



**NATALIS PSYCHOLOGY**

**Training Program**

**Intern Brochure**

**2024-2025**

<https://natalispsychology.com/psychology-careers/>

**The Natalis Psychology Training Program (NPTP) mission is to prepare doctoral psychology interns to provide high quality, ethical and just behavioral health care to people of all ages, in a variety of settings, and to develop the leadership and advocacy skills that psychologists need as they take on leadership positions in the professional and business world of psychology practice.**

The training philosophy of NPTP embraces the practitioner-scholar model, emphasizing the importance of clinical practice informed by psychological science.

### **Accreditation and Affiliations**

Natalis Psychology Training Program is not accredited by the Commission on Accreditation of the American Psychological Association. NPTP will be in the process of becoming an APA Accredited Doctoral psychology internship site; NPTP underwent a site visit in June 2023. While we are excited about this process, we are unable to guarantee the program will successfully obtain APA Accreditation.

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 1<sup>st</sup> Street NE, Washington DC, 20002  
Phone: (202) 336-5679 / Email: [apaaccred@apa.org](mailto:apaaccred@apa.org).  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

### **APPIC Membership Status**

NPTP is a participating member of APPIC and participates in the APPIC match. NPTP agrees to abide by all APPIC policies, including the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information for any doctoral psychology intern applicant.

NPTP is available to apply to via the AAPI. Please DO NOT send paper or email applications. Students who intend to apply to Natalis Psychology Training Program must apply using the AAPI.

Natalis Psychology Training Program APPIC Match Site Code is 2308.

### **Program Structure and Focus Areas**

NPTP offers one-year, full-time doctoral psychology internships. The program provides a range of clinical, didactic, and advocacy experiences that represent the necessary depth and breadth required for future professional psychology practice in both urban and suburban settings that serve clients from diverse and often underserved communities. The internship will accept doctoral psychology interns for the 2024-2025 cohort, which will begin on August 12, 2024. Doctoral psychology interns have a primary placement at University Ave location. All doctoral psychology interns meet weekly for group clinical supervision, twice monthly for supervision and training in psychological assessment, weekly for supervision of supervision, and monthly for shared justice and equity training activities. Doctoral interns also receive two hours of individual supervision weekly from licensed psychologists. Doctoral psychology interns are expected to

complete a minimum of 2,000 hours of training total with 500 being direct service during the internship year, of which 20 hours per week, on average, are spent in the provision of direct face-to-face clinical services. Doctoral psychology interns are expected to achieve the internship objectives, as stated below, and to abide by the APA *Code of Ethics*, the requirements of the NPTP training program, and the policies and procedures of their primary training site.

### **Behavioral Health Intervention**

Doctoral psychology interns are expected to spend approximately 20-25 hours per week in activities related to Behavioral Health Intervention. NPTP provides opportunities to work in outpatient specialty behavioral health care settings. Opportunities to provide individual, couples, family, and group psychotherapy using both brief, solution-focused interventions and longer-term depth psychotherapy are offered. Working collaboratively as part of a behavioral health care team, as well as a medical intervention team, are a strong focus of the NPTP internship program. The University Avenue location provides opportunities to serve people from immigrant and refugee populations and may include working with interpreters as psychotherapy services are provided.

### **Psychological Assessment**

Doctoral psychology interns are expected to engage in activities related to Psychological Assessment, including administration and interpretation of a variety of psychological instruments, as well as writing comprehensive psychological evaluations focused on gaining diagnostic clarity and recommendations for future interventions. Assessments may include intellectual, achievement, performance, and personality assessments. Doctoral psychology interns also may select a specialty area of psychological assessment that includes Autism Spectrum Disorder and Attention-Deficit Hyperactivity Disorder (ADHD) diagnoses. All doctoral interns are required to complete a minimum of two full psychological batteries including subsequent psychological reports and feedback sessions.

### **Justice, Equity, and Socialization**

All elements of the NPTP are rooted in multicultural proficiency as well as cultural and clinical humility. Interns are expected to demonstrate integration of their knowledge, skills, and awareness of themselves, others, and systems in their training experiences. NPTP's commitment to fostering professional development in this area also includes ongoing, intentional, conscientious interrogation of the field and practice of psychology as a whole in regarding to limitations of the field, complicity, marginalization, oppression, liberation, cultural strengths, and solidarity.

Doctoral interns will engage in an equity and justice learning community with interns from two APA-accredited internship sites, Indian Health Board and Fraser Inc. These events occur at least once per month with optional field trip opportunities throughout the year including visiting culturally important sites or events within the Twin Cities (e.g. George Floyd Square, All My Relations Gallery, Hmongtown Market, Quatrefoil Library).

