KERN COUNTY
BEHAVIORAL HEALTH & RECOVERY SERVICES

PSYCHOLOGY INTERNSHIP PROGRAM COHORT YEAR 2027-2028 BROCHURE

2001 28th Street
P.O. Box 1000
Bakersfield, CA 93302

KERN COUNTY CALIFORNIA

KernBHRS.org

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The KernBHRS Psychology Internship Program is accredited by the American Psychological Association (APA).

Questions related to the program's accredited status should be directed to The Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE, Washington, DC 20002
Phone: (202) 336-5979 / E-mail: apaaccred@apa.org
Web: www.apa.org/ed/accreditation

Internship Admissions, Support, and Initial Placement Data

Date Program Tables updated: August 19, 2025

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?	__X__ **Yes** ____ **No**
If yes, provide website link (or content from brochure) where this specific information is presented:	
http://www.kerncountyemployees.com/home/showdocument?id=1392	

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

The primary focus of the program is to prepare interns for professional practice in clinical psychology. KernBHRS is a large progressive government and public mental health agency whose target population is underserved individuals and families who are of primarily lower Socio-Economic Status (SES); therefore, applicants who are well-suited for our program are those who exhibit a strong interest, and some experience, in working in a mental health setting that serves children, adults, and families from underserved or underprivileged communities. Applicants who are proficient in Spanish are highly desirable (however not required), as a significant portion of the population we serve requires that services be provided in Spanish. Preference is given to those applicants whose theoretical orientation that is compatible with our program's philosophy and training model.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours		Yes	Amount: 450
Total Direct Contact Assessment Hours		Yes	Amount: 100

Describe any other required minimum criteria used to screen applicants:

All interns will undergo Pre-Employment Screenings, including but not limited to, Credentialing, LiveScan fingerprinting, and background clearance prior to starting internship. All applicants offered conditional employment are subject to a pre-employment drug screening as set forth in the Kern County Drug and Alcohol Policy, the entire policy of which is incorporated herein by reference, which may be located in its entirety at: https://www.kerncountyemployees.com/home/showdocument?id=1392

Internship placement is contingent on successful completion of all Pre-Employment Screenings, including Credentialing, Live Scan fingerprinting, and background clearance. Kern County reserves the right to refuse offers to any potential interns should they not meet the above criteria. The above policies and procedures are reviewed during Intern Selection Process, prior to acceptance of the intern position, prior to onboarding process, and throughout the internship year. The KernBHRS Psychology Internship Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). As such, the program abides by the APPIC policy that no person at our training facilities will solicit, accept, or use any ranking–related information from any Intern applicant. All Internship offers are made in accordance with the APPIC Match Policies.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	$44,160	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	0	
Hours of Annual Paid Sick Leave	48	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	No
Other Benefits (please describe): Overtime pay available (as applicable).		

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2023-2026	
Total # of interns who were in the 3 cohorts	11	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	2	
	PD	**EP**
Academic teaching	1	1
Community mental health center	1	1
Consortium	0	0
University Counseling Center	0	0
Hospital/Medical Center	3	0
Veterans Affairs Health Care System	0	0
Psychiatric facility	0	2
Correctional facility	0	0
Health maintenance organization	0	0
School district/system	0	0
Independent practice setting	0	0
Have Not Obtained Post-Internship Employment Yet	2	0
Other	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

Kern Behavioral Health & Recovery Services

PSYCHOLOGY INTERNSHIP

The Kern Behavioral Health & Recovery Services Psychology Internship Program (Internship Program) is directed and sponsored by Kern Behavioral Health & Recovery Services (KernBHRS), a government entity in Bakersfield, California. Bakersfield is located in California's Central Valley, and only two hours north of the greater Los Angeles area. According to 2020 United States Census, the population in Kern County is 909,235; with a demographic breakdown of approximately 56.8% Latino, 30.4% Caucasian, 6.3% African American, and 6.5% Other.

KernBHRS is a large progressive public mental health agency whose target population is underserved individuals and families who are of primarily lower Socio-Economic Status (SES). KernBHRS serves diverse individuals of all ages, and has developed, and continues to develop, innovative treatment programs, and thus, psychology Interns are able to gain a wide variety of training and clinical experiences.

PHILOSOPHY

MISSION

The mission of Kern Behavioral Health & Recovery Services Psychology Internship is to train and prepare future Psychologists who will remain life-long learners, value ethical practices, and help instill hope and a belief in recovery within the individuals and families they serve.

GOALS

- To further strengthen scientific foundations and clinical research skills
- To refine ethical, legal, and public policy knowledge as it pertains to the field of psychology
- To develop sensitivity to, and a greater appreciation for, human diversity
- To facilitate individual professional development as a (future) Psychologist
- To develop professional and respectful communication and interpersonal skills
- To develop and refine skills in psychological assessment
- To develop enhanced diagnostic and clinical intervention skills
- To develop and refine abilities to conduct clinical supervision
- To develop clinical consultation skills and establish positive interdisciplinary relationships

TRAINING MODEL

The term practitioner-scholar best describes our training model at the KernBHRS Psychology Internship program. The primary focus of the program is to prepare Interns for professional practice in psychology, via on-going clinical training experiences, weekly didactics, and through the promotion of scholarly inquiry. The Internship program utilizes a developmental sequence of experiential training, which promotes Intern growth by building upon the fundamentals of psychological practice and scholarly knowledge. Progressively throughout the year, the clinical training experiences increase in complexity and have a greater emphasis on the integration of learning and applied clinical skills. Providing an experiential training curriculum that is graded in its complexity, helps to facilitate Intern competence as promoted by Association of Psychology Postdoctoral and Internship Centers APPIC, the American Psychological Association (APA), and the California Board of Psychology.

Program competencies have been developed based on the American Psychology Association Profession-Wide Competencies. Interns develop and refine competencies in psychological assessment, diagnosis, clinical intervention, professional development, appreciation for human diversity, consultation, interdisciplinary relationships, supervision, ethics, law, public policy, and scientific foundations and research.

