

Appendix A: Internship Admissions, Support, and Initial Placement Data

VA Nebraska-Western Iowa Psychology Doctoral Internship:

INTERNSHIP PROGRAM TABLES

Date Program Tables are updated: 9/22/23

<p>Program Disclosures</p>	
<p>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?</p>	<p>Yes</p>
<p>If yes, provide website link (or content from brochure) where this specific information is presented:</p> <p>Resources for Health Professions Trainees Coming to VA Eligibility and Forms - Office of Academic Affiliations</p> <p>As a Federal institution, all VA employees and health profession trainees (HPTs) must comply with the following. Please do not apply to the Internship if you cannot meet these criteria below, in addition to the other criteria listed at: Am I Eligible v5.pdf (va.gov)</p> <p>*A CERTIFICATION OF U.S. CITIZENSHIP *CERTIFICATION OF SELECTIVE SERVICE REGISTRATION STATUS (males only) *PASSING RANDOM URINE DRUG SCREENING</p> <p>**Note** Federal employment prohibits the use of marijuana / cannabis, THC, and/or CBD or other cannabis-related substances in ALL circumstances. Testing positive for any of these cannabis-related substances will be considered use of a controlled substance under federal law <u>regardless of medical need, the presence of a prescription, the fact that it was obtained over-the-counter, or its legal status in any state in which it was used or where the positive test evidenced prior use.</u> Evidence of use of these or other controlled substances would prevent</p>	

one from passing a random drug screening at any point in the internship, and **therefore would not allow an applicant or Matched Intern to start or continue a position with the VA.** In other words, this could cause an Intern who may otherwise be doing well to fail to be maintained in federal employment and therefore would not be able to successfully complete this or any VA internship.

For more specifics, please read: [VHA_HPTsDrug-FreeWorkplaceOAA_HRA.pdf \(va.gov\)](#)

*Federal employment/trainee positions (including VA Internship Match selection and subsequent appointment as a Psychology Intern HTP) is conditional upon successful completion of required fingerprinting and background check which includes fingerprinting sent to the FBI. All HPTs will be fingerprinted and undergo screenings and background investigations. A VA Human Resources Security Specialist will determine suitability. Additional details can be found here: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>

Please note regarding background checks: HTP applicants with significant legal histories (beyond minor traffic and remote minor misdemeanors) may not be able to be credentialed to see patients at the VA. Please provide relevant information in your AAPI application, as needed, and if requested on interview.

As a condition of appointment, HPTs must provide their program's Director of Clinical Training (DCT) with a federal form (supplied to HTPs by VA post-Match) to furnish evidence or self-certification that:

a) they are physically and mentally fit to perform the essential functions of the training program have up-to-date vaccinations for healthcare workers as recommended by the Centers for Disease Control (CDC). A federal form will be provided to Matched HTPs. <https://www.cdc.gov/vaccines/adults/rec-vac/hcw.html>

b) they have undergone baseline tuberculosis (TB) screening and testing per CDC health care personnel guidelines (within 90-days of Offer and Acceptance.) <https://www.cdc.gov/tb/topic/testing/healthcareworkers.htm>

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:

Applicants must meet the following prerequisites to be considered for our program:

- 1) Doctoral student in clinical or counseling psychology program accredited by American Psychological Association (APA) or Canadian Psychological Association (CPA), or an accredited re-specialization program accredited by APA.
- 2) Approved for Internship status by graduate program director of training.
- 3) All coursework required for the doctoral degree, including qualifying and comprehensive examinations, must be completed prior to the start of the Internship year. Applicants must have successfully proposed their dissertation by the Internship application deadline. We prefer candidates whose doctoral dissertations will be complete by the time the Internship year begins, although this is not required.
- 4) Applicants must have successfully proposed their dissertation by the Internship application deadline. We also prefer applicants who have their Masters (or equivalent) by the time Internship begins unless successfully explained why not in the cover letter.
- 5) See also the assessment and intervention hour requirements, below.
- 6) 2 de-identified WAIS-IV reports, one of which must also include personality assessment using either PAI or MMPI (-2, -2RF, or -3).
- 7) A brief (1 to 2 pages) cover letter with statement of interest that incorporates the answers to the following questions:
 - What are your interests and goals for internship and beyond?
 - Why did you apply to NWI internship?
- 8) See Program Disclosures, above.

Selection Process:

Applications for Match I are due on or before 11:59 PM Eastern Standard Time (10:59 PM Central Standard Time) on November 15, 2023. For the 2024-25 training year, virtual interviews will be held on January 11th & 12th preferably, and if needed January 18th, 2024.

