are also provided the opportunity to participate in staff training activities.

In addition to the individual rotations (described in detail below), each intern will be involved in several activities that will continue over the course of the year. The general internship program requirements include the following:

1. A minimum of one long-term therapy case to be maintained throughout the year. Videotapes will be made of these sessions for review in individual and group supervision.
2. Each week, Psychology Interns will complete initial intakes within their assigned institution. This consists of interviewing the incarcerated individual, reviewing records, making appropriate recommendations, and completing an intake report.
3. Interns may assist in the facilitation of drug treatment within their assigned institution to varying degrees based on level of interest. Interns will become acquainted with the use and interpretation of assessment instruments for the diagnosis of Substance-Related Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology, which may interfere with the course of treatment. Interns have opportunities to participate as group co-therapists with an assigned drug treatment specialist. Individual intervention with selected cases is also required to facilitate a group process and/or address related problems.
4. Interns will be responsible for assisting with the training of incarcerated individuals who have been selected as suicide watch companions in our Inmate Companion Program. These trainings occur quarterly throughout the year.

5. Interns may also have the opportunity to develop and implement a training session for institutional staff during the year. Interns can help facilitate the staff Wellness Program initiative as part of the Employee Assistance Program (EAP). Interns will actively participate in “lunch and learn” opportunities for staff on topics such as work-life balance and stress management.
6. There will be extensive individual supervision, group supervision, and didactic training seminars held weekly.

Internship Rotations

The Psychology Internship Program consists of three main rotations, each occurring over a period of approximately four months. The rotations include:

Correctional Psychology

The Correctional Psychology rotation focuses primarily on providing general mental health services to incarcerated individuals. This rotation will take place at the USP which houses our high security, male population. Most of the work consists of screening and assessing the needs of the incarcerated population, crisis intervention, referring individuals for medication consultation, conducting brief psychotherapy, providing case management, responding to requests for services, consulting with correctional and medical staff, and participating in the Admissions and Orientation Program for incarcerated individuals.

Every incarcerated individual that arrives to the institution requires an initial assessment (i.e., intake) which evaluates the individual for a history of mental health diagnosis and treatment, past or present suicidal thoughts, current mental health symptoms or distress, significant drug use history, adverse childhood experiences, and/or requests for additional follow-up with Psychology staff. Upon completion of the intake screening, if it is determined that individual requires follow-up with Psychology Services, the psychology intern will complete the initial evaluation, discuss the case with their supervisor and either pick-up the case for their caseload (for case management or individual therapy) or refer to another staff member. Incarcerated individuals with significant mental health history who may have difficulty adjusting

in general population will be assessed for segregation and/or referral to a specialty program at another facility.

Incarcerated individuals with advanced mental health care levels will be seen routinely for therapy and monitoring of mental status. The intern's short-term therapy caseload will consist of several incarcerated individuals who have increased mental health needs. Individual counseling sessions will be documented, and the progress reviewed during individual supervision.

Psychology Services also conducts a wide range of evidence-based treatment groups. Interns will actively participate in the group process from creating a group, preparing material, and ultimately conducting groups with supervision.

At the USP, Psychology Services is often called to respond to crisis situations. Incarcerated individuals often experience acute personal (e.g., death of a family member) and/or psychological (e.g., suicidality, psychosis) problems that require immediate attention. Crisis intervention is required for suicidal, psychotic, or disruptive individuals within the incarcerated population. The psychology intern will be involved in responding to radio calls throughout the institution and will conduct crisis intervention for a variety of presenting problems.

Incarcerated individuals who have a sexual abuse history, either as the victim or perpetrator, may require additional assistance from Psychology Services to maintain their stability and the safety of the rest of the population. Every incarcerated individual at FCC Victorville is screened for a risk/history of abusiveness and/or victimization. Screenings are conducted with each individual to aid in making appropriate housing assignments, and to provide necessary follow-up services related to their abuse histories.

