



**NORTHERN  
CALIFORNIA  
DEPARTMENT OF  
CORRECTIONS AND  
REHABILITATION  
CONSORTIUM  
(NCDCRC) 2026-2027  
BROCHURE**

**2026-2027 PSYCHOLOGY INTERNSHIP  
BROCHURE**

## INTRODUCTION

Thank you for your interest in the Northern California Department of Corrections and Rehabilitation Consortium's (NCDCRC) internship program. The NCDCRC offers a 12-month pre-doctoral internship of at least 2000 hours in Health Service Psychology providing a broad range of clinical experiences with a diverse patient population. Clinical practice is carried out within one of the challenging and exciting prison settings belonging to California Department of Corrections and Rehabilitation (CDCR). NCDCRC training programs are found at the following sites: Avenal State Prison, California Health Care Facility, California Medical Facility, California Men's Colony, California State Prison – Sacramento, Pleasant Valley State Prison, Salinas Valley State Prison, and Valley State Prison. As an intern at one of these sites, you are afforded the opportunity to provide individual and group therapy, crisis intervention, and to perform suicide risk and other evaluations. You will work as a clinician on an interdisciplinary team, and you will be instructed in and guided through the usage of our state-of-the-art electronic health record system. In addition, you will receive weekly on-site didactic trainings as well as clinical training sponsored by the statewide Training Unit of CDCR. Here, you will have the opportunity of learning from experts in diverse areas of psychology and exchanging ideas with peers and subject matter experts and members of the professional community. This program has adopted the Practitioner-Scholar Model, which strives to promote a breadth of experience to our trainees, in order to develop a diverse group of well-rounded, competent, entry-level clinicians prepared to work both inside and outside of the correctional system.

The following sections of this brochure have been organized in a manner that will provide you with a general description of our program. If you have further questions that are not answered by this handbook, feel free to contact us directly by phone or email.

Sincerely,

Danielle Rojas, Psy.D. & Elizabeth Chernow, Ph.D., Co-Directors for the NCDCRC

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## MISSION STATEMENT

*The Northern California Department of Corrections and Rehabilitation Consortium (NDCRC) aspires to provide the highest level of training for our interns to prepare them for assuming a dynamic role as professional psychologists in a rapidly changing world of mental health care. The overriding mission of this statewide training program is to provide broad-based, clinical training in the areas of assessment, intervention, professional development, professional ethics and standards, as well as multicultural issues. An emphasis is placed on providing direct patient care with a considerable amount of close supervision throughout the year. Interns are taught the necessary skills to be diagnosticians and clinicians with an emphasis on the development of clinical skills that are based on sound psychological principles and steeped in scientific inquiry.*

## TRAINING SITES



### **CALIFORNIA STATE PRISON – SACRAMENTO (CSP-SAC)**

CSP-SAC is a large multi-mission correctional institution. Fundamentally, the institution houses maximum security incarcerated persons serving long sentences or those that have proven to be management problems at other institutions. The prison houses approximately 2,065 incarcerated individuals who are receiving treatment via CDCR's Mental Health Services Delivery System (MHSDS). CSP-SAC is considered a Medical Hub for Northern California, a Treatment Hub for Indecent Exposure patients, and a Clustering Institution for patients involved in the Developmental Disability Placement Program. Interns have the possibility of working with the supervisor to design a rotation program based upon their strengths, abilities, and skill-building needs they bring with them into the program. Currently, the program consists of two year-long rotations. The first rotation is treatment-based and is based in the Enhanced Outpatient Programs (EOP), whose participants receive at least one individual session with their primary clinicians every other week and at least ten hours of out-of-cell therapeutic activities, including a broad range of therapy group types. The interns will have a caseload of 10 patients (typical full-time staff caseload is 30). The second rotation is a psychological assessment rotation where the interns complete at least 6 testing batteries with reports during the year. Interns and their supervisors can also choose from a number of outpatient and inpatient program in various types of settings with various levels of security (Levels II-IV represent the incarcerated individual's security needs, ranging from less security to greater security environments) in order to provide different types of experiences for the intern. Rotations may consist of two to three of the following during the internship year. CSP-SAC will have four (4) intern positions available for 2026-2027.

