

## About Allina Health's Psychology Internship

Allina Health, a not-for-profit health care system that care for patients from beginning to end-of-life with its 90+ clinics, 12 hospital campuses, specialty care centers and specialty medical services, home care, senior transitions, and hospice care. Our Mental Health and Addiction Service Line works to provide high quality mental health services to a diverse population through offering clinical services in clinics and hospitals. In the last year the service lined served 23,715 patients and offered 54,542 appointments with outpatient mental health services and 3,694 patients through inpatient mental health services.

## OUR MISSION

We serve our communities by providing exceptional care, as we prevent illness, restore health and provide comfort to all who entrust us with their care.

## OUR VISION

*We will:*

- put the patient first;
- make a difference in people's lives by providing exceptional care and service;
- create a healing environment where passionate people thrive and excel; and
- lead collaborative efforts that solve our community's health care challenges.

## OUR VALUES

### ***Integrity***

We match our actions with our words.

### ***Respect***

We treat everyone with honor, dignity and courtesy.

### **Trust**

We act in the best interests of our patients, physicians, communities, and one another.

## **Compassion**

We create a caring environment for our patients and one another.

## **Stewardship**

We use our resources wisely.

Allina Health's Psychology Internship offers six positions each year: three in our adult track and three in our child and adolescent track. These are full-time, one year internships of 2,080 training hours. Our goal is to provide the training necessary to fully prepare you with the knowledge and skills to have a successful career as a Health Service Psychologist.

You will receive experience in core clinical services with a diverse patient population. For both tracks, you will complete rotations at Mercy Hospital - Unity Campus in Fridley, Minn., and at Allina Health Champlin Clinic in Champlin, Minn. Adult-track interns also will complete a rotation focusing on the treatment of Co-Occurring disorders within our inpatient setting at Mercy Hospital – Unity Campus in Fridley, Minn. Child and adolescent trainees will also complete an inpatient rotation at Abbott Northwestern in Minneapolis, MN.

Allina Health offers psychology interns a well-rounded and unique training opportunity. We provide high-quality training in clinical therapeutic intervention, assessment and interdisciplinary consultation.

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## **Tracks and rotations**

Interns begin the year by completing a self-assessment that provides insight into current knowledge and skill in the areas of evaluation/assessment, the provision of psychological interventions, and other skills related to the program's competencies. An Intern's skill level, past experience, interests and goals are taken into account in formulating a training plan for the year. The training plan for the year consists of goals and a plan by which to meet those goals. Individualized training plans can be modified throughout the year, depending on an Intern's needs. All training activities are structured according to a developmental model, with Interns initially being provided close and detailed supervision as appropriate, with opportunities to master fundamentals in assessment, interventions, supervision/consultation, and ethics. As the year progresses, more time is allocated to more focused skills and techniques/approaches. As the year progresses, training staff encourage Interns to use themselves and each other as resources more and supervisory relationships become increasingly consultative.

Supervised service delivery is the principal means by which skills are taught and integrated. Techniques such as observational learning, video recording and role playing are used to facilitate the development of clinical skills. In addition, didactics and corresponding readings support clinical skill development.

### **TRACKS**

#### **Adult Track**

Required rotations include **Primary Care Clinic** (6-months), **Inpatient/Inpatient Co-Occurring Disorder** (6-months) and

**Hospital Based Clinic** (12-months) rotation. Population served includes patients ages 18 and older.

## **ROTATIONS**

### ***Primary Care Clinic***

Allina Health is currently providing services at 60+ clinics across Minnesota and Wisconsin. Services provided in the primary care clinics include evidence based individual therapy, group therapy, diagnostic interviewing, and assessment. Specifically, interns will gain skills in implementing evidenced based practices such as CBT, DBT, ACT, T F-CBT, interpersonal therapy, mindfulness-based interventions, etc. Assessment activities with trainees would target screening measures and gaining skills and experience with referral networks. Additionally, this setting works to implement an integrated health model in which the students are awarded the opportunity to consult with other medical professionals on site. Interns will gain skill in consultation between disciplines, diagnostic skills and providing early intervention. Interns on this rotation will be at the Champlin Primary Care Clinic in Champlin, MN for a 6-month rotation.

