



NATIONAL COUNCIL of
URBAN INDIAN HEALTH



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BUILDING A CULTURE-INCLUSIVE WORKFORCE

**Sustainable Workforce
Growth Through Internships**

March 28, 2024 ♦ 2-3 p.m. EDT

ncuih.org/events



Disclaimer

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This event is solely the responsibility of the National Council of Urban Indian Health and does not necessarily represent the views of Indian Health services or the Department of Health and Human Services.



NCUIH

NATIONAL COUNCIL of URBAN INDIAN HEALTH

The National Council of Urban Indian Health, also known as NCUIH, is the national non-profit organization devoted to the support and development of quality, accessible, and culturally competent health and public health services for American Indians and Alaska Natives (AI/ANs) living in urban areas.

NCUIH is a national representative advocating for the 41 Urban Indian Organizations (UIOs) contracting with the Indian Health Services (IHS) under the Indian Health Care Improvement ACT (IHCIA). NCUIH strives to improve the health of over 70% of the AI/AN population that lives in urban areas, supported by quality, accessible health care centers.



Audio and Visual Recording

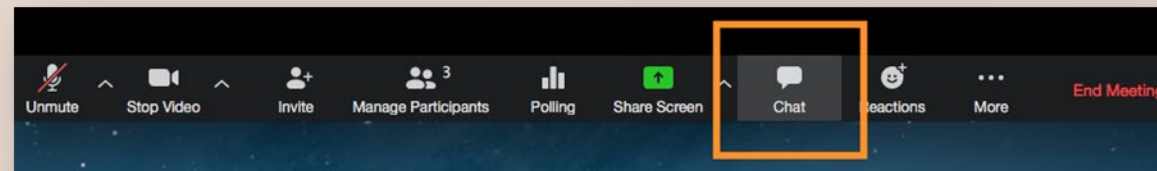
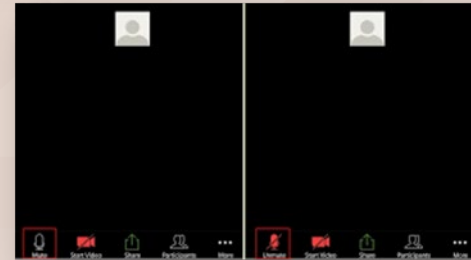
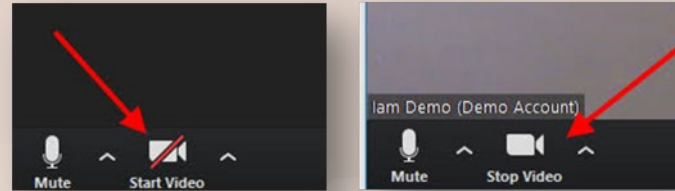
Please note that this session will be recorded for educational and quality improvement purposes.





Housekeeping

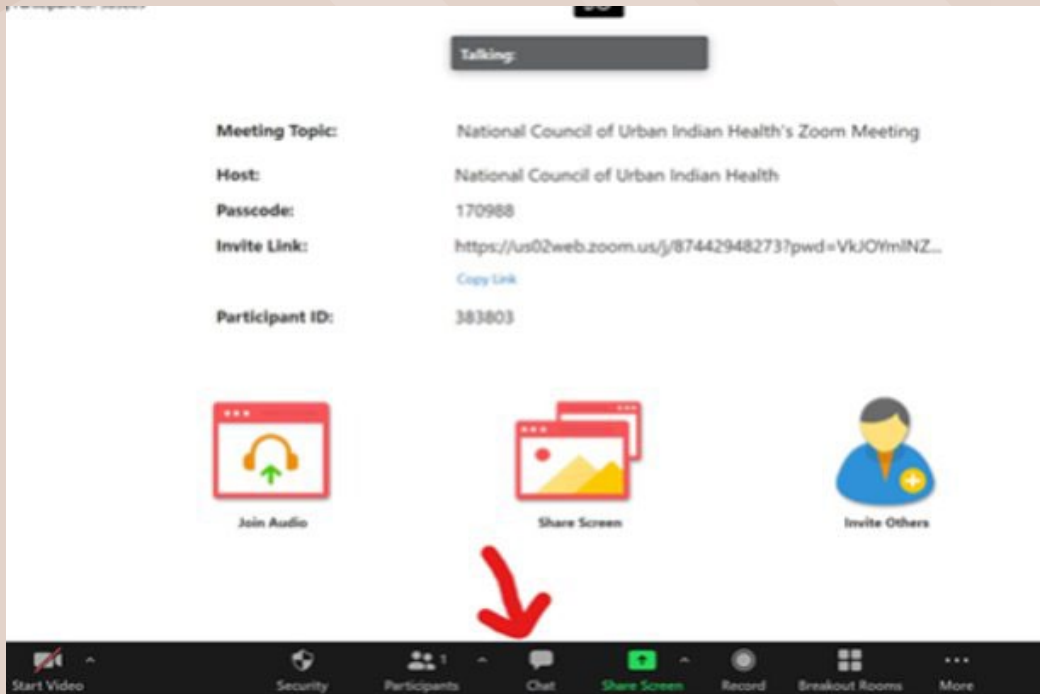
- Please, Turn on Video
- Please Mute Your Microphone When Not Speaking
- Please Enter Your Name and Organization in the Chat Box