- **Enhanced Outpatient Programs (EOP)**, whose participants receive at least one individual session with their primary clinicians every other week and at least ten hours of out-of-cell therapeutic activities, including a broad range of therapy group types.
- **EOP Restrictive Housing Unit (EOP RHU)**, whose participants receive at least one individual session with their primary clinicians every week and at least ten hours of out-of-cell therapeutic activities.
- **Correctional Clinical Case Management System (CCCMS) Mainline Programs**, whose participants receive at least one individual session with their primary clinicians every 90 days, specialized individual treatment to meet specific treatment needs, and frequent group therapy as indicated.
- **Unlicensed Mental Health Crisis Bed (MHCB) Unit** houses up to 24 patients receiving daily clinical contact and group-based activities to resolve and manage crises related to: danger to self, danger to others, and significant impairment or dysfunction due to mental illness (SIDDMI).
- **Correctional Treatment Centers (CTC)**, which were licensed in February 2003 by the Joint Commission Accreditation Health Care Committee.
- **Developmental Disabilities Program** that includes individuals with other types of cognitive impairment, for example, mild and major neurocognitive disorders in persons requiring enhanced adaptive measures to meet their needs.
- **Testing training provided in all rotations.** Specialized forensic testing instruction, in addition to the core tests.
- **Group therapy** includes core group themes, as well as specialized behavior modification and other criminogenic-related groups. Specialized treatment for indecent exposure is also available.

## TRAINING SITES



### VALLEY STATE PRISON (VSP)

The mission of VSP is multi-fold. VSP functions as a Level II (moderate security needs), General Population (GP) institution housing incarcerated individuals requiring what was formally known as a Sensitive Needs Yard (SNY) placement. Incarcerated persons with “sensitive needs” are generally individuals whose needs include separation from a general correctional population. Individuals in a sensitive needs program include gang dropouts, individuals with a history of sex offenses and those who require other special protective services as a result of a serious mental illness. This special needs population generally has a higher utilization of mental health services and frequently provides opportunities for enhanced individual and group psychotherapy. VSP has also been identified as a Re-Entry hub for CDCR. As a Re-Entry hub, VSP will focus on needs based rehabilitative services to include relapse prevention treatment, educational and vocational programs and cognitive behavioral training in preparation for incarcerated individual’s successful release back into their communities.

Currently, the program consists of two year-long rotations. The first rotation is treatment-based and is based in the Enhanced Outpatient Programs (EOP), whose participants receive at least one individual session with their primary clinicians and at least ten hours of therapeutic activities, including a broad range of therapy group types. The second rotation is a psychological assessment rotation where the interns complete at least 6 testing batteries with reports during the year. Adjunct rotations may also consist of the following during the internship year. VSP will have three (3) intern positions available for 2026-2027.

- **Enhanced Outpatient Programs (EOP)**, whose participants receive at least one individual session with their primary clinicians every week and at least ten hours of out-of-cell therapeutic activities, including a broad range of therapy group types.

- **EOP Restricted Housing Unit (EOP RHU)**, whose participants receive at least one individual session with their primary clinicians every week and at least ten hours of out-of-cell therapeutic activities.
- **Correctional Clinical Case Management System (CCCMS) Mainline Programs**, whose participants receive at least one individual session with their primary clinicians every 90 days, specialized individual treatment to meet specific treatment needs, and frequent group therapy (Groups may consist of core themes such as anger and stress management, substance use, symptom management, DBT, family issues, etc.).
- **Core testing training provided in all rotations**, with each intern required to complete a minimum of six testing batteries/psychological evaluations. Common referral questions include intellectual functioning, presence of memory impairment, differential diagnosis, and symptom validity.
- **Developmental Disabilities Program** that includes individuals with other types of cognitive impairment, for example, mild and major neurocognitive disorders in persons requiring enhanced adaptive measures to meet their needs.

## TRAINING SITES



### CALIFORNIA MEN'S COLONY (CMC)

CMC is located on the Central Coast in San Luis Obispo. San Luis Obispo, affectionately known as SLO to the local population, offers temperate weather almost year-round which is great for many outdoor activities including hiking, mountain biking, kayaking, and much more. Within twenty miles there are several beaches including Cayucos, Morro Bay, Avila Beach, Shell Beach, and Pismo Beach. CMC itself is situated in SLO along scenic Highway One, which is part of a winding eighty miles of beautiful landscape between Ragged Point and the Oceano Dunes. San Luis Obispo offers a great downtown scene with options for shopping, dining, art and culture, live music, and a weekly farmer's market.

