



MercyFirst
Professional Psychology
Internship Training Program

PROFESSIONAL PSYCHOLOGY INTERNSHIP PROGRAM

MercyFirst **INTERNSHIP TRAINING PROGRAM IN PROFESSIONAL PSYCHOLOGY**

Introduction

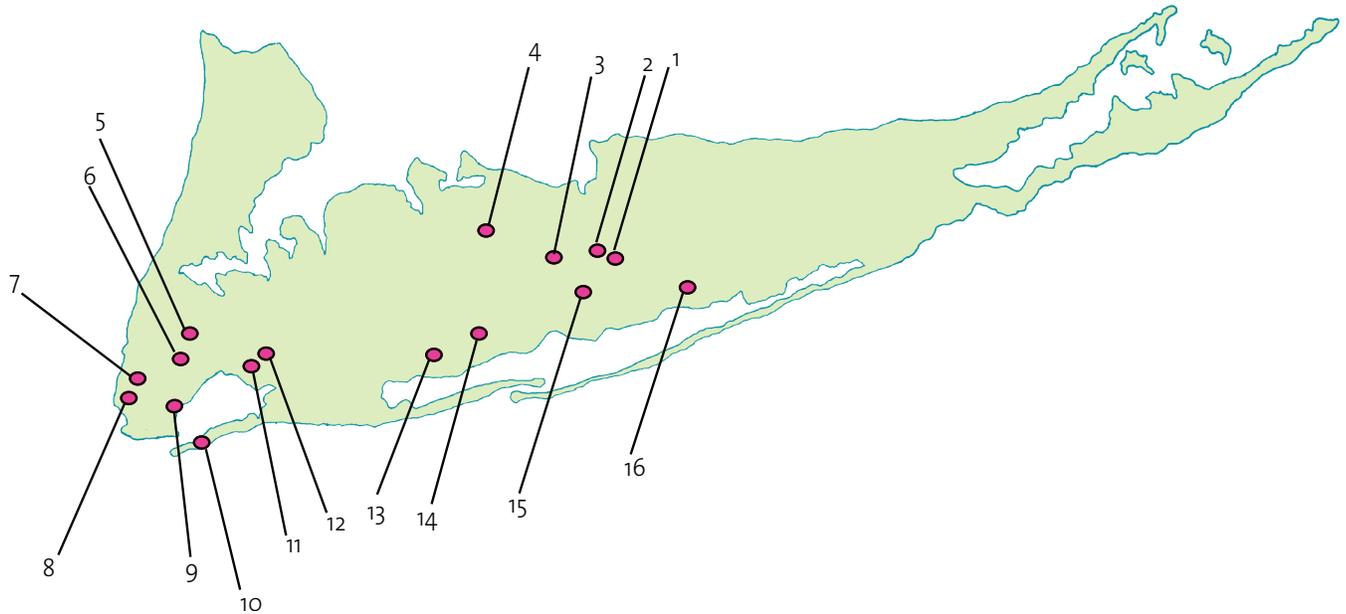
MercyFirst offers a psychology internship program that is fully accredited by the American Psychological Association and involves varied experiences with children, adolescents and their families in both campus-based and community-based settings. The children served by MercyFirst range in age from infancy through late adolescence, though the internship experience is focused on adolescents. Our psychology internship program is centered around a campus-based residential treatment program for adolescent boys and girls that is located in suburban Long Island, in the community of Syosset, New York. Interns also work in our Long Island group home program, which has sites serving adolescent boys and girls, as well as teenage mothers and their young children, in the communities of Brightwaters, Brentwood and Deer Park. In his or her training year, each intern has a primary treatment placement on a campus-based residential treatment unit or in the community-based group home program; in this placement, the intern is expected to function as a member of the unit's treatment team, carrying individual, group and family therapy cases, and contributing to the therapeutic milieu. Additionally, each intern is responsible for providing psychological assessment services to children and adolescents in our care. Opportunities for additional elective experiences are also available.