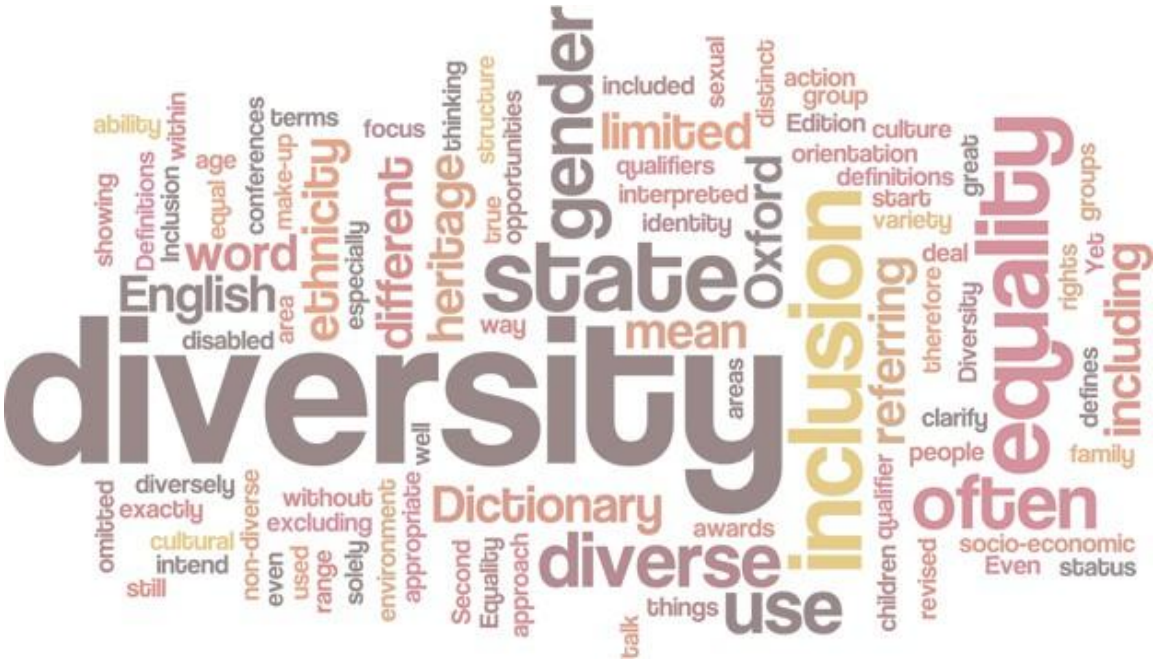
The practice of psychology requires continued professional development and the ability integrate theory and research into clinical work in meaningful ways. This includes keeping current with the professional literature on new developments in the field and changing one's practice as indicated. The Internship provides Interns with skills and tools to continue their education throughout the career and are teaches the importance of becoming lifelong learners.

The Psychology Internship program provides Interns a broad range of clinical experiences that build their skills in a variety of outpatient settings, supplemented by weekly didactics covering topics that extend beyond those covered at the Interns' rotation site. Interns are expected to build upon and refine previously acquired skills and to learn new skills throughout the Internship year as they operate with an increasing level of autonomy.

Psychologists trained within the practitioner-scholar most often establish careers in both private and public sectors such as: community agencies, colleges and universities, hospitals, and clinics, and within corporate or private practice settings. Additionally, there are opportunities to teach in higher educational institutions, design community outreach/intervention programs, conduct programmatic evaluations, and serve as mediators and consultants in a variety of contexts.

Intern Recruitment and Retention Policy

Kern Behavioral Health & Recovery Services (KernBHRS) Psychology Internship Program, in coordination with the larger organization Kern Behavioral Health & Recovery Services Department has made short and long-term efforts to recruit and retain interns who are diverse. The efforts within the internship program and the larger institution are continuous and throughout the internship year. Further, the program examines the effectiveness of its efforts to recruit diverse interns on a regular basis, where activities and steps are reviewed to inform the program improvement recruitment and retention strategies that are to be adjusted accordingly.



GOVERNANCE

The Internship program consists of the Training Director, Assistant Training Director, Program Administrative Staff, Licensed Clinical Psychologist serving as Primary and Delegated Rotation Supervisors, and Post-graduate Pre-licensed Psychologists.

The Training Director is the administrative lead and acts as the Internship liaison with the sponsoring agency, Kern Behavioral Health & Recovery Services.

ADMINISTRATORS

TRAINING DIRECTOR
Jennifer Ochoa, Psy.D.
Behavioral Health Unit Supervisor II

ASSISTANT TRAINING DIRECTOR
Dwight Norman, Psy.D.
Clinical Psychologist II

PROGRAM ADMINISTRATIVE STAFF

INTERNSHIP COORDINATOR
Jasmine Armstrong, MPA

DEPARTMENTAL ANALYST
Christian Campos

INTERN SELECTION CRITERIA, POLICY AND PROCEDURE

The Kern Behavioral Health & Recovery Services Psychology Internship program strives to ensure a uniform and unbiased Intern Selection Process to successfully match the Intern's training goals with the strengths of the program.

The Internship Program follows the Kern County's Personnel Ordinance Policy 3.04.110, which states that no person in the classified service or seeking admission thereto shall be appointed, reduced or removed, or in any way favored or discriminated against because of their religious opinion, color, race, religion, creed, national origin, ancestry, sex or age, except where sex or age is a valid occupational qualification.

Website link: https://www.kerncounty.com/home/showdocument?id=1348

All County employees, including psychology interns working in a temporary (Extra-Help) capacity for a period of 12 months, are subject to the rules and regulations outlined in the Kern County Policy & Procedure Manual. Section 1: Human Resources delineates the rules and regulations and can be found on the Kern County website. Kern County Policy & Procedures Manual, Section 1: Human Resources is incorporated herein and made a part of this notice by reference.

Website link: https://www.kerncountyemployees.com/home/showdocument?id=1392

Prospective interns should review the Kern County Policy & Procedures Manual, Section 1: Human Resources, County of Kern Alcohol and Drug Abuse Policy, Exhibit C, for information on the County of Kern Alcohol and Drug Abuse Policy.

IMPORTANT NOTICE:

Applicants who are paired with our program through the APPIC/National Matching Services (NMS) match process will be required to complete the application process through the County of Kern, which includes a Pre-Employment Screening. The Pre-Employment Screening includes, but is not limited to, Behavioral Health Provider Credentialing, LiveScan fingerprinting/criminal background clearance, and a brief health screening evaluation (including two TB tests), prior to starting internship. All applicants offered conditional employment are subject to a pre-employment drug screening as set forth in the County of Kern Drug and Alcohol and Drug Abuse Policy, Exhibit C, Schedule A, Section II, which identifies Testing Protocol, including, but not limited to, testing levels (ng/ml), drugs tested, and the drug "cut off" levels. The entire policy of which is incorporated herein by reference may be located in its entirety at **https://www.kerncountyemployees.com/home/showdocument?id=1392**

Despite California's legalization of both medical and recreational marijuana, California law does not protect marijuana users from employment-based decisions. Final acceptance into the Internship Program is contingent on successfully completing the Pre-Employment Screening facilitated by the County of Kern to selectees before the start of the internship. Specific criteria for what constitute a pass or fail of health, drug, or background screening are determined by the County of Kern and Department of Behavioral Health Human Resources Departments. Disqualification for felony, misdemeanor, and traffic offenses will be assessed on a case-by-case basis. Applicants may inquire with the Program's Training Director or Kern Behavioral Health & Recovery Services Department Human Resources, and effort will be made to assist applicants with specific questions about these criteria/requirements.

