Amherst H. Wilder Foundation

Community Mental Health and Wellness & The Clinical Training Institute

Doctoral Internship in Health Service Psychology

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. Since then, our focus and commitment to training have 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 to diversity and 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.

As part of Wilder's commitment to diversity, equity, and inclusion, we hold ourselves accountable to retain a workforce that is representative of our community's diversity. Almost 60% of our employees identify with a race other than White, including Asian, Black, Hispanic/Latino, two or more races, Native Hawaiian/Pacific Islander Indigenous, and American Indian or Alaskan Native. Additionally, almost two thirds of our leaders are people of color.

Consistent with our organization-wide values, CTI's mission is to produce a diverse workforce of clinical providers equipped to deliver culturally and linguistically exceptional services. We prioritize our efforts in support of the advancement of professionals of color from diverse cultural and ethnic backgrounds. Interns who identify with historically marginalized or underrepresented identities, or those who multilingual, are especially encouraged to apply.

For the 2027-2028 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!

Dr. Ryan Hovis, MA, PsyD, LP
Internship Training Director
Ryan.Hovis@wilder.org

Overview

Who We Are

The Amherst H. Wilder Foundation uplifts people and families in Saint Paul, Minnesota, and the surrounding communities. For over one hundred 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.

Wilder Mission, Vision, and Values

Our 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.

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

Our 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 diversity. 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 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.

Wilder is an ecosystem, made 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 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 culturally responsive, 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 one-third speak a primary language other than English. Many of our clients have been marginalized and experienced

trauma and may be at risk of 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 produce a diverse workforce of clinical providers equipped to deliver culturally and linguistically exceptional client-oriented mental health services and interventions. Accordingly, we prioritize our efforts in support of the advancement of professionals of color from diverse cultural and ethnic backgrounds. 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 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.

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 diagnostic 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, co-occurring disorders, 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, and specific evidence-based treatment modalities. Treatment strategies are adapted and implemented in consideration of clients' cultural identity and

background and language preferences. In addition, clients' functioning and needs are formulated within a holistic framework, with particular emphasis on integrated health practices.

Interns may also co-facilitate or facilitate outpatient therapy groups. 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.

Psychological Evaluation & 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. 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 Rorschach, TAT, and Roberts. 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 including case review, clarification of the referral question, and development of the assessment and testing plan. Interns collaborate with their clinical supervisor and team evaluators in conducting clinical interview(s), administering, and scoring tests. A primary focus of evaluations includes a discussion of case formulation and recommendations with clients and family members, and members of the clients' care team. Interns may also conduct psychological consultation and interpret psychological tests with treatment providers, as appropriate.

Supervision and Training

The internship training position provides 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 and training 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 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

Wilder's whole family approach aims 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. Consistent with Wilder's whole family approach to care, supervision and training will promote:

- Recognition that a client's family has a vital 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.

Integration of Alternative and Indigenous Healing Practices

The diversity of our client population provides an opportunity for interns to work within cultural communities that embrace indigenous healing including energy healing, shaman healing, and religious practices. Supervision and training will support interns in developing their knowledge of complementary care approaches and incorporating mind-body interventions and spirituality in treatment.

Trauma-Informed Treatment

Trauma-informed care is a cornerstone of practices at Wilder. Overall, trauma-informed mental health care focuses on understanding the impact of trauma, fostering resilience, and delivering compassionate, person-centered care. Through supervision and training interns will learn to:

- Recognize the signs and effects of trauma.
- Foster emotional safety and therapeutic trust.
- Conduct comprehensive, trauma-informed assessments.
- Teach coping, emotional regulation, and resilience skills.

Training Team and Clinical Supervisors

The internship program is overseen by Dr. Ryan Hovis, MA, PsyD, LP. As the Training Director, Dr. Hovis provides advisement and consultation to interns as needed around policies, procedures, and training program requirements. The core internship training team consists of four licensed psychologists:

Dr. Ryan Hovis, MA, PsyD, LP; Training Director & Supervisor

Dr. Bee Xiong-Vang, MSW, PsyD, LP; Clinical Supervisor & Staff Psychologist

Dr. Raksmey Grotte, PsyD, LP; Clinical Supervisor & Staff Psychologist

Dr. Rosie O'Brien, PsyD, LP; Clinical Supervisor & Staff Psychologist

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 and training from these allied staff, in consultation with their clinical supervisors.

Intern Collaborative

The Indian Health Board (IHB) is an APA-Accredited internship site located in Minneapolis, MN. 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 IBH, CMHW interns will have regular involvement with IHB interns at didactic trainings and case consultations. This collaborative learning experience enables interns to connect, share knowledge, and explore perspectives across training sites.

Training Seminars

The Clinical Training Institute has a robust training program designed specifically for our licensed clinicians and clinical trainees provided by Wilder professionals or experts from the community. In addition, didactic clinical seminars are provided for our interns. These seminars are designed to support interns' development of knowledge and skills in the core professional competency areas:

- *Research*: Application of scientific methods and data informed decision-making.
- *Ethical & Legal Standards*: Ethical considerations related to culture and race, working with immigrants and refugees, and ethical practice/decision making.
- *Individual & Cultural Diversity*: Social determinants of health, gender identity and sexual orientation, and cultural worldview.
- *Professional Values, Attitudes, & Behaviors*: Reflective practice and self-care.

