



Solano County Health & Social Services

Behavioral Health Services Internship Program

Health Services Psychology Internship Brochure

2023-2024

SOLANO
COUNTY



Solano County Health and Social Services

Health Services Psychology Internship

Solano County Behavioral Health Overview

Introduction

Led by Behavioral Health Deputy Director, Emery Cowan, LPCC, Solano County Behavioral Health assists over 5,500 children, youth, and adults each year who are experiencing a psychiatric crisis or who have significant mental health and/or substance use challenges. Dr. Kate Grammy, Psy.D. Forensic Psychologist and Christina Urrea, PsyD Clinical Psychologist facilitate the training program. Solano County provides a wide array of options for direct therapy experiences due to the diverse programs and communities served. There are options to work with children, families and adults through the outpatient programs. Psychological testing experiences can include children and adult clientele, forensic, inpatient and outpatient. Solano County is one of the 5 most diverse counties in the country with a goal to diversify the workforce to meet these populations needs.

Philosophy and Goals

Mental Health Mission

To serve our diverse community impacted by mental health and substance use challenges in holistic ways that reinforces hope, wellness, and empowerment to live a fulfilling life.

Mental Health Vision

To provide quality, innovative, culturally responsive care that supports and honors each persons' authentic self and unique journey to recovery

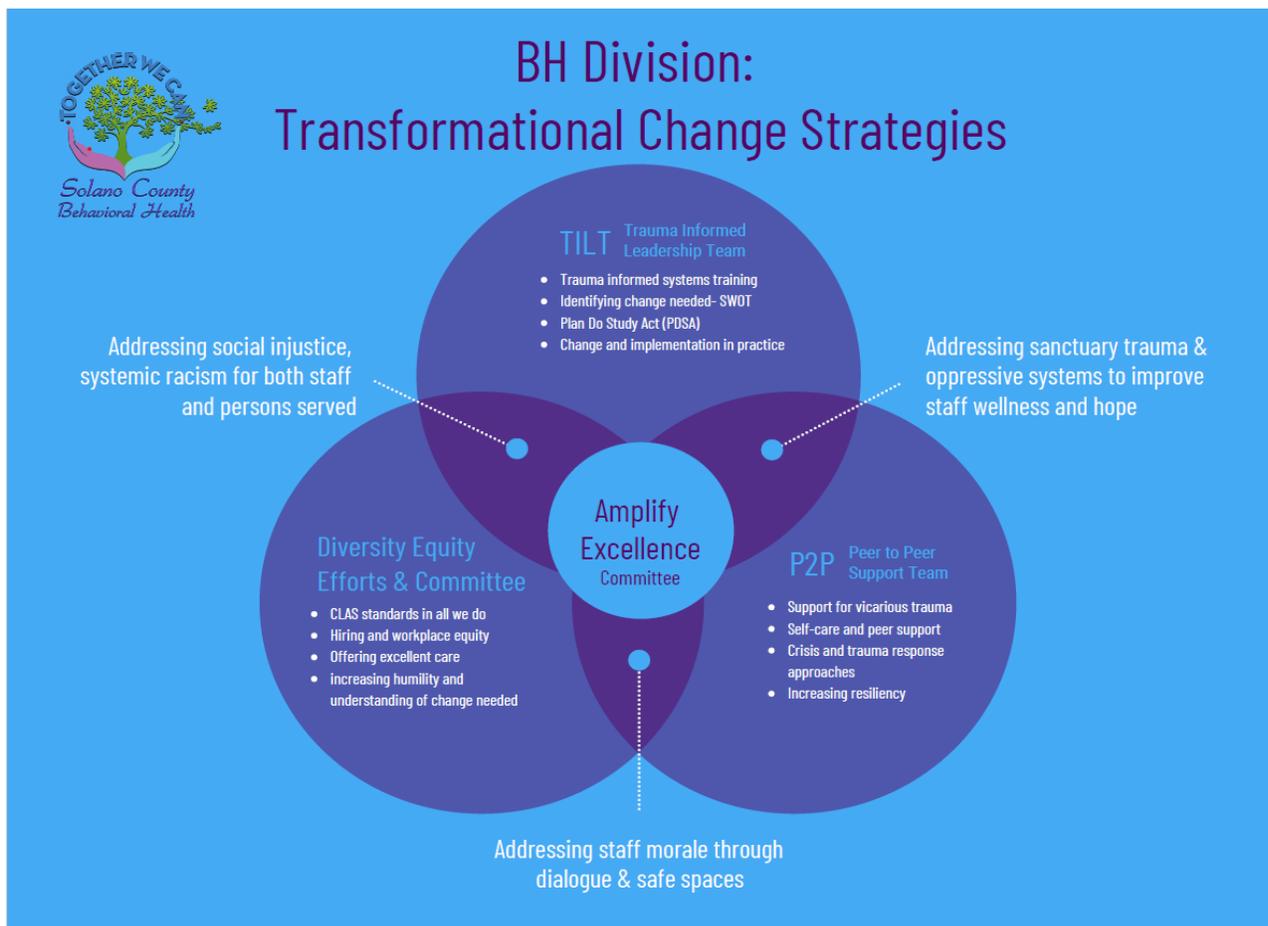
Mental Health Values

- Hope
- Resilience & Recovery
- Voice & Choice
- Community Inclusion
- Diversity, Equity, Justice

There will be no disparities for individuals or groups of individuals in accessibility, availability, or quality of mental health services provided.

With internship opportunities funded by Mental Health Services Act, Solano County Behavioral Health will provide internship opportunities and stipends to students completing Master’s level programs and Pre- and Post-Doctoral Interns in the fields of Health Services Psychology, counseling, and social work. Stipends will be awarded to students providing services to the underserved/underserved communities in the County. The interns will be placed in County operated programs and will be provided clinical supervision and support. The Internship Program Coordinator will focus on bilingual/bicultural recruitment with the goal of building an ongoing relationship with institutions of higher learning to build a culturally and linguistically competent workforce.

Solano County Behavioral Health is active with many transformational teams and committees to improve cultural humility and equity, move towards a trauma informed and trauma healing environment focusing on wellness and recovery for both consumers and staff.



Components of the Health Services Psychology Internship Program

