

# CARE COUNSELING INTERNSHIP PROGRAM (CCIP) BROCHURE

## 2024-2025



FACES of **Mpls St Paul**



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# INTRODUCTION TO CARE

## Mission Statement

CARE Counseling is a clinic focused on “*Building a Community to Strengthen the Community.*” [Dr. Andrea Hutchinson](#) and her co-founder [John Hutchinson](#) provide a clinical environment that embraces community, professional growth, and a high standard of training. These values were at the core of the development of CARE Counseling in January of 2014, leading to CARE’s mission statement: building a community to strengthen the community. Learn more about the CARE story [here](#)

## About CARE Counseling

CARE Counseling is a mental health clinic that provides outpatient, generalist mental health services to individuals, couples, and families. CARE providers work with individuals of all ages from diverse backgrounds and presentations. CARE serves clients primarily across Minnesota using a combination of in-office and telehealth visits. CARE accepts all major Minnesota health insurance companies and offers a sliding scale for those who do not have health insurance. The CARE Team is multidisciplinary, including providers with backgrounds in psychology, social work, substance use, marriage and family therapy, and nursing. Learn about CARE [here](#).

### CARE clients:

- Range in age from two to late adulthood.
- Span the spectrum of developmental status.
- Have a broad range of cognitive, emotional, occupational, and relational functionality.
- Vary in physical and mental (dis)abilities, developed and/or acquired.
- Identify across the gender and sexual orientation spectrum.
- Come from a diverse set of cultural and spiritual backgrounds as well as racial and ethnic identities.
- Present with many different mental health needs.
- Have symptoms and diagnoses appropriate for outpatient mental health.

### CARE’s services include:

- Mental health services in the outpatient prevention, identification/diagnosis, treatment, and aftercare of emotional disorders, chronic and acute mental illness, developmental disabilities, and co-occurring mental and substance use concerns.
- Individual, Couples, and Family Therapy
- Training Mental Health Practitioners and Professionals
- Clinical Training Site (practicum, internship, pre-licensed, and supervisors)
- Medication Management
- Psychological Assessment
- Educating the [Community](#) (public and professional groups)

# CCIP TRAINING PROGRAM OVERVIEW

## Doctoral Training Mission

The CARE Counseling Training Program is highly focused on training doctoral interns through innovative learning opportunities to cultivate effective evidence-based practice. The CARE training process is grounded in the integration of scientific knowledge into assessment, conceptualization, therapeutic approaches, interventions, and consultation for the treatment of mental health. The team is continually developing and refining training to ensure future and current psychologists are prepared to provide the highest standard of care possible.

## Dedication to Training

CARE places high importance on the training, development, and sustainability of the clinical team so that professionals are grounded and supported to provide competent and quality services for the community at large. CARE Counseling is approved by the American Psychological Association to sponsor continuing education (CE) for psychologists. CARE is also an approved CE provider by the Minnesota Board of Psychology, Minnesota Board of Marriage and Family Therapy, and the Minnesota Board of Social Work. Annually, CARE provides over one hundred hours (100) of CE programming to clinical team members. See a sampling of our training [here](#).

For over seven years, CARE has been established by local accredited graduate programs as a practicum site for master's and doctoral level students. The CARE Training Program is dedicated to offering a health service psychology doctoral internship that is an immersive generalist training experience in an outpatient mental health setting.

## CCIP MODEL & GOALS

### Internship Program Model

Rooted in a practitioner-scholar model, the CARE Counseling Internship Program (CCIP) is focused on providing relevant scholarly knowledge to cultivate effective integration of research to care. Bridging scientific evidence and clinical practice, CARE doctoral interns will develop competency in generalist health service psychology through the delivery of diagnostic assessments, treatment planning, individual psychotherapy, psychological testing, continuing care recommendations, and consultation with the multidisciplinary and interdisciplinary teams.

The internship training and supervision is based on a developmental learning approach that follows a competency-based methodology throughout the internship. The internship begins with an on-boarding experience to support intern's initial training needs. Ongoing supportive and training resources are provided throughout the internship year. Some of these include clinical supervision, opportunities to observe other clinicians, didactics, scholarly projects, grand rounds trainings, and professional consultation.