The institution's Special Housing Unit (SHU) houses incarcerated individuals who have been placed on a closely monitored, locked-cell status due to administrative or disciplinary issues. This includes individuals who have exhibited significantly disruptive behavior in the general population or have protective custody concerns. These individuals are seen by Psychology Services on a weekly basis in the form of SHU rounds. Individuals housed in this unit for longer than thirty days receive a formal monthly review by Psychology Services. Individuals housed in the SHU for longer than six months require a more extensive review, which includes a clinical interview and the option for psychological testing. The Correctional

Psychology Rotation intern will assist in completing weekly unit rounds, monthly interviews, and extended reviews as well as any additional needed psychological services.

Trauma Treatment

FCC Victorville is unique in that it has a female Satellite Camp within the Complex. The Trauma Treatment Rotation offers interns the opportunity to provide general mental health treatment to this unique population as well as to assist in facilitating the Resolve Trauma Recovery Psychology Treatment Program. Responsibilities on this rotation will require the use of clinical interviewing skills to conduct initial evaluations, diagnostic interviews, and trauma-based assessments. With the activation of the Resolve Program at our medium security male facility, interns will also have the opportunity to participate in trauma treatment with male incarcerated individuals, utilizing identical treatment protocols across populations. Interns will also be involved in individual and group psychotherapy, medication monitoring, crisis management, and intake screenings.

Interns on this rotation will conduct assessments to identify, diagnose, and recommend treatment for incarcerated individuals with PTSD or associated mental health disorders. In this rotation, the intern will learn to identify individual treatment needs and provide recommendations for either group or individual therapy focused on improving symptoms of psychological traumatization.

As part of the Resolve Program, Psychology Services conducts various types of psycho-educational/process groups for trauma survivors. Groups utilize standardized, evidence-based, cognitive behavioral treatment protocols and may include such groups as Seeking Safety, DBT, and CPT. Interns will co-facilitate group treatment with the Resolve Coordinator as well as conduct enrollment and treatment planning interviews for incarcerated individuals entering specialized groups.

As FCC Victorville is one of nine institutions throughout the BOP to have a female Satellite Camp, interns are afforded the rare opportunity to gain experience providing clinical services to a female incarcerated population. To maximize training with this population, interns will provide individual therapy on either a short-term or long-term basis depending on the

population needs and the interns' interest. Individual sessions will be documented, and the progress will be reviewed during individual supervision.

The needs and requirements of Psychology Services at the female Satellite Camp are similar to that of the other institutions located across the complex. This entails general clinical services at each location, which include intake screening, crisis intervention, medication monitoring and referral, and responding to clinical requests. Interns on this rotation will have the opportunity to conduct clinical services similar to the general population rotation with the female offender population.

BRAVE Program

FCC Victorville is one of five BOP locations to be home to a Bureau Rehabilitation And Values Enhancement (BRAVE) program. This residential treatment program utilizes a therapeutic community treatment approach. Psychology Services plays a vital role in the treatment and socialization of these incarcerated individuals. Through a cognitive behavioral approach, the BRAVE program is designed to facilitate favorable institutional adjustment, reduce incidents of misconduct, assist the incarcerated population in the development of prosocial attitudes, encourage positive interactions with staff and actively engage in self-improvement activities. Several goals for interns on the BRAVE training rotation include developing an understanding of the challenges for younger offenders, improving skills in facilitating group development, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a residential treatment unit.

Psychology interns on this rotation will serve as members of the BRAVE treatment team which consists of the program coordinator and four Treatment Specialists. As part of the treatment team, the intern will participate in daily community meetings in which the incarcerated population participates in event coordination, presents on relevant topics from the news, discusses the "word of the day," and provides peer feedback to group members. Interns provide consultations to the unit treatment team at weekly team meetings where treatment progress may be discussed with other unit staff members. Interns will additionally participate in weekly treatment meetings with incarcerated individuals of special focus. Interns will serve in a number

of roles, such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is considered a full member of the treatment team.