The primary mission of the California Men's Colony is to provide a secure, rehabilitative, and humane environment for housing mostly minimum to medium security incarcerated individuals. An emphasis is placed on providing all incarcerated persons with programs for self-improvement. These programs include academic and vocational education, work skills in prison industries, and peer-run self-help group activities. Psychology Interns primarily work within the Level III housing complex (East), providing individual and group-based mental health treatment within the Enhanced Outpatient Program (EOP), as well as within the fully licensed 50-bed inpatient facility called the Mental Health Crisis Bed (MHCB). As a transgender hub, CMC houses a general population that includes patients who identify as cisgender male, transgender female, non-binary, or intersex. Interns and their clinical supervisors will be able to design the rotation plan by selecting from the following options. CMC will have four (4) intern positions available for 2026-2027.

- The **Enhanced Outpatient Program (EOP)** level of care provides the most intensive level of outpatient mental health treatment in the Mental Health Delivery System. Patients in the EOP are primarily considered to have a serious mental health condition that prevents them from

functioning on a mainline yard with the general population. Patients in EOP receive at least one individual session with their primary clinician and at least ten hours of therapeutic activities every week. Frequent recreation and group therapy options are provided (groups may consist of the core themes such as anger and stress management, substance use, process groups, as well as potential specialized groups for individuals with co-occurring disorders, etc.). Psychology Interns will be expected to carry a caseload of up to 10 case management cases for a six-month rotation, as well as provide long-term adjunctive therapy for up to four patients over the course of the twelve months of internship.

- The licensed **Mental Health Crisis Bed (MHCB)** house up to fifty patients receiving daily clinical contact and group-based activities to resolve and manage crises related to: danger to self, danger to others, and significant impairment or dysfunction due to mental illness (SIDDMI). Psychology Interns can provide adjunctive services as unlicensed staff members who run groups or conduct assessments to support the treatment team in treatment planning, assessment of suicide risk, and discharge planning processes.
- **Core testing training is provided throughout the year**, including testing for malingering, diagnostic clarification, and targeted treatment planning based on assessment outcomes. Psychology interns will be required to complete six integrated assessments during the internship year.
- **EOP Restricted Housing Unit (EOP RHU)**, whose participants receive at least one individual session with their primary clinicians every week and at least ten hours of out-of-cell therapeutic activities.
- **Correctional Clinical Case Management System (CCCMS) Mainline Programs**, whose participants receive at least one individual session with their primary clinicians every 90 days, specialized individual treatment to meet specific treatment needs, and frequent group therapy as indicated.
- **Developmental Disabilities Program (DDP)** that includes individuals with other types of cognitive impairment, for example, mild and major neurocognitive disorders in persons requiring enhanced adaptive measures to meet their needs.
- **Group therapy** includes core group themes, as well as specialized behavior modification and other criminogenic-related groups. Specialized treatment for indecent exposure is also available.

## TRAINING SITES



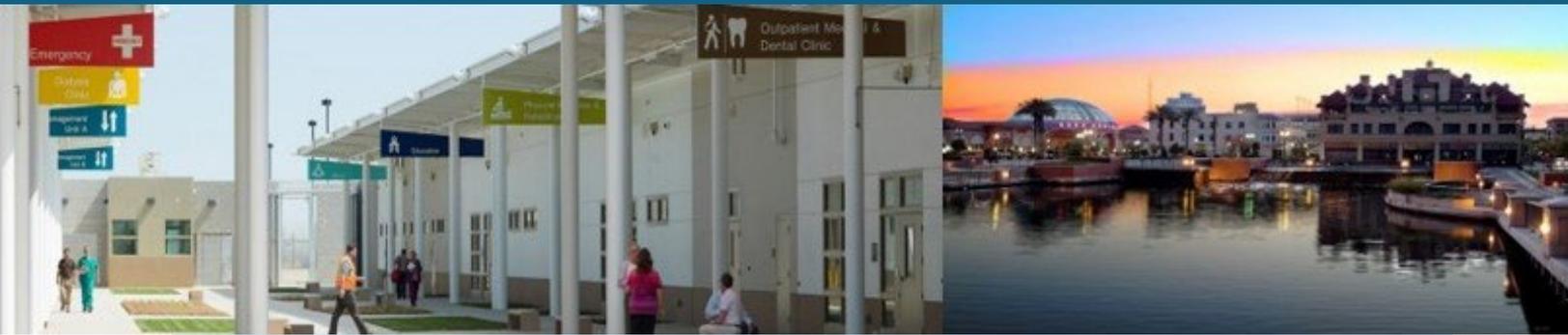
### CALIFORNIA MEDICAL FACILITY (CMF)

