

# **FEDERAL CORRECTIONAL INSTITUTION TERMINAL ISLAND**

**San Pedro, California**



## **DOCTORAL INTERNSHIP IN HEALTH SERVICE PSYCHOLOGY (2022-2023)**

APA PROGRAM NUMBER# 001697

APPIC PROGRAM CODE# 1167

Member of The Association of Psychology Postdoctoral and Internship Centers (APPIC)

American Psychological Association

Commission on Accreditation-Accrediting Body

**Notice to all applicants: This program abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant.**

*Updated: September 27, 2021*



## **TERMINAL ISLAND AND THE SURROUNDING AREA**

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The Federal Correctional Institution at Terminal Island is uniquely located on the coast between San Pedro and Long Beach. Impressive ocean views are visible from many buildings and grounds within the institution. In the early morning, it is common to hear the barking of seals and sounds of various sea birds. While fog may roll in during the brief winter season, it is sunny and bright most of the year. Sunglasses and sunscreen are a necessity! All staff, including interns, have access to the staff training center, which includes a full gym with weights and cardio equipment.

Terminal Island connects to the mainland via bridges. To the west, is the Vincent Thomas Bridge, which leads to the community of San Pedro. To the east, the island connects to Long Beach via the Gerald Desmond Bridge. The area is within Los Angeles County. Los Angeles is California's largest city, both in terms of territory and population. The current population estimate is approximately 3.5 million filling 465 square miles. Los Angeles is not a city in the traditional sense of the word. Instead, it is a collection of intermingling communities, each contributing their own identity and character. Although public transportation is available across most of Los Angeles, the unique location of the institution on Terminal Island requires employees to use their own vehicles to commute to work.

Terminal Island and the greater Los Angeles area boast a mild climate with temperatures averaging 70 degrees. Los Angeles offers many attractions that contribute to its character. These sights are

desirable locales for both LA residents and international tourists. From Beverly Hills, best known for the exclusive Rodeo Drive and the luxurious homes, to downtown urban Los Angeles, there is a successful blend of diverse cultures, peppered with distinctive arts, foods, and ways of life. Many large colleges and universities are within an hour drive of Terminal Island. There are hundreds of miles of beaches, where you can swim, surf, walk, run, or bicycle. Nearby Long Beach is home to the Aquarium of the Pacific, the Queen Mary, and the Museum of Latin American Art. The local mountains offer a multitude of sporting activities including skiing and snowboarding in the winter, and hiking and mountain biking in the summer.

While southern California is known for its high-priced housing, rentals are generally more affordable. The median priced apartment rentals in the neighboring communities of San Pedro and Long Beach are \$1,000 for a studio, \$1,400 for a one bedroom, and \$1,900 for a two bedroom.

## **MISSION STATEMENT**

The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

FCI Terminal Island is one of 122 institutions currently operated by the Federal Bureau of Prisons (BOP). It is located within the Western Region, which is one of six BOP regions. Headquarters for the BOP (Central Office) is in Washington, D.C. The BOP also has six regional offices, two staff training centers and an office complex in Grand Prairie, Texas, that serve all institutions and the Central Office with respect to employee services, designation and sentence computation, and a field acquisitions. Finally, the BOP contracts with approximately 150 Residential Reentry Centers across the country. The BOP is the largest correctional system in the United States and is responsible for the custody and care of more than 177,000 federal offenders. The BOP operates institutions at five security levels: minimum, low, medium, high, and administrative (house inmates of all security levels).

FCI Terminal Island is a low security federal prison for men, located on the Los Angeles Harbor near San Pedro and Long Beach, CA. The average daily population is approximately 1,100 inmates. The racial composition of the inmate population is 30% Hispanic, 20% Caucasian, 17.5% African American, 3% Asian and 1.5% Native American. The mean age of inmates is 42.5 years.

Approximately 62% of the inmates at FCI Terminal Island are incarcerated for drug-related charges, 8.9% for weapons offenses, 8.3% for sex offenses (including child pornography), and 6.8% for fraud. Consistent with a low security facility, 67% of the inmates at FCI Terminal Island have no documented history of violence. The median sentence length for inmates at the facility is 87 months.

The staff complement at FCI Terminal Island is 269. While the largest staff contingent is in Correctional Services, the institution has employees in unit management, education, religious

services, health services, psychology, human resources, food services, and the business office, among others. Approximately 73% of the staff is male and 27% are female.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consulting services to inmates and staff. Psychological services within the institution ensure every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community. The focus of treatment varies from the amelioration of crisis situations to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Specifically, the mission of FCI Terminal Island is that of a Care Level 3 facility. At Care Level 3 facilities, severely and persistently mentally ill inmates with conditions that require weekly clinical contacts are identified and referred for evidenced based treatment. Inmates present with a variety of medical and mental health problems. In terms of mental health issues, inmates exhibit a range of diagnoses, which may include psychotic disorders and/or cognitive impairment. While inmates may periodically require inpatient hospitalization, services aim to help inmates maintain their outpatient status.