A primary component of the BRAVE program is the focus on group treatment. Incarcerated program members participate in daily treatment groups including standardized cognitive behavioral treatment, processing, and specialty intervention groups. Interns typically participate as group co-therapists with an assigned Treatment Specialist, but should expect to lead the groups as they advance in the rotation.

Interns will continue to provide general clinical services to the incarcerated individuals in the BRAVE unit, including intake screening, crisis intervention, medication monitoring and referral, and responding to clinical requests. Interns will additionally assist in the development and implementation of treatment plans, monitor progress and provide feedback, and encourage the populations' engagement in prosocial behaviors consistent with treatment goals and process. Interns will also provide follow-up contacts to BRAVE program participants sent to the Special Housing Unit (SHU) for disciplinary reasons and assist the treatment team in the determination of the individual's appropriateness for continuation in the program as well as any program sanctions.

Didactic Training

Psychology Interns participate in weekly didactic seminars addressing topics such as professional ethics, suicide risk assessment, sexual abuse intervention, psychopathy, substance use treatment, criminal thinking, gender identity and sexual orientation, vicarious trauma, and multicultural competency. Psychology interns also present their dissertation research during a didactic seminar and will develop and present a training applicable to the internship setting (topic to be selected by the intern) during one or more didactic seminars. Additionally, the BOP offers periodic live computer and video trainings to Psychology staff, addressing issues such as managing suicide risk and ethics. Interns will additionally participate in multiple BOP-wide video trainings each year with other interns in BOP Psychology Internship Programs across the country. See Appendix for sample didactic schedule.

With close proximity and a good working relationship with both FCI Terminal Island (Care Level 3 medical facility housing individuals who require specialized or long-term

medical or mental health care) and MDC Los Angeles (high rise facility with an administrative mission whose primary residents are pretrial awaiting disposition of charges in the Central District of California Federal Court), there will be additional opportunities for collaborative training and experience to include tours of each facility and joint didactic opportunities throughout the year.

In addition, the Bureau of Prisons hosts a mandatory annual training experience for all interns throughout the BOP. The National Intern Conference is held at the Bureau's national training center in Denver, Colorado. Travel expenses, accommodations, and per diem for food expenses is provided to all staff and interns in attendance. The conference is a unique opportunity for BOP interns across the country to come together and engaged in training and networking opportunities with each other as well as BOP Central Office and Regional staff.

[A Day in the Life of a FCC Victorville Intern](#)

Every day at the BOP is new and exciting and will vary depending on the needs of the facility, the Psychology Department, and the incarcerated individuals. Exposure to constant stimulation is key in the development and engagement of our interns.

Recognizing that intern duties can vary from day-to-day, duties also vary significantly from one rotation to the next. The BRAVE Rotation offers the most structure throughout the internship year, as programming policy dictates that treatment within the residential unit run for the duration of the morning. Interns will begin their day participating with treatment staff and incarcerated individuals in the daily community meeting followed by either manualized or process groups. Once morning programming is complete, the intern in this rotation will have the afternoon to conduct individual therapy, diagnostic assessments, provide additional treatment groups, participate in BRAVE treatment team meetings, attend didactic trainings, or have group or individual supervision.

The Correctional Psychology Rotation typically sees the greatest variation in intern activities from one day to another. The USP houses some of the most challenging client populations and offers interns the greatest opportunities for crisis assessment and intervention and other forms of emergent or acute care. Throughout this rotation, interns will split their time between the general population units and the Special Housing Unit (SHU). Interns will conduct

intake screenings, perform SHU rounds, manage a caseload of advanced care level incarcerated individuals, complete psychodiagnostic testing, and conduct suicide risk assessments and suicide watch evaluations as part of a typical week. Though this rotation is fast-paced and challenging, the rotation supervisor protects interns' training and supervision time and ensures that these activities are prioritized.

