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Amherst H. Wilder Foundation  
Community Mental Health and Wellness & The Clinical Training Institute  
**Doctoral Internship in Health Service Psychology**

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**Welcome from the Internship Training Director**

Dear Prospective Applicant:

Thank you for your interest in our internship site! We have a long history of training students in the behavioral health field. Our robust training program, housed within our Clinical Training Institute (CTI), was founded in 2008. In 2025, our internship training program became a member of APPIC. Our focus and commitment to training has continued to strengthen and expand. Our staff are passionate about providing training, mentorship, supervision, and support for professionals across the continuum of professional development.

Wilder has a strong commitment providing services from a culturally-informed, whole-family approach. We provide a training experience that is multicultural, integrated, and multilingual by design, and interns can expect to work with a client population that comprises a wide range of racial, ethnic, language, and socioeconomic backgrounds.

Consistent with our organization-wide values, CTI's mission is to produce a workforce of clinical providers equipped to deliver culturally and linguistically exceptional services. We prioritize our training efforts to prepare interns to develop competence in working with historically marginalized groups or underrepresented identities. In addition, we focus on the skills needed to work with non-native English speakers.

For the 2026-2027 training year, two internship positions are offered. Interns will provide a combination of outpatient psychotherapy and psychological assessment and testing.

If you have any questions, please feel to reach out by email. We look forward to receiving your application!

Bee Xiong-Vang, MSW, PsyD, LP

Internship Training Director

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# Overview

## Who We Are

The Amherst H. Wilder Foundation uplifts people and families in Saint Paul, Minnesota and the surrounding communities. For over 100 years, we have created lasting, positive change rooted in people through our direct services, research, and community building. Utilizing the combination of knowledge, compassion, and action, we strive to improve lives today and for generations to come. Our dedicated efforts help people achieve their goals for health, stability, and prosperity.

## Mission, Vision, and Values

**Wilder Mission:** Wilder is a collective force for social good that works to see all people thrive. We champion stability and wellness through direct services, advocacy, and research.

**Wilder Vision:** People that thrive in their fullness. Good that lasts for generations.

**Wilder Values:** Our values drive our behaviors and define how we work together to fulfill our shared purpose. When we are at our best, the following actions and beliefs guide our work:

### We Center Equity

- Respect and respond to unique needs.
- Consider who is most impacted.
- Challenge traditional ideals and systems.
- Take action against bias, racism, and unfair treatment.

### We Listen with Intent

- Seek to understand before being understood.
- Pay attention to what is – and what isn't – said.
- Be aware of your presence.
- Trust perspectives different from your own.

### We Act with Kindness

- Invest in the well-being of others.
- Express appreciation.
- Offer grace.
- Practice self-compassion.

### We Build Trusting Relationships

- Take time to show up.
- Follow through and stay engaged.
- Hold multiple truths.
- Find joy in community.

### We Take Action with Others

- Ask what's present and imagine what's possible.
- Accept risks as opportunities to grow.

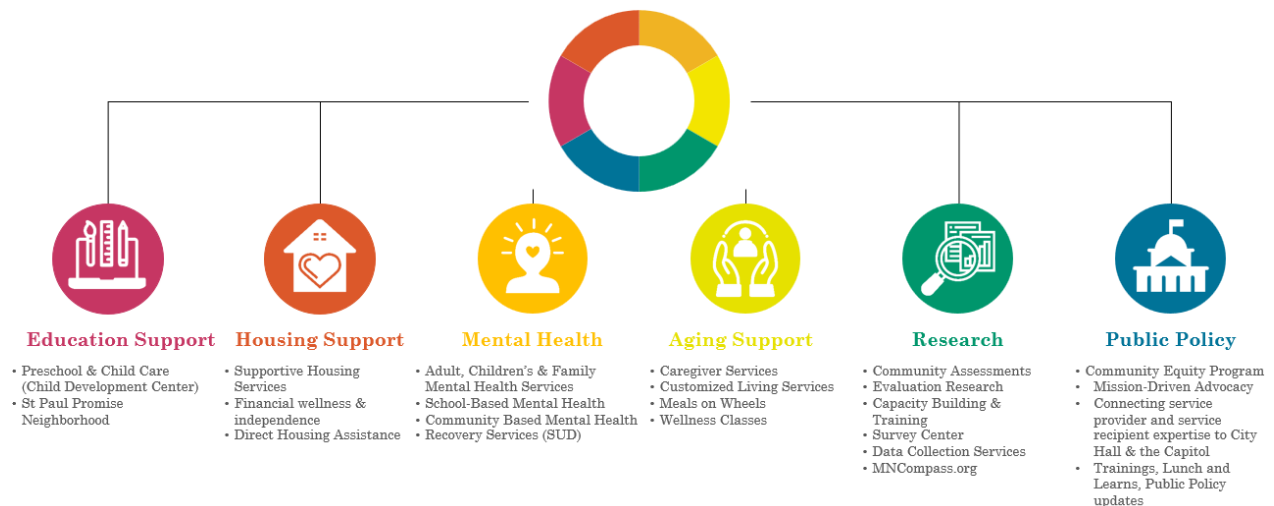
- Create spaces for authentic partnership.
- Celebrate shared success.