## **PSYCHOLOGY INTERNSHIP AT FCI TERMINAL ISLAND**

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### **SERVICES OFFERED BY THE PSYCHOLOGY SERVICES DEPARTMENT**

The services provided by Psychology Services at FCI Terminal Island include psychological screenings of newly admitted inmates, brief treatment of adjustment symptoms, crisis intervention, and suicide risk assessment and prevention. We also provide drug abuse treatment, psychological assessment, and consultation with staff regarding inmate management concerns and personal issues. Opportunities exist to provide brief and long- term treatment in individual and group formats. Group formats can range from psycho- educational topics to process-oriented and may reflect intern interests. Past topics have included anger management, emotional self-regulation and criminal thinking errors.

The primary services offered by the Psychology Services department serve as a framework for the core curriculum of the internship program. All interns receive training and supervised experience in the following areas:

**Intake Screening:** Each inmate who arrives at the facility is interviewed to assess current mental status and the appropriateness of further monitoring and intervention. At this time, programming recommendations are suggested, such as individual or group therapy, substance abuse treatment, anger management, and referrals for a psychiatric consultation.

**SHU Reviews:** Inmates housed in the Special Housing Unit undergo a brief mental status examination at least every 30 days.

Psychosocial Intervention: Clinical interventions include brief and long-term individual therapy as well as educational and process-oriented group therapy. Therapy sessions and groups are generally held on a weekly basis.

Suicide Prevention and Crisis Intervention: Immediate evaluation and intervention are offered to inmates experiencing a crisis situation, or whose mental status has decompensated. A psychologist is on-call after hours and on weekends to respond to such emergencies. All FCI Terminal Island staff play a vital function in suicide prevention and are provided training in identifying warning signs and procedures for referral to Psychology Services.

Assessment: Psychological evaluations are performed in response to referrals from many sources, including other clinicians, the drug treatment staff, and the education department. Psychological testing is used when necessary to provide useful information. Interns are required to complete at least one battery per Rotation, though they may take on additional assessments if they so desire.

Consultation, Evaluation, and Organizational Interventions: Frequent consultations occur with other departments, especially Psychiatry, Health Services, Unit Management, and Correctional Services. Building relationships and networking with other disciplines are essential for effective organizational intervention. All staff members contribute to the yearly internal program evaluation (operational review) of department activities.

Mental Health Chronic Care for inmates with Chronic Mental Illness: Psychology Services provides individualized clinical intervention to all inmates assigned Mental Health Care Level 2 and 3. Psychology services staff formulate diagnoses and assess level of functioning for inmates with these chronic care assignments. An individualized treatment plan is developed, and evidenced-based interventions provided to meet the needs of each inmate. This includes regular interdisciplinary treatment team meetings to facilitate treatment progress and goals identified in treatment plans. Referrals and consultation occur routinely with the health services staff and psychiatry providers.

## **GOAL OF THE INTERNSHIP PROGRAM**

The training offered by the FCI Terminal Island Internship Program is designed with the goal to train entry-level professional psychologists who can also function competently in the correctional environment.

The primary goal of the Psychology Internship is to provide training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training and supervised practicum experience. To accomplish the goal, the program stresses development of competence in Research, Ethical & Legal Standards, Individual & Cultural Diversity, Professional Values and Attitudes, Communication & Interpersonal Skills, Assessment, Intervention, Supervision, and Consultation & Inter-professional/Interdisciplinary Skills.

## **STAFF AND RESOURCES**

Currently, FCI Terminal Island has six full-time psychologists, four doctoral interns, nine drug treatment specialists, two administrative assistants and two practicum students. Two of the five psychologists are licensed in the State of California, and one in Florida.

Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. Two full-time administrative assistants provide the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Office space and computers are available for intern use. Currently, four offices are designated specifically for intern use. Educational materials and DVDs on psychological and drug treatment topics are available, as well as a large library of psychological testing materials, references, and treatment manuals.

Our staff department is incredibly proud of the diversity, rich experience, and breadth of expertise represented across the staff in the Psychology department at FCI Terminal Island.