The Pre-Employment Screening Process Consists of the Following, but is Not Limited to:

- Provide KernBHRS Human Resources with all documents required to onboard with the County of Kern.
- Successfully pass a pre-employment drug screening as outlined in the Kern County Drug and Alcohol Policy.
- Successfully be cleared from Office of Inspector General's List of Excluded Individuals/Entities (LEIE), which excludes individuals from participation in federally funded healthcare programs. (aka Medi-Cal Exclusions list as outlined in Policy 3.1.15)

Cleared LiveScan Fingerprinting by U.S. Department of Justice and Federal Bureau of Investigations

  - Conviction of any felony, or any crime(s) involving moral turpitude, provided the crime is substantially related to the qualifications, functions, or duties of the position sought will not be cleared. The term conviction, as used in this rule, shall include a plea of guilty or a conviction following a plea of nolo contendere.

- Successfully pass Kern Behavioral Health & Recovery Services Department Credentialing
- Satisfactory reference checks (this includes Social Media information)
- Depending on the intern's rotation site, additional background clearance is required by the Kern County Sheriff Department for the Correctional Behavioral Health Facility and/or Kern County Probation Department for the Juvenile Justice Probation Facility.

Candidate will also need to provide:

- Proof of legal right to work in the U.S. (one of the following is required)
  - Social Security Card (need to present card not just provide number)
  - Valid U.S. passport
  - An Employment Authorization Document (EAD), also known as an EAD card, work permit, or working permit, is an authorization granted by United States Citizenship and Immigration Services (USCIS) that proves that the holder is authorized to work in the United States.
- Valid California Driver License
- Proof of Auto Insurance (coverage limits need to meet California Standard)

Please note: Applicants that match with the program will be responsible for the cost of fingerprinting if they cannot be completed at the Kern County Sheriff's Department. Applicants may inquire with the Program's Training Director, and effort will be made to assist applicants with specific questions about these criteria/ requirements. Applicants can consult with the Training Director or Department of Human Resources to obtain additional clarification of County policies. Candidates who match with our internship will be required to obtain a National Provider Identifier (NPI) number and a Mental Health Professional Licensing Waiver from the State of California (the Department assists with this process) as part of the onboarding process.

The above policies and procedures are reviewed during the Intern Selection Process, prior to NMS ranking, prior to acceptance of the intern position, and prior to onboarding process.

The KernBHRS Psychology Internship Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). As such, the program abides by the APPIC policy that no person at our training facilities will solicit, accept, or use any ranking–related information from any Intern applicant. All Internship offers are made in accordance with the APPIC Match Policies.

INTERN SELECTION PROCESS:

REVIEW OF APPLICATION MATERIALS

Each application submitted to the KernBHRS Psychology Internship program is reviewed for such information as dissertation progress, academic achievement, motivation, interdisciplinary skills, and practicum experience. Each application is also reviewed to compare the applicants overall training goals with the program's training opportunities, to ensure goodness-of-fit and help promote the successful completion of the Internship. The Training Director and Rotation Supervisors review each application packet using a standardized scoring criterion outlined in the Psychology Intern Application Review Form.

SCORING CRITERIA

1. The applicant is enrolled in a doctoral program in clinical, forensic, or counseling psychology offered by an accredited institution of higher education.
   Applicants awarded degrees in areas other than psychology will not be considered for this Internship Program.
2. The applicant's doctorate program is APA accredited.
   APA accredited programs are preferred, but not required.
3. The applicant is bilingual in Kern County's threshold language, Spanish.
   Bilingual skills are preferred, but not required.
4. The applicant has no probationary history or other disciplinary problems.
   Applicants with evidence of probationary history or other disciplinary problems will receive a lower score or be disqualified, depending on the circumstances.
5. The applicant is likely to complete the doctoral requirements.
   The program will look for evidence of significant progress in the completion of the doctoral program requirements.
6. The applicant is interested in a variety of clinical settings as expressed in the letter of interest.
   Applicants will be rated on how clearly they identify the breadth of their interests in the letter of interest.
7. The applicant possesses a minimum practicum experience of approximately 450 direct contact Intervention hours and 100 direct contact assessment hours.
   Emphasis is placed on the match of applicant experience with the type of population served at Kern County; thus, applicants with little working experience will be at a competitive disadvantage with peers who have more relevant experience.
8. The applicant's theoretical orientation is compatible with the program's philosophy and model.
   Applicants are not disqualified based on orientation, but preference is given to those who demonstrate orientation compatible with our program.
9. The applicant's motivation is clearly evident as expressed in the letters of recommendation.
   The quality of the letters of recommendation will influence the applicant's final score.
10. The applicant's positive interdisciplinary skills are supported by the letters of recommendation.
    The quality of the letters of recommendation will influence the applicant's final score.
11. The applicant's learning interests correspond to the program training offerings as expressed in the letter of interest. The program will rate how closely the applicant's training interests correspond to the program's strengths.

CANDIDATE INTERVIEW PROCESS DESCRIPTION

The applicant is notified whether they are selected for interview by **December 14, 2026.**

All interviews will be conducted virtually via Microsoft Teams. Applicants invited to interview will receive a formal invitation via email with details on how to access their interview(s). All interviews are scheduled with the Intern Selection Committee, which is composed of the Training Director and Rotation Supervisors. A discussion panel takes place with all the candidates and the Intern Selection Committee concerning program and KernBHRS information. In the second part of the interview session, each candidate has the opportunity to meet with the Rotation Supervisor of their choice for an individual interview and to learn more about the rotation. In this interview the Rotation Supervisors ask candidates a standard set of questions and use APPIC and County guidelines. Generally, the current and former Interns also participate in the interview process to field any questions and to provide unique perspectives regarding the Internship experience.

Rotation Supervisors use the Interview Review Form to review each candidate's interview performance. The form includes criteria such as convergence of applicant training needs with Internship program strengths, communication skills and sophistication of presentation of self/case example, and rapport with interviewers.

IMPORTANT NOTICE: The information under INTERN SELECTION CRITERIA, POLICY AND PROCEDURE (pages 10 & 11 of this brochure) is reviewed during the interview process.

CANDIDATE RANKING PROCESS

The Rotation Supervisors use the Applicant Rating Form to submit their candidate rankings to the Training Director. The Training Director may consult with the supervisors before submitting the ranking to APPIC, however, relies primarily on the supervisor's ranking.