## Wilder Programs and Services

As a service provider, Wilder Programs has a commitment to serving the multifaceted needs of our clients and families. As such, we pledge to practice the following:

- The cultural experience of those served will be respected, valued, and used in meeting their needs.
- The diversity of those served will be considered in improving the effectiveness of the entire organization.
- We review the situations and circumstances of those who lack access to services or are from new, different, or underserved groups. We make changes to service delivery to respond to those not currently served and also to inform systems change.
- We accept complexity and invest time and work to collaborate with people we serve and local leaders with the aim of honoring the wisdom within every community.

In conjunction with our commitment to diversity, Wilder embraces a whole family approach to care. The whole family approach recognizes that Wilder is an ecosystem, made of up of staff, individuals, and families from different and intersecting communities, and that Wilder is part of a larger ecosystem made up of diverse communities, organizational partners, and municipal bodies. The whole family approach shifts Wilder's services to meet the interconnected and mutually reinforcing economic, health, and educational needs and goals of entire family systems—whether those family systems are comprised of parents and children, individuals, couples, older adults, multi-generational extended families, or chosen families. The graphic below illustrates the wide range of Wilder Programs offered to individuals, families, and the surrounding communities.



## Community Mental Health and Wellness

The internship program at Wilder takes place in the Community Mental Health & Wellness (CMHW) Clinic. As a Certified Community Behavioral Health Clinic (CCBHC), we provide integrated mental health and substance abuse treatment with a focus on trauma informed treatment.

In CMHW, our primary aim is to provide timely, culturally-informed, trauma-informed, person-centered, integrated care utilizing best practices in mental health treatment and wellness services that support people and their families.

We serve children, adolescents, and adults in an urban setting, and our clients comprise a diverse array of racial, ethnic, language, and socioeconomic backgrounds. By nature of our location, but also our intentional program designs, our clients are about 80% people of color (including 43% Asian, 31% Black/African American, 11% Hispanic/Latinx, and 2% Native American) and about 1/3 speak a primary language other than English. Many of our clients have been marginalized and experienced trauma, and may be at risk for exploitation. Every client is offered services for which they are clinically appropriate regardless of payment ability, and most of our clients are uninsured or underinsured.

In addition to providing services at our primary outpatient clinic, CMHW provides services in schools, in homes, and in the community. Our wide range of services includes outpatient and in-home therapy, addiction counseling, rehabilitative interventions, psychiatry, psychological assessment, day treatment, case management, and assertive community treatment among others. We also provide culturally specific programs and services for African American, African-born, Latinx, and Southeast Asian clients.

## **The Clinical Training Institute**

The Clinical Training Institute, which exists within CMHW, was established to help mental health practitioners develop their clinical skills, bridge their classroom learning with practical application, and move toward licensed independent practice. The unique focus of our training lies in our mission to prepare students with the knowledge and skills essential for delivering culturally and linguistically exceptional mental health services and interventions. We are committed to growing the workforce of psychologists capable of providing care informed by the unique sociocultural backgrounds of the clients we serve. As the number of culturally responsive providers increases, responsive and timely access for clients seeking mental health services will increase as well.

Activities of the Clinical Training Institute include training, mentorship, supervision, and support for professionals across the continuum of professional development—from students just starting their advanced degree education to fully trained professionals who are completing supervised work experience to obtain their professional license.

Our Clinical Training Institute and the trainees that participate have become an important part of the work we do and the service we are able to provide in the community. Over the years, Wilder has developed a rich environment for professional development and we anticipate your doctoral internship experience will be enriching and meaningful.

## **Internship Program Goals and Objectives**

Guided by the scholar-practitioner model of training, the internship program at Wilder promotes the application of empirical knowledge, theory, and evidence-based techniques in clinical practice. We prioritize the acquisition of clinical skills and emphasize practical, hands-on training. The research portion of our training emphasizes being a consumer of research. In addition, any research conducted focuses on the application of clinical and treatment practices.