Doctoral interns will also attend a full day conference in both the fall and spring on diversity and/or supervision via MAAPIC, a collaboration among APA accredited internship sites in Minnesota. This includes affinity spaces in the second half of each conference where interns can connect with other interns of a shared identity.

All forms of supervision and professional consultation will reinforce these important discussions and skill development. Interns may also work with clients from marginalized backgrounds providing therapy or psychological assessment. Clinical work with interpreters is also available.

### **Psychology Leadership and Advocacy**

Doctoral psychology interns are encouraged to select from a variety of professional leadership and advocacy training opportunities that may include serving on a professional association committee or task force, and working in legislative advocacy with local non-profit organizations. NPTP believes that psychologists must be active in their professional communities as a vital part of professional practice.

### **Supervision, Consultation, and Didactic Collaboration**

All doctoral psychology interns receive a minimum of four hours per week of supervision by licensed psychologists.

Doctoral psychology interns receive a minimum of two hours of individual supervision each week from a licensed psychologist and supplemental weekly individual supervision may be provided by other faculty and behavioral health clinicians. Supervisors provide doctoral psychology interns with experientially-based clinical training, including collaboration and didactic training activities. Group and individual clinical supervision and didactic training, psychological assessment supervision and didactic training, and collaboration with colleagues and medical professionals are a primary focus of NPTP.

### **PROGRAM AIMS**

The overriding goal of the doctoral psychology internship is to prepare the doctoral candidate for the entry level practice of psychology with an emphasis on both clinical and cultural humility. This preparation requires doctoral level psychotherapeutic skills, professional ethics, and identification as a psychologist in training. Doctoral psychology interns will be asked to create specific goals.

At the completion of the program, doctoral psychology interns will demonstrate:

- I. An active appreciation of professional issues pertaining to the practice of professional psychology and the current functional expectations of clinical staff at Natalis Psychology Training Program, and act in accordance with the APA Ethical Principles for Psychologists and Minnesota Statutes related to the provision of psychological services.
- II. An advanced doctoral level of critical thinking and problem-solving skills. This will be observed in their presentation of principles and theories, their awareness of research, and their fluency in procedures and methods of psychological diagnosis and psychological assessment appropriate to the presenting problem, the client population, and the individual and cultural differences of the clients.
- III. Doctoral level knowledge of a variety of empirically supported assessments, treatments, and therapies, and will also demonstrate doctoral level skills in the application of the intern's primary theoretical approach. It is expected that this application will be relevant

to the client population, the presenting problem, diagnosis, individual differences, cultural differences, and the treatment objectives negotiated with the client.

- IV. Observable behaviors and knowledge indicative of awareness, sensitivity, and responsiveness to issues of cultural and individual diversity within clinical and organizational settings.
- V. An open and responsive approach to supervision, and doctoral level knowledge of supervision theories, and awareness of own strengths, needs, and skills.
- VI. Advanced knowledge and skill regarding the development, implementation, and analysis of outcome measures and data. Doctoral psychology interns will demonstrate proficiency in outcomes measures as applied to a variety of mental health and healthcare settings.

### **Stipend, Benefits, and Resources**

The annual doctoral psychology internship stipend is \$32,200. As employees of Natalis Counseling & Psychology Solutions, interns are offered comprehensive health benefits, as well as 80 hours of Paid Time Off (PTO), which can be used for vacation, illness, or family/personal reasons. In addition, interns are allowed preparation release time for dissertation and the Examination for the Professional Practice in Psychology (EPPP) during unscheduled work hours. Interns must obtain a minimum of 2000 hours of service to complete internship with a minimum of 500 of those hours being direct service. Should time off for whatever reason impact a trainee's ability to obtain the minimum number of hours, their internship may be extended to accommodate the requirement with mutual consent between intern and NPTP or trainee may add additional hours above 40 per week to meet requirement on time. A formal leave policy is also in place in the event a trainee would need to take up to 4 weeks off for personal reasons.

NPTP doctoral psychology interns have access to numerous resources. Funding for training opportunities in the community may be provided throughout the doctoral psychology internship year. Assessment and other necessary training materials are provided at each training site. Each intern has access to administrative and IT support.

### **NPTP Training Site**

Natalis Counseling consists of several clinic locations, most of which are under the umbrella of the sponsoring agency, Natalis Counseling & Psychology Solutions. All sites are dedicated to providing a broad range of training opportunities for doctoral psychology interns.

### **Natalis University Avenue**

Natalis University Ave is the primary training site for doctoral interns. It is a large, interdisciplinary independent psychology group practice located in St. Paul, MN. This agency offers a broad array of services, including outpatient psychotherapy, intensive day treatment, DBT groups, psychiatry and medication management, and psychological evaluations. Some of these services are provided through the schools. The St. Paul location offers opportunities to work with immigrant and refugee patients, sometimes with an interpreter present.