### **Parinaz Villafrate, Ph.D., Internship Program Coordinator**

Dr. Villafrate received her degree in Clinical Psychology with an emphasis in Health Psychology from the California School of Professional Psychology at Alliant International University. She completed her doctoral internship in the Bureau of Prisons in 2013 at FCI/FDC Tallahassee before being selected as the Staff Psychologist in 2014. As a Staff Psychologist, Dr. Villafrate continued to work with male inmates of all security levels and low security female inmates, served as the Mental Health Program Coordinator for inmates with severe and persistent mental illness, and oversaw Suicide Prevention efforts for the institution including providing staff training through mock suicide drills and overseeing the Inmate Companion Program for Suicide observers and Inmate Mental Health Cadre. Dr. Villafrate served as the Mental Health Expert for the Crisis Support Team assisting institutional staff and their families during times of crisis or emergency. Before becoming the Internship Program Coordinator at FCI Terminal Island, she served as the Drug Abuse Program Coordinator. She has expertise in topics on human trafficking, female offenders, and has participated in various elements of resource development activities with the National Institute of Corrections. Dr. Villafrate has served as a national expert on Diversity, Multicultural, and Multilingual Practice for Correctional Psychologists which has included developing and leading local and agency-wide training initiatives to increase culturally competent practice within institutions across the Bureau. She has served as the prison subject matter expert on IRB committees, and continues to be engaged in current research projects of interns and peers across the country. Other areas of interest include crisis support, suicide prevention, and sexual abuse interventions. She is licensed in Florida.

## **Michael R. Wydo, Psy.D., ABPP Chief Psychologist**

Dr. Wydo was awarded his Psy.D. from the Philadelphia College of Osteopathic Medicine in 2003. He completed his APA accredited doctoral internship at the University of San Diego Counseling Center, and a Post-doc at the Cognitive Therapy Institute of San Diego. He achieved Specialty Board Certification in Cognitive and Behavioral Psychology from the American Board of Professional Psychology in 2011. As the Chief Psychologist, he is responsible for the administration of comprehensive psychological services to all inmates, supervision of Psychologists and doctoral interns, and management of the Psychology Department. Additionally, he serves as the Employee Assistance Program Coordinator and the Institutional Diversity Manager. Previous positions in the Bureau of Prisons include Advanced Care Level Psychologist, Habilitation Program Coordinator, RDAP Coordinator, and Staff Psychologist. Dr. Wydo is an Adjunct Professor at The Chicago School of Professional Psychology, Irvine California Campus. He is also a Staff Psychologist at CBT California. His special interests include clinical supervision, Cognitive Behavioral interventions, anger, personality disorders, substance abuse, and severe mental illness. Dr. Wydo is the author of the “Angry Cognitions Scale-Prison Form.” He is also the vice chair of the “Forensic Issues and Externalizing Behaviors” Special Interest Group (SIG) for the Association for Behavioral and Cognitive Therapies (ABCT). Dr. Wydo is licensed in California. **Rogelio Serrano, Psy.D., Advanced Care Level Psychologist**

Dr. Serrano received his Doctorate in Clinical Psychology from Pepperdine University in 2011. He was a Psychology Intern at FCI Terminal Island in 2009, and continued with the BOP as an Education Specialist from 2010-2012. He was a Staff Psychologist from 2012-2014, at USP Victorville and returned to FCI Terminal Island to become the Advanced Care Psychologist.

Dr. Serrano is currently an adjunct faculty member at Pepperdine University. He is also a Licensed Marriage and Family Therapist. The focus of his practice is on bilingual family therapy in both community-based mental health and private practice settings with low income families, children and adults with trauma related-disorders, dual-diagnosis patients, chronically mentally-ill adults, and couples. He is a member of the California Association of Marriage and Family Therapists (CAMFT), California Latino/a Psychological Association (CLPA), American Psychological Association (APA), and National Latino Psychological Association (NLPA). His research interests are in the area of men and masculinities, violence prevention, couples therapy, and qualitative research methods. He is licensed in California.

## **Lucia S. Pujol, Psy.D., Co-Occurring Residential Drug Abuse Program Coordinator**

Dr. Pujol completed her doctoral internship at FCI Terminal Island and received her Psy.D., from the California School of Professional Psychology, Los Angeles in 2003. She joined the workforce for the California Department of Corrections-Corcoran and specialized in working with the validated prison

gangs, management of high profile cases, and the severe mentally ill population. In 2006, Dr. Pujol joined the BOP at the United States Penitentiary (USP) in Atwater, California as a Staff Psychologist. In 2008, she transitioned to USP Tucson, Arizona to develop the only high level security Sex Offender Management Program (SOMP) and Non-Residential Sex Offender Treatment Program (NR-SOTP) in the BOP. She has served four years on the Hostage Negotiations Team as the psychological expert. In 2012, she transferred to FCI Terminal Island to develop one of the two Dual Diagnosis Residential Drug Abuse Programs for men in the BOP. In conjunction with her position as the Dual Diagnosis RDAP Coordinator at FCI Terminal Island, Dr. Pujol is also the Crisis Support Team (CST) Leader and the mental health expert on the Western Region's Crisis Negotiations Team. Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