In accordance with the American Psychological Association's Standards of Accreditation for Health Service Psychology, interns are expected to develop and demonstrate the following profession-wide competencies during the internship year. Successful completion of the internship program requires achievement of these core competencies.

1. Research.
2. Ethical & Legal Standards.
3. Individual & Cultural Diversity.
4. Professional Values, Attitudes, & Behaviors.
5. Communication & Interpersonal Skills.
6. Assessment.
7. Intervention.
8. Supervision.
9. Consultation & Interprofessional/Interdisciplinary Skills.

## The Training Experience

The training experience is designed to provide a wide variety of clinical and educational experiences that are sequential, cumulative, and graded in complexity with the aim of helping interns develop the competence and confidence to engage in the independent practice of health service psychology. While the program emphasizes the development of knowledge and skills necessary for generalist practice in community mental health, the diversity of the program will prepare interns to function effectively in a variety of managed care settings.

Training at Wilder emphasizes a whole-person approach to treatment, including aspects of human development and cultural background. In addition, we emphasize training psychologists to understand and diagnose the development of pathology, and work effectively with populations with various mental or behavioral health disorders. This includes robust training in assessing psychological disorders with a variety of measures.

We provide a training experience that is multicultural, integrated, and multilingual by design. We utilize best practices and industry-leading care models to teach culturally affirming and responsive treatment approaches, multidisciplinary models of care, and best practices in multilingual care.

### Direct Service Opportunities

#### Core Training Experience

The core training experience is comprised of generalist training in both outpatient psychotherapy and evaluation and testing. Interns can indicate their preference for greater emphasis on intervention or assessment training, but are expected to maintain a substantive balance of training in each area. Interns are expected to provide a minimum of 16 direct service hours per week, approximately 35% of their overall internship time.

Interns can state a preference for the focus of their work: children, adolescents, or adults. Interns can expect to complete the majority of their training within their preferred population of interest. However,

given the nature of the community mental health setting, interns should expect to work with some clients outside of their stated preference.

### *Outpatient Psychotherapy*

Our outpatient services offer opportunities for interns to provide comprehensive assessment as well as individual and family psychotherapy with children, adolescents, and adults. Our clinical staff utilize a variety of treatment approaches and modalities including Cognitive Behavioral Therapy, Motivational Interviewing, Managing and Adapting Practice, and play therapy. In addition, our staff practices a trauma-informed approach in all aspects of care and provides specialized trauma interventions including Trauma-Focused Cognitive Behavioral Therapy, Eye Movement Desensitization, and Reprocessing. Treatment strategies are adapted and implemented in consideration of clients' cultural identities, backgrounds, and language preferences. In addition, clients' functioning and needs are formulated within a holistic framework, with particular emphasis on integrated health practices.

### *Psychological Evaluation and Testing*

Our internship has a strong focus in psychological evaluation and testing. Psychological evaluation and testing are provided in a holistic context within an interdisciplinary team. Related professionals contribute to psychosocial assessment, interpretation, and cultural consultation. Testing services are provided to children, adolescents, and adults.

Some of the routinely used cognitive, learning, and memory tests include the Wechsler Scales, DAS, WRAT, WRAML, and C-TONI. The TOVA is also used to aid in the assessment of attention. We utilize a variety of measures in the assessment of developmental disorders including the ADOS. In personality assessments, the MMPI and Millon inventories are regularly used. Projective testing includes the Roberts, Rorschach, and TAT. In addition, we utilize a wide variety of adaptive and behavioral functioning inventories, such as the BASC, ABAS and SIB-R, as well as symptom-specific measures.

With support from licensed psychologists, interns have the opportunity to guide the evaluation team, provide testing, and work with referring providers to pursue resulting recommendations. Interns are responsible for key components of the evaluation process from pre-assessment to after care:

- Reviews case history and referral question.
- Identifies important areas for evaluation and ensures development of the assessment and testing plan.
- Collaborates with Team Evaluator and Test Specialist in completion of client evaluation as assigned, and leads client testing appointments with clinical supervisor support including:
  - Observing, jointly conducting, or independently conducting clinical interview(s) and testing, as appropriate.
  - Scoring and interpreting all performance-based testing, as appropriate.
- Facilitates case formulation and ensures determination of primary clinical conclusions, diagnosis(es), and recommendations.
- Identifies important points to cover for client explanation of findings and establishes plan for follow up.
- Conducts psychological consultation and interprets psychological tests with treatment, as appropriate.