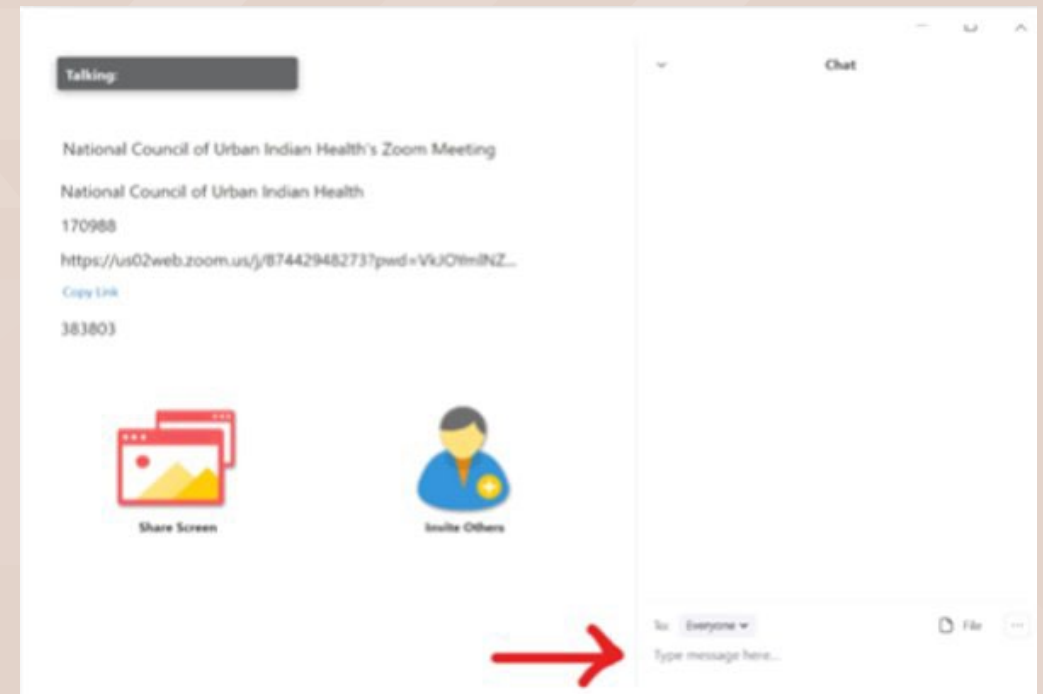


ASK A QUESTION OR COMMENT

First, select “Chat” at the bottom of your ZOOM screen



Then type your question or comment into the chat box that will appear on the right





Learning Objectives

1. Discover the role of internship programs in developing culturally competent health care leaders.
2. Acknowledge the importance of cultural diversity in health care training to better understand and cater to a diverse patient population, improving overall patient care and outcomes.
3. Enhance understanding of the challenges, successes, and best practices when implementing an internship program within an Urban Indian Organization.



Speakers



Dr. David Bright, Psy.D.

Dr. Bright is the Director of Behavioral Health at the Indian Health Care Resource Center of Tulsa. He earned his doctorate in clinical psychology at Nova Southeastern University in South Florida. In addition to providing therapy and assessment services, Dr. Bright runs the psychology training and integrated health programs at IHCRC.



Dr. Dan Guzman PH.D.

Dr. Guzman completed his PhD at the University of Tulsa. His focus is on providing therapy and assessment services to minority populations, across the lifespan in community mental health settings. He is currently working towards licensure and is a postdoctoral psychology resident at Indian Health Care Resource Center.



The Role of Internship Programs

Psychologists are a critical component of comprehensive behavioral health treatment teams. Only providers able to provide psychological assessment services.

In addition to assessment, psychologists are trained to:

- Provide clinical (i.e., therapy) services
- Program development and evaluation
- Evaluate evidence basis and research methodology behind interventions and best practices
- Supervision and Consultation services





The Role of Internship Programs

Recruiting and hiring licensed psychologists can be challenging. Attracting early career psychologists can lead to investment in continuing work within underserved communities.

