

An Internship Primer: How to Set up an Internship Program in your Community College Counseling Center

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* Kathy:

- * Clinical site supervisor for Master- and Doctoral-level graduate students
- * LPC Approved Supervisor designation (TN)
- * Approved Clinical Supervisor - NBCC
- * LPC-MHSP (TN), LPC (MI) and...
 - * Master Addiction Counselor
 - * Substance Abuse Professional
 - * National Certified Counselor

* **A little about us...**

* Janelle:

- * LPCC in New Mexico
 - * 18 years in college mental health
 - * Approved supervisor in NM
 - * Adjunct faculty in Social Sciences
- * Created and set up first Internship program at SFCC
- * Active leadership roles - ACCA & NMCA
- * National presenter on Best Practices in College Mental Health

* **A little about us...**

- * Assess the requirements to use interns in your community college counseling center
- * Describe the training needed to provide supervision to counselor education students
- * Examine resources available to advocate for a counseling intern program on your campus

* Learning Objectives for Today



*What does it all mean?

- * Definition of clinical supervision
- * Models of supervision
- * Ethical and legal issues
- * Roles of site supervisors
- * “Nuts and bolts” of setting up an internship program
- * Case studies

* Agenda for today

* A collaborative process, where there is a relationship between a qualified supervisor and a graduate student, and where a power differential exists because evaluation and feedback is part of the **PROCESS**. (Bernard & Goodyear, 2014; Council for Accreditation of Counseling and Related Programs [CACREP], 2016; Falender & Shafranske, 2004)

* Clinical Supervision Definition

- * Integrated Development Model (IDM)
- * Discrimination Model
- * Systems Approach to Supervision (SAS)



Notorious for his eyes in the back of his head Bruno was an effective supervisor.

* Models of Supervision

- * Supervisees progress through 4 stages that each have 3 structures: self-other awareness, motivation, and autonomy
- * Skills are developed at each stage through challenges
- * Supervisors guide supervisees through stages using various techniques and methods

* **IDM** (Stoltenberg & McNeill, 1997)

- * Supervision is both an educational and relational process
- * Supervisor assesses skills of supervisee in 3 foci areas (intervention, conceptualization, personalization)
- * Supervisor assumes the appropriate role for the assessed skills: teacher, counselor, consultant

* Discrimination Model

(Bernard & Goodyear, 2014)

- * The relationship between the supervisor and supervisee is at the core of the model
- * 7 dimensions surround this core relationship: functions of supervision, tasks of supervision, the client, the trainee, the supervisor, and the institution
- * A combination of the dimensions is reflected in the supervision for any circumstance



* SAS

- * State Licensure Requirements for Supervisor
- * Your Campus HR requirements
 - * Background check
 - * Volunteer agreement
 - * HR Policies
- * Counselor Intern Program requirements
 - * Paid vs Unpaid
- * Insurance requirements
 - * College - Supervisor - Intern

* Ethical and Legal Issues

- * Paperwork

- * Contract with Intern's University

- * Semesters vs Quarters

- * Counseling Services Memorandum of Understanding

- * Ethics and Confidentiality Agreement

- * Other - dependent on your college/state

- * Record Keeping

- * Weekly Internship Log

* Ethical and Legal Issues

counselor
consultant
collaborator
evaluator
coach
teacher
mentor

*Site Supervisor Roles

- * Gaining Approval for Internship Program
 - * Meeting with Administration
 - * Benefits of Interns in Counseling Services
 - * Connect with Campus Internship Coordinator
- * Software Permissions
 - * Scheduling, email, counseling software, etc.
- * Office Set up (what you need)
 - * Private office space
 - * Access to phone, computer, keys



* Nuts and Bolts

- * Advertising and Interviewing
 - * Screening Candidates
- * Interns vs Practicum Students
 - * Masters or Doctoral Level
- * Training
 - * Setting up a training schedule
 - * Connecting Intern with campus community
- * Supervision
 - * Group vs Individual - requirements

* **Nuts and Bolts**

Julie



* Case Study #1

Rikki



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* Case Study #2

George



* Case Study #3

Maria



* Case Study #4

For more information or assistance, feel free to contact us:

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 **Thanks for sharing!**

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