### ***Hospital Based-Clinic***

Allina Health also provides mental health services through the 6 hospital-based clinics. Interns on this track will rotate through our Unity clinic in Fridley, MN and will find themselves engaging with patients whose mental health is of higher acuity and may benefit from longer term evidenced based therapy and/or additional collaboration with other members of the treatment team. Located in the clinic are other therapists, as well as, adult and child/adolescent psychiatrists, registered nurses, and certified medical assistants. Clinical activities will include individual and group therapy. Additionally, exposure to diagnostic assessment and psychological evaluations is included within this rotation. Interns on this rotation will gain skill in providing evidenced based therapies including CBT, DBT, Trauma informed care, etc. Assessment opportunities develop competence in diagnostic interviewing and the administration and scoring of psychometrically validated instruments assessing cognitive functioning and personality. This is a 12-month rotation.

### ***Inpatient & Co-Occurring Disorders***

The Inpatient Co-occurring disorders Clinic provides services for individuals with Substance Use and Mental Health Disorders. The clinic interdisciplinary staff specializes in the treatment of co-morbid mental health and chemical dependency services (MICD). Psychology Interns attend staff meetings, providing clinical interventions such as biopsychosocial screening interviews, individual, presenting psychoeducational classes, co-facilitating psychotherapy MICD groups, and completing documentation. This is a 6- month rotation.

### ***Child and Adolescent Track***

Required rotations include **Primary Care Clinic** (6-months), **Inpatient Adolescent Unit** (6-months) and **Hospital Based Clinic** (12-months) rotation. Population served includes patients ages 18 and younger.

You will serve young people under the age of 18.

## **ROTATIONS**

### ***Primary Care Clinic***

Allina Health is currently providing services at 60+ clinics across Minnesota and Wisconsin. Services provided in the primary care clinics include evidence based individual therapy, group therapy, diagnostic interviewing, and assessment. Specifically, interns will gain skills in implementing evidenced based practices such as CBT, DBT, ACT, T F-CBT, interpersonal therapy, mindfulness-based interventions, etc. Assessment activities with trainees would target screening measures and gaining skills and experience with referral networks. Additionally, this setting works to implement an integrated health model in which the students are awarded the opportunity to consult with other medical professionals on site. Interns will gain skill in consultation between disciplines, diagnostic skills and providing early intervention. Interns on this rotation will be at the Champlin Primary Care Clinic in Champlin, MN for a 6-month rotation.

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### ***Inpatient Mental Health Unit***

The inpatient adolescent rotation occurs at Abbott Northwestern Hospital. The clinic interdisciplinary staff specializes in the treatment of mental health disorders. Psychology Interns attend staff meetings, providing clinical assessment and interventions such as diagnostic interviews, individual therapy, presenting psycho educational classes, co-facilitating psychotherapy groups, and completing documentation.

## **Supervision**

As required by APPIC and APA, interns receive at least 2 hours per week of individual supervision by a Licensed Psychologist. Additionally, all Interns will participate in 2 hours of group supervision per week by a licensed professional. Supervisory activities may include (but is not limited to) case reviews and presentations, clinical consultations, review of audio/visual recordings, process notes of clinical sessions, role plays and simulations of clinical procedures, exploration of ethical concerns, evaluation of clinical effectiveness, and discussion related to individual and cultural diversity.

## **Didactic Information**

To supplement your supervision and foster inter-professional education and experiences, didactic experiences are scheduled weekly for one hour. They provide a wide variety of clinical content from a variety of disciplines that support evidence-based practice. Topics may include but are not limited to: A review of various classes of medication, prolonged exposure, TF-CBT, ACT, ethnicity and family therapy, professional/career development, and ethical considerations.

An additional hour of didactic training occurs through a variety of meetings and experiences that the Interns are exposed to. These activities occur at least one time per week for a total of at least one hour. Activities include but are not limited to, Lunch and Learn activities (in-service training), Regional Psychology meetings (case conferences), Regional consultation meetings (case conferences), all staff clinic meetings (case conferences and in-service training), provider meetings (case conferences) and daily huddles (grand rounds).

## **Aims, Competencies and Minimal Levels of Achievement**

### **Aim of Program**

Our aim is to provide the training necessary to fully prepare you with the knowledge and skills to have a successful career as a health service psychologist.

### **We do this by:**

- » providing you with a diverse clinical experience and client population.
- » following a model of training that provides supervised experience in areas of assessment.
- » intervention and consultation.