### Additional Training Opportunities

In addition to direct services in therapy and assessment, interns are able to advance their skills through other focused practice opportunities. Depending on Wilder service area needs and availability, the following are potential opportunities that interns can elect to receive additional training and supervision in based on their personal training interests and learning goals:

#### *Group Therapy*

Interns may co-facilitate or facilitate therapy groups in outpatient services. The focus of therapy groups may vary depending on service needs; however, most groups are focused on the treatment needs of trauma survivors as well as clients with serious and persistent mental illness.

#### *Supervision and Consultation*

Supervision and consultation with masters or doctoral level practicum trainees is an area of focused training available to interns. This aspect of training provides an opportunity for interns to develop supervisory competence. They are assigned trainees for all or part of their internship and are guided in the scope of supervision practices and methods.

#### *Integration of Alternative and Indigenous Healing Practices*

This focus of training allows interns to develop their skills in providing complementary care, including mind-body interventions and the role of spirituality in healing. It provides an opportunity for interns to work within cultural communities that embrace indigenous healing, including energy healing, shaman healing, and religious practices.

#### *Early Childhood Assessment and Consultation*

Wilder serves young children and their families through a variety of community, educational, and behavioral health services. In Community Mental Health and Wellness, clinical services are provided to children under six in both educational and outpatient clinic settings. Interns training in early childhood assessment focus on developing their skills in conducting cognitive and developmental assessment, and in consultation to parents and providers.

## Supervision and Training

The internship training position provides for an average of eight hours per week in supervision, training, consultation, and other professional development activities. This includes approximately two hours per week dedicated to dissertation research.

### Supervision

Supervision at Wilder is intended to teach and support the development of interns' professional knowledge and skills. It will also promote the development of professional values and model ethical standards of practice. Supervisors are responsible for facilitating professional and personal growth, and fostering development of interns' clinical skills. Supervisors will monitor, evaluate, and document interns' performance of direct services and demonstration of the profession-wide competencies described above.

Supervision at Wilder is scaffolded to match individual stages of learning and development. In the early weeks of the training program, interns will collaborate with their supervisors to assess their level of competence across different domains, determine the associated level of supervision needed to be successful, and develop a formal supervision and training plan. While it is anticipated that interns will enter the program with varying levels of competence across domains of practice, it is expected they will gradually work toward proficiency and greater autonomous functioning as a member of a multidisciplinary team as the training year progresses. As intern competency increases, their caseloads and responsibilities will become increasingly complex. By the end of the training experience, the early emphasis on close supervision will transition to an emphasis on consultation and mentorship.

### Cultural Competence

Supervision will focus on cultural awareness including self-knowledge and cross-cultural navigation. In addition, case conceptualization, diagnosis, and treatment approaches will be examined through a cultural lens. Interns' cultural competence will be promoted by developing:

- Awareness of their own cultural background, and the related assumptions, values, biases, and preferences that influence assessment and intervention processes.
- Ability to respond to the unique needs of an individual client that arise from the client's culture.
- Ability to utilize the client's culture as a resource and as a means to optimize mental health care.
- Engagement in educational, consultative, and learning experiences to expand knowledge of and increase effectiveness with culturally diverse populations.

### Whole Family Care

Consistent with Wilder's whole family approach to care, supervision will promote:

- Recognition that a client's family has an important role in the client's life.
- Family participation in the client's treatment planning and care.
- Awareness of mental health needs of all family members.

## **Training Team and Clinical Supervisors**

**Kathryn McGraw Schuchman, MA, LP, Director of Psychology;** oversees psychological services and training in Community Mental Health and Wellness.

**Bee Xiong-Vang, MSW, PsyD, LP, Internship Training Director;** provides advisement and consultation to interns as needed around policies, procedures, and training program requirements. In addition, as *Clinical Supervisor of Psychological Evaluation and Testing Services*, Dr. Xiong-Vang provides clinical training and supervision in assessment.

**Kendra Van Rossum, PsyD, LP, Clinical Training Institute Director;** oversees clinical training for all behavioral health providers within Community Mental Health and Wellness, and is responsible for ensuring our internship training program meets quality standards.

**Raksmey Grotte, PsyD, LP, Clinical Supervisor & Staff Psychologist;** provides clinical supervision specializing in trauma-informed therapy.