The Trauma Treatment Rotation affords a balance in structure between the previously discussed rotations. During this rotation, interns will spend their day facilitating psychoeducational groups concerning trauma, conducting trauma-based assessments to qualify incarcerated individuals for participation in the Resolve Program, co-facilitating Resolve groups such as Seeking Safety, Dialectical Behavior Therapy, and/or Cognitive Processing Therapy, holding open house hours for the incarcerated population, and conducting group and individual therapy.

Supervision

FCC Victorville 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 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. Topics of discussion may include 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 within the context of supervision.

The Internship Program Coordinator serves as a resource for interns and is responsible for the development, implementation, and evaluation of the internship program. They make training assignments, handle clinical and administrative problems, plan the sequence of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

Intern Evaluation

Evaluation of intern progress occurs both informally and formally. Supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement throughout the training year. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation by the primary rotation supervisor. Each rotation has a statement of expected learning objectives, with the option of additional, individualized goals. Interns will be provided with the evaluation criteria/elements during orientation, and at the start of each rotation. Written evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern's academic institution. In the event that an intern receives an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and implement activities to foster clinical growth in that area. Additional supervision will be provided, as needed, until the intern demonstrates an acceptable level of competency.

In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year, a mid-year progress evaluation, and a final performance evaluation within the month prior to the conclusion of the training year. These measures are designed to assess progress throughout the year, as competencies will vary by order of rotations completed. Successful completion of internship will depend on the intern achieving

ratings consistent with the minimum level of achievement identified on the evaluation form. The format will be consistent with evaluations utilized at other BOP internship sites.

Psychology interns also complete evaluations of the quality of training and supervision they receive. Interns will complete an evaluation of the primary supervisor and their experience on each rotation. They will also complete a final evaluation of the internship program and the overall training year. This feedback is utilized by the staff to further enhance the program.

Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$68,338
- 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
- Fully funded attendance at National Internship Conference in Denver, CO

APA Accreditation and APPIC Membership

The Psychology Internship Program at FCC Victorville received accreditation by the APA since July 2020 and meets all APA criteria for doctoral internships in professional psychology. FCC Victorville is also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FCC Victorville should be addressed to:

Office of Program Consultation and Accreditation
American Psychological Association
750 First Street, NE, Washington, DC 20002-4242
(202) 336-5979 | apaaccred@apa.org | 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 BOP. 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 their 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 BOP psychology interns now hold positions not only in BOP 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 BOP. The BOP has implemented security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. 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 BOP?

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 use treatment facilities, etc.

Q: What do I need to do to complete internship?

A: There are several aspects of training that all interns must attain to successfully complete internship. First, interns must complete 2000 hours of training over the 12-month training year. At the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with each the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) that must be achieved in order to complete that specific rotation. Interns are then evaluated in each of these competencies via a formal evaluation form at the end of every rotation. Interns must achieve a minimum level of achievement score for all nine competencies on the final evaluation. In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year, a progress evaluation mid-year, and a final performance evaluation within the month prior to the conclusion of the training year. These measures are designed to assess progress throughout the year as development of competencies will vary by order of rotations completed.

FCC Victorville Psychologists

M'liss Doman, Psy.D., Chief Psychologist

Dr. Doman received her degree in Clinical-Community Psychology from University of La Verne. She completed her internship at Loma Linda University Medical Center. She began her career in the BOP as a Staff Psychologist in 2011 at FCC Victorville. In 2013, Dr. Doman was promoted to Resolve Program Coordinator and was again promoted to Chief Psychologist in 2014. Her clinical interest areas include mental health and female offenders, dialectical behavioral therapy (DBT), serious mental illness, and suicidality. She is a licensed Psychologist in California.

Rebecca Delgado, Psy.D. Deputy Chief Psychologist

Dr. Delgado received her doctoral degree in Clinical Psychology from Pepperdine University's Graduate School of Education and Psychology in 2009. She completed her Doctoral Internship at FCI Fort Worth, and during that year also conducted an outplacement at FMC Carswell. Following her internship, she worked as a Staff Psychologist at MDC Brooklyn from 2009 until December of 2012. Dr. Delgado became the Internship Program Coordinator at MDC Los Angeles in 2012 and worked in that position until April of 2022. Dr. Delgado's clinical interests include crisis intervention, rapid assessment and diagnosis, forensic evaluations, and treatment with personality disorders and serious mental illness. She is licensed in the state of New York.