Applicants may choose to apply to one, two, three, or all four currently available training tracks, using a single interview process regardless of the number of tracks. Applications are reviewed by the entire NWI training committee. There is a single interview process with representative supervisors from the four current training sites, after which applicants who have interviewed rank (and are ranked by) each track separately. Our selection criteria are based on the “goodness of fit” for success in our “excellent generalist” Scholar-Practitioner model, and look for interns whose training goals match the training that we offer. Please see the “Goodness of Fit” section in the full brochure.

Although there is an emphasis on training “excellent generalists” to serve rural Veterans, graduates have gone on to a variety of settings, urban and rural, including postdocs and entry-level jobs inside VA, as well as at university

<p>medical centers, private practices, etc. outside VA. Formal accredited postdocs for prior Interns have included specialty training in neuropsychology, health psychology, pain psychology, general outpatient mental health, PTSD, etc. The four training tracks are described in the full brochure, all of which train to APA’s 9 profession-wide competencies in slightly different ways within a single unified Internship structure.</p> <p>The VA Nebraska-Western Iowa in which our training program resides is an Equal Opportunity Employer. We are committed to ensuring a range of diversity among our training classes. All things being equal, consideration is given to applicants who identify themselves as Veterans, as having rural life experience, and/or as representing historically underrepresented groups including diversity on the basis of racial or ethnic status, sexual orientation, or disability status.</p>	
<p>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:</p>	
<p>Total Direct Contact Intervention Hours</p>	<p>Yes, Amount = 350</p>
<p>Total Direct Contact Assessment Hours</p>	<p>Yes, Amount = 50</p>
<p>Describe any other required minimum criteria used to screen applicants:</p>	
<p>The 350 hours of direct contact intervention experience is a minimum, with greater number of direct contact intervention hours preferred. Of the 350+ hours of intervention experience, we also prefer a significant proportion to be hours of CBT experience. Please see the “Goodness of Fit” section in the full brochure. As noted above applicants are required to have at least 350 hours of supervised intervention experience. We prefer that applicants have prior exposure to at least one type of empirically supported/evidence-based therapy, and if possible, some group therapy experience. If prior experiential training in cognitive-behavioral therapy (CBT) interventions or manualized interventions utilizing evidence-based practices is limited, then that should be addressed in the cover letter.</p> <p>Applicants are preferred to have a minimum of 50 direct assessment hours of supervised graduate level pre-internship practicum experience. There should be a minimum of five integrated psychological assessment reports that have been completed. Applicants who do not meet the assessment hours can still apply but strengths and weaknesses of assessment experiences should be discussed/addressed in your cover letter and or application</p>	

Financial and Other Benefit Support for Upcoming Training Year*	
Annual Stipend/Salary for Full-time Interns	\$33,469
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)	104
Hours of Annual Paid Sick Leave	104
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):	NA
<p>Other Benefits (please describe): See Brochure for details: 11 Federal Holidays = 88 hours</p> <p>The Family Medical Leave Act (FMLA) does not apply to Psychology Intern HTPs until they have been appointed for one year (same as non-trainee employees). However, a Psychology Intern is eligible to apply for up to 12 weeks (maybe more) of Leave without Pay (LWOP) but this will not be through the formal "FMLA procedures." If more is needed than AL and SL allow with advance permission, NWI may make a request to the national VA for permission to extend beyond the planned training year to make up hours (with no additional stipend). See Brochure for details.</p> <p>Once on board, Interns may inquire with local NWI HR about various work-life benefits:</p> <p>https://www.va.gov/OHRM/WorkLifeBenefits.asp e.g., the "VA Child Care Subsidy Program" for which Interns and other staff below a certain income level can apply after 90 days of 'employment':</p>	

<p style="text-align: center;">https://www.va.gov/ohrm/worklifebenefits/vachildcare.asp</p> <p>Other benefits:</p> <ul style="list-style-type: none"> • Liability Coverage • Worker’s Compensation (or equivalent) • Choice to participate in Life Insurance • At discretion of internship – limited Authorized Absence Leave. See Full Brochure. • Pay out of unused AL leave and transfer of unused SL when leaving the Internship <p>Federal Service Credit for future leave purposes (but not credited for retirement benefits)</p>	
<p>Initial Post-Internship Positions</p>	
<p>(Provide an Aggregated Tally for the Preceding 3 Cohorts)</p>	2019-2022
<p>Total # of interns who were in the 3 cohorts</p>	21
<p>Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree</p>	2
<p>Academic teaching</p>	PD=0, EP=0
<p>Community mental health center</p>	PD=0, EP=0
<p>Consortium</p>	PD=2, EP=0
<p>University Counseling Center</p>	PD=0, EP =0
<p>Hospital/Medical Center</p>	PD=3, EP =0
<p>Veterans Affairs Health Care System</p>	PD=2, EP =7
<p>Psychiatric facility</p>	PD=0, EP =0
<p>Correctional facility</p>	PD=0, EP =0
<p>Health maintenance organization</p>	PD=0, EP =0
<p>School district/system</p>	PD=0, EP =0
<p>Independent practice setting</p>	PD=2, EP =3
<p>Other</p>	PD=0, EP =0
<p>Note: “PD” = Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former</p>	

trainees working in more than one setting, select the setting that represents their primary position.