**Rosie O'Brien, PsyD, LP, Clinical Supervisor & Staff Psychologist;** provides clinical supervision in therapy and assessment.



Each week, interns receive a minimum of two hours of individual supervision from one of the above clinical supervisors. One hour a week is provided by their primary clinical supervisor; an additional hour per week may be provided by their primary clinical supervisor or assigned to another clinical supervisor. Throughout the course of the training year, interns will receive supervision from at least two different clinical supervisors. Our clinical supervisors have completed required education for their degree and licensure. Wilder provides supervision for our clinical supervisors to support their skill development and guide their supervision practices. We also encourage ongoing professional development in this area.

Wilder also has an experienced and talented staff of allied mental health professionals including clinical social workers, counselors, psychiatrists, nurses, and case managers among others. Interns receive additional supervision from these allied staff, in consultation with their clinical supervisors. Interns may also receive supervision from unlicensed psychologists completing their postdoctoral placement at Wilder.

### **Intern Collaborative**

The Indian Health Board (IHB) is an APA-accredited internship site located in Minneapolis, Minnesota. The IHB has an important history and expertise in providing culturally responsive care in the Twin Cities community, and their approach to services aligns closely with Wilder's. Through partnership with the IHB, CMHW interns will have regular involvement with IHB interns at didactic trainings, case consultations, and other learning opportunities. This collaborative learning experience enables interns to connect, share knowledge, and explore perspectives across training sites.

### **Didactics**

The Clinical Training Institute has a robust didactic training program designed specifically for our interns and other clinical trainees. Each week, a two-hour long clinical seminar is facilitated by Wilder staff, our collaborative partner, or experts from the community. Attendance is required. Clinical seminars are provided in the following areas:

- Assessment including: culturally appropriate assessment, early childhood assessment, cognitive assessment, evaluation of disability and adaptive functioning, and assessment of personality disorders.
- Intervention including: child and adolescent psychotherapy, integrated health, substance use disorders, risk assessment and crisis intervention, trauma interventions, and alternative and complementary interventions.
- Individual and cultural diversity including: social determinants of health, gender identity and sexual orientation, and culture/identity/worldview.
- Communication and interpersonal skills including: cross-cultural communication, clinical interviewing across cultures, and interpretation in mental health services.
- Consultation and interprofessional/interdisciplinary skills including: interdisciplinary practices and effective case presentations/consultation.
- Ethical and legal standards including: ethical considerations related to culture and race, working with immigrants and refugees, and ethical practice/decision making.
- Professional values, attitudes, and behaviors including: reflective practice and self-care.
- Research including: application of the scientific methods and data-informed decision-making.
- Supervision including: cross-cultural supervision and the supervisory relationship/process.

Additionally, each intern is required to facilitate one clinical seminar during their training experience. Interns may select their own topic to present on, though they must receive approval from the Internship Training Director.

## **Group Supervision**

Case consultation is an important part of the intern training experience. In case consultation spaces, interns are trained in the practice of clinical case presentation, as well as various methods of consultation including reflective practices, assessment, and case conceptualization. The following case consultations are available:

1. Evaluation and Testing Services Case Consultation for CMHW doctoral practicum students and CMHW interns (weekly for one hour).
2. Collaborative Assessment Consultation for CMHW interns and IHB interns (monthly for one hour).
3. Interdisciplinary Case Consultation for CMHW service providers (monthly for two hours).

Interns are required to participate in a minimum of one case consultation per week. With guidance from their clinical supervisor, interns will determine which case consultations to attend based on the scope of their work and the clinical needs of their client caseload.

## **Additional Training Opportunities**

CMHW supports clinicians in developing competence in providing evidenced-based practice (EBP) clinical interventions. As part of their training experience, interns may have the opportunity to receive training in the following EBP areas of focus:

- Attachment Bio-Behavioral Catch Up (ABC).
- Cognitive Behavioral Therapy (CBT).
- Integrated Dual Disorder Treatment (IDDT).
- Managing and Adapting Practice (MAP).
- Medication Assisted Therapies for SUD.
- Motivational Interviewing (MI).
- Parent-Child Interaction Therapy (PCIT).
- Stages of Change.
- Trauma Focused Cognitive Behavioral Therapy (TF-CBT).
- Trauma Treatment: Narrative Exposure Therapy.
- Trauma Treatment: Other Evidence-Based Models.
- Trauma-Informed Child-Parent Psychotherapy (TI-CPP).