Solano County Behavioral Health has provisional membership with APPIC. Kate Grammy, Psy.D. and Christina Urrea, Psy.D orchestrate the program to support learning and training within Solano County's Behavioral Health Division. Interns will complete 2000 hours over a one-year (52 week) time period working 40-44 hours per week. This includes a two-week vacation/sick, all county holidays, dissertation time and a \$40,000 stipend. There are two full-time Intern positions open annually.

Introductions:

Dr. Kate Grammy is a forensic psychologist who is currently the behavioral health administrator over Adult services for Solano County Behavioral Health. Throughout her career Dr. Grammy has overseen the care of behavioral health consumers who are the most psychiatrically unstable and high-risk. She has provided psychological assessment, treatment and consultation to superior courts for high-risk criminal offenders, inpatient psychiatric treatment within a super-max prison crisis unit, and conducted research related to sexual offending behavior. Dr. Grammy is passionate about supporting the most vulnerable in our communities with thoughtful, research-based interventions that are person-centered, strength-based and efficient in their delivery. Most recently, Dr. Grammy has focused on developing and implementing programs designed to reduce systemic barriers to care. Dr. Grammy is also invested in the training and development of the next generation of behavioral health providers and actively pursues opportunities to teach, train and mentor students and trainees within the field of psychology.

Dr. Christina Urrea is a clinical psychologist who currently serves as the manager for the Performance Improvement Team and functions as the Internship Coordinator in addition to supporting integration of transformational change initiatives that include Trauma Informed Systems (TIS), Trauma Informed leadership team (TILT) and Peer to Peer P2P. She has been with Solano County Behavioral Health for the past 7 years serving as the clinical psychologist providing training consultation and psychological assessment for the children and adults managing moderate to severe mental health and substance use challenges. Dr. Urrea has spent over two decades working in community mental health providing mental health services, advocating for social justice and navigating the layers of stressors our marginalized communities face. She has partnered with consumers as they navigate criminal justice involvement, social marginalization, systemic racism, domestic violence, child welfare involvement, and complex trauma as well as working as a clinical supervisor (trained in Reflective Supervision) focusing on staff wellness. Dr. Urrea has participated in Dr. Bruce Perry's Neurosequential Model of Therapeutics and is certified level one. She has developed and supported integrating peer/family partners into treatment teams, supporting movements of cultural humility and starting/having difficult conversations, supporting bilingual clinician discussions and keeping dialogue open related to the work we do and the impact on our own well-being.