Setting

MercyFirst is a voluntary, not-for-profit, COA accredited child care agency and residential treatment center whose roots go back more than one hundred years. The current agency was formed in 2003 through the merger of St. Mary's Children and Family Services and Angel Guardian Services. Annually, we provide care to over 3,000 children and adolescents, at 16 sites in the New York City – Long Island area. This includes a large number of children and adolescents in residential care and foster care, as well as a smaller number in our outpatient preventive services program. There are two main facilities. The Syosset campus, which is the headquarters for the internship, is an attractive 64-acre site located on suburban Long Island's North Shore, approximately 30 miles from midtown Manhattan. The Brooklyn headquarters is housed in a large, attractive building located in Industry City, in the community of Sunset Park. The combined agency includes a range of residential treatment programs, a diagnostic program, an outpatient preventive services program, group homes and a large family foster care program. Psychology interns work only in our Long Island based programs, either at the main campus in Syosset, or at our Long Island group homes.



MercyFirst Locations



- 1. Esperanza House**
START With Hope
Brentwood, NY
- 2. Brentwood Group Home**
Brentwood, NY
- 3. Deer Park Residence**
Mother/Baby
Deer Park, NY
- 4. St. Mary's Campus**
Administrative Offices &
Residential Programs
525 Convent Road
Syosset, NY 11791
- 5. McAuley Residence**
Mother/Baby
Brooklyn, NY
- 6. Virginia Residence**
Youth Reception Center
Brooklyn, NY
- 7. The Montague Center**
Family Foster Care
186 Montague Street
Brooklyn, NY 11201
- 8. Sunset Park**
Family Foster Care
241 37th Street
Brooklyn, NY 11232
- 9. The Gerard C. Durr Center**
Preventive Services
333 Avenue X
Brooklyn, NY 11223
- 10. Rockaway Park**
Family Foster Care
230 Beach 102 Street
Rockaway Park, NY 11694
- 11. Manning Residence**
Mother/Baby
So. Ozone Park, NY
- 12. St. Albans Residence**
Mother/Baby
St. Albans, NY
- 13. Merrick House**
Community Residence
Merrick, NY
- 14. East Massapequa Group Home**
East Massapequa, NY
- 15. Baywood Group Home**
START With Hope
Bay Shore, NY
- 16. Brightwaters Group Home**
Brightwaters, NY

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The Internship Experience

Each intern spends a full year in a primary treatment placement and also provides diagnostic services to children and adolescents in our care. Opportunities for elective placements in any of a number of other programs or units are also available. Much of the work involves intervention and assessment with adolescents, though other experiences (e.g. consultation, case management, and forensics with the Family Court) and work with other populations (e.g. latency-age children, unwed mothers and their children, parents) may also be available. MercyFirst Interns have the opportunity to provide clinical services to a number of unique, high need populations, including juvenile delinquents, sexually inappropriate youth, victims of abuse and neglect, unwed adolescent mothers, and severely and persistently mentally ill youth.

MercyFirst Programs

MercyFirst has a wide range of programs that provide services in residential and non-residential, as well as campus-based and community-based settings. The *Campus-Based Residential Programs*, located at the Syosset campus of MercyFirst, include:

A *Diagnostic Program*, providing both brief and comprehensive assessments (including medical, psychiatric, psychological, educational, recreational, psychosocial and group living evaluations) to referring agencies, especially family court. The recommendations offered by the diagnostic treatment team are used by the courts, social service departments, juvenile probation departments and other referring agencies to make placement and treatment decisions. Interns participate in the Diagnostic Program.

A *Residential Treatment Center (RTC)*, consisting of five units, where boys and girls stay for long-term (6 to 18 months) treatment of emotional and behavioral problems. One of these units is our Abuse Treatment and Prevention Program, which provides intensive residential treatment for adolescent boys with a history of sexual behavior problems. Two of the units serve behavior disordered boys and two serve a similar population of girls; both the boys and girls have histories of significant trauma and deprivation, and many have been adjudicated as juvenile delinquents. Interns working in these programs learn to develop forensic as well as clinical psychological skills. Interns and clinical staff utilize a full range of treatment interventions, including individual and group therapy, family therapy, milieu therapy, psychopharmacology, etc. when working with the residents in these programs.