## **Evaluation**

Performance evaluation of interns with informal feedback by clinical supervisors is continuous. Formal evaluations are completed at established intervals throughout the training year. Our structured evaluations include the following:

- Pre and post intern self-evaluation of skills.
- Bi-annual evaluation of intern performance on the profession-wide competencies.
- Bi-annual intern evaluation of supervision and training experience.

- Intern evaluation of didactic sessions and seminars.

Interns are evaluated on the nine profession-wide competencies. Evaluations are based on direct observation, supervision, case consultation, and review of charting and reports. Interns will be provided the opportunity to review and discuss all evaluations with their clinical supervisors. Feedback on intern evaluations and intern progress in the training program is also shared with academic graduate training directors.

Our evaluations utilize a 5-point rating scale. At the mid-year evaluation, interns must be rated at a 3 or higher on all items to remain in good standing with the program. At the end of year evaluation, interns must be rated at a 4 or higher on all items to successfully graduate the program.

1	2	3	4	5
Significant Development Needed	Development Needed	Meets Expectations for Mid-year Internship	Meets Expectations for Completion of Internship	Exceeds Expectations for Completion of Internship
Significant development needed. Primarily observes tasks and demonstrates limited knowledge. Instruction and close supervision required.	Development needed. Offers contributions and demonstrates basic knowledge. Supervision required in most areas.	Meets expectations for mid-year internship. Conducts tasks with periodic support and demonstrates good working knowledge. Works independently on routine tasks. Moderate supervision required on challenging cases or new skill areas.	Meets expectations for completion of internship. Conducts the majority of tasks independently and demonstrates depth of knowledge. Some consultation needed in advanced or specialized areas.	Exceeds expectations for completion of internship. Conducts tasks independently and demonstrates authoritative knowledge. Consultation needed on complex cases only.

## Requirements for Completion

The internship is structured as one year of full-time training to be completed in no fewer than 12 months. Program completion requires 2000 hours of internship training activities under clinical supervision, with at least 25% of interns' time spent providing direct services to clients (500 hours for a 2000-hour internship). Direct service contact hours include individual or group therapy, face-to-face administration of psychological assessments, consultation of a psychological nature, provision of clinical supervision, and/or psychoeducational or outreach presentations to groups.

To successfully complete the program, interns must receive satisfactory ratings in the profession-wide competencies as described above. Furthermore, in exchange for the educational experience being provided to interns, we ask that interns agree to the following terms and conditions to facilitate a successful training experience:

- Comply with the Wilder Foundation's Standards of Conduct and policies and procedures; and seek out clarification or guidance if I am unsure how to respond to a particular situation.

- Adhere to Health Insurance Portability and Accountability Act (HIPAA) requirements, and protect the confidentiality, privacy, and security of Wilder Foundation information such as client records, employee files, contracts and agreements, and other business documents.
- Adhere to established Wilder Foundation business practices, follow any reasonable instructions that I may be given, and notify my supervisor of any undertaking for which I am not confident or qualified to perform, declining participation as appropriate.
- Complete assignments, tasks, and projects outlined for my internship.
- Work on the days/times and for the time period outlined in my training plan; and to contact my supervisor as early as possible when unable to fulfill the established and agreed upon schedule.
- Notify my supervisor should any problems or conflicts arise during my internship.

## Orientation

At the beginning of the training year, interns are required to participate in a month-long orientation program. This orientation covers aspects of workplace practices and procedures in addition to beginning clinical training. The primary objectives of workplace orientation include:

- An introduction to the Clinical Training Institute and CMHW internship.
- Review of Wilder program services.
- Review of telehealth, telework, and care coordination.
- Review of information technology, resources, and equipment.
- Review of Wilder Standards of Conduct, policies, and operational procedures to which the intern is expected to follow during the course of the internship. Interns will be provided a copy of the CMHW Doctoral Psychology Internship Handbook that outlines important policies and information for interns.

Additionally, the orientation focuses on providing the initial clinical training and professional development required to provide services at Wilder. These training topics include:

- Professional self-assessment.
- Developmental model of skill acquisition and performance expectations.
- Assessment of skills and supervisory evaluations.
- Person-centered care.
- Stages of change.
- Trauma-informed care.
- Integrated care.
- Co-occurring disorders.
- Culturally responsive care.
- Risk assessment and crisis intervention.

Intern orientation will be facilitated by the Internship Training Director and the Director of the Clinical Training Institute. Our Training Support Specialist will also support interns' initial onboarding and orientation to Wilder. Interns will continue to have access to training support staff for the duration of internship to help address questions, concerns, and other administrative needs that arise.