### **Mariah Shaver, Psy.D., Drug Abuse Program Coordinator**

Dr. Shaver obtained her degree in Clinical Psychology from the Hawaii School of Professional Psychology at Argosy University. She completed her doctoral internship in the Bureau of Prisons in August of 2016 at FDC/FCI Tallahassee, working with both male inmates of all security levels and low security female inmates. Since then, she has continued her work with the Bureau of Prisons as a Staff Psychologist working primarily as the Special Housing Unit provider before being selected as the Drug Abuse Program Coordinator (DAPC) at FCI Mendota in 2018. Dr. Shaver joined the Psychology Department at FCI Terminal Island in November of 2020 to assume the role of DAPC over Drug Education, the Non-Residential Drug Abuse Program, and the traditional Residential Drug Abuse Program. She also assists in overseeing the recently implemented Medication Assisted Treatment program. Dr. Shaver has also served as the Crisis Support Team leader and the Alternative Dispute Resolution Specialist, assisting institutional staff during emergencies, crises, and workplace disputes. In addition to substance abuse treatment and group therapy, Dr. Shaver's other interests include trauma and resilience and assessment.

### **Diana Nakashyan, Psy.D., Staff Psychologist**

Dr. Nakashyan received her Doctorate degree in Clinical Forensic Psychology from the Chicago School of Professional Psychology in 2016. Her training experiences included Los Angeles Sheriff's Department and Orange County Department of Education/Safe Schools. Doctoral Internship at the Orange County Juvenile Drug Court/Juvenile Hall and Post-Doctoral Fellowship at the Tarzana Treatment Centers. Prior to joining the Federal Bureau of Prisons in 2021, Dr. Nakashyan served as a Psychologist in maximum security institutions within California Department of Corrections and Rehabilitation (CDCR). During her tenure, in addition to her primary roles, she served on the Crisis Intervention Team (CIT) and she was a Staff Training Instructor in Communication and DeEscalation skills, Suicide Prevention, and MILO Range Law Enforcement training for crisis management and tactical judgment. Dr. Nakashyan is highly skilled in Personality Disorders, detection of malingering, interviewing and psychological assessments. Her areas of interest include



forensic evaluations, malingering and feigned cognitive impairment, substance abuse, hostage negotiation and special interest groups.

## **ACCREDITATION**

The internship program at FCI Terminal Island received accreditation by the American Psychological Association on May 25, 2011. The most recent site visit occurred in 2018. The next accreditation site visit is in 2028.

FCI Terminal Island has been a member of Association of Psychology Postdoctoral and Internship Centers (APPIC) since 2011. Consistent with membership in APPIC, this program agrees to abide by the policy that no person at this facility will solicit, accept, or use any ranking-related information from applicants. The internship at FCI Terminal Island participates in the APPIC match with the National Matching Service (NMS). Applicants must obtain the Applicant Agreement Package from NMS and register for the matching program to be eligible. For more information on APPIC, call (202) 589-0600 or visit the website at [www.appic.org](http://www.appic.org).

## **BENEFITS**

Interns receive a GS-09, Step 1 salary of approximately \$63,052 (2021 figure), and accrue annual leave (vacation time) and sick leave at the rate of four hours for every two-week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are eligible for health insurance; however, retirement benefits are not available. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Interns are required to complete 2,000 hours of training at FCI Terminal Island, and are encouraged to judiciously use their vacation and sick leave. The starting date for the internship occurs during the last two weeks of August. The exact day changes annually, as it is based on the beginning of a pay period. Interns who are frugal in use of sick and annual leave may be able to complete the required 2000 hours of training before graduation. However, a certificate of completion will not be issued until the last day of the internship

## **SUPERVISION AND TRAINING**

Each intern will be involved in training 40 hours each week at FCI Terminal Island. Consistent with APA standards, interns receive two hours of individual supervision and two hours of group supervision. During group supervision, interns rotate presenting cases, taped sessions and discussing relevant issues such as ethics and managing difficult cases. Interns participate in weekly didactic seminars that include such topics as correctional mental health, treatment of borderline personality disorder, dangerousness and suicide risk assessment, and managing sex offenders, among others. Interns are typically responsible for conducting two training seminars during the year, which may include presentation of their dissertation research.

## **ROTATIONS AND TRAINING EXPERIENCES**

Interns complete four rotations during the year, lasting approximately 12 weeks, in each of the following training areas: General Population, Interventions in Restrictive Housing, Chronic Care-Severe Mental Illness, and Drug Abuse Treatment.

**General Population Rotation:** This rotation focuses on providing general mental health services to inmates. All inmates who arrive to FCI Terminal Island participate in an intake screening where their overall mental status, mental health care level, and suitability for general population are determined. The intern on the general population (GP) rotation is responsible for psychology intake screenings and responds to the needs of inmates during the intake screening process. The intern works closely with the rotation supervisor in understanding and applying measures to assist in the continuity of care for inmates arriving at the institution. The GP intern also receives referrals for psycho-diagnostic testing, and administers, scores, interprets, and presents the results.

