

**COUNSELING AND PSYCHOLOGICAL SERVICES**

Updated August 14, 2020

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**REQUIREMENTS FOR SUCCESSFUL COMPLETION OF THE  
DOCTORAL INTERNSHIP PROGRAM**

The aim of the Doctoral Internship at Northwestern CAPS is to create environments and opportunities for interns to build profession-wide competencies (PWCs) to enter the profession of health service psychologists. In accordance with the internship's aim, interns must fulfill the following requirements to graduate from the internship program.

**COMPETENCY I: RESEARCH (Integration of Science and Practice)**

With science as the foundation of health service psychology, interns are expected to integrate science and theory into clinical practice.

Requirements for Completion:

- (a) Successful completion of the Intern Project.
- (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale<sup>1</sup> averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency I: Research (Integration of Science and Practice).

**COMPETENCY II. ETHICAL AND LEGAL STANDARDS**

Interns are expected to respond ethically and legally in increasingly complex situations with a greater degree of independence across levels of training.

Requirements for Completion:

Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency II: Ethical and Legal Standards.

**COMPETENCY III: INDIVIDUAL AND CULTURAL DIVERSITY**

Effectiveness in health service psychology requires that interns can conduct all professional activities with sensitivity to human diversity, including the ability to deliver high quality services to a diverse population.

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<sup>1</sup> The developmental scale was devised for therapists in training that conceptualizes their competencies and skills on a developmental continuum from 1-2 ("*Early Stages of Doctoral Trainee*"), to 3-6 ("*the Doctoral Internship Year*"), to 7 ("*Early Postdoctoral*") and beyond. The normative values for interns' competencies are expected between 3.0 and 6.9, and the use of decimal points is encouraged to increase variability.

Therefore, interns must demonstrate knowledge, awareness, sensitivity, and skills when working with diverse individuals and communities who embody a variety of cultural and personal background and characteristics. APA's Commission on Accreditation (CoA) 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.

Requirements for Completion:

Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency III: Individual and Cultural Diversity.

#### **COMPETENCY IV: PROFESSIONAL VALUES AND ATTITUDES**

Interns are expected to respond professionally in increasingly complex situations with a greater degree of independence across levels of training.

Requirements for Completion:

Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency IV: Professional Values and Attitudes.

#### **COMPETENCY V: COMMUNICATION AND INTERPERSONAL SKILLS**

Communication and interpersonal skills are foundational to education, training, and practice in health service psychology. These skills are essential for any service delivery/activity/interaction, and are evident across the program's expected competencies.

Requirements for Completion:

Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency V: Communication and Interpersonal Skills.

#### **COMPETENCY VI: ASSESSMENT**

Interns demonstrate competence in conducting evidence-based assessment consistent with the scope of Health Service Psychology.

Requirements for Completion:

- (a) Completed 12 months of weekly responsibilities in CAPS's initial clinical assessment of NU students, including telephone and in-person initial care plan meetings (ICPM) and extended care plan meetings (ECPM)
- (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VI: Assessment based on the intern's assessment in a variety of services at CAPS, including telephone assessment, clinical interview, crisis assessment, and consultation.

## **COMPETENCY VII: INTERVENTION**

Interns demonstrate competence in evidence-based interventions consistent with the scope of Health Service Psychology. Intervention includes individual and group psychotherapy, crisis intervention, advocacy, and case management, and outreach/education. Interventions may be derived from a variety of theoretical orientations or approaches.

Requirements for Completion:

1. Individual Psychotherapy/Counseling Intervention
  - (a) Treated a minimum of 20 individual therapy clients by the end of the internship year, in addition to the ongoing caseload of case management clients seen for brief intervention and service coordination.
  - (b) A minimum of 75% of caseload was provided under 12 sessions.
  - (c) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VII.A: Individual Psychotherapy/Counseling Intervention.
  
2. Group Psychotherapy Intervention
  - (a) Completed at least one interpersonal process therapy group during the internship year, including group screening, co-facilitating the group, and group termination.
  - (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VII.B: Group Psychotherapy Intervention.
  
3. Crisis Intervention
  - (a) Completed 12 months of weekly responsibilities as a daytime and afterhours crisis counselor at CAPS.
  - (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VII.C: Crisis Intervention based on the intern's daytime and afterhours crisis work.
  
4. Outreach and Education Intervention
  - (a) Completed a virtual or in-person drop-in informal consultation programs on campus (Let's Talk) in all of the quarters in which Let's Talk is offered that academic year.
  - (b) Co-facilitated two suicide prevention trainings (QPR).
  - (c) Completed one month of social media outreach in collaboration with marketing in winter or spring quarter.
  - (d) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VII.D: Outreach and Education Intervention.

## **COMPETENCY VIII: SUPERVISION**

Supervision is integral to the activities of health service psychology. At CAPS, interns participate in a peer supervision group with fellow psychologists-in-training to build a mechanism for lifelong peer supervision and consultation.

Requirements for Completion:

- (a) Completed the entire course of peer supervision group.

- (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency VIII: Supervision.

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

The CoA views consultation and interprofessional/interdisciplinary interaction as integral to the activities of health service psychology. Consultation and interprofessional/interdisciplinary skills are reflected in the intentional collaboration of professionals in health service psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional activities.

#### Requirements for Completion:

- (a) Completed 12 months of weekly responsibilities at CAPS as a clinical consultant for third-party consultees who seek support regarding students' mental health. Responsibilities include consulting with other healthcare, academic, and law enforcement professionals as well as students' parents, peers, and partners.
- (b) Ratings averaged across supervisors of 6.5 or greater on the developmental scale averaged across all items with valid values in the Evaluation of Doctoral Interns' Competency IX: Consultation and Interpersonal/Interdisciplinary Skills.