Overview of Placement: The Behavioral Health Department is a large division of Health and Social Services with a range of opportunities to gain experience. To obtain services from Solano County, the ACCESS line provides brief assessment and guidance for services. For children and families pursuing services, the Child Assessment Team connects with them for assessment and treatment planning and level of care guidance. There are Children, Family, and Adult Outpatient services in Vallejo, Fairfield and Vacaville serving consumers with moderate challenges with mental health and or substance use. There are also three Full Services Partnership teams providing higher level community-based outreach for consumers managing higher levels of needs. Intensive Care Services provides services to individuals in locked facilities, Mental Health Rehabilitation Centers (MHRC.) Hospital Liaison and the CARE team provide services for individuals entering and exiting the hospital for mental health and/or the Crisis Service Unit or ER for crisis support. The Forensic Triage Team provides triage services for adults in the justice system receiving diversion services for mental health. The SMART team provides services to adults receiving support through CalWorks. There are additional departments that handle higher level policy, state guidance, and quality improvement in our MHSA department and the Quality Assurance department. Community Integration services is a department that attends to the unhoused population with the Homeless Outreach Team, in addition to the Community Wellness Team. With the variety of opportunities available our program looks to match Interns with areas of interest.

The Experience: Under the supervision and guidance of Kate Grammy, Psy.D., forensic psychologist, Christina Urrea, Psy.D. clinical psychologist and a multidisciplinary team including psychiatrists, licensed mental health professionals, peer support specialists, and Substance Use Disorder Liaisons Interns will have a robust training experience. There is the opportunity for direct work (individual, group, family) with children, adolescents, adults and families within our different treatment units. The Intern would hold a caseload of 10-12 clients and complete two psychological evaluations. There is also an opportunity to integrate research projects for those inclined towards and experienced with large data sets and analysis.

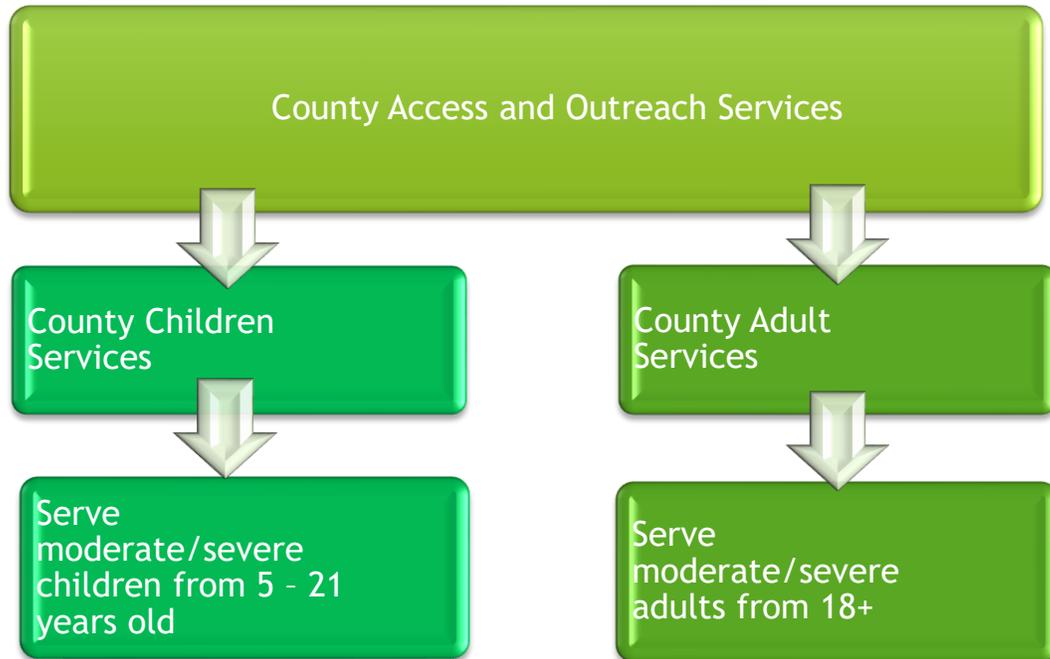
Interns will have the opportunity to engage in a variety of direct services including: Intake assessment; psychological testing; individual, group, and family psychotherapy; psychoeducation; crisis evaluation and intervention; forensic psychosocial intervention; case management; and consultation. Depending upon qualification and interests, Interns will have the opportunity to provide one or more of these services and work in programs located in Fairfield, Vallejo, and/or Vacaville.