The GP intern may also assist in training and monitoring the Suicide Watch Companion Team. The team consists of inmates specially trained to conduct constant visual observations during suicide watches. The GP intern may have significant experience working with medically ill inmates, in the short stay residential unit (hospital) at FCI Terminal Island. The GP intern will have the opportunity to engage in interdisciplinary consultation with medical staff and the medical social worker on numerous cases. The intern on this particular rotation is responsible for responding to the needs of inmates housed in general population, providing triage services during Psychology Open House, and identifying the need for on-going services and interventions. This rotation provides the opportunity to facilitate evidenced-based interventions in the group setting for inmates identified with psychosocial skills needs in areas including anger management and traumatic experiences as recommended by a Psychologist.

**Interventions in Restrictive Housing:** A major component of this rotation includes the administration and delivery of services to inmates confined to restrictive housing units.

The emphasis of this rotation involves short-term crisis intervention skills, Protective Custody Evaluations, Extended Restrictive Housing Evaluations, and Restrictive Housing Mental Health Screenings. The intern conducts rounds in restrictive housing units and engages local institutional staff in Interdisciplinary Diversity Projects. The intern may have the opportunity to work with Community Treatment Services and Re-Entry and contribute to recommendations for inmates preparing for release.

The intern on this rotation is responsible for responding to the needs of inmates housed in restrictive housing. This provides the intern exposure to spontaneous and novel circumstances, not limited to suicide risk and self-injury.

**Chronic Care-Severe Mental Health Rotation:** The focus of this rotation includes training experiences that are clinical, administrative and case management-oriented with the seriously mentally ill population at FCI Terminal Island. These inmates are typically diagnosed with schizophrenia, schizoaffective disorder, major depression, bipolar disorder, and/or are cognitively impaired.

Training includes evaluating an inmate's appropriate care level and determining the necessary services. Intern will also receive training in creating Diagnostic and Care Level Formulations, Treatment Plans, and Mental Health Transfer Summaries, which are documented in the Psychology Data System.

The intern on this rotation works under the supervision of the Advanced Care Level Psychologist, working closely to ensure continuity of care, gaining experience with the considerations and processes for psychiatric referral and tele-health considerations. Care Level 3 Mental Health inmates receive weekly individual and/or group therapy. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as, facilitating their adjustment to incarceration. The intern will facilitate evidenced-based groups for inmates with chronic mental health needs, enacted by recent legislative changes and programing needs directives identified by BOP Psychologists.

**Drug and Alcohol Abuse Treatment Rotation:** The RDAP intern is focused on providing aspects of various drug abuse treatment programming on this rotation. The RDAP intern is part of the teaching team for the Drug Education Class. Drug Education is a didactic experience which entails the RDAP intern providing instruction to inmates regarding how drugs affect the body. This is a mandated program for many inmates. The RDAP intern may have the opportunity to conduct their own Non-Residential Drug Treatment Group. The RDAP intern also has the training experience of co-leading/leading the Illness Management and Recovery phase of treatment within the Dual Diagnosis 500 Hour Residential Drug Abuse Treatment Program (DD RDAP). RDAP is a 9-month intensive program whereby inmates participate daily and live in a treatment community housing unit. The RDAP intern will become familiar with the Modified Therapeutic Community Format and

work within this framework. The RDAP intern will have the opportunity to work with in both RDAP programs at FCI Terminal Island (“Traditional” and Dual Diagnosis).

The intern will develop familiarity with the assessment process for an inmate’s entrance into the RDAP, which includes understanding the inmate’s substance use history, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The intern will also participate in Drug Abuse Program treatment meetings, and have the opportunity to present a particular area of interest in drug treatment. An extensive library books and media are available to assist the intern in presentations to inmates and staff.

## **YEAR-LONG EXPERIENCES AND DUTIES IN ADDITION TO ROTATION REQUIREMENTS**

### ***Interviewing and Psychological Assessment***

- On a weekly basis, interns normally complete 4-8 intake interviews and diagnostic formulations. Upon admission to the prison every inmate is interviewed, primarily to determine need and motivation for psychological treatment in addition to screening and identifying at-risk individuals for victimization/predation, to assess and determine recommendations for mental health services, and ensure the appropriate referrals are made for such.
- Interns conduct additional assessment as deemed necessary by their supervisor in addition to rotational assessments. Interns conduct comprehensive review of records and available clinical data, administer and interpret standardized psychological tests, and integrate the data with presenting and historical behavioral information into comprehensive psychological reports. Most evaluations include diagnosis and treatment recommendations. When conducting evaluations, interns consult with medical, educational, and various other interdisciplinary staff members.
- Interns conduct impromptu evaluations of inmates in crisis. Under supervision, they assess for suicidal ideation, adjustment-related disorders, or psychosis, and make appropriate determinations.
- Interns complete evaluations of inmates to determine their readiness for release to less structured or less secure facilities.
- Interns shadow on-call psychology staff throughout the internship. This often involves conducting impromptu inmate crisis evaluation and intervention under the close supervision of the on-call psychologist.