## Internship Program Aim

CCIP is designed to elevate doctoral interns for their next professional path. The generalist training, learning opportunities, client caseload, clinical practice, didactics, supervision, and engagement with interdisciplinary and multidisciplinary teams, all are intended to further develop the nine core competencies expected to become a licensed health service psychologist. The CARE program and training team are dedicated to supporting the intern's learning and growth to ensure they are well prepared and equipped to enter the field ready for their next role as a leader in psychology.

## Internship Program Goals

A main goal of the CCIP is to promote and advance the core competencies of psychologists, including research and scholarly inquiry, ethical and legal standards, individual and cultural diversity, professional values, attitudes and behaviors, communication and interpersonal skills, assessment, intervention, supervision, and consultation. CARE plans to host two doctoral interns for the 2025-2026 training year.

The CARE Training Team aims to inspire doctoral interns to remain engaged in ongoing learning and professional development after doctoral academic learning, by providing broad and in-depth generalist training. A leading goal of the CCIP is to deliver formal learning activities that foster critical thinking and sound clinical judgement, as well as provide access to the most relevant and essential information for the integration of scholarly knowledge and skill in the delivery of psychological practice.

CARE Counseling also strives to train effective leaders and values a professional journey that is supportive and growth-oriented toward long-term goals. To support this, CARE also offers leadership training, [supervision training](#), as well as other professional advancement opportunities to develop the leadership skills to support interns that wish to pursue leadership positions as a future psychologist.

## Training Program length

CCIP is twelve (12) months in length, full-time, 40 hours weekly. Over the course of 52 weeks, CARE provides three (3) weeks of vacation or sick time, which includes designated holidays when the clinic is closed. In twelve months, interns will accumulate approximately 2,000 hours in the program to effectively complete doctoral internship.

## Competitive Stipend

CARE Counseling offers a \$45,000 stipend for doctoral interns that join the fall cohort for a 12-month internship experience at CARE in the 2025-2026 training year.

## Program Supervisors

Supervision is a top priority for CARE, and as such interns will receive significant support and feedback to help foster growth and development over the course of internship. All doctoral interns are assigned one of the doctoral level licensed psychologists listed below as a primary supervisor:

- Chris Clark, Psy.D., LP
- Emmanuelle Hansen, PsyD, LP
- Heidi Bausch-Ryan, PsyD, LP
- Kierst Finsand, PsyD, LP
- Sara Prescher, PsyD, LP

## Program Site

CCIP is set within one of the CARE outpatient mental health clinic locations, based on the intern's preference and space availability. The Training Director and clinical supervisors will be accessible onsite wherever interns are based. The mental health team members across the sites include psychologists, mental health therapists, marriage and family therapists, social workers, drug and alcohol counselors, psychiatric mental health nurse practitioners, clinical supervisors, masters and doctoral practicum students, doctoral interns, and postdoctoral fellows.

Each location has furnished offices, break room with a kitchenette, conference room, and dedicated outdoor spaces. CARE currently has ten (10) locations throughout the Twin Cities and Minnesota. Find info on each [here](#).

## Administrative Support

The CARE administrative team supports all clinical team members, including doctoral interns. The admin team coordinates scheduling, client on-boarding, faxes as directed by the medical records department, administrative support during crisis intervention, and managing the phone lines. There is an admin located at the front desk of every clinic site as well for day-to-day tasks.

## Systems Support

The CARE systems team supports all team members with on-boarding, orienting, and learning CARE systems (such as the electronic health record, communication platform, and internal website), and documentation support. The systems team holds weekly open office hours for interns to utilize for ongoing questions and support needed.

## Billing Team Support

The CARE billing team supports all tasks related to billing for clinical team members. The team manages authorization, insurance reimbursement, and payment coordination.

## Technological Support

There are several technology systems to support the clinical team at CARE. Doctoral interns are provided with a company issued laptop, access to printers, an electronic health record, CARE email address, and a HIPAA compliant communication platform for contacting clients. CARE has a designated internal IT support role as well as a technology support service to help with any issues. Accessibility accommodations with technology resources are available based on medical necessity.

## Internal Company Website & Communication Platform

CARE has a centralized location for all resources to support the team and a central communication platform, for team members to streamline connection and coordination.

## Company Training Library

The CARE training library contains over 100 videos on therapeutic interventions developed by CARE clinicians for mental health professionals to access for free. There are also over 80 CE hours on a variety of topics related to psychological practice. Doctoral interns can gain further training in various areas of interest throughout their internship year.

