

ABBREVIATED CLINICAL PSYCHOLOGY INTERNSHIP HANDBOOK



Womack Army Medical Center



Fort Bragg, NC

PREFACE

This abbreviated handbook describes the doctoral Clinical Psychology Internship Program (CPIP) located at Womack Army Medical Center (WAMC), Fort Bragg, North Carolina. The CPIP Internship is intended to prepare graduates to provide world-class behavioral health services to Service Members worldwide. Full handbook available upon request.

Accreditation: The Womack Army Medical Center Clinical Internship Program is fully accredited by the American Psychological Association (APA), which may be verified by contacting the APA.

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TRAINING PHILOSOPHY, OBJECTIVES, AND OVERVIEW

Philosophy: The Clinical Psychology Internship Program (CPIP) is an APA-accredited internship located at Womack Army Medical Center (WAMC), in Fort Bragg, North Carolina. Our primary mission is to produce highly qualified, resourceful and autonomous professional psychologists, with the competencies and professional identity that will serve as a solid basis for an Army career. A Practitioner-Scholar model guides Internship training at WAMC, with an emphasis on clinical practice validated by empirical research. Our training goals are directly related to career outcomes, and Interns are thus being prepared for the dual career of clinical psychologists and military officers.

Interns have access to a wide range of opportunities designed to build mastery of core clinical skills in adult assessment, evidence-based psychotherapeutic interventions, and clinical consultation. Interns have opportunities for specialty training in cognitive assessment, personnel selection, health psychology, and postconcussive evaluations. By the end of the training year, Interns gain competency commensurate with entry-level readiness for independent practice in using an integrative approach to examination and intervention, linking the science of psychology with practical treatment outcomes.

At WAMC, special emphasis is placed on developing the Intern's ability to provide efficient clinical services to a large and diverse population of primarily Active Duty military Service Members. The program employs an integrative model of assessment and training that best fits the Interns' future practice in their careers as Army psychologists, both in deployed settings as well as during non-deployed assignments across the USA and worldwide locations.

Training Aims: The aims of this CPIP training program are to foster the development of a number of core competencies identified by all Army Clinical Psychology Internship Programs as being essential to the practice of clinical psychology within an Army setting (military-specific competencies). In addition, the CPIP incorporates the objectives of the Assessment of Competency Benchmarks developed by the

APA Board of Educational Affairs in collaboration with the Council of Chairs of Training Councils (CCTC). These domains are not mutually exclusive and naturally overlap and interrelate. Below are the summarized profession-wide competency domains for the CPIP Internship program.

Research	Ethical and Legal Standards
Individual and Cultural Diversity	Professional Values, Attitudes, and Behaviors
Communication and Interpersonal Skills	Assessment
Intervention	Supervision
Consultation and Interprofessional/Interdisciplinary Skills	

Pre-Internship Requirements: The following doctoral degree requirements must be completed prior to entrance into the Army: (1) All required coursework, (2) written and oral comprehensive examinations, (3) pre-internship practica, and (4) acceptance of dissertation/clinical research project proposal. Though not required, it is highly recommended that dissertation/clinical research project data collection is completed before the start of internship. Dissertation/clinical research project completion and university graduation (or documentation of completion of all graduate school requirements), are both required prior to the start of the Womack Army Medical Center Clinical Psychology Residency Program (CPRP).

Post-Internship Options: While the majority of recently graduated interns remain at WAMC for the second year CPRP, CPIP graduates may pursue one of two options following successful completion of the internship and graduation from their doctoral program:

- Option 1: Enroll in the 12-month WAMC CPRP which includes an optional three-month rotation of their choice in the areas of Operational Psychology, neuropsychology, or Clinical Research.
- Option 2: CPIP graduates may decline participation in the follow-on residency year and instead immediately obtain orders for their next Army assignment. However this option requires substantial preparation for licensure during the internship year, obtaining licensure within two months of graduation from the doctoral program, and approval by the Program Director.

PROGRAM OVERVIEW

Overview: The CPIP internship year is comprised of a two-week orientation period followed by a required nine-month clinical rotation, followed by one of three elective rotations.