Victoria Pagano, Ph.D., Internship Program Coordinator

Dr. Pagano received her doctoral degree in Clinical Psychology from Palo Alto University. She completed her internship at MDC Los Angeles in 2015. Thereafter, Dr. Pagano joined the Psychology Department at USP Victorville as a Staff Psychologist before promoting to the Internship Program Coordinator in 2018. Her clinical interest areas include serious mental illness and crisis intervention. She is a licensed Psychologist in New York.

Michelle Irvin, Psy.D., Resolve Coordinator

Dr. Irvin received her doctoral degree in Clinical-Community Psychology from University of La Verne. She began her career in the BOP as a Staff Psychologist in 2015 before promoting to the Resolve Coordinator. Her clinical interest areas include cognitive behavioral therapy, serious mental illness, mental health and female offenders, suicidality, and crisis intervention. She is a licensed Psychologist in California.

Lizz Sugleris, Ph.D., Resolve Coordinator

Dr. Sugleris received her doctoral degree in Clinical Psychology from Sam Houston State University. She completed her internship at FMC Lexington. Her clinical interests include forensic evaluation, the treatment of sexual offenders, the treatment of personality disorders, and female offenders. She is a licensed Psychologist in California.

Lynsey Tarrant, Psy.D., BRAVE Program Coordinator

Dr. Tarrant received her doctoral degree in Clinical Psychology with a concentration in Forensic Psychology from The Chicago School of Professional Psychology. She completed her internship at FCI Terminal Island. She started as a Staff Psychologist at FCC Victorville in 2019 before promoting to the BRAVE Program Coordinator. She has previous experience working in juvenile corrections and California State Prisons. Her clinical interest areas include serious mental illness, treatment for individuals with lengthy or life sentences, and suicidality. She is a licensed Psychologist in California.

Hunter Bowman, Psy.D., Staff Psychologist

Dr. Bowman received her doctoral degree in Clinical Psychology from Rosemead School of Psychology, Biola University. She completed her internship FCC Victorville. She started as a Staff Psychologist at FCC Victorville in 2021. She has previous experience working in probation and California State Prisons. Her clinical interest areas include serious mental illness and diagnostic assessment.

Briana Ponte, Ph.D., Staff Psychologist

Dr. Ponte received her doctoral degree in Clinical Psychology from Palo Alto University. She completed her internship at MDC Los Angeles. She started as a Staff Psychologist at FCC Victorville in 2022. She has previous experience working at the VA, parole, and probation. Her clinical interests include forensic, neuropsychological, and diagnostic assessment.

Kerolos Sorial, Psy.D., Staff Psychologist

Dr. Sorial received his doctoral degree in Clinical Psychology from Midwestern University, Downers Grove, IL. He completed his internship at MDC Los Angeles. He started as a Staff Psychologist at FCC Victorville in 2022. His clinical interests include underserved populations (i.e., incarcerated and immigrant populations) and personality disorders.

Samantha Torres, Ph.D., Staff Psychologist

Dr. Torres received her doctoral degree in Clinical Psychology from the California School of Professional Psychology at Alliant International University. She completed her internship at MDC Los Angeles and was subsequently hired as a Staff Psychologist at FCC Victorville in 2022. She has prior experience working in forensic private practice, psychiatric and healthcare hospitals, and the California State Department of Corrections and Rehabilitation. Her clinical interests include forensic evaluation, serious mental illness, female offenders, and the assessment and treatment of sex offenders.