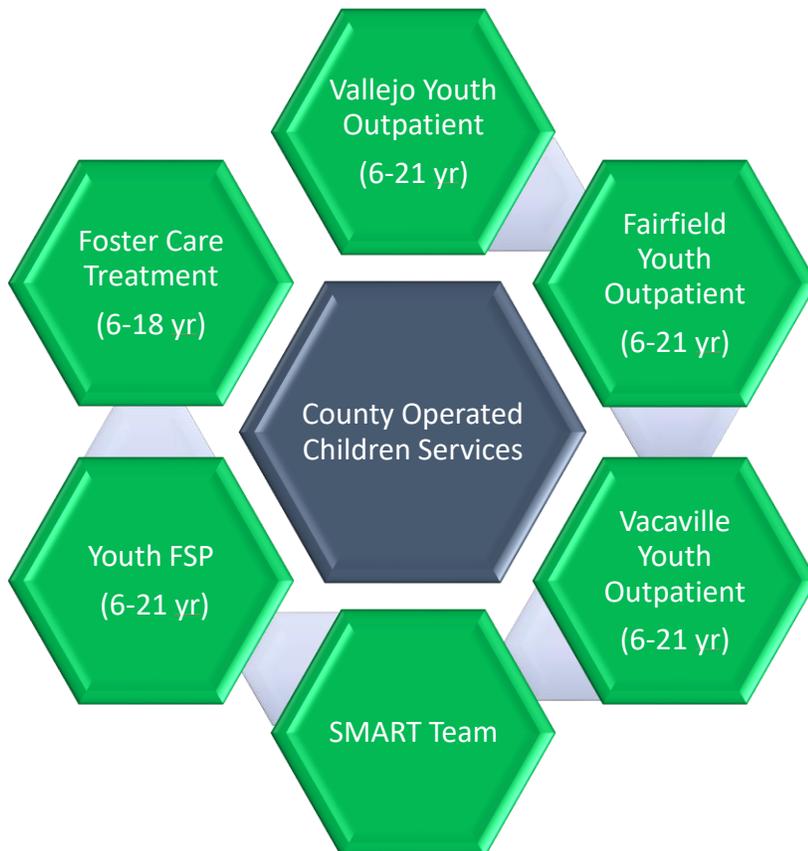
Application and interview process: Solano County Behavioral Health has submitted application for APPIC membership and is awaiting response, pending final board review. Students interested in applying to program are asked to await APPIC membership decision and provisional membership status. Applications are due by November 15, 2022 for review.

In the cover letter please include top interests such as population, treatment modality, theoretical perspective in addition to what interests brought you to apply to Solano County Behavioral Health. We ask that a redacted psychological report is also provided.

Additional qualifications for placement at Solano County Behavioral Health include clearing fingerprints- LIVESCAN. All applications will be evaluated to meet the qualifications for placement at our site. Phone interviews will be conducted with those that meet educational and experiential qualifications. Those who are not chosen for interview will receive an email notification. Prospective Interns will be invited for both group and individual interviews including two written vignettes. Pending COVID protocol this may be in person or virtual.