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VA Nebraska-Western Iowa Psychology Doctoral Internship: 6 Internship positions at 4 training sites for 2024-25

The overall aim of the NWI Doctoral Internship in Clinical Psychology Training Program is to develop competent, well-rounded psychologists prepared for independent practice as “excellent generalists” in rural America, preferably within the VA. This requires psychologists to be able to competently function within interprofessional collaborative teams, to utilize theoretically informed, evidence-supported (and preferably evidence-based) practices, while also having the ability to think critically when addressing areas of limited research.

All 4 training sites operate within a single unified Internship program, with many shared training experiences (e.g., weekly didactics and other trainings). Interns at all training sites train towards the same professional competencies, with some variation in experiences. All three training sites use four quarterly periods for purpose of formal evaluations.

Regardless of training site, each Intern receives a minimum of four hours of scheduled supervision, two of which must be individual supervision. All Interns participate in weekly Assessment Clinic group supervision (one and one-half hours), and a weekly general group supervision (one and one-half hour).

Outline of training tracks:

Note: “Rotations” are year-long experiences, typically under different supervisors. Evaluations are done three times a year, at the end of each of three “rotational periods.”

1) Track 221711 – “NWI – Rotation Based – Grand Island VA” Track – Grand Island, NE

This training track has two Intern slots for the 2024-25 Internship year. This track is based at the Grand Island VA. The Grand Island VA no longer has inpatient treatment settings but continues to have residential nursing home and residential substance abuse treatment settings, as well as being a very large outpatient facility (akin to a “Super-CBOC”).

The Grand Island VA training track has three ‘rotations’ of varying length. Across the training year, both Interns spend one day per week in the PTSD rotation, and one day per week in the Assessment Clinic. The other rotations are General Outpatient Mental Health (GMH) and Primary Care Mental Health Integration (PCMHI). The Grand Island track includes both individual and group work in the outpatient clinic (both GMH and PTSD) as well as group work within the residential substance abuse treatment program as part of the GMH rotation.

2) Track 221712 – “NWI – Rotation Based – Lincoln VA” Track – Lincoln, NE

This training track has a single Intern slot for the 2024-25 Internship year. The Lincoln VA Clinic is a very large community-based outpatient clinic (aka “Super-CBOC”).

The Lincoln VA Clinic training track has three year-long ‘rotations’ – GMH 2 days per week; PTSD 1 day per week; and Assessment Clinic one day per week. The GMH and PTSD training in Lincoln are primarily individual therapy experiences, although some group work may become available. There is an outpatient intensive substance abuse treatment program, and in the past some Interns in Lincoln have participated in the Anger Management group in this program. Provided the Intern is meeting expectations and if sufficient clinical experiences are available, they can request some of their GMH hours to be used within the PCMHI treatment environment.

3) Track 221713 – “NWI – NO Rotations – Rural Norfolk CBOC” Track:

This training track has a single Intern slot for the 2022-23 Internship year and is based at a smaller, more typically sized, rural “Community Based Outpatient Clinic” (aka “CBOC”) in Norfolk, NE.

The “Rural Norfolk NE/No Rotations” training setting does **not** have separate rotations nor different supervisors for different types of intervention cases. The Norfolk-based Intern trains to the same competencies as the other

training sites with a similar array of case types but in the order of how they walk in the door, rather than through rotational structure. The Norfolk-based Intern does more travel to the other training sites than his/her peers, which is also typical of rural psychology practice. When traveling to other training sites using the VA station vehicle, the Norfolk-based Intern can expand his or her clinical training experience and supervision across the other training sites.

4) Track 221714 – “NWI – Rotation Based – Omaha VA” Track – Omaha, NE

This training track has a two Intern slots for the 2024-25 Internship year. The Lincoln VA Clinic is a very large community-based outpatient clinic (aka “Super-CBOC”).

The Lincoln VA Clinic training track has three year-long ‘rotations’ – GMH, PTSD, and Assessment Clinic. The GMH and PTSD training in Omaha are primarily individual therapy experiences, although some group work may become available. There are residential and inpatient treatment programs in Omaha, and some interns may request elective time be spent in these areas. Provided the Intern is meeting expectations and if sufficient clinical experiences are available, they could request some of their elective hours to be used within the PCMHI treatment environment.