Our *Residential Treatment Facility (RTF)* provides long-term (12 to 18 months) treatment to boys with severe and persistent mental illness, including pervasive developmental disorder, schizophrenia, and similar conditions. The RTF is separately licensed by the New York State Office of Mental Health. A full range of treatment, including individual and group therapy, family therapy, milieu therapy, psychopharmacology, etc. is provided on this unit. The RTF unit typically has one psychology intern assigned to it each year.



MercyFirst also has three Syosset-based residential units that serve unaccompanied immigrant youth, typically from Latin America. Children in this program, our *Safe Transition and Reunification Track (START)*, have come to the US lacking US-based parents or guardians. *START* is a separate, bi-lingual program that is provided by MercyFirst under contract with the US Government's Office of Refugee Resettlement (ORR).

Finally, our Syosset campus has a fully accredited *Special Education School* on-site, as well as and a Health Office that is staffed by a full complement of nurses, under the supervision of our medical director.

We have a number of *Community-Based Residential Programs*, including eleven *Group Homes*, located at various sites in Brooklyn, Queens and Long Island. The group homes, which serve males and females, are organized as follows:

Four of our group homes, one located in Brooklyn, two in Queens, and one in Long Island, are *Mother-Baby Group Homes*, designed for adolescent mothers and their young (0-5 years old) children. Two other group homes, our *Adolescent Group Homes*, are located in Long Island and serve adolescents with emotional-behavioral problems and histories of trauma. One is for boys and one is for girls. The *Non-Secure Detention* unit that is housed in one of our Long Island group homes is designed to provide a highly structured, short-term residential program to adolescents who have had problems at home or in the community. Our *Boys' Community Residence* is a Long Island-based Group Home for adolescent and pre-adolescent boys with severe and persistent mental illness. Our *Youth Reception Center*, in Brooklyn, serves adolescents from New York City who have more acute behavioral presentations. And our two *START Group Homes*, both located in Long Island, serve unaccompanied minor immigrants. In general, the group home program is somewhat less structured than the residential RTC or RTF programs, with group home participants living in the community and, typically, attending a neighborhood school or, if old enough, working in the community. Psychology interns may be assigned to our Long Island *Adolescent Group Homes* or our Long Island *Mother-Baby Group Home*, which are located in the Long Island communities of Brightwaters, Brentwood and Deer Park.

The *Family Foster Care Program (FFC)* is responsible for a large number of children and adolescents in foster home placement, primarily in Brooklyn and Queens. Most of these children are served through our Brooklyn office, or our Far Rockaway, Queens office. Psychology interns do not typically serve the youth in this program.

Finally, our *Community-Based Non-Residential Programs* include a *Preventive Services Program*, which serves families in Brooklyn. Individuals seen in Preventive Services may range in age from infancy through adulthood, and they represent a wide range of social classes and ethnic groups. The purpose of the Preventive Services Program is to maintain family cohesion and avoid the placement of children outside of their homes. MercyFirst interns do not typically work at Preventive Services.

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Population

The population at the Syosset campus-based Residential Treatment (RTC and RTF) programs and at the Adolescent Group Homes consists of boys and girls about 12 to 18 years old, with most in middle adolescence; the Mother-Baby Group Homes have unwed adolescent mothers and their young (0-5 years old) children; the children in our Family Foster Care program range in age from infancy through adolescence; and the client population in Preventive Services ranges from infancy through adulthood. MercyFirst accepts children from the Long Island - New York City area.

Referrals come from City and County Departments of Social Services, Family Court, the New York State Office of Mental Health, the United States Government's Office of Refugee Resettlement, and on a voluntary placement basis. Criteria for admission to our clinical programs include a wide range of psychopathology, varying from adjustment disorders to psychotic disorders. The children we serve function primarily within the average range of intelligence with deficits in impulse control and ego functioning. Many of our clients come from disorganized and overwhelmed family backgrounds, and many families have histories of abuse and neglect. Our children quite frequently present with backgrounds characterized by complex trauma, and a major goal of our program is to provide a healing environment for the victims of such trauma.

The core of the internship experience involves the Campus-Based Residential Programs in Syosset, and our Long Island based Adolescent and Mother-Baby Group Homes.