CMF is a medium security medical facility located in Northern California in the city of Vacaville—which is found in northern Solano County, midway between San Francisco and Sacramento. The City of Vacaville has a beautiful setting bordered by rolling hillsides, fruit orchards and fertile farmland. Vacaville enjoys warm summers and mild winters, with an average summer high of 94° and an average winter low of 36°. Annual rainfall averages about 24 inches. The City's rich history has transformed the community from a small agricultural town into a thriving and progressive city; now a diverse population of 97,446 residents call Vacaville home. Affordable housing, quality schools, a wide array of youth activities, and numerous community events contribute to making Vacaville a family-oriented city. The majority of incarcerated patients at CMF reside in an outpatient setting and receive health care in outpatient clinics. Patients who require additional nursing care may be housed in the Outpatient Housing Unit (OHU). Patients who require 24-hour nursing care are housed in a licensed medical correctional treatment center (CTC). CMF also operates a 400-bed inpatient psychiatric CTC, a 50-bed mental health crisis bed CTC, and the first licensed prison hospice in the United States. This facility provides both outpatient and inpatient mental health services for patients with a serious mental disorder. The licensed Psychiatric Inpatient Program at this facility is designed to provide more intensive treatment for patients who cannot function adequately or stabilize in an outpatient program.

All interns will have a six-month primary rotation in mental health crisis bed (MHCB) and a six-month primary rotation in either EOP or EOP RHU. Interns will conduct psychological assessment in PIP and EOP as well as provide group therapy in EOP throughout the year. Optional secondary rotations include RVRs and DDP. CMF will have four (4) intern positions available for 2026-2027.

- **Mental Health Crisis Bed (MHCB)** Licensed unit housing up to fifty patients receiving daily clinical contact and group-based activities to resolve and manage crises related to: danger to self, danger to others, and significant impairment or dysfunction due to mental illness (SIDDMI). Psychology Interns can assist with daily individual sessions, assessment of suicide risk, and discharge planning.
- **Enhanced Outpatient Program (EOP)** Patients in EOP receive at least one individual session with their primary clinician and at least ten hours of therapeutic activities every week. Psychology Interns will be expected to carry a caseload of up to 10 patients for a six-month rotation.
- **EOP Restricted Housing Unit (EOP RHU)** Patients receive at least one individual session with their primary clinicians every week and at least ten hours of out-of-cell therapeutic activities. Interns will assist with individual sessions, assessment of suicide risk, and attend interdisciplinary treatment team meetings.
- **Core testing training is provided throughout the year**, including testing for malingering, diagnostic clarification, and targeted treatment planning based on assessment outcomes. Psychology interns will be required to complete six integrated assessments during the internship year.
- **Group therapy** includes core group themes, as well as specialized behavior modification and other criminogenic-related groups. Interns will cofacilitate or independently teach one group per week.
- **Developmental Disabilities Program (DDP)** that includes individuals with other types of cognitive impairment, for example, mild and major neurocognitive disorders in persons requiring enhanced adaptive measures to meet their needs. Interns can complete evaluations and assist with clinical contacts.
- **Rules Violations Reports (RVRs)** Some patients are referred for a mental health assessment in relation to a rules violation. Interns will be trained to assess the extent to which mental health played a role in the incident.

