

COUNSELING ASSOCIATES'

PRACTICUM & INTERNSHIP TRAINING PROGRAM

Welcome

Thank you for your interest in our practicum and internship training program for students in psychology, social work, and clinical mental health counseling.

Agency Overview

Counseling Associates of New London, PLLC (CANL) was established in 2004 by Betsy Harrison, MA, LCMHC and Susan Borchert, PhD, LP, to serve the mental health needs of the greater Kearsarge-Lake Sunapee area. Responding to client and community demand, CANL expanded from its original office in New London to locations in Newport, Claremont, Hanover, and Plymouth.

New London

35 Newport Road
New London, NH 03257

Newport

Newport Health Center
11 John Stark Highway
Newport, NH, 03773

Claremont

251 Elm Street
Claremont, NH 03743

Upper Valley

2 Buck Road
Hanover, NH 03755

Downtown Hanover

53 South Main Street
Hanover, NH 03755

Plymouth

1 Bridge Street
Plymouth, NH 03264

Today, we have over 50 employees with a range of backgrounds, skills, and expertise to serve our clients and to keep the offices running efficiently and effectively. At CANL, we provide a variety of mental health services to a broad population from young children to older adults. Services include individual counseling, group counseling, family therapy, school-based mental health counseling, integrated health care, and medication evaluations and management. We also offer substance abuse services, including therapy as well as relapse prevention, substance abuse evaluations, and DUI aftercare counseling. It is our mission to offer comprehensive, specialized services, and our staff consists of multiple professionals who have a wide array of expertise.

Internship Program Background

CANL's practicum and internship training program was established in 2018 as a way to train competent licensed mental health providers to help meet the growing demand for mental health services. CANL's training program accepts students from psychology programs, graduate-level

clinical mental health counseling programs, and graduate-level social work programs. This training program is designed for students who are seeking training for 8 or more months, as there is a large volume of skills for students to learn, and our clients often value provider continuity. Since 2018, we have been able to offer practicum and internship placements to students from a variety of schools, including:

- University of New Hampshire
- Southern New Hampshire University
- Plymouth State University
- Wake Forest University
- Boston University
- New England College
- Northwestern University
- Fordham University
- Antioch University

In addition to practicum and internship placements, we offer paid training opportunities for candidates-for-licensure (i.e., those individuals who have graduated from an approved training program and need two years of supervised training before applying for licensure.) Students who have demonstrated excellent performance during their internship may be invited to continue their training with CANL as a candidate for licensure while they are pursuing their professional license.

Internship Training Model

At CANL we have adopted a service-learning model for our students' training. During practicum and/or internship, students will have an opportunity to integrate theory and practice and to expand the depth and breadth of learning in their particular areas of study and interest. They will be able to translate abstract concepts and diagnoses into human experience in an applied setting, while guided by a licensed supervisor who helps to impart additional skills. Students will develop learning goals at the beginning of their training and reflect actively on what they are learning throughout the learning experience. Through observation, interaction, and consultation with other licensed clinicians, students are provided with excellent opportunities to learn from experienced clinicians.

Internship Experience

We are proud of the unique training program we have created for practicum students and interns at CANL. A few of the components that set us apart from other training sites include:

- 1) the amount and quality of supervision and support provided to students
- 2) the variety of clinical experiences students can acquire during their training

- 3) the ability for students to tailor their program to meet their unique learning goals
- 4) the chance to work in a variety of office locations and/or (when appropriate) telehealth
- 5) the opportunity to work with a very supportive and collaborative team of professionals
- 6) for interns who have demonstrated exceptional performance, the chance to continue with a paid position after their internship period

Under the direction of a licensed staff member, students will have opportunities to engage in a variety of professional activities. While receiving ongoing supervision, support, and guidance, it is expected that over the course of their training, students will increase their awareness, knowledge, skills, and confidence in a manner which will enable them to function more independently and effectively in their professional roles.

Interns are expected to work with their supervisors to pursue activities and opportunities in their specific areas of interest. At CANL, students may have opportunities to experience the following activities:

- Observe licensed clinicians provide various mental health services
- Work with clients of various cultures, backgrounds, ages, and referral concerns
- Conduct clinical intakes
- Provide individual psychological/counseling services
- Co-facilitate counseling groups
- Conduct psychological evaluations and assessments
- Participate in weekly individual and group supervision activities
- Participate in weekly case consultation groups
- Participate in trainings and staff meetings
- Collaborate with outside agencies and professionals
- Complete documentation/record keeping procedures
- Engage in school-based services
- Participate in integrative care practices

Since the start of our training program, students have consistently provided the highest ratings of our training program when asked about opportunities to:

- engage in meaningful activities
- apply their skills
- benefit from supervision
- increase their learning and professional development

Internship Requirements

For students who begin with a practicum placement followed by internship, practicum includes a minimum of 10 hours a week and internship includes a minimum of 24-hours a week. As we feel learning to work effectively with clients is at the heart of clinical training, we typically expect practicum students to devote at least 50% of their time to direct clinical work with clients and for interns to devote at least 75% of their internship time to direct clinical work.