Supervisors

The supervisory staff for psychology interns consists of licensed psychologists at MercyFirst. Psychiatrists, psychiatric nurse practitioners, social workers, art therapists, and other mental health professionals may also play a role as seminar leaders and informal supervisors. MercyFirst also employs a large number of nurses, special education teachers and other childcare and healthcare professionals. Our treatment philosophy is based on an interdisciplinary team approach in which psychologists and interns work closely with social service, psychiatric and child care professionals. Psychologists provide direct services through various diagnostic and therapeutic modalities and serve as members (typically leaders) of the treatment teams. The major theoretical orientation represented by our supervisory staff is cognitive-behavioral; some also have a psychodynamic orientation. Interns start with a student status and, through the year, take on more and more responsibility. Under supervision, they evolve to function as full members of the treatment team. We expect that each intern will leave with the identity of a "Professional Psychologist."



Philosophy of Treatment

The philosophy of treatment at MercyFirst is based on the belief that children are born with an innate drive towards health and adaptation. We also believe that children are born with individual differences in their ability to adapt and grow physically and psychologically within any given environmental context, and we take account of these individual differences, as well as any social and cultural variations, in our treatment planning. Our treatment approach focuses on the therapeutic milieu, in which the goal is to provide educational, recreational, medical and psychological experiences that will foster each child's capacity for positive growth and adaptation. We try to be sensitive to the trauma histories of the children in our care, and we attempt to provide them with an environment that will provide them with the safety they need to do the work of treatment. MercyFirst is one of the largest Sanctuary© certified human service organizations in the United States and, in accord with the values of the Sanctuary© model, we work hard to create an emotionally safe environment for all members of our community, staff as well as the children in our care.

A highly structured operant behavior management system is a crucial aspect of treatment in the Residential and Group Homes programs. Psychotherapy serves as an experiential tool for examining the child's life, and for developing self-control and coping abilities. Individual, family or group therapy is available to our patients, and most of this treatment reflects a cognitive-behavioral orientation; psychodynamic or family systems approaches may be also be utilized. We emphasize evidence based treatments, such as Structured Psychotherapy for Adolescents Responding to Chronic Stress (SPARCS) and Trauma Focused Cognitive Behavioral Therapy (TF-CBT), and we teach these approaches to our interns while also encouraging flexibility and open-ness in their application. Psychotropic medications are often utilized as part of the individual child's treatment plan to aid in fostering healthy development and enabling the child to better avail him- or herself of the variety of treatment interventions. In addition to providing direct treatment, psychologists and interns at MercyFirst typically function in leadership roles on the treatment teams to which they are assigned, and they play important roles in developing and monitoring each child's treatment plan.

Philosophy of Training

The professional psychology internship program at MercyFirst is conducted along the guidelines provided by the American Psychological Association (APA) and the Association of Psychology Postdoctoral and Internship Centers (APPIC). We strive to provide students with a planned and programmed sequence of supervised clinical experiences and educational seminars, utilizing a Practitioner-Scholar model of training.

We believe that, in addition to developing the core clinical skills of assessment and

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intervention, it is crucial for psychologists working within human service settings to be sensitive to group and organization dynamics. Working together with other professionals with different backgrounds and viewpoints necessitates an appreciation of how one's treatment interventions interact with other aspects of the milieu. Interns will learn to work on a systems level, employing extensive consultation skills to facilitate coordination of treatment.

Interns have the opportunity to develop their clinical skills via interviewing and testing, therapeutic intervention, and consultation, all in a mentor system. In this framework, trainees work directly under two primary supervisors (one diagnostic and one treatment), with the opportunity to closely observe and process the professional functioning of our supervisors.

Psychological services for diverse cultural and ethnic groups, especially those with economic disadvantage and histories of complex trauma, is another focus of the experience at MercyFirst. Because we serve a largely minority population, interns learn to better understand and appreciate the role of cultural and ethnic differences in psychological functioning. Finally, because we offer both short-term diagnostic and long-term treatment services, our interns have the opportunity to practice a variety of clinical skills, including both assessment and treatment.

Training Objectives

Within the professional psychology training model that we utilize at MercyFirst, primary emphasis is placed on developing each intern's skills in the following:

Assessment - through mastery of interviewing techniques; test administration, scoring and interpretation; report writing; case presentation; diagnostic nosology; etc.