- »Focusing on relevant research and evidenced-based practice that can be incorporated into your internship experience through direct clinical services, didactic experiences.
- »consultation and/or supervision.
- »valuing and focusing on your individual training needs and desires.

As you become more familiar with your location and clients, gain experience and develop professionally, closer supervision will transition to mentorship and, eventually, relatively autonomous practice.

Allina Health's Psychology Internship values individual and cultural diversity. The training staff recognize that the services we provide our patients and the training you receive as an intern is vastly improved when a compassionate view of human differences is adopted by all. Given such, it is the aim of the training staff to offer continuous development of cultural competencies. It is one of our top priorities to be a mentor to you in this continuous learning process.

## **Core Competencies:**

### **RESEARCH COMPETENCY**

Interns will display substantial knowledge of scientific methods, procedures and practices while being able to critically evaluate research and disseminate appropriately with sensitivity to individual and cultural diversity.

### **ETHICAL AND LEGAL STANDARDS COMPETENCY**

Interns will demonstrate knowledge of the APA Ethical Principles of Psychologists and Code of Conduct, laws, regulations, rules and policies governing health service psychology and professional standards and guidelines and act in accordance with such.

### **INDIVIDUAL AND CULTURAL DIVERSITY COMPETENCY**

Interns will demonstrate ability to conduct all professional activities with sensitivity to human diversity, including the ability to deliver high quality services to an increasingly diverse population. Interns demonstrate knowledge, awareness, sensitivity, and skills when working with diverse individuals and communities who embody a variety of cultural and personal background and characteristics.

### **PROFESSIONAL VALUES, ATTITUDES AND BEHAVIORS COMPETENCY**

Interns will display behaviors that are consistent with the values and attitudes of psychology and allows for self-reflection and incorporation of feedback aimed at improving performance and professional effectiveness.

### **COMMUNICATION AND INTERPERSONAL SKILLS COMPETENCY**

Interns will exhibit the ability to develop and maintain effective relationships with colleagues, supervisors, other personnel and those receiving their professional services by implementing effective communication strategies.

### **ASSESSMENT COMPETENCY**

Interns will develop competence in evidence-based psychological assessment with a variety of diagnoses, problems, and needs. Emphasis is placed on developing competence in diagnostic interviewing and the administration and scoring of psychometrically-validated instruments assessing cognitive functioning and personality.

### **INTERVENTION COMPETENCY**

Interns will exhibit the ability to establish and maintain a therapeutic alliance with the recipients of psychological services while providing evidenced-based interventions with sound clinical judgement and sensitivity to individual and cultural diversity.

### **SUPERVISION COMPETENCY**

Interns will demonstrate the ability to identify evidenced-based supervision models and engage in direct or simulated supervision.

## **CONSULTATION AND INTERPROFESSIONAL/INTERDISCIPLINARY SKILLS COMPETENCY**

Interns will develop competence in the intentional collaboration of professionals in health service psychology with other individuals or groups.

### **Minimum levels of achievement**

Interns will be provided ongoing feedback throughout the course of supervision, and formal feedback at the completion of each rotation (two times per training year) through use of the competency evaluation. As part of this evaluation the training staff have identified minimal levels of achievements (MLAs) and identified ways in which Interns will remain in good standing in the program. These include:

- »By the end of the first rotation, interns must obtain mostly "4" [Periodic supervision required on challenging cases/projects and in new skill areas; most cases/projects need consultation only] with no ratings below a "3" [regular supervision required on challenging cases/projects and in new skill areas (intern entry level)].
- »At any time, items rated as a "1" [Substantial supervision/remediation needed; limited to no autonomous judgment] would warrant a remediation plan.
- »At the midyear point, items rated as a "2" [Regular supervision required on most straightforward cases/projects] would warrant a remediation plan.
- »Demonstrate progress in those competencies on the Competency Evaluation that have not been rated at a "5" or higher [Little consultation/supervision needed. Sound clinical judgment regularly demonstrated (intern exit/ postdoc entry level; readiness for practice)].
- »Interns must not be found to have engaged in any significant unethical behavior.

