



Sustaining Workforce Growth Through Internships

The Importance of Cultural Diversity for Psychologists 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 Role of Internship Programs for Psychologists

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.

Implementing a Psychology Internship Program within a UIO

Challenges	Best Practices
<ul style="list-style-type: none"> • Attracting applicants • Accreditation (APPIC/APA) • Political/Geographical Concerns • Imbalance of internship positions and applicants 	<ul style="list-style-type: none"> • Collaboration with local Psychology Consortiums • Pool Resources <ul style="list-style-type: none"> ○ Didactic Presenters ○ Clinical Supervisors ○ Administrative Tasks

Psychology Internship Requirements

- 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



Psychology Internship Match Process

- Sites register with Association of Psychology and Postdoctoral and Internship Centers (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.

To find out more about Indian Health Care Resource Center of Tulsa's Programs and Internships & Northeastern Oklahoma Psychology Internship Program (NOPIP) Please Visit: <https://www.ihcrc.org/internships> & <https://www.nopip.org/>