During the course of the training year, interns are trained to assess a wide variety of clinical conditions, ranging from mild adjustment or parent-child problems to frank psychosis. Interns also gain experience utilizing many different assessment techniques and procedures, including clinical interviews, behavioral observations, risk assessments, objective tests and projective tests. Testing and evaluation compose an important part of the internship experience at MercyFirst, and each intern is expected to function as an integral part of the evaluation team.

Intervention - via a wide variety of experiences, mainly including long-term individual therapy, as well as, group and family modalities. Most treatment reflects a cognitive-behavioral approach, though other conceptualizations, including psychodynamic and family systems, are utilized.

Training in the specialized treatment of sexually inappropriate youth and juvenile delinquents, treatment of the severely and persistently mentally ill, or the use of play and expressive modalities are also available, as are experiences in crisis intervention. Group therapy experiences may involve time-limited, cognitive-behavioral approaches or insight oriented process groups.



Through our collaboration with the Institute for Adolescent Trauma Treatment and Training at Adelphi University, we recently had the opportunity to participate in a three-year SAMHSA-funded research project on two evidence-based treatments for adolescents with histories of complex trauma. As a result, our supervisors have developed expertise in Trauma Focused Cognitive Behavioral Therapy (TF-CBT) and Structured Psychotherapy for Adolescents Responding to Chronic Stress (SPARCS), and we offer opportunities for supervised practice in these treatment approaches.

In addition, we also seek to develop the following skills:

Interpersonal Relationship and Self-Knowledge - largely through supervision and the mentoring relationship, as well as in our commitment to the Sanctuary© values of non-violence, emotional intelligence, open communication, and social learning and social responsibility.

Consultation and Case Management - especially to the multi-disciplinary treatment team, and also to the on-grounds school. Psychology Interns also have the opportunity to act as consultants to the juvenile justice system by, for example, performing risk assessments on juvenile offenders, and they may have the opportunity to testify in court.

Research/Evaluation - via seminar offerings, program evaluation experiences, and the encouragement of a skeptical, data-based approach to clinical work. MercyFirst interns also have the opportunity to participate directly in our current research projects. Two recent projects involved the TAT (in collaboration with Molloy College) and a SAMHSA funded project (in collaboration with Adelphi University) on the effectiveness of Trauma Focused Cognitive Behavioral Therapy and Structured Psychotherapy for Adolescents Responding to Chronic Stress.

For each of the skills described above, we encourage and teach interns to develop a more comprehensive and overarching appreciation, understanding and use of professional ethics, diversity issues, and trauma informed care in all of their work.

Training Placements

Interns have two main placements during the training year, a full-year *Primary Diagnostic Placement* and a full-year *Primary Treatment Placement*. These placements occur on either a Syosset campus-based residential unit or a Long Island based group home. Interns also have the opportunity for an *Elective Placement* in any one of a number of possible settings. In each of these assignments, interns function as members of the professional staff and members of the treatment team.

Primary Diagnostic Placement: In their assessment work, interns learn to evaluate children referred to MercyFirst by the family court, juvenile probation, child welfare, or the New York

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State Office of Mental Health. They also consult with the child's evaluation/treatment team on appropriate long-term clinical interventions and placement planning. Each intern can expect to complete approximately 10-22 psychological evaluations over the course of the training year; occasionally, there is also an opportunity to complete a risk assessment of a sexually inappropriate youth. (1 hour of individual supervision per week)

Primary Treatment Placement: Each intern is assigned to one of the campus-based Residential Treatment units (RTC or RTF) or to the Group Home program for a full-year experience that includes psychotherapy, clinical assessment, milieu treatment, treatment planning, and consultation with staff. Frequent participation in rounds and other treatment team meetings is an important part of these placements. Each year, one Syosset campus-based intern specializes in the treatment of adolescent males with histories of inappropriate sexual behavior; this intern has a primary treatment placement on the residential unit that deals with this population. In all of our settings, interns typically have the opportunity to see a number of long-term individual psychotherapy patients, lead or co-lead one or more therapy groups, do family therapy, and perform crisis interventions, as well as consult to their multi-disciplinary treatment team. Interns also have the unique opportunity to interact with the residents and observe them in different aspects of their lives, including group living, recreation, and education. (1 1/2 hours of individual supervision per week)