Required Rotation: Adult Outpatient/Military Psychology (Behavioral Health Officer) Rotation: Training at WAMC is designed to prepare Interns for the requirements of Active Duty service as a military psychologist, which includes the need to practice all of the major professional skills across a given week. Instead of training each of the major skills in separate three-month rotation experiences as occurs at most sites, in this program Interns learn to balance all the skills of professional psychologists during an extended nine-month BHO Rotation. Our philosophy is that this is the same way that our graduates will be expected to function as military psychologists upon completion of training. Our “Train-as-You-Fight” model uses a developmental approach to help Interns to gradually acquire all of the competencies for becoming professional psychologists with no periods to allow attrition or degradation of skills. Therefore, our Interns learn how to conduct behavioral health evaluations and provide follow-up treatment/disposition of Active Duty patients, referred from a wide range of referral sources, with a variety of presenting problems. At the same time, they also carry a limited caseload of psychotherapy patients, and engage in supervised outpatient individual and group therapy practices. Interns concurrently learn how to assess and manage risk for self-directed and other-directed aggression

on an outpatient basis, as well as how and when to move patients to more intensive or controlled treatment environments. Interns also conduct military-specific evaluations including Security Clearance evaluations, Fitness for Duty evaluations, and suitability screenings for Army specific schools. Interns are simultaneously supervised on conducting psychological testing, preparing professional reports, and providing test feedback to a wide variety of referral sources. Finally, Interns receive supervision of supervision they provide to paraprofessional staff members, in a layered supervision approach.

On this rotation, Interns also receive training and supervision in evidenced-based treatment models (e.g., Cognitive Behavioral Therapy [CBT], Prolonged Exposure therapy [PE], Cognitive Processing Therapy [CPT], and/or Cognitive Behavioral Therapy for Insomnia [CBT-I]). Interns typically carry one to two cases in which evidence-based interventions are implemented. The overall objective is for Interns to gain competency in using an integrative approach to evaluation and intervention, linking the science of psychology with positive practical outcomes, in a training model that familiarizes them with and prepares them realistically for future Army assignments.

Elective Rotation 1 – Operational Rotation:

The Operational Rotation serves as an introduction to military Operational Psychology. This rotation provides Trainees opportunities to observe and practice the fundamentals and skills involved in three areas: (1) specialized occupational assessment and selection, (2) leadership development and coaching, and (3) performance enhancement skills for individuals and teams. This rotation consists of three days a week for three months focused on understanding the literature and instruments involved in assessment and selection, instruction and training in persuasion and influence, and observation of how to utilize these skills to support operations. Interns will have the opportunity to complete a written product in each of the three areas under supervision, with verbal and written feedback provided. The rotation focused on exposure to the myriad psychological domains involved in supporting military Operational Psychology as opposed to a mastery of these skills.

Elective Rotation 2 – TBI Clinic Rotation:

Interns making adequate progress in training may spend three days per week for three months at the National Intrepid Center of Excellence (NICoE) satellite located at Fort Bragg. Interns receive an introduction to neuropsychological principles, develop understanding of the basics of traumatic brain injury evaluation, and receive exposure to treating post-concussive symptoms for Service Members in both individual and group formats. Under the supervision of a licensed neuropsychologist, Interns also learn the fundamentals of cognitive assessment and neuropsychological report writing.

Elective Rotation 3 – Primary Care/Health Psychology:

On this rotation, Interns spend three days per week for three months receiving education and supervision on functioning as a Behavioral Health Consultant within a primary care medical clinic. Interns learn how to complete rapid evaluations of patients presenting with a variety of symptoms and concerns including but not limited to anxiety, insomnia, weight reduction, treatment adherence, lifestyle management, tobacco cessation, sex education, and diabetes management. Interns learn to provide brief, targeted interventions and make dispositional recommendations to medical providers. Interns also learn how to assist patients with increasing motivation for behavioral change.

Elective Rotation 4 (under development) - Child and Family Behavioral Health Services (CAFBHS):

CAFBHS provides clinical psychology and psychiatry services to children and adolescents between the ages of four to eighteen and to adult dependent spouses. Clinical services include Individual, couples, and family therapy with integration of parent training interventions. Components of this rotation include

assessment, treatment, and risk management for members of military families. The School Behavioral Health Program, a component of CAFBHS, affords opportunities to provide clinical services in a school setting and participate in multidisciplinary team collaboration.

Transrotational/ Year Long Requirements

Posttraumatic Stress Treatment: During the course of the training year, Interns participate in a transrotation outpatient clinic for the treatment of patients diagnosed with PTSD. Evidence-based treatment approaches are used under supervision and following appropriate training.

Supervision of Supervision: Throughout the course of the training year, including while on their elective rotations, Interns also continue to receive one hour of group supervision of supervision per week. This layered supervision is supervised by a licensed psychologist and has the explicit goal of helping Interns develop competency in clinical supervision. Interns meet weekly with Residents to discuss their supervision of 68Xs (Enlisted Behavioral Health Specialists).

Internship Meetings: All interns attend a monthly professional development/mentorship meeting with the Program Director. Interns also attend the quarterly All Hands department meeting.