COVID Statement: We recognize the sustained stress experienced by many over the past two years of the COVID pandemic and the continued unpredictability of when risks will be gone. While acknowledging everyone has different comfort levels and concerns, Interns at Solano County Behavioral Health are considered essential workers and are expected to follow health orders as directed by the state and federal government and as directed by OSHA. According to the order at the time this manual was edited March 2022, staff working in particular units continue to be under the mask mandate, in addition to some being required to be vaccinated or have a health or religious waiver and test weekly. At this time, clinical teams have returned to seeing clients in person with appropriate precautions and continuing to monitor if symptoms are present before meeting face to face. We have HIPAA compliant Telehealth platforms available that we have utilized in situations the client requests telehealth, concerns with symptoms (client or provider), and when necessary. Because things are ever changing, if you have questions or concerns regarding current expectations, please email InternsBH@SolanoCounty.com





Training Program Overview

A typical schedule for an Intern will include a balance of direct service, supervision, training and other experiential opportunities. As Interns grow their caseload and get settled, their schedule may look similar to the one below. There will be clinical opportunities for both short- and longer-term therapy. Please note that the schedule may differ if COVID-19 restrictions are still present.

Direct Service:

Up to 20 hours of direct service which may consist of:

8-12 hours of face-to-face psychotherapy (individual or family)

4-8 hours of assessments/crisis support/ group

2 hours of case management

*note the range is provided as some weeks there may be more assessments than one on one therapy. Our consumers needs can be variable and there will be times case management is higher, assessment is lower and one-on-ones are in the middle.

Training and Supervision:

2-3 hours of individual supervision

2 hours didactic meeting

2 hours of group supervision/case discussion

1-2 hours staff meeting

1-2 hours additional consultation

1-4 hours additional optional training

Professional development

2-3 hours clinical documentation and administrative duties

1-2 consultation for colleagues or units/brief trainings

1-2 hours shadowing and/or observation in different units

4 hours for dissertation research

Additional activities can include supervision of students, community outreach, participation in committees/work projects and research support.

Assessments, Intake, Treatment Planning: Solano County Behavioral Health serves children, families and adults. There are opportunities to gather integral skills in assessment of both children and adults with complex challenges. Adults coming to access psychiatric services can have a variety of symptoms from mental health to substance abuse to significant life stressors, including homelessness. Interns will have several opportunities to explore differential diagnosis, risk assessment, and referral to most appropriate services. Interns will be certified in the Children's and Adolescent's Needs and Strengths CANS, the Reaching Recovery tool and be trained on completion of Medi-Cal assessment, treatment planning and progress notes.

Psychological evaluations: Interns will have the opportunity to administer various batteries to children, adults and forensic adult clients. Didactics will included learning related to administration, report writing and feedback in addition to further exploration of assessment material During the year, Interns will gain experience and confidence with administration, scoring, and interpretation of measures including Rorschach (R-PAS scoring), Roberts Apperception Test, TAT, MMPI-A-RF, MMPI-3, MACI-II, MCMI, Bender Gestalt, WISC-5, WAIS-4, WASI, WNV, ChAMP, DKEFs, various behavioral measures (BASC-3), malingering measures (SIRS, TOMM), Trauma Symptom Checklist- Youth and adult, memory assessments, executive functioning and neurological screeners. Training and supervision will be provided for report writing and fine-tuning diagnosis and recommendations. Interns will have opportunities to provide feedback to families, providers, schools, and other support personnel. The diversity of clientele for evaluation can provide opportunities to work with other systems such as probation, foster care, public guardian, and placement services such as Mental Health Rehabilitation Centers (MHRC), Augmented Board and Care (ABC), and Crisis.

Psychotherapy: Therapy clients will be assigned by supervisor. Consumers requesting services are typically facing moderate challenges in their daily functioning that is impacting several systems and areas of their life. Therapy can include individual, dyadic, family and group. Case conceptualization will be discussed in supervision and length of treatment is typically short-term but can be longer term dependent on client's medical necessity and ability to meet for services. Services may be provided in the office or in the community depending on client's current circumstances. Clinical supervisor retains clinical responsibility for the cases as the Intern provides services.