Elective Placement: In addition to his or her primary placement, each intern may choose, with supervisory approval, an elective placement in any one of a number of agency units or programs. These experiences may include short- or long-term treatment, group therapy, specialized treatment of juvenile delinquents or sexually inappropriate youth, community-based group home interventions, etc. (1/2 - 1 hour of individual supervision per week)

For the Primary Treatment Placement, each intern is assigned to one of the Residential Treatment units on the main campus in Syosset, or to the Long Island Group Homes program. In these settings, interns may work with sexually inappropriate adolescent males; behavior disordered adolescent boys or girls; adolescent boys with severe and persistent mental illness; or teenage mothers.

Diagnostic Placement: Work in the diagnostic program mainly involves assessment, including diagnostic testing and mental status interviewing, as well as the opportunity to be involved in treatment/placement planning. Formal risk assessments are also needed on some children. The recommendations of our diagnostic teams are used to inform treatment and placement planning by referring agencies, such as the family court and juvenile probation.

Other Experiences: A variety of other training opportunities are also available. For example, interns may have the opportunity for experiences in forensic psychology, including performing risk assessments for sexually inappropriate youth or testifying in family court on child welfare and/or juvenile delinquency matters. Interns may work with the staff in our on-grounds special education school. Interns have an opportunity to do research at MercyFirst, and we are very supportive of research activities. Interns also participate in ongoing staff



development programs and case conferences at MercyFirst, and in colloquia and seminars established for our professional psychology training program.

Supervision

Each intern receives ninety minutes of individual supervision in psychotherapy each week for the treatment cases carried on his or her primary treatment unit, and one hour per week of individual supervision in psychological assessment. Both of these supervision experiences are also designed to help interns develop consultation skills. One-half to one hour per week of individual supervision is usually offered to an intern with an elective placement. Additional group supervision is also typically offered. Thus, each intern receives a total of about 3-4 hours of formally scheduled supervision per week (not including didactic seminars and frequent informal supervision), of which a minimum of 2½ hours is individual supervision.

Education Programs

In addition to their weekly supervision, interns have the opportunity to attend seminars conducted by supervisors, colloquia presentations by outside experts, agency-wide staff development programs, and, less frequently, off-campus training conferences. These include:

Abuse Treatment Seminar: This seminar focuses on clinical aspects of the treatment and clinical management of sexually inappropriate youth, including youth who themselves have been victims of sexual abuse. The seminar utilizes both didactic and case presentation teaching approaches.

Juvenile Delinquency Seminar: This seminar focuses on clinical aspects of the treatment and management of youth with significant externalizing behavior problems, including oppositional defiant disorder and conduct disorder, particularly as these behavioral issues lead to intervention by the juvenile justice system. Both didactic and case presentation approaches are utilized.

Diagnostic Seminar: This seminar covers a wide range of psychological assessment issues, including objective and projective testing, Rorschach, learning disabilities assessment, MMPI, behavioral observations, and other topics related to diagnostic evaluation.

Diversity Seminar: This seminar focuses on issues involved in working with diverse clinical populations, with an emphasis on ethnic, cultural and linguistic diversity.

Research Seminar: In the Research Seminar, interns discuss their research interests and learn about ongoing research at MercyFirst.

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Peer Supervision Group: In this ongoing seminar, interns meet with two supervisors to discuss their clinical cases in a manner that emphasizes conceptual, rather than directly practical supervisory issues. The goal of this seminar is to allow interns a chance to share ideas and clinical experiences with each other, while relating these to the theory and research they have studied in graduate school, and to foster interns' peer supervision skills. _

Interns' Administrative Meeting: This meeting, with the Coordinator of Training, is designed to provide ongoing orientation to interns and to help them define their role in the agency's delivery of services.