## **CCIP Intern Journey**

CARE is honored to join this part of a doctoral intern's professional path and we realize how important a supportive community can be at this stage in one's growth and education. CARE focuses on building a strong cohort of doctoral graduate students, interns, and postdoctoral fellows to promote quality and diverse learning experiences throughout internship. There are three rotations throughout the year, including participation in continuing education at CARE, administering psychological assessments, and peer supervision of master's clinical trainees (outlined below).

Over the course of internship, the CCIP specific learning opportunities include:

Rotating between two to three of the following opportunities. Each rotation is a duration of four to six months, depending on the internship cohort and individual training goals.

1. **Training** – during this rotation, interns will support the Vice President of Training and postdoctoral fellow with developing and delivering training materials to the CARE Team. As mentioned, CARE provides over one hundred (100) hours of CE programming annually to clinical team members. Rotation is designed to help intern learn how to step into role of training and will involve scholarly inquiry of finding peer-reviewed and scientific articles on emerging and relevant research or evidenced based practices, and culturally responsive approaches.
  - An example of the intern's weekly schedule during this rotation is as follows:
    - Attend training (1 hour)
    - Meet with VP of Training (1 hour)
    - Collaborate with Postdoc (1 hour)
    - Scholarly research & review (1 hour)
    - Co-Lead Training (2<sup>nd</sup> & 3<sup>rd</sup> month, begin presenting)
2. **Assessment** – during this rotation, interns will work with a licensed psychologist on administering psychological assessments for clients internally referred for ADHD or IQ testing (WAIS-IV, D-KEFS (trials, verbal fluency, color word), CPT 3, CAARS-SR, CAARS-Obs), scoring, conceptualizing, writing reports, and delivering feedback to clients.
  - An example of the intern's weekly schedule during this rotation is as follows:
    - Meet with Associate Director of Auxiliary Services (1 hour)
    - Testing administration (4-8 hours)
    - Attend testing consult group (.5 hour)
    - Report writing (4+ hours)
3. **Supervision** – during this rotation, interns will first observe the master's practicum student consult then engage in experiential learning by co-leading with the CARE postdoctoral fellow. Interns will also provide peer supervision with clinical trainees. Interns will also attend weekly supervision training.
  - An example of the intern's weekly schedule during this rotation is as follows:
    - Attend supervision training (1 hour)
    - Meet with VP of Training (1 hour)
    - Collaborate with Postdoc (1 hour)
    - Co-lead student consult group (1 hour)

## Example of a Weekly Schedule

Activity	Training Rotation	Supervision Rotation	Assessment Rotation
Therapy Caseload	Up to 18 hours	Up to 18 hours	Up to 16 hours
Psychological Assessment			Up to 4 hours in administration
Supervision/Consult	4 hours	5 hours	4-5 hours
Didactics/Training	3-4 hours	4 hours	2-3 hours
All other* activities	13 hours	13 hours	10 hours

*\*Other activities may entail clinical writing, care coordination, case consultation, scoring/interpretation, team/site community building activities, professional development, cohort socialization.*

### Intern experience at CARE Counseling:

**Clinical Practice:** We believe one of the best ways to learn how to be an effective psychologist is by learning through experience. Interns will on average see a caseload of 16-18 clients depending on rotation; there may be clients that are seen weekly, twice-weekly, or bi-weekly throughout the year; thus, interns will gain on average up to 18-20 direct service hours weekly. This will also help to prepare for when interns enter the field as a psychologist after graduation and postdoctoral fellowship.

**Weekly Individual Supervision:** At CARE, we prioritize supervision and learning, therefore, CARE provides two (2) consistent hours of individual supervision every week with licensed psychologists. Interns are ideally at the location where their primary supervisor is onsite. Additionally, interns will present two (2) recorded sessions each semester to their individual supervisor for continued reflection, learning, and growth.

**Weekly Group Supervision & Case Consultation:** Doctoral interns at CARE meet for two (2) hours a week for clinical consultation, both of which are led by an independently licensed CARE Clinician. With both consultation and supervision there are reflective tasks, which are built into an intern's overall schedule.

During consult, interns will complete below:

- Teach an evidenced-based skill or technique to the group. This will help build a therapy toolbox to utilize in clinical practice.
- Deliver a diversity case presentation. This supports in developing a further understanding on intersectionality, selecting effective and culturally affirming evidenced based interventions, and exploring the self-as therapist.
- Present on something they find interesting or important to our field that is rooted in scientific inquiry. This demonstrates the importance of integrating relevant topics and research to clinical practice. We are all lifelong learners.