Additional Services: In addition to direct services there are opportunities for indirect services, including: community outreach, consultation and/or education, program development and/or evaluation, applied research and support services such as report writing, progress notes, initial assessments, treatment plans, periodic case reviews and referrals. Solano County gathers data in many areas of treatment, for example crisis intervention, and Interns could analyze outcome data to support services being more effective in addressing the needs of the population. There are opportunities to learn more about quality assurance and case auditing, in addition to practicing different areas of report writing, assessment and plan development. At times, there may be opportunities to explore program development or proposals for different outreach or treatment options. Behavioral Health also conducts work

groups on cultural humility and equity, Trauma informed Systems. Trauma Informed Leadership Team, Acknowledge, Inspire, Motivate (AIM- formerly Investment in Excellence.)

Supervision: Interns are assigned to a Primary supervisor and will receive at least two hours of individual supervision per week in addition to 2 hours of group supervision Wednesday mornings consisting of case conferences and case management. Interns will be expected to present at least one full case presentation per quarter including case formulation and treatment in group and once per month in individual supervision. Individual supervision schedule will be decided based on schedule of clients and supervisor.

Didactic schedule: Interns will be exposed to a variety of didactic trainings, case consultation, and group supervision per week and also the opportunity to attend outside agency trainings in a variety of topics. The Internship will begin with a two-week orientation where the Intern will be completing mandatory County trainings in addition to many preparatory trainings including training on the electronic health record-AVATAR, CANS/ANSA training and certification, Clinical documentation training, HIPAA trainings, CPS/APS reporting and Tarasoff, risk and crisis assessment, 5150 assessment and hospitalization, comprehensive adult services in the community, comprehensive children's services in the community, and overview of psychological evaluation services and expectations. The Intern will also be shadowing different members of the team to get an experience of the work being done.

Interns will join a staff case conference meetings weekly that include case discussion, training and administrative information and will depend on what unit they are working most with. Thursday morning will consist of a multidisciplinary didactic training by different staff in mental health, outreach, peer support, psychology and psychiatry.

All Interns must complete mandatory Solano County trainings: Workplace Protection, HIPPA(HIPS), Sexual Harassment, ADA, Defensive Driver (if driving), AVATAR Phase I and II Trainings, Diversity and Equity and documentation training.

Supervision and Didactic Schedule at a glance:

Staff meeting case conference-(day may change depending on unit served) Case Conference
1-2 hours

Wednesday morning- Group Supervision 2 hour

Thursday Morning- Didactic training 2 hours 9am-11am

2 hours face to face individual supervision: schedule based on Intern schedule.

Training

Training is an important factor of the learning process. The Internship Program has weekly didactics utilizing different staff members areas of interest or specialties which are relevant to daily practice. Students will begin with a two-week orientation, including topics related to documentation, HIPAA, electronic health records, assessment models, mandatory reporting, crisis and safety response, navigating the county systems, abbreviation dictionary and other relevant topics to provide the foundation of the work within the county system of care.

Weekly trainings are organized to provide once a month didactic on each of the following topics: psychological evaluations, psychiatric treatment, county programs, and diagnostic and treatment tools with all trainings integrating cultural humility and equity topics. Other topics include and not limited to: Consumer Perspective (Wellness and Recovery), Cultural Humility, Substance Abuse: the Problem, Diagnosis, and Treatment, Stages of Change, overview of motivational interviewing, Harm reduction models, W&I LPS Involuntary Psychiatric Holds, Patients' Rights Advocates, Integrating Peers, Trauma Informed Systems, Identifying malingering of mental health disorders including psychotic disorders, Compassion fatigue, Complex trauma, Developmental assessment, Overview of Neuro-sequential Model of Therapeutics (Dr Bruce Perry); Attachment, Regulation, and Competence trauma treatment frame work; Fetal alcohol Spectrum; Self-injury; vocational rehabilitation; Independent living and higher level services such as conservatorship.

Additional Training Opportunities:

Solano County is connected with agencies that provide regular community-based/ virtual trainings that Interns are allowed to attend with prior approval of their supervisor. These trainings include a wide range of relevant topics for assessment, treatment, supervision, self-care and understanding of diverse populations. An email must be sent to primary supervisor prior to training to request attendance.

Requirements for the Successful Completion of the Internship in Health Service Psychology

Interns will receive a certificate at the termination of the internship program upon satisfactory completions of the following requirements.