- *Communication & Interpersonal Skills*: Cross-cultural communication, clinical interviewing across cultures, and interpretation in mental health services.
- *Assessment*: whole person assessment, dimensional assessment, culturally appropriate assessment, and evaluation of disability and adaptive functioning.
- *Intervention*: Integrated health, dual disorder treatment, risk assessment and crisis intervention, trauma interventions, meditation practices, and spiritual and indigenous healing.
- *Supervision*: Cross cultural supervision and the supervisory relationship/process.
- *Consultation & Interprofessional/Interdisciplinary Skills*: Interdisciplinary practices and effective case presentation and consultation.

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

Group Supervision and Consultation

Case consultation is an important part of the intern training experience. In 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. Interns, along with practicum students and post-doctoral fellows training in assessment, are required to participate in weekly consultation with the Evaluation and Testing Services team.

Additionally, interdisciplinary consultation is provided monthly for CMHW service providers. With guidance from their clinical supervisor, interns may attend consultations, based on the scope of their work and the clinical needs of their client caseload.

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 Significant Development Needed	2 Development Needed	3 Meets Expectations for Mid-year Internship	4 Meets Expectations for Completion of Internship	5 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, family, 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 clarification or guidance if they are unsure how to respond to a particular situation.
- 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 given, and notify their supervisor of any undertaking for which they are not confident or qualified to perform, declining participation as appropriate.
- Complete assignments, tasks, and projects outlined for their internship.
- Work on the days/times and for the time outlined in their placement agreement; and to contact their supervisor as early as possible when unable to fulfill the established and agreed upon schedule.
- Notify their supervisor should any problems or conflicts arise during my internship.

Orientation

Intern orientation will be facilitated by the Internship Training Director and the Director of Psychology. Our Training Support Specialist will also support interns' initial onboarding and orientation to Wilder. At the beginning of the training year, interns are required to participate several days of orientation. Initial orientation covers aspects of workplace practices and procedures. The workplace orientation includes a review of the following:

- Wilder program and services.
- Telehealth, telework, and information technology resources and equipment.
- Wilder Standards of Conduct and workplace policies.
- HIPAA standards and security practices.

In addition to the workplace orientation, interns participate in orientation to the Clinical Training Institute and CMHW internship. This includes orientation to the following:

- Requirements of the internship and operational procedures relevant to the program.
- Training and supervision expectations, and development of the training plan.
- Developmental model of skill acquisition and performance expectations.
- Assessment of skills and supervisory evaluations.
- Foundations of outpatient clinical services and administrative procedures.

Interns will be provided a copy of the CMHW Doctoral Psychology Internship Handbook that outlines important policies and information for interns. 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 to an office for the duration of their placement. They also have access to additional shared 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 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 ethically 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 two hundred theatres and numerous concert venues. There are over fifty 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 have 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

We are looking for interns who demonstrate a commitment to working with issues of diversity and developing competence in providing culturally responsive care. Self-motivated interns committed to issues of social justice, health equity, and family/person-centered care would be excellent fit for our site. Interns who identify with cultural and ethnic minority communities, and who have dual language experience, are especially encouraged to apply.

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. The Match registration can be found at https://natmatch.com/psychint/. Current dates and deadlines pertaining to Phase I and Phase II of the Match can be found at https://www.appic.org/internships/Match/About-The-APPIC-Match/APPIC-Match-Dates.

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.
- Competed 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. The following application materials are required:

- 2027-2028 Application for Psychology Internship (AAPI).
- Cover letter indicating your interest in Wilder and your training goals. In addition, applicants can indicate any preferences for the focus of their training experience.
- 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 Monday, November 30, 2026**, 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 should illustrate a commitment to working with issues of diversity and equity and developing competence in providing culturally responsive care.

Applicants will be notified of interview status by **Monday, December 14, 2026**, via email. Applicants invited to interview will be offered a two-hour interview with members of the selection committee. Applicants are given the option to meet via a videoconferencing platform or in-person. 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 4th through January 15th, 2027,** and interview questions and case material will be provided in advance. Following interviews, 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. Applicants invited to interview are also offered to attend one of our virtual open houses: **Wednesday, January 6th from 5-6pm, CST, or January 13th 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.

Rank order lists for internship sites and applicants are due to the National Matching service, https://natmatch.com/, by **Friday, February 5, 2027**, 11:59PM EST. 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 2027-2028, Wilder has two full-time internship training positions. The start date of the internship is **Monday, July 5, 2027**. 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 two weeks PTO and nine Choice Days for additional time off, totaling approximately one month of leave time.

In addition to the annual stipend, interns can receive a minimum of $500 for professional development funds to be used during the training year. Professional development funds may be utilized for materials and/or training that are 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.

Fair Labor Standards Act Compliance

Both the intern and Wilder acknowledge, consistent with the U.S. Department of Labor and the standards for internships under The Fair Labor Standards Act, that:

- The internship, even though it includes actual operation of Wilder facilities, must be similar to training which would be given in an educational environment.
- The internship experience is for the benefit of the intern.
- The intern does not displace regular employees but works under close supervision of existing staff.
- Wilder derives no immediate advantage from the activities of the intern, and on occasion its operations may be impeded.
- The intern is not entitled to a job at the conclusion of the internship.
- Wilder and the intern understand that the intern is not entitled to wages for the time

spent in the internship.

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 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 rare circumstances 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.