## Training Support and Resources

Interns are assigned a working station in a shared space for trainees that includes a desk and a monitor. In addition, office space may be available for permanent assignment. Interns are able to check out or reserve private office space for their client work. Interns also have access to additional shared working spaces throughout the building, including conference rooms and a large, open-seating café area. Once interns have completed three months of the training program, there is a possibility to do some hybrid work depending on supervisor approval.

Interns are provided with a laptop and other supplies that may be needed, including a docking station, headphones, etc. Interns will participate in technology onboarding at the beginning of their training experience to ensure they are comfortable utilizing the resources and technology at Wilder.

Throughout their training, interns have continuous access to support services, including front desk staff, scheduling assistance, a technology help line, and a CTI email for general inquiries related to training. The Wilder Library is a resource that interns can utilize to check out books, access journal articles, and stay current with scholarly literature. Wilder librarians are available to help with requests for information, literature searches, and more.

## Living in the Twin Cities

Although Wilder's primary location is in the racially and ethnically diverse Frogtown neighborhood of Saint Paul, Wilder's services, research, and community engagement work occurs throughout Greater Saint Paul and the surrounding metro region of the Twin Cities. The Twin Cities of Minneapolis and Saint Paul are known for their excellent K-12 education system, diverse neighborhoods, thriving arts community, and well-developed parks and recreation areas. The metro region is also consistently ranked among the nation's most walkable and bikeable communities. Buses and light rail trains connect the downtown areas and provide access to the Mall of America and the Minneapolis-Saint Paul airport. Car, scooter, and bike sharing systems provide additional commuting options.

In Saint Paul, the Frogtown neighborhood is known as one of the most ethnically diverse communities in the Midwest. Approximately 75% of Frogtown residents are people of color, with particularly robust Asian and African American communities. Saint Paul is also home to the Rondo neighborhood, which was once the heart of Saint Paul's most prominent African American community. Minneapolis is proud to be the landing ground for many members of the Somali and Hmong communities. Additionally, the Hispanic/Latino community in Minneapolis is quickly growing.

The Twin Cities always have something to do. The arts and culture scene has many options for live theatre, music, and dance. In fact, the Twin Cities metro region has over 200 theatres and numerous concert venues. There are over 50 museums in Minneapolis alone, and museums of art, science, and history are scattered throughout the larger metro, including the popular Science Museum of Minnesota. For sports fans, the Twin Cities has teams in several major professional leagues including baseball, football, basketball, soccer, and hockey.

True to our state's nickname ("The Land of 10,000 Lakes"), there are dozens of lakes in the metro area and many popular trails along the lake shorelines. In the summer months, paddle boarding, hiking,

camping, and swimming are just a few of the possible recreation activities. Although the weather can be unpredictable and cold during the winter season, Minnesotans find ways to stay active year-round. Winter activities include ice skating, skiing, sledding, ice fishing, and snowshoeing.

For more information on things to do, neighborhoods, and living in the Twin Cities, we recommend visiting the following websites:

<https://www.exploreminnesota.com/minneapolis-st-paul-area>

<https://www.minneapolis.org/>

<https://www.visitsaintpaul.com/>

## Application and Selection Procedures

Self-motivated interns who have a passion for social justice, are committed to health equity, and have a desire to work with a diverse population of clients are considered a good fit for our training program.

We participate in the Internship Matching Program sponsored by the Association of Psychology and Postdoctoral Internship Centers (APPIC). All applicants must register online for the Match to be eligible for our internship. More information about the Match, including registration and current dates and deadlines can be found at <https://natmatch.com/psychint/index.html>.

### Practica and Academic Preparation Requirements

Applicants should have the following minimum qualifications:

- Completed a minimum of three years of pre-internship graduate training at the time of application to internship.
- Completed formal academic coursework in a degree-granting clinical, counseling, or school doctoral psychology program before starting internship.
- Dissertation proposal approved at the time of application to internship.
- Successful completion of comprehensive exams at the time of application to internship.
- Completed a minimum of 300 supervised intervention hours before starting internship.
- Completed a minimum of 100 supervised assessment hours before starting internship, including a minimum of eight integrative psychological assessment reports.

To apply, please provide the following information through the AAPI Portal which may be accessed at [www.appic.org](http://www.appic.org). The following application materials are required:

- 2026-2027 Application for Psychology Internship (AAPI).
- Cover letter indicating your interest in Wilder and your training goals. Applicants should illustrate a commitment to working in a community mental setting, and developing competence in providing culturally responsive care. In addition, applicants can indicate any preferences for the age group they would like to primarily work with for their core training experience. Applicants who are interested in completing training in one of the specialty training concentrations (i.e., group therapy, supervision and consultation, integration of alternative and

indigenous healing practices, or early childhood assessment and consultation) should describe their interest.

