

# Predoctoral Internship Program in Counselling Psychology

**M**illard Health, owned and operated by the Workers' Compensation Board – Alberta, offers three full-time, 2000 hour Predoctoral Internship positions in counselling psychology. Our program is accredited by the Canadian Psychological Association and is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). It is designed as a means of training advanced students to meet the range of problems the professional psychologist may expect to encounter. It presents the opportunity for an integration of graduate education, psychological theory, and professional skills. As such, it serves as a period of transition between the student role and the role of an independent professional. As the year progresses, the intern is expected to assume increasing responsibility in the delivery of psychological services, with supervisory support.

## The Setting . . .

Millard Health delivers a full continuum of rehabilitation and disability management services. We are accredited by CARF (The Rehabilitation Accreditation Commission) in a variety of Medical and Occupational Rehabilitation Programs. Located in Edmonton since 1952, Millard Health employs over 200 professionals who provide services to over 5000 clients per year.

Our client base is broad and diverse and includes referrals from primarily Workers' Compensation, but also from other insurers. Rehabilitation services that include psychology intervention are provided through a number of interdisciplinary programs, as follows:

**Return to Work Services (RWS):** This program is designed for clients who have experienced mild-to-moderate complications from physical injury, most of whom are in an acute phase of recovery.

**Return to Work Complex (RWC):** This program is designed for clients who have experienced significant barriers in their recovery from physical injury, many presenting with chronic pain.

**Head Trauma Services (HT):** Clients referred to this program have incurred a head injury, ranging from mild to severe.

**Post-Traumatic Stress Services (PTS):** These clients have a confirmed or suspected diagnosis of PTSD, typically with a concomitant physical injury.

**Cumulative Activity Related Disorder Services (CARD):** This program is comprised of clients with repetitive strain disorders such as upper extremity tendonitis and Carpel Tunnel Syndrome.

All programs provide an individualized, structured, and goal-oriented approach to rehabilitation, with a major focus on preparation for return-to-work. Psychology services are designed to facilitate program goals by assisting clients in minimizing psycho-social barriers to employability (e.g. depression, anxiety, insomnia, negative attitude/behavior, relationship conflict etc.). Length of program per client typically ranges from one to two months, with daily attendance several hours per day.

Each program is comprised of an interdisciplinary treatment team including members from the following disciplines: psychology, physiotherapy, occupational therapy, exercise therapy, medical, rehabilitation co-ordination, and vocational training.

## The Program . . .

Our internship program is designed to be intern-centered, focusing on each intern's needs for growth and development. Interns work with a diverse clientele who present a range of psychological problems. These include relatively well-functioning individuals dealing with the stress of a physical injury or facing a career change, other individuals for whom an on-the-job accident is only one aspect of a difficult life, and finally those individuals whose injury has dealt a significant impact to their overall functioning in life. Psychologists employ a variety of psychotherapeutic approaches that include cognitive-behavioral, solution-focused, systemic, experiential, narrative, existential, and interpersonal. Service delivery is guided by the Code of Ethics and Practice Guidelines for Providers of Psychological Services of the Canadian Psychological Association and the College of Alberta Psychologists. Interns are provided with the opportunity for extensive discussion of these standards and are required to demonstrate an application of these standards in their clinical practice.

Upon completion of the internship, interns are expected to have developed:

- (1) Skills in selecting appropriate assessment instruments/methods, applying and interpreting them in a valid manner, and integrating assessment information into a report format that guides the counselling or evaluative process and is useful to the client and other professionals;
- (2) A personal therapeutic style that is flexible, responsive to the needs and cognitive style of the client, compatible with their own personality, and effective in the promotion of independence and self-efficacy of the client;

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- (3) Skills in synthesizing, summarizing, and communicating written information regarding psychosocial problems and interventions for the purposes of professional accountability, interdisciplinary treatment and promoting client welfare; and
- (4) Effective and professionally appropriate skills in interacting and consulting with clients and other professionals.

Each intern is provided with a private office which includes a personal telephone and an internet accessible computer. Interns have borrowing privileges at the Centre's library with reciprocal privileges at any library in Alberta. The Millard Centre subscribes to EBSCO and interns have access to full text article searches through Psychinfo and Medline. Psychological assessment scoring and interpretation software is also available. Computer-assisted biofeedback equipment (EMG, temperature and electrodermal), audiovisual equipment, a one-way mirror, group therapy room, group meeting room, and clerical support are also available.

## The Stipend . . .

\$30,000 Canadian

## Primary Rotations

Interns rotate through three primary rotations, each four months in duration. Every primary rotation will involve an assignment to one of the five programs outlined earlier, RWS, RWC, HT, PTS, and CARD, so that each intern will have an opportunity to work within three of these five programs by the end of the internship. In each primary rotation the intern will commence with observation of assessments, group, and individual therapy, followed by conjoint performance in these areas with the supervisor, with the eventual goal of independent functioning under supervision. The following responsibilities and clinical activities are associated with the primary rotations:

**Individual counselling** - Up to 10 hours per week. The form of therapy undertaken depends upon the therapeutic orientation of the intern and supervisor, and the needs of the client. Interns maintain a caseload of approximately ten clients (marital/family counselling is occasional).