Colloquia: These are a series of training workshops led by outside experts who are invited to MercyFirst to present on important clinical issues. Some recent Colloquia topics have included the following: psychotherapy with sexual minorities; the MMPI-A and BASC-3 in clinical practice; psychiatric co-morbidities of autistic spectrum disorder; the adolescent brain and the law; societal trauma; family therapy; psychotherapy supervision; program evaluation. Workshop leaders are typically highly esteemed professionals from the Long Island/New York City area. In recent years they have included psychologists and other mental health professionals affiliated with institutions such as the Family Therapy Institute of Suffolk County, Adelphi University, Hofstra University, St. John's University, and others.

Case Presentation: Each year, a few interns have the opportunity to formally present their clinical work at a multi-disciplinary case presentation to which all other interns, externs, supervisors, and other members of the treatment team are invited. An outside discussant, who is an experienced and skilled mental health professional with specific expertise in the area being addressed, works with the intern to develop the case presentation and lead the group discussion of the case.

Clinical Forums: These are agency-wide meetings for MercyFirst clinical staff that occur approximately four times a year. At these meetings, clinicians from throughout the agency discuss their work and their programs; additionally, there may be didactic presentations.

Other Educational Opportunities: Interns are encouraged to attend a limited number of off-campus professional conferences on topics of relevance and interest. These conferences typically take place at nearby universities or hospitals within the New York metropolitan area. MercyFirst interns also have use of our small professional library, as well as full privileges at the libraries of two local universities and one large local teaching hospital. Interns and supervisors may also participate in periodic Sanctuary© trainings, which are designed to enhance and facilitate the application of this trauma-focused treatment model to our children.



Development of Professional Identity

A major goal of the training program is the development of each intern's identity as a professional psychologist. Interns see their supervisors contribute to many different aspects of the agency's program, and senior psychology staff lead many of the agency's professional activities. Within the agency, psychologists serve on various committees which monitor and modify our programs.

Psycho-diagnostic assessment is considered an important part of the overall treatment planning process, and we view assessment as the psychologist's special contribution to a full understanding of the child's cognitive and emotional development. Thus, assessment is an important component of the MercyFirst internship experience.

During the year, interns have the opportunity to meet with the Coordinator of Training and other senior staff to discuss issues relevant to their training. Feedback about the training program is solicited by the Coordinator of Training and the Quality Improvement Department of MercyFirst. Problems with agency staff, or conflicts with supervisors, if they arise, are open for discussion. Ethical issues, including problems with confidentiality within a system requiring careful monitoring by outside agencies and record keeping, are discussed.

As required by the American Psychological Association for its accredited programs, the data in the following table shows the initial post-internship employment status of recently graduated MercyFirst psychology interns:

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2013-2016	
	PD	EP
Total # of interns who were in the 3 cohorts	22	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	1	
	PD	EP
Community mental health center	1	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	1	0
Other medical center or hospital	3	2
Psychiatric hospital	0	2
Academic university/department	1	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	1
School district/system	1	2
Independent practice setting	2	0
Not currently employed	0	1
Changed to another field	0	0
Other	0	3
Unknown	0	0

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

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Benefits

In addition to a nationally competitive monetary stipend of \$24,000 per year, interns receive a liberal package of time benefits, including two weeks of paid vacation, eleven paid holidays, four personal days accrued quarterly, six paid sick days after three months of service, and paid time off for professional conferences and activities. Interns also receive medical and dental insurance coverage through the agency’s group policy, and they are eligible for other benefits in our “cafeteria” type plan. A unique aspect of our health insurance package for psychology interns is that coverage is made available without a waiting period, as of the first day of internship.

In accord with our accreditation guidelines, the following table shows the salary and benefits available to MercyFirst psychology interns:

Annual Stipend/Salary for Full-time Interns	24000	
Annual Stipend/Salary for Half-time Interns	NA	
Program provides access to medical insurance for intern?	Yes	
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	
Coverage of family member(s) available?	Yes	
Coverage of legally married partner available?	Yes	
Coverage of domestic partner available?		NO
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	140	
Hours of Annual Paid Sick Leave	42	
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?	Yes	
Other Benefits (please describe): 11 paid holidays; professional days for dissertation, etc.		

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

Intern Requirements

The internship program is open to professional psychology doctoral students who are in the process of completing, or who have completed, their academic training. Selection is generally limited to students from APA accredited graduate programs. Applicants should have had graduate courses and practicum experiences in clinical intervention techniques and psychological assessment, preferably including projective testing.