- All graduate transcripts.
- Current vita.
- One de-identified psychological assessment/testing report.
- Three letters of recommendation, preferably one from your academic advisor and two from recent clinical supervisors.

## Selection Procedures

All completed applications submitted through the APPIC Portal by the deadline of December 5<sup>th</sup>, 2025 at 11:59PM EST will be reviewed by the selection committee, which includes the Internship Training Director and one or more members of the training team. Priority is given to applicants who have prior experience in a community mental health setting and working with marginalized populations, knowledge and experience providing culturally and linguistically responsive services, and desire to work from a trauma-informed, family-centered clinical orientation.

Applicants will be notified of interview status by December 22<sup>nd</sup>, 2025 via email. Applicants invited to interview will be offered a two-hour, virtual interview with members of the selection committee. The first hour will include a traditional question and answer interview, followed by a second hour of case review. Interviews will be scheduled from January 5<sup>th</sup> through January 16<sup>th</sup>, 2026 and interview questions and case material will be provided in advance. Applicants invited to interview are also offered to attend one of our virtual open houses: January 8<sup>th</sup> from 5-6pm CST or January 15<sup>th</sup> from 5-6pm CST. The first portion of the open house will include a supervisor meet-and-greet, followed by a question and answer session with current interns. Attendance at one of the open houses is encouraged, though not required. Following interviews and open houses, applicants seeking additional information or clarification on any aspect of the training program are invited to follow up with the Internship Training Director via email.

Rank order lists for internship sites and applicants must be submitted to the National Matching service. Our internship program code is **2632**. Wilder agrees to adhere to the APPIC policy that no person at this training site will solicit, accept, or use any ranking related information from any intern application. We follow APPIC policy regarding offers and acceptance. Please note that the final appointment of applicants to the internship at Wilder is contingent upon the successful completion of a criminal background investigation.

## Training Stipend and Benefits

For 2026-2027, Wilder has two full-time internship training positions. The internship start date is August 3<sup>rd</sup>, 2026. Interns receive a stipend of \$45k. Full-time interns work Monday through Friday from 9a-5p, totaling 40 hours each week.

Interns are eligible for the following benefits: health and dental insurance, life insurance, professional liability insurance, long-term disability insurance, and an EAP program. They are provided ten days PTO and nine Choice Days for additional time off, totaling 19 days of available paid leave.



In addition to the annual stipend, interns are eligible for up to \$500 for professional development funds to be used during the training year. Additional compensation for professional development expenses beyond the \$500 may be available, though is not guaranteed. Professional development funds may be utilized for materials and/or trainings that are directly related to the development of professional competencies in health service psychology. Examples include online courses, workshops, conferences, books, and professional association memberships. All purchases must be approved by the Internship Training Director.

## Equal Employment Opportunity and Affirmative Action Policy

Wilder provides Equal Employment Opportunity to all employees and applicants for employment in accordance with all applicable equal employment/affirmative action laws, directives, and regulations of federal, state, and local governing bodies or agencies thereof, specifically Minnesota Statute 363 and Saint Paul Legislative Code Section 183.04.

Wilder does not discriminate against or harass any employee or applicant for employment based on race, color, creed, religion, national origin, sex, gender identity, sexual orientation, disability, age, marital status, familial status, pregnancy, genetics, veteran or military status, or status in regard to public assistance.

Wilder takes affirmative action to assure its practices are free of such discrimination. These practices include, but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training or development opportunities.

## Administrative Policies & Procedures

Whenever possible, the training team will make concerted efforts to collaboratively remediate intern concerns to ensure interns' retainment and successful completion of the internship program. Wilder is committed to providing open and honest communication regarding intern performance, problems, or conflicts that arise during the course of the internship.

To support and protect interns' rights, the Clinical Training Institute utilizes established policies and procedures for due process, appeal, and grievances. This information will be made available to interns during orientation. In the rare circumstance where concerns cannot be addressed by the Clinical Training Institute, Wilder Human Resources involvement and eventual termination from the internship program may occur.

For additional questions about the internship program, please contact Bee Xiong-Vang, Internship Training Director, at [bee.xiong-vang@wilder.org](mailto:bee.xiong-vang@wilder.org).

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