CONFIRMATION LETTERS

Once a candidate is matched and confirmed, a confirmation letter is sent to the candidate and to their academic training director notifying acceptance to the Internship program. Confirmation letter will include, but not limited to the information below, listed under INTERN SELECTION CRITERIA, POLICY AND PROCEDURE. Interns are required to attend the first week of internship for Onboarding requirements such as the KernBHRS Department and Program Orientation & Onboarding.

Prospective interns should review the Kern County Policy & Procedures Manual, Section 1: Human Resources, County of Kern Alcohol and Drug Abuse Policy, Exhibit C for information on the County of Kern Alcohol and Drug Abuse Policy.

IMPORTANT NOTICE:

All interns will undergo Pre-Employment Screenings, including but not limited to, Credentialing, LiveScan fingerprinting, and background clearance prior to starting internship. All applicants offered conditional employment are subject to a pre-employment drug screening as set forth in the County of Kern Drug and Alcohol Policy, Exhibit C. The County of Kern Alcohol and Drug Abuse Policy, Exhibit C, Schedule A, Section II identifies Testing Protocol, including, but not limited to, testing levels (ng/ml), drugs tested and the drug "cut off" levels. The entire policy of which is incorporated herein by reference, which may be located in its entirety at https://www.kerncountyemployees.com/home/showdocument?id=1392

The Kern Behavioral Health & Recovery Services Psychology Internship Program abides by and enforces the County of Kern's Artificial Intelligence (AI) Acceptable Use Policy. Potential employees must refrain from the use of AI during the process of application. Employee use of AI systems must be lawful and not jeopardize the organization's professional reputation or brand. Employees must not violate any privacy or data protection regulations when using AI systems. Artificial Intelligence cannot be used in a mission critical capacity where loss of data or availability would prevent business functions, or where critical business functions are dependent on the availability of that AI. The entire policy of which is incorporated herein by reference, which may be located in its entirety at: https://www.kerncounty.com/home/showpublisheddocument/1404/639213625395070000

FUNDING AND REQUIREMENTS FOR COMPLETING INTERNSHIP POLICIES

The Internship Program is financially supported by Kern Behavioral Health & Recovery Services.

The Internship year begins on or around **August 1, 2027,** and extends for 12 months. The Internship Program has a total of five (5) internship positions available for the 27-28 cohort year. All Interns are contract employees of KernBHRS.

Criteria for Successful Completion of Internship:

1. Complete a 52-week/full-time Internship, during which the Intern accrues and logs a minimum of 1,800 hours worked. The number of absences during the Internship year should not exceed 20 days, unless excused for medical reasons or maternity leave.

2. Weekly participation in clinical supervision representing a minimum of 10% of time worked, as specified by the California Board of Psychology.

3. Completion of all clinical work and appropriate documentation as assigned by Rotation Supervisors.

4. Meet the Minimum Levels of Achievement (MLAs) - Rating of "3 - Meets Expected Competency" on the Intern Quarterly Evaluation for each element under the 9 APA Profession-Wide Competency (PWC) areas by the Mid-Year/2nd Quarter of the internship year. These will be reflected on the Intern Quarterly Evaluation, completed by the primary Rotation Supervisor(s), and reviewed/approved by the Training Director.

5. Complete the formal case conceptualization presentation. Interns are required to meet the Minimum Levels of Achievement (MLA) rating of "3- Meets Expected Competency" as outlined on the Intern Case Presentation Form while working within the American Psychological Association (APA) Profession-Wide Core Competency (PWC) areas to successfully fulfill this requirement.

FINANCIAL AND ADMINISTRATIVE ASSISTANCE

POLICY

The Internship program provides its Interns with financial and administrative assistance comparable to similar programs in the region.

STIPEND AND BENEFITS

Interns earn $22.00 per hour, which totals to a maximum of $44,160 per year. Interns are eligible to accrue up to six days of paid sick leave per year. Interns are also eligible for medical, dental and/or vision care insurance in accordance with Kern County's Health Benefits Eligibility policy. Interns shall be required to pay, by payroll deduction, twenty percent (20%) of the insurance premiums for elective health benefits during their Internship year. KernBHRS observes eleven (11) holidays per year, in which the offices are closed, and Interns are unpaid. Interns will receive their regular pay while attending trainings supported by the Internship program. Interns will not be financially compensated while attending trainings outside of those sanctioned by the program. Additionally, Interns may take unpaid leave for business relating to their dissertation, or if they exceed available sick leave accruals at any given time.

While Kern Behavioral Health & Recovery Services does not offer a formal post-doctoral traineeship currently, there are opportunities for employment following Internship. KernBHRS full-time, permanent, clinical staff can apply for the National Health Service Corps (NHSC) Loan Repayment Program; this program is administered through the Health Resources & Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS). NHSC Loan Repayment funds are exempt from federal income and employment taxes. These funds are not included as wages when determining benefits under the Social Security Act. KernBHRS is also a qualifying employer for the Public Service Loan Forgiveness (PSLF) Program; this program is administered through the U.S. Department of Education. The PSLF Program forgives the remaining balance of Direct Loans after ten years or 120 months of qualifying on-time payments.

INSURANCE REQUIREMENTS

Interns are required to carry and show proof of professional liability and commercial general liability insurances in the amount of $1,000,000 per incident and $2,000,000 aggregate per year.

ADMINISTRATIVE ASSISTANCE

Interns are expected to possess the technology proficiency level necessary to function in an information driven organization.

Interns receive clerical support from support staff available at their rotation sites. Interns receive administrative and technical support from the Internship program in processing timesheets, travel requests, and in clarifying KernBHRS policies and procedures. Interns are assigned a personal computer loaded with the Microsoft Office Suite and accessible to the Internet, a telephone extension, and a KernBHRS e-mail account. Interns receive computer and network technical support from the KernBHRS Information Technology team. Interns receive technical support for the electronic record system from the KernBHRS Electronic Medical Record team.

TRAINING PROGRAM

KernBHRS supports a 12-month full-time Psychology Internship program. To provide a greater breadth of doctoral level training, experience, and clinical supervision, Interns may be placed at two half-time rotations which run concurrently for the year.

A description of all training experience available to interns at rotation sites is included in the Training Rotations section of this brochure. To maintain quality and consistency of training between rotations, the KernBHRS Training Director approves all rotations, and verifies each site abides by the standards and practices as required by APPIC and the California Board of Psychology.

