



## Intern Recruitment and Selection Policy

### Intern Recruitment

The Idaho Psychology Internship Consortium (ID-PIC) offers several full-time positions each internship year across the multi-site consortium (Boise State University Counseling Center, Family Medicine Residency of Idaho, Idaho State University Family Medicine Residency/State Hospital South, and Pearl Health Clinic). The number of positions varies based on funding within each site and is announced in advance through the APPIC website.

ID-PIC generally recruits applicants who:

1. Demonstrate sustained and specific interest in, and readiness for, focused training in the unique challenges of practicing psychology in rural and remote settings and to ensure clinical competency in working with Idaho's various cultural groups;
2. Demonstrate interest and ability in the site's population and treatment model and communicates a good fit between the site and the intern's unique background, interests, experiences, and abilities;
3. Have enough clinical experience and/or skill to work effectively with clients with high complexity of needs across biopsychosocial domains (with supervisory support);
4. Have skills and sensitivity regarding multicultural issues, and willingness to continue to grow in this area; and
5. Demonstrate maturity, professionalism, and a commitment to on-going development and working within an interdisciplinary team setting.

ID-PIC recruits applicants from diverse backgrounds. The Consortium believes that a diverse training environment contributes to the overall quality of the program. ID-PIC provides equal opportunity to all prospective interns and does not discriminate because of identity variables that are irrelevant to success as a psychology intern. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship.

ID-PIC does not engage in discrimination against or harassment of any person employed or seeking employment within our consortium on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition, genetic information, ancestry, marital status, age, sexual orientation, or service in the uniformed services. This policy applies to all practices, including recruitment, selection, salary, training and development. This policy is intended to be consistent with the provisions of applicable state and federal laws and site-specific policies. ID-PIC also prohibits sexual harassment and addresses any such grievance in collaboration with each site's Human Resource Department.



## **Application Process**

Students interested in applying for the internship program submit an online application through the APPIC website ([www.appic.org](http://www.appic.org)). Applicants apply to as many or as few training sites within ID-PIC as they choose. Applicants designate the training sites by selecting the appropriate Match Number when submitting the application. Only one complete application is required for consideration to any of the sites in the Consortium.

A complete application package consists of the following materials:

1. A completed On-line AAPI (APPIC's standard application);
2. Cover letter (part of on-line AAPI) stating your preferred training site(s) and why you are interested in those sites specifically;
3. A current Curriculum Vitae (as part of the on-line AAPI);
4. Three letters of recommendation, two of which must be from persons who have directly supervised your clinical work (as part of the on-line AAPI-*no more than three letters*); and,
5. Official transcripts of **all** graduate coursework.

All application materials must be received by the deadline in order to be considered. ID-PIC faculty members may choose to call references for additional information in December or January of the interview year. If applicants are invited to interview, they will be notified by email on or before the interview notification date. At that time, they will also be informed of the sites for which they have been selected to interview. ID-PIC will conduct all interviews via videoconference.

## **Intern Selection**

### **Required Prior Doctoral Program Preparation and Experiences**

**Education:** All applicants must be a current doctoral-level student in a counseling or clinical psychology program. Applicants must be certified by their academic program as being ready for an internship.

**Background Check:** Candidates who match with ID-PIC must successfully complete a State of Idaho background check prior to being appointed for internship. Final hiring for the internship is contingent upon clearing the general background check, as well as medical staff office reviews at each site. The ID-PIC website provides detailed information on the requirements for each individual site.

### **Preferred Qualifications**

ID-PIC will base its selection process on the entire application package.



In addition to the preferences noted above, ID-PIC takes into consideration the interest of any prospective intern to remain in Idaho following internship. Developing a strong behavioral health workforce is an important consideration for the state of Idaho, and an interest in remaining in Idaho to join the workforce will be considered a benefit in a potential intern.

Questions regarding the application or interview process may be directed to ID-PIC's Program Director.

Reviewed/revised and approved by ID-PIC Faculty on 01/31/2019.