CANL has a very structured program to prepare students to become competent, well-rounded clinicians who can work effectively with a range of clients. At the start of their training, before working individually with clients, students are required to:

- 1) complete a comprehensive orientation training;
- 2) watch training videos and complete the related quizzes;
- 3) complete and document a mock intake interview;
- 4) shadow a licensed provider during a client session;
- 5) and be observed by a licensed provider during their first intake.

Note: The above process typically takes 2 weeks to complete. We encourage students whose practicum programs require they meet a minimum of direct client hours within a short period of time (e.g., 10 weeks) to complete the first 2 requirements before their first week of practicum.

In addition to the above requirements, we require students to participate in 3 hours of weekly supervision and consultation: individual supervision, peer consultation, and intern seminar. Students also attend weekly co-occurring disorders supervision/training groups for at least 8 weeks. Before the end of their training, students are required to co-facilitate a counseling group under the guidance of a licensed provider.

Training Goals

CANL wants each student to identify specific learning goals early on, and we want to assist them in reaching those goals by providing opportunities, support, and guidance. We attempt to tailor the learning experiences to meet the specific and unique learning goals of each student, and we encourage students to express their desires for pursuing specific interests. In addition to any goals identified by the student, by the end of their training with us, it is our hope that students will have:

- Linked academic theory to practice;
- Applied their knowledge, skills, and experience in a professional setting;
- Acquired new learning through challenging and meaningful activities;
- Reflected on the content and process of the applied learning experience;
- Advocated for their own learning in alignment with internship goals;
- Demonstrated professional skills in the workplace;
- Built and maintained positive professional relationships;
- Demonstrated awareness of community and/or organizational issues;

- Identified, clarified, and/or confirmed professional direction with respect to their career;
- Developed self-understanding, self-discipline, maturity, and confidence.

Supervision

We consider supervision and the student-supervisor relationship to be critical to student's learning. Each student is assigned a primary supervisor – typically a clinician licensed in the student's area of study -- who will provide ongoing individual supervision during the student's practicum and/or internship training. All supervisors are competent, experienced clinicians who have also been trained to supervise. Primary supervisors are responsible for providing ongoing and formal evaluative feedback. Supervisors will work with each student to ensure that:

- students are afforded the necessary opportunities, guidance, feedback, and monitoring to meet internship requirements and grow their skills and knowledge.
- an educative forum, and a supportive and respectful relationship, is established in which the intern can comfortably explore issues with the support of the supervisor.
- contact with the student's university field supervisor during the internship takes place to evaluate progress, discuss problems, etc. in accordance with each intern's university's policies.

As noted above, in addition to individual supervision, students also participate in weekly intern seminars, peer consultation groups, and supervision/training groups for co-occurring disorders. Interns who work with children and/or adolescents are also invited to participate in a monthly child therapy consultation group.

Supervision Purpose

The purpose of the supervision process is to provide a safe, supportive opportunity for students to engage in critical reflection in order to raise issues, explore problems, and discover new ways of handling various situations. Supervision will provide interns with the opportunity to clarify and resolve work- and/or client-related issues and dilemmas, as well as to clarify internship and practice procedures, expectations, and requirements.

- Supervisors will focus on increasing students' knowledge of various clinical activities by encouraging reflection on and exploration of their work with clients.
- Supervisors will provide practical and psychological support necessary for students to carry through the responsibilities of the role. This may include helping students to manage stress effectively and to provide re-assurance and emotional support.
- Supervisors will help students to develop and maintain good standards of work, to understand and adhere to CANL's practices and policies, and to be knowledgeable of and adhere to legal and ethical guidelines.

Supervision Format

Face-to-face supervision is provided to students whenever possible. When not possible, tele-supervision via a HIPAA-compliant platform is used.

Application Requirements and Interview Process

Our training program has a limited number of spaces, and we typically have more applicants than we can accept. CANL accepts only applicants we feel will be a good fit with our program and will be able to allow us to continue to provide the highest quality of services to our clients and community. Due to the number of applicants, we encourage students to apply at least 3 months before their desired start date.

Interested applicants can submit all application materials to internship@ca-mh.com. Complete applications should include the following:

- Up-to-date resume
- Cover letter
- School requirements (e.g., hours, supervision)
- Internship application*
- 3 completed Professional Reference Forms*

* Can be accessed on our website. Once all application materials have been received, the training team will review the application packet. Qualified applicants will be contacted and offered interviews. Following interviews, suitable candidates will be notified via email of our decision.

Questions?

Feel free to direct any internship questions to CANL's Intern Training Director at the phone number listed below:

Gloria Whaley, PhD, LP, LSP, NCSP

Phone: 603-865-1321 ext. 127

Email: internship@ca-mh.com