## **Salary, benefits and resources**

The stipend for the 2025-2026 training year is set for \$40,000. Interns are afforded 29 days of time away in a 12-month period for activities including vacation, illness, personal appointments, outside educational opportunities, dissertation defense, postdoc interviews and other relevant activities. In addition, interns are provided time off for New Years Day (or observed), Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day (or observed). You also will be provided the option for benefits including long-term disability, dental, vision and life insurance. Medical Leave (including maternity leave) is processed per Allina Health's system wide policy, which indicates all Allina employees working in benefit eligible positions are entitled to working with HR regarding specific LOA policies, procedures, and benefits. Other support services such as employee assistance, Center for Provider Well-Being and medical benefits are offered to enrich the intern's experience and facilitate greater success in the training program.

During the course of this internship, Interns are provided office space in which to treat patients. Depending on location an Intern may have a designated office, whereas in other rotations Interns have regular use of exam rooms or patient rooms to provide care. Additionally, each rotation includes support from support staff to ensure proper scheduling of patients, scanning of relevant documentation, coordination of referrals, etc. Allina Health Psychology Internship program also maintains a small onsite library of resources for assessment and intervention. In addition, Allina Health maintains a larger system wide library that allows access to journal articles and relevant research. This internship also values live supervision and, in an effort, to incorporate such into the training experience, Interns are provided laptops with access to videotaping equipment to allow for recordings of sessions and subsequent review in supervision.

# Application requirements

The selection process for the doctoral internship assesses the applicant's past educational experience, training experience, involvement in research and noted strengths. The selection process also evaluates the applicant's capacity to succeed in the training program. The selection process involves clinical supervisors and other staff members in the application review process and the overall ranking of students.

1. Applications are received through the Association of Psychology Postdoctoral and Internship Centers (APPIC) application and match process.
2. Experience required prior to the start of internship includes:
  - Current student of an APA or CPA accredited graduate program
  - Approval for internship status granted by graduate program training director
  - Comprehensive Exam (or equivalent) passed
  - Dissertation proposal approved
  - Minimum of 250 intervention hours completed
  - Minimum of 100 assessment hours completed
3. Applications that meet minimum requirements are reviewed by two Training Committee members. Each reviewer will complete the standard Application Review Form and submit to the Training Director with their recommendation on whether to offer an interview or pass on the applicant.
  - a. If the two reviewers are not in agreement with the decision to interview, a third review will take place.
4. Interview invitations based on the ratings on the Application Review Form, as well as recommendations from each committee member.
5. Those not invited for interviews will be notified via email by the designated date posted on the directory.
6. Interviews will include:
  - Overview of Allina Health Mental Health and Addiction Services Clinical Service Line.
  - Presentations by the Training Director, Operational Partner, and Senior Leadership.
  - Overview of the training program and available rotations and tracks.
  - Opportunity for questions and answers with supervisory staff and current interns.
  - Two individual interviews with Training Committee members.
  - The interview will consist of structured interview questions, as well as clinical vignettes.
7. Each interviewer will complete the Interview Review Form for each candidate.
8. The training committee will determine a rank order based on all information gathered in the application review and interview process.
9. All other factors deemed equal, the higher ranking will be given to an applicant who identifies a factor of individual or cultural diversity.
10. The Training Director will submit the rank order to the National Matching Service.
11. Interns will then be selected through the ranking system set forth through APPIC match program.

## Additional Information

Upon applying, please indicate in your cover letter if you are applying to the Adult or the Child/Adolescent track. The program codes for the APPIC match are **179211 for the Adult Track** and **179212 for the Child/Adolescent Track**.

If you are selected for an interview, you will be notified via the email listed on your APPI and we will utilize the NMS scheduling system. All interviews are offered via Microsoft Teams' virtual platform. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.

This training site values diversity. We adhere to the definition of individual and cultural diversity of the Commission on Accreditation which states:

*The Commission on Accreditation defines cultural and individual differences and diversity as including, but not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation and socioeconomic status.*

## Contact Us

Please contact the Training Director with any questions related to the Psychology Internship or application requirements.

Patty Castellanos, LP  
[Patricia.Castellanos@allina.com](mailto:Patricia.Castellanos@allina.com)

## Accreditation

The Allina Health Psychology Internship Program is excited to announce that we are fully accredited as of 2020. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1st Street, NE  
Washington, DC 20002  
202-336-5979  
[apaaccred@apa.org](mailto:apaaccred@apa.org)  
[www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)