# TRAINING SITES



## CALIFORNIA HEALTH CARE FACILITY (CHCF)

Located in Stockton, CA, CHCF is situated in central California's San Joaquin Valley, known for its rich farmland and the San Joaquin River Delta. It is the 11th largest city in California and home to a diverse community of more than 320,000 people. Stockton houses the Micke Grove Zoo, Haggin Museum, Children's Museum of Stockton, Pixie Woods Amusement Park, Mexican Heritage Center, and Downtown Stockton Marina and Joan Darrah Promenade. Take a stroll along the Miracle Mile for popular restaurants and shopping. Stockton Metropolitan Airport is located six miles from the institution. Affordable flights are available to many popular vacation destinations, including Las Vegas, Orlando, and Phoenix. Centrally located, Stockton is within a one-hour drive to numerous cities, including the State capital. If you enjoy professional, college, or youth sports, Stockton has a variety of year-round opportunities to be a spectator or participant. Those interested in outdoor activities, including hiking, camping, and water sports, will enjoy Stockton's close access to the foothills, national parks, lakes, and the coast.

CHCF is a large multi-mission correctional institution housing approximately 2,200 incarcerated individuals with acute medical and mental health needs and from every custody level. It was designed and constructed to consolidate long-term medical incarcerated persons in a centralized location for a more efficient, safe, and cost-effective delivery of services. In addition, CHCF houses a memory care unit, palliative care unit, and the newly established assisted living outpatient housing unit for the aging incarcerated population.

CHCF provides treatment at every level of mental health care as outlined by CDCR's Mental Health Services Delivery System (MHSDS). Incarcerated persons at CHCF have access to outpatient programs, crisis services, and psychiatric inpatient programs. The internship consists of three rotations. CHCF will have three (3) intern positions available for 2026-2027.

- **Mainline Rotation** - The first rotation is based on the institution's general population that houses two outpatient levels of care. Interns will carry a caseload of patients in the Enhanced Outpatient Program (EOP), the most intensive outpatient program in the MHSDS. Along with weekly individual sessions, interns will run two psychotherapy groups and hold an open line for incarcerated persons who are not in the MHSDS but still requesting contact with mental health providers.
- **Medical Yards Rotation** - The second rotation is based in the institution's medical yards, which houses both low and high acuity medical programs. Interns will carry a small caseload and can work in specialized programs, such as experience with geriatric populations.
- **Inpatient Rotation** – Interns will have an opportunity to work in all three of the inpatient programs provided in the MHSDS. Interns will provide services within the institution's Mental Health Crisis Bed (MHCB), which is the largest in the State with 98 beds. Interns will then work in the Psychiatric Inpatient Program (PIP), which has two levels of care: Acute and Intermediate. Incarcerated persons within the PIP require intensive inpatient treatment to stabilize symptoms and improve their ability to function in the prison environment.
- **Psychological Testing** – Interns will complete a minimum of six testing batteries throughout their internship year. Treatment teams will refer incarcerated persons to be assessed for neurological impairment(s), diagnostic clarification, symptom validation, and differential diagnoses.

## TRAINING SITES



### **SALINAS VALLEY STATE PRISON (SVSP)**

SVSP is in the city of Soledad and the county of Monterey, CA. Monterey County is known as an international travel destination due to its beautiful coastlines and a wealth of outdoor activities, including hiking trails, surfing, paragliding, whale watching, wine-tasting, dining, and copious entertainment options spread throughout the county. The city of Monterey boasts the world-renowned Monterey Bay Aquarium, Dennis the Menace Park, and Cannery Row with the Steinbeck Center close by in Salinas. San Francisco is approximately a two-hour drive north, whereas the beauty and relaxation of Big Sur is approximately a one-hour drive south of the institution.

SVSP is a large correctional institution with a significant mental health mission, housing approximately 2,800 medium and maximum-security incarcerated persons at various levels of care from general population to longer term inpatient mental health care. The Psychiatric Inpatient Program (PIP) is a 242-bed inpatient psychiatric hospital offering treatment for some of the most psychiatrically ill patients in the state of California. SVSP PIP is also the only CDCR facility to provide restoration to competency treatment. SVSP's training program strives to offer rotations that spark interns' interest while also creating a strong foundation for correctional mental health work. Interns will have the opportunity to work in Clinical Correctional Case Management Service (CCCMS), Enhanced Outpatient Programs (EOP) and the Psychiatric Inpatient Program Intermediate Care Facility (PIP ICF). Interns and their supervisors can select from multiple outpatient and inpatient programs in various types of settings with various levels of security to provide depth and breadth of experience. SVSP will have four (4) intern positions available for 2026-2027.