**Psychological assessment** - Up to 5 hours per week of intake assessments. The type of assessments undertaken depends upon the needs of the client and typically involves a clinical interview and psychometric testing. The intern will also complete a total of six thorough psychological assessments (e.g. vocational, academic, pain, PTSD, neuropsychological) over the course of the internship.

**Group counselling** - Up to 5 hours per week. Groups range from the content-laden psycho-educational approach to an interpersonal process approach in which interns are encouraged to develop their own therapeutic style. Psycho-educational groups include such themes as stress and mood management, relaxation training, pain management, and career planning.

**Interdisciplinary team process** - Up to 5 hours per week. Interns attend team meetings and case conferences during which they confer with other disciplines on client needs and progress.

**Administrative practices and documentation** - Up to 5 hours per week. This is comprised of report writing, case notes, committee work, and other issues related to working at Millard Health in the role of a psychologist.

**Supervision** - Four hours per week, in keeping with CPA guidelines. This is comprised of at least two hours with the primary supervisor, one hour with the optional supervisor, and at least one hour of group supervision (with several psychologists collectively, or with the Director of Training). A primary focus of all supervision is review of clinical cases and exploration of practice issues.

**Other** - Up to 7 hours per week. This can be time spent in individual consultation with team members, preparation for interviews and group counselling, attendance at inservices and administrative meetings, and optional rotation activities.

## Optional Rotations

In addition to the three primary rotations, interns are encouraged to participate in at least three optional rotations which run concurrent to the primary rotations and range from 3 to 7 hours per week of the intern's time. The optional supervisor is typically not the primary supervisor. The optional rotations offered as part of the internship program are summarized as follows:

**Research-** The intern may wish to participate in research already being conducted at Millard Health, help to develop and undertake a new project, or continue working on a health psychology project that they have already undertaken. The intern is active in as many aspects of the investigation as possible including planning, proposal, data collection, analysis, write-up, and publication.

**Consultation-** The intern works with a psychology consultant and learns to clearly identify the referral issue (e.g. from a case manager), abstract relevant information from a claims file, apply relevant psychological principles to claims issues, formulate an integrated opinion drawing upon all relevant information, and effectively communicate this opinion back to the referral source.

**Neuropsychology-** This will include a general overview of the theory and principles of neuropsychology. Special emphasis is placed on the assessment of Traumatic Brain Injury. The intern will receive training in the administration and interpretation of neuropsychological instruments and will also conduct several assessments.

**Biofeedback-** The intern will be introduced to the apparatus and techniques for EMG and thermal biofeedback. Issues addressed with clients may include: muscular tension, chronic pain, migraine headaches, and Reynaud's disease, and treatment interventions include relaxation training, pain management, systematic desensitization, and postural change.

**Industrial/Organizational-** The intern will work with an industrial organizational psychologist in the areas of program development and evaluation. Outcome measurement tools are examined and program effectiveness is viewed from a management perspective.

**Supervision-** This provides the intern with the opportunity to supervise a fourth year undergraduate psychology intern in such areas as psychometric testing, relaxation training, research, didactic training, and professional issues.

**Group Therapy-** Extra training and experience in group therapy is provided to the intern who desires to further hone skills in this area.

**PTSD-** The intern is provided with the opportunity to work specifically with a number of clients diagnosed with PTSD, including exposure to EMDR training.

**Assessment-** Extra training and experience in psychological assessment is provided to the intern to further develop administration, scoring, and report production skills.

## Application Procedure

Doctoral level graduate students currently registered in a clinical or counselling psychology program will be considered for admission to the Millard Health internship program if they have completed, or expect to complete before commencing the internship:

1. All doctoral course work
2. Comprehensive/qualifying examination
3. A minimum 400 hours direct client contact through practicum experiences

**All applicants must submit, before November 30th (prior to Uniform Notification Day):**

1. A completed AAPI (APPIC Application for Psychology Internship), available for downloading from the APPIC Website at <http://www.Appic.org/>
2. Three letters of reference from professors and/or practicum supervisors
3. Official undergraduate and graduate transcripts of academic work
4. Curriculum Vitae

## Interviews

Qualified applicants will be interviewed in person or by phone before January 31st (prior to Uniform Notification Day). Preference is given to applicants who are attending graduate programs that are accredited through the Canadian Psychological Association or the American Psychological Association (or the equivalent). Applicants are rank-ordered on the basis of their clinical and academic experiences, their apparent abilities, and the capacity of the internship program to meet their needs and interests.