Surrounding Area and Local Points of Interest

Victorville is situated approximately 85 miles northeast of Los Angeles, 35 miles northeast of San Bernardino, and 180 miles southwest of Las Vegas. Both Palm Springs and Joshua Tree National Park are located approximately 90 miles southeast and the Temecula Valley Wine Country is approximately 85 miles south. Interstate 15 and State Highway 18 intersect near the center of Victorville and the city is bordered on the west by Highway 395. The city is just north of the San Bernardino Mountains, at the edge of the Mojave Desert. The Mojave Desert region is part of the Great Basin of the United States. Once part of an ancient interior sea,

the desert was formed by volcanic action and by material deposited by the Colorado River. The Mojave River flows through the valley. About 1,450,000 acres of the desert are protected in the Mojave National Preserve.

Located 2,875 feet above sea level, Victorville provides a taste of all seasons, from winter snow to spring blossoms and summer sunshine. A place where city lights still reflect the beauty of a twinkling star, where community pride infects even the newest resident, and the uniqueness of a Joshua Tree is only surpassed by the magical display of colors painted across the smog-free desert sky at sunset. The weather in Victorville is typical of any arid desert area; there is sunshine 95% of the year! The temperature is uniformly warm throughout the year, although there is a wide variation from day to night. Strong, dry winds blow in the afternoon and evening. The prevailing winds flow off the Pacific Ocean to the south and are a major force in keeping the air smog-free. The temperatures are high in the summer, often in the 100's with low humidity. Located in the rain shadow of the Coast Ranges, the Mojave receives an average annual rainfall of approximately six inches, mostly in winter. Juniper and Joshua trees are desert-type vegetation that are present in the Victor Valley. Fall and winter temperatures rarely drop below freezing and only at night. During the winter, snowfalls are rare in this area.

The High Desert City of Victorville offers affordable real estate, a large labor force, and industrial and commercial sites convenient to transportation systems. Victorville blends the best of both worlds, offering the convenience of city life with the comfort of small-town living, truly making it "The Other Southern California." Many staff reside in the neighboring towns of Fontana, Rialto, San Bernardino and Rancho Cucamonga, located approximately 35 miles southwest of Victorville, off I-15; vanpools may be available for these areas.

The City of Victorville encompasses approximately 74 square miles of land. Victorville has experienced a substantial growth since 2000 with the population growing from 64,029 people in 2000 to an estimated 128,000 residents in 2020.

The population of Victorville is culturally diverse along with the greater Southern California Region. Ethnicity distribution is as follows: 40.6 percent Hispanic, 22 percent Caucasian, 16.8 percent African American, 3.8 percent Asian/Pacific Islander, approximately 1 percent American Indian/Alaska Native, and 14.7 percent other.

Of the Victorville population 25 years or older, 77.74% have completed high school with over 47.82% having some college education as well.

The median household income in Victorville increased from \$42,374 in 2005 to \$53,957 in 2020. The fastest growing income segments in recent years are the middle-income \$50,000 to \$75,000 segments, reflecting residents drawn to the relatively affordable housing opportunities in the Victorville area.

Arts & Entertainment:

Local residents are able to enjoy a night at the theater or a day at the fair all in their own backyard. The Victor Valley offers numerous recreational options. The Performing Arts Center, located on the Victor Valley College campus, provides a wide variety of cultural entertainment including concerts, speakers, plays, musicals, and more. Old Town Victorville boasts an eclectic selection of antique stores and specialty shops and is home to the nostalgic Route 66 Museum. The Victor Valley Museum, located at Jess Ranch in Apple Valley, provides a look at local history, and the Apple Valley Science and Technology Center gives kids of all ages a glimpse of the future. The San Bernardino County Fair in Victorville livens up each spring with carnival rides, livestock competitions, exhibits, a rodeo, a demolition derby, celebrity concerts and much more. Throughout the year, the San Bernardino Fairgrounds play host to many other activities, including the annual High Desert Opportunity Business Outlook Conference, Home & Garden Show, and Fourth of July Fireworks Spectacular. Among the other cultural and recreational options are the Adelanto Yardbirds, a Triple A baseball team located on the city's western border in Adelanto. There are 13 city parks, as well as teen centers, baseball diamonds, tennis and racquetball courts and so much more. The city also boasts movie theaters, golf courses, and over a hundred restaurants serving everything from fast food to gourmet cuisine.