ORIENTATION

The Internship year begins with a general orientation that consists of an overview of all sites, meeting with the Training Director, gaining information on KernBHRS policies and benefits, and receiving a description of the available training experiences and a schedule of the year's activities. Interns will have access to electronic copies of KernBHRS policies and procedures. These policies and procedures orient Interns on procedures for travel, background checks, fingerprinting, drug testing for employment, hours of work, grievances, etc. Interns will also be scheduled to attend the KernBHRS New Employee Orientation within 60 days of hire. Additionally, as Interns, onboards, they attend the New Employee Core Academy Trainings, which provides them an overview and fundamental knowledge and training on various clinical and administrative topics related to KernBHRS department.

Interns receive additional orientation sessions at their respective rotations. These orientation sessions focus on the introduction of key program staff, agency policies, procedures, and activities, and meetings with primary Rotation Supervisors to outline the Interns' specific assignments and activities.

TRAINING PRINCIPLES

Sequence of training consists of orientation, and specialized clinical and assessment training as pertinent to each rotation. Training principles are outlined below:

- Assignment of the initial caseload or clinical activity is contingent upon the Intern's current experience level.
- Intensive supervision of case activity is expected.
- Interns will participate in weekly psychological testing consultation group. Supervisors will obtain interns' levels of competency with testing instruments. Consultation group will provide training in the administration, scoring, and interpretation of different assessment instruments; discuss the psychological testing referral process; and assist with the formal testing write up.
- Consultation activities generally first involve the Interns acting as co-consultants with a Rotation Supervisor or under close supervision. As their competence increases, their autonomy increases until they consult independently.
- Interns, as a group, participate in weekly didactic training, and other events that include such formats as case conferences, presentations on clinical and professional issues and seminars. Additionally, regular in-service educational opportunities are available to all Interns. Administrative meetings, case conferences, and intake conferences are available. Meetings where Interns share information among them or consult with the Training Director or other psychologists are available as additional forums for learning and professional development.
- Each Intern spends at least 25% of their time in direct psychological service to clients and receives at least two hours of individual supervision and two hours of group supervision per week.

- All training will be guided by the Profession Wide Competencies (PWCs) of the American Psychological Association (APA). All methods of intern evaluations will use the PWCs as the criteria for assessing levels of competency.

Although research study is not a major emphasis of this Internship, Interns have opportunities to become involved with applied clinical research and program evaluation studies.

INFORMED CONSENT FOR TREATMENT

Interns will inform the clients of their pre-licensed status, provide the name and contact number for the clinical supervisor under whose license the Intern is operating, and request each client sign an informed consent for treatment acknowledging that they are receiving mental health services by a psychology Intern who is under the supervision of a licensed psychologist. This specific consent allows communication between the psychology Intern, the clinical supervisor, and the treatment team, for the purpose of case consultation, clinical oversight, and facilitating the learning experience of the Intern.

DIDACTIC TRAINING

Interns will attend a weekly two-hour didactic presentation as part of the Internship Program's training experience. Occasionally, in lieu of the 2-hour didactic, Interns will attend lengthier (full- or half-day) agency-sponsored trainings to enhance their knowledge in some aspect of psychology and/or laws and ethics. KernBHRS' Internship Program's didactic calendar of training has been designed so Interns are provided trainings of developmental framework to facilitate clinical and professional growth. Content, coordination, and scheduling of didactic training is overseen and discussed on a regular basis by those involved with Internship governance, taking into consideration input received from the Interns regarding their didactic experiences and recommendations. Interns are expected to attend a series of Core Curriculum seminars, as well as all rotation-specific in-service training activities at their sites.

Didactic presenters educate Interns about a variety of topics pertinent to the practice of clinical psychology, including such topics as: treatment of children, specialty populations, neuropsychology, malingering, and sexual trauma. Practical topics are chosen to help broaden the Intern's exposure to therapeutic techniques and clinical interventions, and opportunities for Interns to interact with mental health professionals in the Greater Bakersfield community.

It is the expectation that Psychology Interns are punctual to, and fully attend, the didactic training scheduled each week. The Intern's site supervisor and Training Director should be notified prior to any justifiable absence to be considered an "excused" absence. Interns may be excused from two didactics during the year; however, if absent for a core curriculum training, Interns will be expected to attend an alternate training or complete another assignment as identified by the Training Director.

INTERN FORMAL CASE PRESENTATION

As a requirement for successful completion of the Psychology Internship Program, each Intern is expected to formulate and professionally present a clinical case conceptualization on a client of their choice. The Interns can choose to present on a client for which they provided the psychological testing, or that they have been serving as the primary treating clinician. Incoming Interns are provided with an electronic Internship Program binder, which includes guidelines for the clinical case conceptualization presentation, as well as the specific scoring rubric by which presentations will be evaluated. Interns are supported throughout the presentation process by the clinical supervisors and are given opportunities for practicing their presentations and securing feedback within both individual supervision and clinical group formats. In preparation for the professional presentation, Interns are expected to review current literature and cite relevant research applicable to their specific clients' diagnoses, chosen theoretical orientations, treatment interventions, and/or for the purposes of providing future treatment recommendations. Interns should develop a strong working knowledge of their case conceptualization and be able to discuss the rationale for their interventions based on sound psychological principles. The clinical supervisors, the Training Director, and Intern peers (when available) attend these presentations to provide support for the Intern and to help facilitate an active question and answer session following each presentation.

PROFESSIONAL DEVELOPMENT GROUP

An additional support for the Interns is provided via the weekly Professional Development Group; facilitated by a licensed psychologist, outside of the Psychology Internship Program staff, selected by the Training Director. The multi-faceted purpose of this group is to foster the integration of personal and professional growth; facilitate genuinely supportive peer relationships; and to expose Interns to new perspectives related to the roles of a practicing psychologist. Since the facilitator is not part of the Intern's training plan, Interns can expect confidentiality and the absence of dual role conflicts. Former Interns have provided feedback that this group was a unique opportunity and an important support which enhanced their internship experience.

OTHER TRAININGS

As opportunities arise, the Training Director and/or clinical supervisors may suggest Interns attend additional training during their internship year. The Training Director or applicable supervisor will arrange the registration and travel for these trainings.

TRAVEL

Mileage, lodging, or other travel expenses will not be reimbursed to Interns unless authorized by the Training Director or immediate supervisor in advance. Mileage reimbursement may be provided to Interns for additionally required travel, such as when necessitated by attending off-site didactic training. **Interns must obtain and maintain a valid California State Driver's License and provide this required documentation before being authorized to drive a vehicle provided by KernBHRS.**

CLINICAL SUPERVISION

Individual Clinical Supervision: Interns receive regularly scheduled supervision for a minimum of two hours per week from their primary clinical supervisor who is a licensed psychologist. The function of the primary clinical supervisor includes but is not limited to providing appropriate teaching and/or training to Interns for the enhancement of clinical skills; monitoring overall Intern performance and clinical work with clientele; and timely provision of clinical feedback to promote Intern's professional growth and development. Quarterly, Intern progress is formally reviewed, and training goals and objectives are established. Goals and objectives are based on both an Intern's strengths and areas identified for improvement and consider each rotation site's opportunities.