<https://natalispsychology.com/>

## **Natalis Woodbury**

Natalis Woodbury may on occasion host training or shadowing opportunities for doctoral interns. The Woodbury location, however, is not a primary placement or rotation site. Natalis Woodbury is a medium-sized, interdisciplinary independent psychology group practice located within the large suburban community of Woodbury, MN. This site offers psychotherapy to individuals, couples and families, psychological assessment, and community education. Providers at this site serve clients of all ages.

<https://natalispsychology.com/>

## **Twin Cities Area Attractions**

NPTP is a psychology training program with sites across the Twin Cities of Minnesota. Doctoral psychology interns are placed at various sites throughout the internship year, but have the opportunity to travel and experience the diverse and unique landscapes that make Minnesota the “land of 10,000 lakes.”

Despite the nickname, Minnesota is actually home to 11,842 lakes, including the largest freshwater lake in the world - Lake Superior in Duluth, which is approximately two hours from the Twin Cities. The many lakes in the Twin Cities provide miles of walking and biking trails and opportunities for water sports, such as swimming, canoeing, and boating. In addition, there are 67 state parks, a number of which are located a short distance from the Twin Cities.

The metropolitan area is referred to as the Twin Cities due to the proximity between Minneapolis and St. Paul, Minnesota’s capital. The two metro areas, and two largest cities in the state, are divided by the Mississippi River, with St. Paul to the east and Minneapolis to the west. The metro area is home to several professional sports team, including the Wild (hockey), Vikings (football), Timberwolves and Lynx (basketball), Twins (baseball), and Minnesota United (soccer). The Twin Cities are also known for numerous community festivals including the Minneapolis Aquatennial, May Day Celebration, the St. Paul Winter Carnival, and PRIDE festival, and is considered to be the third most-vibrant community in the US for theater and art events. Opportunities for shopping and dining are widely available, as the Twin Cities is known for a variety of boutiques including many BIPOC owned businesses and restaurants.

## **Application Process and Selection Criteria**

NPTP currently offers full-time doctoral psychology intern positions. Students interested in applying for the doctoral psychology internship program should submit an online application through the APPIC website ([www.appic.org](http://www.appic.org)). NPTP is listed in APPIC under Program Code 2308.

A complete application consists of the following materials, as submitted through the APPIC website:

1. A completed online APPI
2. Cover letter stating an applicant’s preferred training location(s) and the reason the applicant is interested in those sites specifically. Applicants can indicate their interest in more than one site within the program in one cover letter.
3. A Current Curriculum Vitae

4. Three (3) standardized reference forms, at least two of which must come from individuals who have directly supervised your clinical work.
5. Official transcripts of all graduate coursework
6. One (1) integrated assessment report - please redact appropriately.

All application materials must be received by December 04, 2023 at 11:59pm CST to be considered. Interviews will be the second week in January. Applicants will be notified by email by December 19, 2023 if invited to be interviewed. The format includes both group and individual interviews with multiple staff with opportunities to connect with current doctoral psychology interns as well as other staff when requested. We prefer that interviews be in person; phone interviews may be requested. Interviewers will include the Director of Training, current doctoral interns, and possible Program Faculty or current Post-Doctoral Psychology Residents.

NPTP requires that applicants be in good-standing and currently enrolled in a clinical or counseling psychology doctoral program and have completed the following prior to beginning internship:

1. A minimum of 1,000 hours of supervised experience (350 of which must be face-to-face intervention hours and 25 of which must be direct assessment hours)
2. All qualifying exams must have been successfully completed
3. Dissertation proposals must be approved before the start of internship

The training staff evaluate doctoral psychology internship applications. Applications are reviewed based on a candidate's interest and experience in each of the training areas offered by NPTP, as well as experience working with diverse community populations. Applicants who receive the highest ratings are invited via email to participate in interviews.

### **Diversity and Inclusion**

NPTP resides within Natalis Counseling & Psychology Solutions, which is an Equal Opportunity Employer. NPTP is committed to creating an environment that is equitable, inclusive, and safe for clients, staff, and interns. We believe that increasing the diversity of doctoral psychology interns, agency staff, and program faculty enhances and adds to the cultural, social, and economic benefits within our community, as well as in the training environment. We believe individual and cultural diversity is foundational in the appropriate and ethical development of skills, competence, and overall well-being; therefore, diversity is considered, reflected upon, and integrated in the training doctoral interns receive at NPTP as it should be in the field at large. NPTP adheres to the Equity & Inclusion and nondiscrimination policies outlined by the sponsoring agency and seeks to recruit staff and interns with diverse identities.

### **Contact Information**

Questions regarding the application or interview process may be directed to NPTP's Director of Training, Dr. Rita Sandidge, LP ([rsandidge@natalispsychology.com](mailto:rsandidge@natalispsychology.com)).