Education:

With our close proximity to Los Angeles, there are many colleges and universities with whom we maintain contact. Additionally, numerous members of our staff have served as adjunct faculty in undergraduate and graduate psychology programs.

Airports:

Victorville is conveniently located within driving distance of three major airports. The closest airport to Victorville is the Ontario International Airport (ONT), located 46 miles southwest in Ontario, California. In addition, Los Angeles International Airport (LAX) is located 98 miles southwest and McCarran International Airport (LAS) is located 186 miles northeast in Las Vegas, Nevada.

Career Opportunities at the Bureau of Prisons

The BOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists to meet our staffing needs. Many of the Psychologists currently employed by the BOP began their careers after completing a BOP internship. While jobs are not promised to those who are accepted into the internship program, there are benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the table in the appendix for initial post-internship placements of the previous three FCC Victorville 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 BOP as the main providers of mental health services and there are numerous opportunities to advance your career. The BOP 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. BOP 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. BOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The BOP is an equal opportunity employer.

How to Apply

The application for all BOP 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 BOP Internship web page.

An in-person interview is preferred due to the unique nature of a correctional setting. The BOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. FCC Victorville utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants.

Eligibility Requirements

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

Intern selection is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections, and the offer of positions at each site, are made in strict accordance with the policies of APPIC's Internship Matching Program. FCC Victorville 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 BOP'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. BOP employees, including Psychology Interns, are held to a high standard of personal conduct and responsibility, and are expected to be

law-abiding citizens who can serve as strong role models for the incarcerated population.

Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years. Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the BOP is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity to explore federal careers while still in school. While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJobs website to verify eligibility for temporary federal employment (internship). You will receive additional information on the USAJobs application process after your APPIC Application for Psychology Internships (AAPI) online application has been reviewed.

Application Process and Deadlines

Outlined below is the standard BOP internship application process and timeline that applies to all BOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each BOP 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 BOP 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 work sample of a de-identified assessment report, preferably with an adult client.
- c. All AAPI application materials must be submitted online by 11:59 p.m. EST on November 1st.

2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.
- c. Submit all required documentation, including:
1. Resume
 - In order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
 - We recommend using the resume builder within USAJobs to ensure all information is captured accurately.

2. Transcript verifying current enrollment in a doctoral program

- Your transcript must include the School Name, Student Name, Degree and Date Awarded. You 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 BOP 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 in-person 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 BOP's Core Values Assessment (CVA), which is used to determine if new BOP employees possess the core values and behaviors required for success at BOP
 - 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
- c. If applying to more than one BOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other BOP 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 BOP is a drug free workplace, which includes recreational or medicinal marijuana use. Failure to

complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the internship program. Once hired, interns must comply with the BOP'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 BOP internship position.

Contact Information

We are excited about our internship program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCC Victorville, please contact:

Dr. Victoria Pagano

Internship Program Coordinator

(760) 530-5000 ext. 5410

Vpagano@bop.gov

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: April 25, 2023

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. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The BOP is an Equal Opportunity Employer.

In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, substance use, and trauma treatment. FCC Victorville is a male/female correctional facility that maintains a population of approximately 4000 incarcerated individuals from varying security levels.

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 BOP'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 in-person and on-site at FCC Victorville.