### ***Psychosocial Intervention***

- Each intern is expected to carry a caseload of 10 or more clients for, at a minimum, bi-monthly mental health treatment, depending on the rotation. The caseload includes both long-term clients and those who are involved in brief therapy. The latter is often the treatment of choice to assist clients in crisis, while long-term therapeutic relationships are formed inmates with chronic care mental health assignments.

- As part of this internship experience in the provision of therapy, interns provide evidence based interventions, as prescribed by the Psychology Services Branch of the BOP. The emphasis of clinical supervision is placed on accurately monitoring the process of interventions and the outcomes of such. Interns are required to video tape selected therapy sessions, which can be reviewed during weekly individual and group supervision.

### ***On-Call***

- Throughout the training year, interns rotate on the on-call schedule with a supervising licensed psychologist to respond to crises, and an array of duties that arise for on-call Psychologists, to include, but are not limited to Suicide Risk Assessments and Crisis Intervention.

### ***Research***

- The ever-evolving developing nature of clinical practice, and the scientific research that drives empirically based practice is valued and acknowledged at FCI Terminal Island. The most successful intern will make every effort to complete all graduate program research requirements prior to the commencement of the internship year.
- The internship training program encourages participation in additional research endeavors during the training year. Interns may negotiate to spend a portion of their workhours (up to 4 hours per week) in planning and conducting research projects.

## **COVID-19 IMPACT ON THE INTERNSHIP PROGRAM**

FCI Terminal Island implemented proactive, conservative procedures to ensure the safety of the inmate and staff population in response to COVID-19. This approach coincides with the Center for Disease Control's recommendations and has thankfully resulted in a small number of positive cases as of July 2021. All staff, including interns, are provided with PPE (e.g., face masks) and have their temperatures taken upon entrance to the institution. Medical staff conduct more intensive screenings for inmates, and inmates who are high risk, suspected of exposure, or pending test results, are placed in isolation. We have been provided with extra cleaning products and are sanitizing the facilities we use on a very regular basis. Additionally, hand washing and sanitizing is encouraged with plenty of resources available for the interns. Face masks must be worn by staff and inmates at all times inside the facility. Psychology supervisors ensure that interns have no contact with inmates with known positive results from COVID-19 testing. To the extent it is physically possible, social distancing is practiced within the institution. Interns are considered fulltime staff and have the same rights and responsibilities as all Bureau of Prisons employees. Interns are afforded annual and sick leave, as well as access to the same health insurance coverage afforded to all staff members. As such, they are considered "essential" personnel and are required to report to the internship as usual.

The Internship Program at FCI Terminal Island places an emphasis on the balance of health and well-being, training needs, APA/APPIC requirements for internship, and employment responsibility. As a result of the successful health and safety measures administered, the majority of internship duties and responsibilities will proceed as outlined in this brochure without significant disruption. As a safety measure, individual and group treatment opportunities held in the Psychology Department will be separated by housing assignment, meaning inmates will participate in programming on the specific day assigned to their respective unit and will maintain appropriate distance from one another. The entire department will then be sanitized at the end of each day. Also, open movement is not occurring at this time due to COVID-19. Therefore, on the days that inmates are not scheduled to participate in psychology programming, alternative clinical tasks (e.g., rounds in each housing unit) are conducted to ensure interns are still engaging in clinical and other professional opportunities. Psychology Services has a pivotal role to address the mental health concerns of inmates. Ability to perform experiential clinical duties is prioritized and the Training Committee is creative to ensure training continues.

## **EVALUATION AND GRIEVANCE PROCESS**

Evaluation of intern progress occurs both informally and formally. On an informal basis, supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the particular rotation. Given the emphasis placed on on-going evaluation and feedback, the goal is to have no major surprises for either the intern or the supervisor at the end of the rotation. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any concerns regarding professional, ethical, or systemic problems. It is suggested an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances, the chain of command may be useful. In ascending order, the intern may bring the issue to the attention of the Internship Program Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns will become familiar with the formal grievance process during their orientation. Concerns may also be reported to APA or APPIC.

When a performance problem is identified, the first step includes informal communication between the supervisor and intern. If the problem is not rectified, or if initially the problem is of significant severity, a Competency Remediation plan will be implemented. The supervisor and intern discuss the problem and collaborate on a remediation plan in writing.