Throughout internship, interns will also engage in:

**Psychotherapy Grounded in Theory:** Conduct therapy with diverse populations across the age span, providing individual, family therapy, and/or couples counseling. Interns will be well trained in in-person and teletherapy to build competency with [telehealth](#).

**Efficient and Accurate Clinical Writing Skills:** Write diagnostic assessments, jointly develop, and implement treatment plans grounded in theory, and document progress in

notes, assessment interpretations, care coordination plans, and treatment summaries.

**Professional Development:** Develop skills related to professional development, such as communication strategies, awareness of individual and cultural diversity, effectively utilizing supervision and consultation, as well as engaging in ethically minded practice.

**Coordination of Care:** Become skillful at care coordination, including contact with schools, medication providers, and other systems involved with the client/family.

**Consultation:** Participate in the multidisciplinary approach to provide a balanced and comprehensive outpatient experience for clients and provide client care that is effective.

**Didactics/Grand Rounds:** Attend two hours of didactic training weekly that follows a twelve-month curriculum of 12 foundational topics related to psychological practice, which build upon a doctoral degree. Learn more about our continuing education [here](#).

**Inclusion:** Be welcomed within a community that is passionate about supporting the learner journey. CARE is dedicated to cultivating an inclusive training environment and spaces that promote appreciation for differences, self-awareness, reflection, and a diverse community. CARE continuously works to cultivate an inclusive space that welcomes diversity in all forms. CARE has a Team of DEI Specialists across departments to engage the entire CARE community on initiatives such as internal team member DEI lunch & learns that incorporate a reflective component on identity and intersectionality. CARE Counseling launched [CARE More](#), a non-profit community initiative that supports BIPOC students pursuing graduate programs in psychology. Interns will have opportunities to be involved with these and other DEI initiatives.

## HOW TO APPLY

*Thank you for considering CARE Counseling for your internship experience!*

Prospective interns must apply for the CCIP using the AAPI ([www.appic.org](http://www.appic.org)).

The CCIP APPIC Program Code is: 2612

The CCIP follows all guidelines established by the American Psychological Association (APA) and Association of Psychology and Postdoctoral Doctoral psychology internship Centers (APPIC) and fully endorses the APPIC policy summarized in the following:

“This doctoral psychology internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept or use any ranking-related information from any doctoral psychology intern applicant.”

CCIP has submitted its application of intent to apply with the APA Office of Program Consultation and Accreditation. CCIP is not APA accredited. Questions related to the program’s accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1st Street NE, Washington DC, 20002-4242  
Phone: (202) 336-5679 / Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

The CCIP application for APPIC membership has been submitted and awaiting decision.

### CARE COUNSELING INTERNSHIP PROGRAM BROCHURE 2024-2025



CCIP application requirements include:

- Enrollment in a clinical or counseling psychology doctoral program that is accredited by the American Psychological Association (APA).
- A total of a minimum of 1500 hours of practicum intervention, assessment, and support hours, to include at least 25 assessment and 300 intervention hours.
- Curriculum Vita (CV), including GPA and confirmation of passing doctoral program Comprehensive Exam, and progress made towards dissertation.
- Cover letter outlining training background, internship training goals, and why the candidate was specifically drawn to applying for the CCIP.
- Three recommendation letters from professional sources that are knowledgeable with the intern's training, clinical experience, and/or academic background.

Application materials must be received by Sunday, December 1, 2024 at 11:59pm CST.

CARE will notify applicants invited for interview by December 15, 2024.

Interviews occur January 6-10, 2025, virtually.

Interviewees will have the opportunity to receive a virtual tour of a CARE location and connect with current CARE team members as well!

**CCIP Contact Information**

Heidi Bausch-Ryan, PsyD, LP

Vice President of Training

CCIP Training Director

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**CARE COUNSELING**

*Company Values*

**WORK HARD. PLAY HARD.**  
We are motivated to efficiently complete quality work; this leaves time for the things that bring us purpose and joy.

**ACCOUNTABILITY**  
We acknowledge with the highest expectations comes the opportunity for growth. We all take ownership of our part in this journey.

**TRANSPARENCY**  
We are open and honest about experiences and expectations.

**EXCELLENCE**  
We are high achievers who strive for excellence in everything we do. We're learners at our core and understand excellence is a moving target.

**CHILDHOOD + ADULTHOOD RELATIONAL & EMOTIONAL counseling**

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