Group Supervision: Interns are provided two hours per week of clinical group supervision. In supervision groups, Interns are afforded an opportunity to clinically consult with Intern peers and more advanced clinicians. Group members dialogue regarding legal and ethical considerations; self-reflections, transference, and countertransference; psychological testing and differential diagnoses; treatment boundaries and dual relationships; professional responsibility and conduct as a future psychologist, and other pertinent subjects. For part of the group, Interns present clinical case conceptualizations and research-based presentations for the clinical enhancement of the group.

Board of Psychology Supervision Agreement: Clinical Supervisors use the Supervision Agreement form as specified by the California Board of Psychology; and ensure themselves, all delegated supervisors (if applicable), and the Intern supervisees, abide by the content of the agreement for the duration of supervision.

LEAVE OF ABSENCE: As the Internship is a 12-month contract position, a Leave of Absence (LOA) would not normally be granted; however, if unforeseen circumstances necessitate such leave, a LOA may be granted for a reasonable period [up to two months]. Any request for a Leave of Absence will be considered by the Training Director on an individual basis, and a determination will be based on the Intern's progression into the Internship year, overall performance, reason for the request, and considering the anticipated impact the LOA will have on the rotation sites at which they train. Requests must be submitted in writing to the Training Director in conjunction with the rotation's clinical supervisor.

FLEX TIME HOURS POLICY AND PROCEDURE

This policy is to clarify the utilization of flex time due to an absence from work and/or for making up hours for holidays during which the agency will be closed. The Internship program recommends the following guidelines:

1. Each rotation is independent, and as such, requests for scheduling make-up hours must be negotiated only with the supervisors overseeing the specific rotation you wish to modify.
2. Requests to make up lost hours must be approved by the supervisor, requested in writing, and planned in advance.
3. Requests should include the dates and times the make-up hours are to be worked and duties to be performed.
4. Make-up hours are to occur in the same week in which the work week hours are reduced due to the Intern absence and/or holidays.
5. These make-up hours should be completed during normal business hours when clients are being seen, and/or when regular duties (not involving clientele) can be performed.
6. Overtime hours need to be approved in advance by the supervisor.

GRIEVANCE POLICY AND PROCEDURE

INFORMAL GRIEVANCES:

Intern Responsibilities: The basic assumption of this policy is that most problems are best resolved through face-to-face interaction between Intern and supervisor. Interns are encouraged to discuss any problems directly with the respective supervisor. Also, Interns may utilize the grievance procedure to address all complaints that may arise during the training year including, but not limited to, complaints regarding harassment, evaluations, supervision, and all other complaints.

Staff Responsibilities: The Intern supervisory staff is expected to be open to complaints, to attempt to develop a solution with the Interns, and to clearly document the problems and solutions discussed. In cases where specific programmatic change or changes in Intern responsibility or assignment have been agreed upon, a written response will be provided to the Intern outlining the agreed upon course of action.

Copies of such responses will be forwarded to the Training Director.

FORMAL GRIEVANCES

Intern Responsibilities: The Intern may initiate a more formal grievance process by sending a written request for intervention to the Training Director. Interns are encouraged, but not required, to attempt informal resolution of problems prior to initiating formal complaints.

Staff Responsibilities:

1. If the Intern initiates a formal written grievance, the Intern Progress Committee (the Intern's clinical supervisors) will plan a meeting to review the grievance and decide on a course of action.
2. The Intern will be informed that such a review is occurring and given the opportunity to provide the committee with any information regarding their grievance.
3. Based upon review of the Intern's grievance, feedback from the Intern, and a review of relevant information, the Intern Progress Committee will determine the best course of action for the Intern's training program. The Internship Progress Committee could decide to take no further action, make changes in the Intern's Internship training program, or request that the Intern Appeals Committee address the grievance.

4. The Intern will be informed in writing of the Internship Progress Committee's decision and asked to indicate whether they accept or challenge the action. If the Intern accepts the decision, implementation of the decision will occur, and the Intern's University Clinical Psychology Department will be informed in writing.

If the Intern challenges the decision, the Intern Appeals Committee will be convened, comprised of the Psychology Internship Committee minus the Training Director and any other directly involved staff. The Intern Appeals Committee will select its own chairperson. The Intern Appeals Committee will investigate the concern and communicate with all parties involved, including the Intern, prior to reaching a decision. The committee will then render a decision in the form of a recommendation to the Training Director. The Training Director will make the final decision and will communicate it in writing to the Intern and the Intern's graduate program.

Any complaints that are received in which it is determined that the complaint requires the involvement of the KernBHRS Human Resources department will be forwarded to the department, and all appropriate steps will be followed in accordance with the KernBHRS Staff Resolution Policy 3.1.10.

SEXUAL HARASSMENT

KernBHRS is committed to providing Interns with a supportive work environment free from harassment; as such, training sites should be free of sexual, racial, religious or other unlawful forms of harassment, and will take all reasonable steps to prevent harassment from occurring. The KernBHRS Psychology Internship Program finds sexual misconduct and/or all forms of harassment unacceptable, and the agency will not tolerate such conduct on the part of any employee, Intern, or other individual.

PERFORMANCE EVALUATIONS POLICY AND PROCEDURE

PROGRAM EXPECTATIONS:

Program is designed to be an important educational component in the training process of the potential psychologist. In order to ensure that the intern successfully completes the program, each intern will be evaluated on a regular basis. Ongoing evaluation of the intern's growth will be focused in three general areas related to the American Psychological Association (APA) 9 Profession-Wide Core Competencies:

Acquisition and integration of professional standards - the ability and willingness to acquire and integrate professional standards into one's repertoire of professional behavior

Development of professional skills - the ability to acquire the professional skills specifically taught at each internship site in order to reach an acceptable level of competency

Personal functioning - the ability to use supervision appropriately, self-initiate professional development and to manage personal stress and emotional reactions, therefore not to interfere with professional functioning and objectivity

To maximize the intern's successful completion of the program, the KernBHRS Internship Program will work closely with each intern in the above areas. The internship program will:

Provide relevant information regarding the American Psychological Association (APA) 9 Profession-Wide Core Competencies areas, including but not limited to ethical principles and standards and provide opportunities to apply standards in their clinical work

Provide a diverse caseload and other clinical experience to allow interns to develop personally and professionally

Monitor intern behavior, provide timely evaluations, and provide mechanisms for remediation of any problem areas

INTERNSHIP EVALUATION PROCESS

Evaluation of intern progress will be an on-going process and intertwined with individual and group supervision. However, a more formal evaluation of intern progress, areas of strength and weakness, and goals for training will be conducted at a minimum on a quarterly basis. An evaluation could occur more frequently if the Psychology Internship Committee determines it would be in the intern's best interest.