Applicants are encouraged to speak to current and former interns about our program. Names, telephone numbers and email addresses will be made available to those applicants who are invited for interview.

The training year at MercyFirst begins the Wednesday after Labor Day and ends one year later. The work week for interns involves approximately 40 hours, including direct service, staff meetings, supervision and seminars, and paperwork. Since the internship experience may involve travel between different agency settings, and since suburban Long Island does



not have an extensive mass transit system, interns are generally advised to have access to an automobile throughout their training year.

In accord with APA requirements for accredited internship programs, the following table provides a brief summary of admissions information for potential applicants:

Internship Program Admissions
 Date Program Tables are updated: 8/14/17

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:			
We teach assessment, intervention, relationship, consultation/management, research and evaluation skills via experiential learning in supervised practiced, supplemented by didactic seminars and colloquia. Interns provide treatment, crisis intervention, treatment team consultation and psychological assessment to our population of largely minority, lower income adolescents.			
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		Y	450
Total Direct Contact Assessment Hours		Y	100
Describe any other required minimum criteria used to screen applicants:			
APA Accredited Doctoral Programs; a minimum of five Integrated Psychological Reports			

Application Procedures

We utilize the AAPI Online, the APPIC Application for Psychology Internship. The AAPI Online Application can be obtained by accessing the APPIC web site at www.appic.org.

In addition, applicants to MercyFirst must submit a work sample, consisting of a recent comprehensive psychological evaluation report.

Completed applications for the internship program must be received by November 15th. Earlier submission of applications is encouraged.

Questions regarding the internship should be sent to smigden@mercyfirst.org.

Stephen Migden, PhD, ABPP
 Coordinator of Psychology Internship Program
 MercyFirst
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 Syosset, New York 11791-3868
 (516) 921 - 0808 Ext 1815

It is the candidate's responsibility to see that all materials are received by MercyFirst prior to the deadline of November 15.

Once a completed application is received and approved, a personal interview can be arranged. Applicants are notified whether or not they have been matched to MercyFirst on APPIC Match Day.

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MercyFirst psychology interns are expected to successfully participate in and pass the same pre-employment screening process that is required of regular employees of MercyFirst. This process, which does not begin until after the intern applicant is matched to MercyFirst, includes:

- Completion of a MercyFirst application for employment, and a Disclosure and Consent Form
- Satisfactory completion of a medical examination – medically fit for work, no evidence of positive test for active tuberculosis
- Satisfactory completion of a drug screening – no illegal drugs, or legal drugs taken illegally, or adulterants in the drug screen
- Receipt by MercyFirst of a “Not Indicated” response from the New York State Central Registry on Child Abuse
- Satisfactory completion of a fingerprint screening for criminal record – areas of concern would include conviction for a violent offense, or an offense involving sale or intent to sell illegal drugs, and/or identity theft. (A criminal history would not necessarily preclude employment, and each situation is considered individually.)

During the training year, interns are evaluated by their supervisors on an ongoing basis and, at least twice yearly, they are formally evaluated with a written report that is sent to their doctoral training program. All MercyFirst employees, including psychology interns, may be called for a random drug test during their period of employment.

Because MercyFirst is a member agency of the Association of Psychology Postdoctoral and Internship Centers (APPIC), we adhere to all APPIC guidelines regarding application procedures, including those involving Internship Offers and Acceptances and Use of Ranking-Related Information. 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 prior to the date of the APPIC match. Those wishing to do so may contact APPIC by telephone at 832 284-4080, or by email at appic@appic.org.

MercyFirst is an equal opportunity employer and is committed to making all personnel decisions without regard to age, race, creed, religion, color, sex/gender, national origin, disability, marital status, citizenship, pregnancy, gender identity, sexual orientation, veteran status, domestic violence victim status, genetic predisposition, or any other status protected by law.

Those wishing to verify the current APA accreditation status of the internship program at MercyFirst may contact the American Psychological Association, Office of Program Consultation and Accreditation, 750 First Street, NE, Washington, DC 20002-4242, telephone 202 336-5979, email apaaccred@apa.org .

MercyFirst reserves the right in its discretion to modify any of the information and/or experiences described in this brochure.

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