The plan is implemented, and the intern is assessed at the end of a pre-determined interval, and provided with written and oral feedback regarding their progress. The intern is provided with written notification upon the termination of the remediation plan, or, if unsuccessful in their efforts, placed on probation. During the department orientation, interns are provided copies of these written documents, which they read, sign, and discuss with the Internship Program Coordinator.

*Questions related to the program's accreditation status should be directed to:*

**American Psychological Association**  
Office of Program Consultation and Accreditation  
750 First St. NE  
Washington, D.C. 20002  
(202) 336-5979  
E-mail: [apaaccred@apa.org](mailto:apaaccred@apa.org)

**APPIC Central Office**  
17225 El Camino Real Onyx One - Suite #170  
Houston, TX 77058-2748

## **EMPLOYMENT OPPORTUNITIES WITHIN THE FEDERAL BUREAU OF PRISONS**

For more than 30 years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system. Forty-six percent of the current Chief Psychologists completed practicum, internship, or post-doctoral training with the BOP. Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff, who have just completed their doctoral programs, typically start at the GS11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible with promotion.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you would have the opportunity to be involved in:

- Providing Correctional Mental Health Services
- Suicide Prevention Program
- Substance Abuse Treatment
- Sex Offender Treatment
- Forensic Evaluations for the Federal Courts
- Hostage Negotiation Training
- Crisis Intervention Response Team for Trauma Victims
- Doctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research

Annual continuing education is available as a part of each psychologist's professional development program. At times money is available to attend local seminars. On a regular basis, live APA accredited workshops are provided by Central office staff online.

Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility: high, medium, low, minimum, and administrative, in which they wish to work. In addition, there are a number of newly activated institutions where psychologists play a pivotal role in designing programming and services.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for sheltering extra income similar to a Keogh Plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension.

### **THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER**

We invite application by any persons who meet the qualifications noted above and value having a diverse intern group. Selections will be made without discrimination for any non-merit reason such as race, color, religion, national origin, sex, sexual orientation, status as a parent, age, marital status, or membership in an employee organization. The Department of Justice provides reasonable accommodations to applicants with disabilities. If you need an accommodation for any part of the application and hiring process, please notify our Human Resource office. The decision on granting reasonable accommodation will be made on a case-by-case basis. Persons with disabilities may be employed in a position with a law enforcement agency if they meet the medical and physical requirements for correctional work.



## APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM

The positions offered for the 2022 –2023 cohort year are open to all students enrolled in APAaccredited clinical and counseling doctoral psychology programs. *We do not accept applicants from non-accredited programs.* Although prior work experience in a prison setting is not required, training or work experiences compatible with corrections or forensic work is desirable in candidates.

To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Typically, applicants must have completed a minimum of 400 intervention hours and 100 assessment hours. However, we understand that given the unprecedented nature of COVID-19 pandemic many practicum sites have been impacted. As such, lower intervention and assessment hours will be considered for the upcoming training year. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections.

The Internship Program encourages the application of ethnic minority and diverse students, and prides itself on providing an environment supportive of diversity.

### **REQUIREMENTS**

To be eligible for an **entry-level psychology position with the Bureau**, interns must have completed all doctoral degree requirements and be U.S. citizens.

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at FCI Terminal Island are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand the Bureau is also bound by the specifications of the [Pathways Program](#). While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the [USAJOBS website](#).

## **APPLICATION PROCEDURES**

### ***Requirements***

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to the APPIC website (<http://www.appic.org>). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the Bureau is also bound by the specifications of the Pathways Program. While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJOBS website to verify eligibility for temporary federal law enforcement hiring.

Applicants for the Bureau's internship positions should be aware they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student/psychologist in training," but also suitability for work in a position of public trust. In general, Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility and are expected to be law-abiding citizens who can serve as strong role models for the inmate population. If matched with a Bureau of Prisons internship site, you will be considered an essential worker and will report daily to the institution.

COVID-19 Note: As a mandatory public safety requirement, the Bureau of Prisons (BOP) now requires all staff, including psychology interns, to receive the COVID-19 vaccination as a condition of employment. Proof of vaccination will be required at all BOP internship program sites. Your completed CDC COVID-19 Vaccination Record Card will meet this requirement. You may, however, request a reasonable accommodation from the mandatory vaccination policy due to a qualifying disability or medical condition, or based on sincerely held religious belief, practice or observance.

### ***Application Process***

Early fall, graduate students from APA Accredited Clinical and Counseling schools interested in a doctoral psychology internship position at any of the Bureau's training sites should complete each of the following steps:

## 1. AAPI

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.
- B. Refer to the brochure for each Bureau training site to determine if additional materials (e.g. work sample) are required.