Internship offers and acceptances are conducted in accordance with the policies of the Association of Psychology Postdoctoral and Internship Centres (APPIC). Our internship program fully participates in the APPIC Internship Matching Program. Applicants must obtain an Application Agreement Package from National Matching Services (NMS) and register for the matching program in order to be eligible to match to this internship program. This 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 intern applicant.

Note: Please forward all application materials as one completed package to the following address:

**Contact:**  
**Dr. Peter Lyons, Ph.D.**  
**Coordinator of Psychology Training**  
**Millard Health Centre**  
**131 Airport Road**  
**Edmonton, Alberta**  
**Canada T5G 0W6**

Tel: (780) 498-3273  
Fax: (780) 498-3266  
Toll-free: 1-888-498-9902  
[peter.lyons@millardhealth.com](mailto:peter.lyons@millardhealth.com)

Visit [www.millardhealth.com](http://www.millardhealth.com) (under Careers)  
for additional copies of this document and to learn more about Millard Health.

## Other Educational Opportunities

In addition to the supervised experience provided through the primary and optional rotations, interns are exposed to educational opportunities through clinical presentations. Interns are also expected to facilitate two inservices with fellow interns and staff during the year.

### Inservices...

A broad range of topics concerning the practice of psychology are presented by Millard Health psychologists and interns every other week, with the use of relevant literature. This series is designed to expand the range of issues and skills that the interns are exposed to during the internship. Topics have included ethical issues, biofeedback, consultation, marital therapy, brief psychotherapy, health psychology, self-esteem enhancement, crisis intervention, and cross cultural issues.

### Group Supervision . . .

A range of interesting cases are presented by psychologists and interns in bi-weekly group supervision sessions.

### Millard Health Inservices . . .

Current issues are presented on a periodic basis by any and all professions concerned with rehabilitation. Topics may include pain measurement, health and healing, weight control, goal setting and program evaluation, handling confrontation, ergonomics, low back pain, psychological and sociological aspects of pain, and pain versus gain.

### Education Leave . . .

The intern is allowed up to 5 days of education leave during the internship program, which are included in total internship hours. The education leave can be used for such activities as workshops, conferences, and dissertation defense.

## Internship Faculty

**Aprile Flickinger, Ph.D. (1999)** University of Alberta  
Individual therapy (CBT/body-centered/EMDR), group therapy (process/psycho-educational/CISM) for depression, anxiety, relationship issues, and trauma/abuse issues.

**Richard Koehn, Psy.D. (1998)** George Fox University  
Treatment of chronic pain, stress and pain management, cognitive interventions, spiritual issues, assessment.

**Peter Lyons, Ph.D. (1992)** University of Alberta  
Coordinator of Internship. CBT, head trauma, stress and pain management, marital conflict/family violence, men's issues, health psychology, solution-focused counselling.

**André Masson, Ph.D. (1997)** Concordia University  
Individual therapy (cognitive-behavioural and supportive), group therapy (process, instructional, and CISM) for repetitive stress injury and chronic pain management. Outcome research.

**Lori Rossi, Ph.D. (2005)** University of Alberta  
Individual and group therapy for mood disruptions, pain difficulties, and vocational stress within rehabilitation setting; women's issues, trauma, qualitative research, crisis intervention, and common therapeutic factors.

**Suey Yee, Ph.D. (1988)** University of Alberta  
Chief Psychologist. Disability management, chronic pain, hypnosis, post-traumatic stress disorder, assessment, consultation.

## Secondary Faculty

**Annette Colangelo, Ph.D. (2006)** University of Windsor  
Residency and Fellowship at University of Washington.  
Neuropsychological assessment, rehabilitation psychology, traumatic brain injury, behavior medicine, and cognitive skills training.

**Kathryn Graham, Ph.D. (1995)** Cranfield University  
Quality Assurance Coordinator. Program evaluation, research, predictors of return to work, client satisfaction, measurement properties of clinical outcome measures; serves in capacity of internship ombudsperson.

**Christian Laplante, Ph.D. (2006)** Laval University  
Relaxation and imagery training; biofeedback; chronic pain; depression and anxiety; systemic beliefs, cognitive-behavioural and solution-focused approaches; marriage and family therapy.

**Abigail Mallillin, Ph.D. (2007)** University of Saskatchewan  
Assessment and treatment of DSM-IV mental disorders; clinical health and rehabilitation psychology; individual, group, family, and couple therapy; CBT, IPT, RET, Ericksonian, DBT, Integrative; consultation; outcome research.

**Carol B. Mawdsley, Ph.D. (1986)** University of Notre Dame  
Consultation, disability management, quality assurance, contracting. Clinical-chronic pain, PTSD, neuropsychological assessment and rehabilitation.

**Jerry Rose, Ph.D. (1990)** University of Alberta  
Research, development, and piloting of continuum of care models; disability consultation; sports psychology; health psychology.

**Kevin Yeasting, M.A. (1996)** Lakehead University  
Treatment of individual and relationship issues; pain and stress management; relaxation training; vocational counselling; cognitive-behavioural, narrative, and solution-focused approaches.



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