Didactics

Didactic Training: A comprehensive program of regularly scheduled seminars, lectures, and workshops accompanies the intensive direct supervision provided on all rotations. Didactic presentations are designed to provide Interns with state-of-the-art information and training relevant to effective functioning as a psychologist in the Army.

Cultural and Individual Differences and Diversity: Internship training emphasizes the development of individual and cultural sensitivity in the provision of clinical care, addressed through didactics, supervisory discussion, and via formal hospital-wide training events. Interns engage in self-reflective practice regarding issues of race, ethnicity, age, gender, and other unique characteristics. Interns are expected to be sensitive and responsive to issues of cultural/individual diversity.

Training Hours

The program ensures that all CPIP Interns receive the required supervised experiences necessary to function as Clinical Psychologists, and to meet the training requirements for various state licensing boards as well as the National Register of Health Service Providers in Psychology. This is understood to be a minimum of 52 weeks or 2000 hours of supervised experience during the training year. The training year consists of 12 calendar months from October to September.

The Department of Behavioral Health and other clinics and services where Interns work typically have duty hours equivalent to a 40-hour work week. However, for Interns to obtain the maximum training value, including assigned and self-identified reading, a minimum of 50 hours per week is typically necessary. It is recognized that most state licensing boards allow credit for only 40 hours per week towards licensure requirements. Normal duty hours are 0700 hours to 1700 hours, Monday through Friday, and include 60 minutes for lunch.

Additional Functions, Roles and Support

Student Leadership Roles: Each intern serves a term as the Chief Intern during the CPIP year. This is a leadership position and Interns are expected to approach their duties with professionalism suitable to a military officer. Duties include meeting with the Program Director as needed to discuss Intern concerns

and receive information; conveying relevant information to fellow Interns; assisting with coordinating special projects; coordinating intern involvement in special events (Military Ball, etc.); and hosting Distinguished Visiting Professors (DVPs).

Intern Performance Evaluation

Self-Assessment/Initial Skills Assessment: A program level assessment of each Intern's skills is conducted prior to beginning the first rotation. This evaluation is used by the faculty to develop a general understanding of the Intern's particular strengths and areas of growth so that training may be appropriately tailored to the Intern's developmental needs. Remedial training may be employed to improve relative areas of deficit. Interns also self-assess at the start of each rotation.

Weekly supervision: Interns receive at least 4 hours of weekly scheduled supervision (individual and group). Supervision is intended to provide specific guidance regarding patient care, as well as to discuss broader clinical topics. Progress toward rotational competencies and learning goals is also reviewed.

Performance Evaluations: Supervisors complete quarterly competency evaluations to help Interns gauge performance. A minimum '3' rating in each domain is required by the end of each rotation, as well as at the end of the year to complete the internship. In the event that an Intern's progress is considered inadequate, increased supervision and/or modification of the training regimen will be discussed and instituted as necessary. Should performance and progress not improve to predetermined, objectively definable levels, processes to consider formal training status modification will be instituted.

Developmental Support Form, Officer Evaluation Support Form, Officer Evaluation Reports, and Individual Development Form: As military officers, Interns are rated on their military traits and performance. The Officer Evaluation Support Form is used to communicate the Intern's achievements throughout the rating period. Officers are rated annually by senior officers or senior staff members. Results become part of the Officer's permanent service record to be used in the promotion process.

The Individual Development Plan: The IDP is an informal dynamic training tool that aids in the development and tracking of training goals. The tool supports the APA requirement for individualized training, increased Intern participation in identifying strengths and deficits, and tracking of measurable goal achievement over the course of training. The IDP focuses on foundational competencies, rotation specific skills, and dissertation progress, and is reviewed and updated quarterly by the Program Director.

Intern Evaluation of Didactics Rotations, Supervision, and overall Internship Program: Interns complete evaluation of didactics upon completion of each professional speaker didactic. Interns complete a rotation evaluation form and supervisor evaluation form upon completion of each rotation. Interns submit a written critique of the training program in general at mid-year and at the end of the internship. Trainee identification on the critiques is optional.

Administrative Policies and Procedures:

The WAMC CPIP Program is committed to providing its Interns with a fair and effective learning environment. It is the intent that all policies, procedures, education, training, and socialization experiences are characterized by mutual respect and courtesy between Interns and training staff, in a manner that facilitates Interns' training and educational experiences. If an Intern believes that they are being treated unfairly or in any untoward manner, they can seek resolution of the problem by following the relevant GME policies and procedures outlined in the full handbook. A copy of the full program handbook is available upon request.