- Increases their knowledge and skill base for working with underserved communities.
- Allows organization to develop workforce that meets their specific needs.





The Importance of Cultural Diversity in Health Care Training



- Patients who receive culturally competent care are more likely to experience positive outcomes
- Psychology interns trained within facilities serving Native or other underserved communities obtain the skills necessary to provide culturally competent care
 - Assessment of level of acculturation
 - Knowledge of any adaptations to traditional treatment methods necessary for working with a specific population



The Challenges, Successes, and Best Practices when Implementing an Internship Program within an Urban Indian Organization

- Overview of Psychologist Education and Training
- Psychologists complete a doctoral program of which the final year is a full-time, year-long internship
- Internships are found through a nationwide match process run by Association of Psychology and Postdoctoral and Internship Centers (APPIC)





Internship Match Process



- Sites register with APPIC
- Applicants submit lengthy applications in the fall
- Interviews with applicants typically occur Dec-Jan
- Both sites and applicants submit a ranked list of preferences
- Algorithm matches based upon unknown criteria and both sites and applicants are notified on “match day”
 - This constitutes a contract that neither party can easily remove themselves from
- Further phases of match for those that did not match in the first



The Challenges, Successes, and Best Practices when Implementing an Internship Program within an Urban Indian Organization

- Providing the necessary components of internship training. Typically, 2000-hours required for completion
 - 25% of internship hours must be direct (face-to-face)
- Supervision
 - 100 total hours minimum
- APPIC requirement of 2 licensed psychologists
- Didactics 2 hours per week
 - Case conferences, seminars, in-service training, grand rounds In-person preferred (live required)
- Range of assessment and intervention activities





The Challenges, Successes, and Best Practices when Implementing an Internship Program within an Urban Indian Organization

- Attracting applicants
- Accreditation (APPIC/APA)
- Political/Geographical Concerns
- Imbalance of internship positions and applicants





The Challenges, Successes, and Best Practices when Implementing an Internship Program within an Urban Indian Organization



Since 2011-2012

- 20 out of 33 interns went on to work with underserved communities
- 12 have gone to work with Native American communities
- Currently 2 postdoctoral residents, 1 all but dissertation, potential to maintain another intern for postdoctoral position. Current leaders of behavioral health department both licensed psychologists who were former interns



The Challenges, Successes, and Best Practices when Implementing an Internship Program within an Urban Indian Organization

- Collaboration with Northeastern Oklahoma Psychology Internship Program (NOPIP) Consortium
- Pooling resources
 - Didactic presenters, clinical supervisors, administrative tasks





Questions





Survey

- https://ncuih.qualtrics.com/jfe/form/SV_72qwhGGkVZbLnlc?Q_CHL=qr





One-On-One Technical Assistance Available

<https://ncuih.org/training/one-on-one/>

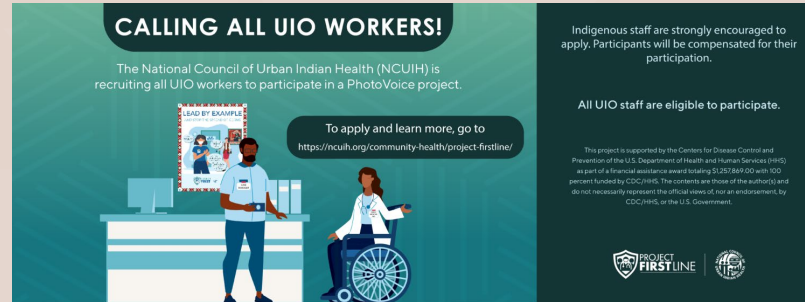
The Technical Assistance and Research Center (TARC) provides individualized technical assistance, training, and support to member UIOs. Individual support includes:

- Community and staff training
- Consultation on research/evaluation
- Consultation on program planning and implementation
- Documenting local best practices
- Grant application review
- Local partnership development
- Locating archival data to support community work
- Policies, procedures, and operational needs



Upcoming NCUIH Events

- 4/4/24: Insights and Strategies for STI and HIV Prevention and Treatment
- 4/9/24: Elders Bridging the Workforce Gap
- 4/11/24: Introduction to Holistic Forms of Healing
- 4/18/24: Clinic to Community: Collaborative Approaches to HIV Syndemic Care Session 1
- NCUIH Infection Prevention Control PhotoVoice Project <https://ncuih.org/event/sharing-your-experience-through-storytelling-photovoice-opportunity-informational-session/>
- 4/29/24-5/2/24 Sustaining Traditions NCUIH Annual Conference, Washington, DC (<https://ncuih.org/event/ncuih-2024-annual-conference/>)





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