Intern quarterly evaluations will use the KernBHRS **Intern Quarterly Evaluation Form**, consisting of addressing the American Psychological Association (APA) 9 Profession-Wide Core Competency areas, as a framework for collaborative discussion and feedback. The evaluation will be conducted by the intern's primary supervisor(s) but may include delegated supervisor(s), administrative supervisors, and/or the internship director. The evaluation process will be conducted on a collaborative basis allowing each intern the opportunity to respond both orally and in written form to any aspect of the evaluation. For the Intern Quarterly Evaluation, a Minimum Level of Achievement (MLA) constitutes a rating of "3-Meets Expected Competency" or higher for each element of the 9 Profession-Wide Competencies (PWCs) by the Mid-Year/2nd Quarter Evaluation. Upon completion of the evaluation, the intern will receive a written copy of the evaluation. Copies of evaluations will also be sent to the intern's University Director of Clinical Training.

The **Intern Case Presentation Evaluation Form** is also a formal evaluation utilized to rate on core competency areas. The Minimal Levels of Achievement for "Pass" Rating is to successfully present materials on Questions 1 thru 8, meeting a rating of "3-Meets Expected Competency" or better for all questions. A "Pass" Rating must be achieved by the end of the internship year.

PROBLEM AREAS IDENTIFIED DURING THE EVALUATION PROCESS

When, at any evaluation, the intern receives a "1 - Unsatisfactory Performance" and/or (on or after the 2nd Quarter evaluation) a "2 - Below Expected Competency" rating by a clinical supervisor in at least one of the nine major core competencies on the evaluation categories, the following actions will be taken:

1) The Intern Progress Committee (the intern's clinical supervisors) will plan a meeting to review the rating and decide on a course of action.
2) The intern will be informed that such a review is occurring and be given the opportunity to provide the committee with any information regarding their response to the rating.
3) Based upon review of the intern's ratings and feedback from the intern, the Intern Progress Committee will determine the best course of action for the intern's training program. The Internship Progress Committee could decide to take no further action, encourage active monitoring by supervisor(s), recommend specific remediation procedures and/or place the intern on probation.

If adequate improvement is not made by an intern, the Intern Progress Committee could initiate or continue the probationary period, suspend the intern's activities, recommend to the Training Director that the intern not successfully complete the internship if problem behaviors do not change, or recommend to the Training Director that the intern be terminated from the program. Communication between the Internship Program and the intern's Director of Clinical Training is established to develop the Remediation Plan.

INTERN APPEAL PROCEDURES

If the Intern Progress Committee takes any of the above-mentioned actions, then the intern is informed in writing and asked to indicate whether they accept or challenge the action. If the intern accepts the decision, implementation of the remediation plan occurs, and the intern's home department is informed in writing.

If the intern challenges the decision, the Intern Appeals Committee will be convened, comprised of the Psychology Internship Committee minus the Training Director and any other previously directly involved staff. The Intern Appeals Committee will select its own chairperson. The Intern Appeals Committee will investigate the concern and communicate with all parties involved prior to reaching a decision. The committee will then render a decision in the form of a recommendation to the Training Director. The Training Director will make the final decision and will communicate it in writing to the intern and the intern's home department.

IMPLEMENTATION OF INTERNSHIP COMMITTEE RECOMMENDATIONS

The Training Director will meet with the intern to review committee decisions and to specify remediation procedures. Any formal action will be communicated in writing to both the intern and the home department indicating the nature of the rating, rationale, and remediation procedures. The status of remediation efforts will be reviewed no later than the next formal evaluation period or at some other designated period. The outcome of the review will be communicated in writing to the intern and the home department.

TRAINING EXPERIENCES

Treatment Modalities and Supervised Training Experience

Prospective interns should review the Kern County Policy & Procedures Manual, Section 1: Human Resources, County of Kern Alcohol and Drug Abuse Policy, Exhibit C for information on the County of Kern Alcohol and Drug Abuse Policy.

IMPORTANT NOTICE:

All interns will undergo Pre-Employment Screenings, including but not limited to, Credentialing, LiveScan fingerprinting, and background clearance prior to starting internship. All applicants offered conditional employment are subject to a pre-employment drug screening as set forth in the County of Kern Drug and Alcohol Policy, Exhibit C. The County of Kern Alcohol and Drug Abuse Policy, Exhibit C, Schedule A, Section II identifies Testing Protocol, including, but not limited to, testing levels (ng/ml), drugs tested and the drug "cut off" levels. The entire policy of which is incorporated herein by reference, which may be located in its entirety at: https://www.kerncountyemployees.com/home/showdocument?id=1392

The Kern Behavioral Health & Recovery Services Psychology Internship Program abides by and enforces the County of Kern's Artificial Intelligence (AI) Acceptable Use Policy. Potential employees must refrain from the use of AI during the process of application. Employee use of AI systems must be lawful and not jeopardize the organization's professional reputation or brand. Employees must not violate any privacy or data protection regulations when using AI systems. Artificial Intelligence cannot be used in a mission critical capacity where loss of data or availability would prevent business functions, or where critical business functions are dependent on the availability of that AI. The entire policy of which is incorporated herein by reference, which may be located in its entirety at: https://www.kerncounty.com/home/showpublisheddocument/1404/639213625395070000

Kern Behavioral Health and Recovery Services is a community mental health organization that offers psychology interns experience in areas of psychological treatment through integration with the department's systems of care to meet the needs of the community it serves. The Psychology Internship Program Interns will be assigned to service on care teams with the goodness of fit to gain supervised training experience. Interns will be provided the opportunity to engage in the following treatment modalities and supervised training experiences:

JUDICIALLY INVOLVED ADULTS AND/OR YOUTH

PROGRAM CODE NUMBERS: 200911 – 200915

Interns will gain experience working with judicially involved adults, adolescents, and minors with mental disorders. Interns may conduct court-ordered evaluations, competency to restoration training, and individual/group therapy. Rotations will also involve interdisciplinary work with a variety of other professionals in a rehabilitation model of court-mandated treatment emphasizing recovery and relapse prevention. Interns will have opportunities to shadow and/or conduct additional types of court-ordered evaluations, including those related to sex offender amenability to outpatient treatment (PC288.1); Competency Restoration (PC 1372); and Conservatorship (WIC 5361). Intern may have the opportunity to participate in a mental health diversion program for judicially involved individuals found incompetent to stand trial (IST) for felony offenses, identifying felony incompetent to stand trial individuals who are amenable for outpatient treatment and diverting them from state hospital admission in the hopes that with intensive treatment, their criminal behaviors will decrease. Interns may also be offered the ability to provide

comprehensive community outpatient treatment and supervision to court-ordered individuals while ensuring greater public-safety, with the goal of reduction of risk and prevention of re-offense. This work would be with individuals who are either: Incompetent to Stand Trial (PC1370); Offenders with Mental Disorders (PC2962 or PC2970); or Not Guilty by reason of insanity (PC1026 or WIC702.4). Interns may provide comprehensive community outpatient treatment and supervision using Risk, Needs, Responsivity (RNR) principles for treatment. Additionally, Interns will gain experience developing appropriate test batteries; administering, scoring, and interpreting all relevant test instruments; and producing professionally written integrative reports. The majority of the psychological testing referrals for judicially involved adults focus on issues related to malingering, differential diagnosis, intellectual/cognitive functioning, and requests for treatment recommendations. Interns will have access to the latest versions of cognitive, objective, projective, and other (specialty) tests and screeners. Specialty tests included, but are not limited to: ECST-R, HCR-20 Version 3, M-FAST, R-BANS, and others.

Interns may serve judicially involved youth ages 13-18 in a juvenile hall facility, or within in a probation school for youth recently released from incarceration. Interns will work collaboratively with probation officers and/or Kern County Superintendent of Schools personnel to ensure student success on campus. Training will include assessment, psychological testing, crisis intervention, and individual and group therapy with many different diagnostic categories. Interns may also conduct initial bio-psycho-social assessments and create Individualized Service Plans for youth, working in collaboration with case managers and substance abuse specialists to develop a unique treatment approach for each client. Interns may also provide court-ordered or voluntary treatment encompassing anger management, substance use treatment, grief counseling, and family therapy. Interns will be exposed to various treatment issues and modalities, including crisis intervention, and will gain competence in legal and psychiatric settings. Interns will gain assessment and intervention experience while providing mental health services to juveniles and foster youth of all ages. Interns will work collaboratively with multidisciplinary teams providing a variety of services, including (but not limited to) Therapeutic Behavioral Services, Functional Family Therapy, Dialectic Behavior Therapy, and Aggression Replacement Training. Interns may assist clients with crisis intervention, assessment, treatment planning, counseling/therapy, drug and alcohol treatment, accessing medical services, and more. Services may be provided in a variety of settings, such as in schools, emergency shelters, family homes, or in the office. Treatment models include Trauma Focused CBT, Treatment Foster Care and Functional Family Therapy. Interns will learn to incorporate the following evidence-based practices into treating their clients: Dialectical Behavioral Therapy (DBT), Solution-Focused Therapy, Cognitive Behavioral Therapy (CBT), and Eye Movement Desensitization Reprocessing (EMDR). Evidence- based practices include: Seeking Safety, Aggression Replacement Training, Matrix Relapse Prevention, Furlough Treatment Rehabilitation Reducing Recidivism, and Youth and Parents Relationship Strengthening groups. Mental Health services provided may include, but are not limited to: Screening, Assessment, Crisis intervention, Individual therapy/Individual Rehabilitation, Family therapy, Psychiatric evaluation/medication support, Psychological Assessment, Group Therapy, Case management, and Consultative & Interdisciplinary Treatment Meetings. Additionally, interns will conduct psychological testing and gain experience providing test feedback to clients and other professionals.

ALL ROTATIONS ARE SUPERVISED BY LICENSED PSYCHOLOGISTS

APPLICATION PROCEDURES FOR PSYCHOLOGY INTERNSHIP

Kern Behavioral Health & Recovery Services Psychology Internship Program has the following internship rotations available for the 2027-2028 cohort:

APPIC Rotation Code	Rotation Name	Positions Available
200911	Community Mental Health & Judicially Involved Adults and/or Youth	1
200912	Community Mental Health & Judicially Involved Adults and/or Youth	1
200913	Community Mental Health & Judicially Involved Adults and/or Youth	1
200914	Community Mental Health & Judicially Involved Adults and/or Youth	1
200915	Community Mental Health & Judicially Involved Adults and/or Youth	1
	Please refer to pages 21-22 for descriptions of training experiences.	

As the Internship year should be focused on clinical training and additional experience, as well as professional growth and development, it is not expected any applicant would have had all relevant experience prior to entering the Internship year; and likewise, it is not expected an Intern be a licensed mental health provider.

Our program will only accept application materials submitted via the AAPI Online application process. Application materials must include:

1. A one-page cover letter, which provides us information about your training goal and expounds on your expectation of our program's role in achieving that goal. Emphasis areas are described in the section titled **"TRAINING EXPERIENCES**" in our brochure. In this letter, provide us with a list for which experiences you are seeking to work.
2. AAPI online application.
3. A current curriculum vitae.
4. Three letters of recommendation which include up-to-date contact information. One recommendation should be provided by your academic advisor, and the other two letters should be from supervisors who have direct knowledge of your clinical experience and performance.
5. Interns from APA Accredited Programs are preferred but not required.

Prospective interns should review the Kern County Policy & Procedures Manual, Section 1: Human Resources, County of Kern Alcohol and Drug Abuse Policy, Exhibit C, for information on the County of Kern Alcohol and Drug Abuse Policy.

IMPORTANT NOTICE:

All interns will undergo Pre-Employment Screenings, including but not limited to, Credentialing, LiveScan fingerprinting, and background clearance prior to starting internship. All applicants offered conditional employment are subject to a pre-employment drug screening as set forth in the County of Kern Drug and Alcohol Policy, Exhibit C. The County of Kern Alcohol and Drug Abuse Policy, Exhibit C, Schedule A, Section II identifies Testing Protocol, including, but not limited to, testing levels (ng/ml), drugs tested and the drug "cut off" levels. The entire policy of which is incorporated herein by reference, which may be located in its entirety at: https://www.kerncountyemployees.com/home/showdocument?id=1392

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Internship placement is contingent on successful completion of all Pre-Employment Screenings, including Credentialing, Live Scan fingerprinting, and background clearance. Kern County reserves the right to refuse offers to any potential interns should they not meet the above criteria. The above policies and procedures are reviewed during Intern Selection Process, prior to acceptance of the intern position, prior to onboarding process, and throughout the internship year.

APPLICATION DEADLINE IS NOVEMBER 20, 2026, AT 5:00 P.M. PST.

Please direct specific questions to the following contact:

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