If matched with a BOP 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	\$68,338	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="radio"/> Yes	No
Other benefits (please describe):		
Interns receive paid federal holidays, 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

	2019-2022	
Total # of interns who were in the 3 cohorts	8	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	0	1
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	1
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	4
School district/system	0	0
Independent practice setting	1	0
Not currently employed	0	1
Changed to another field	0	0
Other	0	0
Unknown	0	0

Sample Didactic Schedule

Be advised, this is a tentative schedule and is subject to change

Date	Title	Presenter
9.5-9.9.2022	Psych Orientation	Dr. Pagano
9.7.2022	PREA videos	Online
9.14.2022	Guidance for the Systematic Infusion of Culture and Diversity into Suicide Prevention Efforts	Dr. Joyce Chu
9.20.2022	Suicide Prevention VTC (10-12)	Drs. Brandi Reynolds & Diana Hamilton (Central Office Webex)
10.5.2022	CBT For Suicidality	Dr. Tarrant (BRAVE Coordinator)
10.27.2022	Forensic – Mock Testimony	Dr. Sheehan
11.1.2022	PREA	(Central Office Webex)
11.2.2022	Gender Identity and Sexual Orientation	Dr. Rebecca Gitlin (LACMH)
11.9.2022	Intern presentations at Veterans Event	Psychology Interns
11.16.2022	RDAP	Dr. Ritter (DAP-C)
11.30.2022	Cultural Humility	Central Office (Zoom)
11.30.2022	Stimulus Value and Intersectional Identity	Dr. McGhee (DAP-C, MEN)
12.7.2022	Immigrant Health	Dr. Sorial (Staff Psychologist)
12.8.2022	Psychopharmacology	Dr. Spanggard (FCC Tucson Webex)
12.14.2022	SMI & BOP Step Down Programs	Dr. Yeh (Staff Psychologist)
12.19.2022	Correctional Psychology and the Ethics of Dual Roles	Dr. Delgado (Deputy Chief Psychologist)
1.4.2023	Assessment 1	Dr. Bowman (Staff Psychologist)
1.26.2023	Mindfulness Meditation	Chaplain Seeda
2.1.2023	National Intern Conference (1/31-2/2)	MSTC
2.15.2023	Applying for BOP Jobs/USAjobs Process	Dr. Pagano (Internship Program Coordinator)
2.22.2023	De-Escalation Training (all day)	Various staff
3.1.2023	Mid-year Evals	Dr. Pagano (Internship Program Coordinator)
3.7.2023	Tx and Care of Transgender Inmates	Dr. Ashley Noble (Central Office)
3.14.2023	Social Justice Media Club	
3.17.2023	Race, Culture, Addiction and Recovery	Central Office
3.22.2023	Substance Use Treatment Modalities	Dr. Ritter (DAP-C)
4.5.2023	BOP Interview Prep	Dr. Doman (Chief Psychologist)

4.18.2023	BOP Specialty Mental Health Programs	PTP Coordinators
4.19.2023	Tour LOS & Psychopathy/PCL-R	Drs. Shelton & Gonzalez (LOS)
4.26.2023	Behavioral CBT	Dr. Bowman (Staff Psychologist)
5.10.2023	Acceptance & Commitment Therapy	Dr. Jay (ACT for Anxiety Disorders Postdoctoral Fellow)
5.23.2023	EAP and Self-Care	Central Office
5.24.2023	Tour of FCI Terminal Island	Drs. Villafrate & Wydo (TRM)
5.31.2023	Gender Bias in Corrections	Dr. Delgado (Deputy Chief Psychologist)
6.7.2023	VIX Tour with Interns from LOS & TRM	Dr. Pagano (IPC)
6.14.2023	Intern Presentations (Dissertation)	Psychology Intern
6.21.2023	Intern Presentations (Dissertation)	Psychology Intern
6.28.2023	Intern Presentations (Dissertation)	Psychology Intern
7.5.2023	Transitioning Roles – Intern to Psychologist	Drs. Bowman, Sorial, Ponte, & Torres (Staff Psychologists)
7.12.2023	Licensure & The EPPP	Dr. Pagano (Internship Coordinator)
7.19.2023	Intern Presentations (Topic TBD)	Psychology Intern
7.26.2023	Intern Presentations (Topic TBD)	Psychology Intern
8.2.2023	Intern Presentations (Topic TBD)	Psychology Intern

References

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