1. Completion of a minimum of 2000 hours of training based on a full-time position for 12 months (52 weeks) beginning on July 5th, 2023 and ending July 5th, 2024
2. Successful performance clinically in therapeutic and diagnostic work as measured by the mid-year and end of the year evaluations. Adherence to ethical guidelines and laws is a mandatory requirement.
3. Interns must have satisfactorily completed all written requirements, presentations (case and seminar), and placement evaluations.
4. Completion of a minimum of 2 psychological evaluations and seeing at least 10/12 clients weekly for ongoing psychotherapy.
5. Attendance to didactic trainings regularly unless ill or excused by primary supervisor/and or training director.
6. The training committee has the final approval in granting the certificates and may recommend an extension of the internship when it seems warranted. The decision is based upon periodic evaluations from supervisors and the recommendation by the Director of Training.

Performance Standards

Solano County Behavioral Health has expectations of practitioners in their delivery of treatment to the consumers. Interns are expected to adhere to the law and ethics created by the Board of Psychology and the state of California.

The Intern will:

- formulate psychological diagnosis and treatment plans
- communicate effectively with people of diverse cultural, racial, and socio-economic backgrounds and temperaments
- communicate effectively both verbally and in writing
- maintain effective working relationships with colleagues
- address various professional and public groups
- maintain confidentiality of information
- determine appropriate course of action in emergency, crisis or stressful situation
- maintain accurate records and document actions taken
- collaborate with Supervisor
- comply with legal and ethical guidelines
- Maintain weekly hour logs

Solano County Department of Health and Social Services- Behavioral Health Division has created policies and procedures for delivering mental health services. Included is the Oath of Confidentiality and Code of Conduct.

Some Suggested Reading and Resources

- Bruce Perry Neuro-Sequential Model of Therapies- Explore Dr. Bruce Perry's talks on YouTube and his books: *The Boy Who was Raised as a Dog*, *Born for Love and What Happened to You*
- Bessel van der Kolk: *The Body Keeps the Score*
- Lisa Najahvits: *Seeking Safety*
- Laura van Dernoot Lipsky: *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others*
- Selma Fraiberg, Edna Adelson, and Vivian Shapiro: *Ghosts in the Nursery* (can be downloaded for free on the internet)
- Margaret Blaustein and Kristine Kinniburgh: *Treating Traumatic Stress in Children and Adolescents: How to foster resilience through Attachment, Self-Regulation, and Competency*
- Joy DeGruy: *Post Traumatic Slave Syndrome*
- Sand C. Chang, Anneliese A Singh, and lore m. dickey.: *A Clinicians Guide to Gender-Affirming Care*
- G. Alan Marlatt and Dennis Donovan: books on substance abuse assessment and relapse prevention
- YouTube videos: • *Wounded Places* 29:51 minutes; • *ReMoved 1, 2,3*; • *Why Are We Using Prisons to Treat Mental Illness?* • *OverCriminalized* • *BRAVE NEW FILMS (BNF)*; *Alone and Mentally Ill in New York* | FRONTLINE + ProPublica

TRAINING OPPORTUNITY.

- TRAINING IN ADULT, CHILD, AND ADOLESCENT PSYCHOPHARMACOLOGY
- PSYCHOTIC SPECTRUM DISORDERS AND DIFFERENTIAL DIAGNOSIS
- CLINICAL DOCUMENTATION TRAINING
- HIPAA/HIPS TRAINING
- CULTURAL RESPONSIVITY TRAINING
- CONSUMER PERSPECTIVE (WELLNESS AND RECOVERY)
- SUBSTANCE ABUSE: THE PROBLEM, DIAGNOSIS, AND TREATMENT
- CRISIS MANAGEMENT



WE ARE SOLANO BEHAVIORAL HEALTH.



Behavioral Health is committed to equity, diversity, and inclusion. Our services aim to empower all community members throughout their journey towards wellness and recovery. It is also of equal importance for us to improve access to quality care for underserved and under-represented ethnic and minority populations who have been historically marginalized by health care systems. We are seeking qualified staff who possess valuable life experience and expertise to ensure our workforce is culturally and linguistically responsive and leverages diversity to foster innovation and positive outcomes for the people we serve.



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