Each Bureau training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

## 2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed by each Bureau site, applicants will be notified via e-mail, mid-November, which sites wish to consider them further. Those applicants will be instructed to continue with the USAJOBS process for possible employment in a temporary federal law enforcement position.
- B. Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:
  - Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification
  - Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school's registrar's office
  - Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program *or* 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number)
- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
- D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. Please note that all candidates (those being asked to interview and those

no longer being considered) will receive a Notification of Results by December 15. Therefore, even though you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a **vital** role in the certification of an applicant to one or all sites. This means it is possible that you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

*Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.*

### **3. Interview Process**

- A. In early December, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview, which are generally conducted in December or January.
- B. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test. If you are applying to more than one internship site, you may only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other sites. Please plan accordingly.
- C. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.
- D. A photograph will be taken of each applicant during the on-site interview process. While this is voluntary, the photo is placed in the applicant's file, and utilized as a way to aid in applicant recall.
- E. Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program.

If you have any questions regarding whether you would qualify for a law enforcement position, you should seek further information from Human Resource Specialists at any of the sites of interest to you, to determine the advisability of continuing with the application process. Psychology staff are **not** able to advise you on these matters.

All offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process, which includes a physical examination, a urinalysis drug screen, and a field investigation to verify that the information

provided in interviews and on required forms is accurate. During the background investigation you will be required to disclose any mental health diagnoses and treatment. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct. The provided information is not intended to discourage applications, but to ensure that applicants are aware of the additional law enforcement requirements that will be imposed on them should they wish to pursue a Bureau of Prisons Internship position.

## **ADDITIONAL INFORMATION REGARDING APPLICATIONS**

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. Prior work experience in a correctional setting is not required, but training and experiences indicative of interest are important considerations in selections. To be internship eligible, students must be U.S. citizens and have successfully completed all doctoral course work by the beginning of the internship. Applicants are encouraged to have a minimum of 400 Doctoral Program Intervention hours and 100 Doctoral Program Assessment hours on the AAPI by the time of application. However, we understand that the COVID-19 pandemic has impacted many practicum sites. As such, lower intervention and assessment hours will be considered for the upcoming training year.

*The deadline for completed applications in APPIC is November 1, 2021, although applicants are encouraged to submit their applications earlier. As this internship is a member of APPIC and participates in the National Match process, all applications must be submitted electronically in accordance with the online AAPI procedures established by APPIC. Be sure to designate FCI Terminal Island as a recipient of your application.*

When completed packages are received from APPIC, and invited applicants have successfully submitted applications via USAJOBS, the applicants are ranked according to academic achievement, practical experience, match of interests with the main emphases of the program, references, and work sample. Candidates who appear to be a good fit with our model of training are then invited for an interview. Interviews will be completed by January 31, 2021. Applicants who complete the BOP-related interview process will then be asked psychology-specific questions by psychology staff. We in Psychology Services are very proud of our program and we look forward to the opportunity to talk with you about the training program.

We in Psychology Services are very proud of our program and we look forward to the opportunity to talk with you about the training program. If you have questions after reading our brochure that may assist you in the application procedure, please contact:

Dr. Parinaz Villafrate, Ph.D.

Internship Program Coordinator  
FCI Terminal Island  
1299 S. Seaside Avenue  
San Pedro, CA 90731  
(310) 732-5310  
E-mail: PVillafrate@bop.gov

## PROGRAM DISCLOSURES

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

**INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA**

<b>Internship Program Admissions</b>		
<b>Date Program Tables are updated: May 25, 2021</b>		
Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program’s policies on intern selection and practicum and academic preparation requirements:		
<p><i>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. To be internship eligible, students must be U.S. citizens and have successfully completed all doctoral course work by the beginning of the internship. Applicants are encouraged to have a minimum of 400 Doctoral Program Intervention hours and 100 Doctoral Program Assessment hours on the AAPI by the time of application. However, we understand that the COVID-19 pandemic has impacted many practicum sites. As such, lower intervention and assessment hours will be considered for the upcoming training year. Preference is given to applicants who have successfully defended a dissertation or similar project proposal prior to the interview. The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. Please refer to policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding nondiscrimination policies.</i></p>		
Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:		
Total Direct Contact Intervention Hours	<input checked="" type="checkbox"/> N	<input type="checkbox"/> Y
Total Direct Contact Assessment Hours	<input checked="" type="checkbox"/> N	<input type="checkbox"/> Y
Describe any other required minimum criteria used to screen applicants:		



N/A

**Financial and Other Benefit Support for Upcoming Training Year\***

Annual Stipend/Salary for Full-time Interns	\$63,052	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 Hours/ 'ay Period	
Hours of Annual Paid Sick Leave	4 Hours/ 'ay Period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Other Benefits (please describe): N/A		

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

## Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2017-2020	
Total # of interns who were in the 3 cohorts	10	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	7
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	2
Unknown	0	1

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