## TRAINING SITES



### **AVENAL STATE PRISON (ASP)**

Avenal State Prison (ASP) is in Avenal, California, which is a small rural city located between Fresno and Paso Robles. With the work-life balance we offer, you can bask in the sun on the easily accessible central coast beaches, stroll through vineyards and sip regional artisanal wines, take day trips to connect with nature at Yosemite National Park, or explore the culturally diverse and fast-paced world of Los Angeles.

With one of the largest incarcerated populations in the California Department of Corrections and Rehabilitation's (CDCR) system, ASP is a bustling institution comprised of six (6) semi-autonomous facilities divided into three (3) separate complexes. Our mission is to support the incarcerated person's successful transition back to public life by providing a wide range of rehabilitative, substance abuse, academic, vocational trade, and social integration programs and services. California Correctional Health Care Services (CCHCS) functions within ASP to provide primary medical, dental, and mental health care through a network of three medical and mental health clinics and six dental operatories. Additionally, we offer an enhanced level of outpatient care in the Outpatient Housing Unit for those who require assistance with daily living activities but not round-the-clock inpatient care.

ASP is a Reentry Hub that is focused on preparing incarcerated persons for the transition back into society. We help develop parole and pre-release plans, provide incarcerated person's assistance with developing social skills and obtaining services in their local communities.

Using a compassionate approach, our mental health program provides the full spectrum of Correctional Clinical Case Management System (CCCMS) services. Similar to a community-based outpatient program, CCCMS services include individual and group therapy, medication review, crisis intervention,

and social skills training. The goal of our mental health program is to promote incarcerated persons successful reintegration into society by helping them achieve optimum mental health and wellness.

Professional development is important to us, as well. Our commitment to our mental health staff includes clinical supervision, peer reviews, on-site training, continuing education, and opportunities to take part in Quality Management (QM) activities. Participation in QM activities has led to improvement in clinical skills and the promotion of many of our mental health staff to higher-level positions within CCHCS and CDCR.

Interns will have the opportunity to work individually with patients with diverse mental health issues, provide group therapy sessions to our incarcerated population, as well as participate in various trainings and QM activities. ASP will have two (2) intern positions available for 2026-2027.

## TRAINING SITES



### PLEASANT VALLEY STATE PRISON (PVSP)

Pleasant Valley State Prison, located in Coalinga, California, is a correctional facility that houses medium-security inmates. Opened in 1994, the prison is designed to accommodate a population of approximately 5,000 individuals. The facility provides various programs aimed at rehabilitation and skill development, including educational courses, vocational training, and substance abuse treatment. Also, on the minimum support yard, the inmates have access to horses and goats. The institution is known for its efforts to prepare inmates for successful reintegration into society upon release. The prison's staff is committed to maintaining security while fostering an environment conducive to inmate growth and rehabilitation.

Pleasant Valley State Prison offers a range of mental health services dedicated to addressing the needs of its various mental health inmate population. PVSP boasts an enhanced outpatient treatment program (EOP) as well as a large correctional case management system (CCCMS) population to target the differing levels of treatment required by inmates. Inmates continue to receive mental health services if placed in our Restricted Housing Unit with added security measures. An assortment of interventions is provided for inmates, including individual therapy, group therapy sessions, recreational therapy interventions, crisis intervention, and medication management. Additionally, psychological assessment is provided upon referral to aid in diagnostic clarity and symptom validity. These interventions aim to alleviate symptoms of mental illness, promote emotional well-being, and equip inmates with coping strategies to manage their conditions and support their rehabilitation journey.

PVSP is seeking two (2) interns for the 2026-2027 period, offering a comprehensive training experience through rotations in various levels of care. Interns will gain valuable exposure in the Restricted Housing Unit (RHU), Correctional Clinical Case Management System (CCCMS), and Enhanced Outpatient

Program (EOP). This opportunity is designed to provide a well-rounded understanding of these critical areas, equipping interns with practical skills and knowledge in a dynamic environment.

# TRAINING PRINCIPLES

## GOALS AND PROCESSES

The overarching goal of NCDCCR's Pre-Doctoral Internship Program in Health Service Psychology is to provide a planned, programmed sequence of training experiences that assures *breadth* and *quality* of training, in order to prepare interns for postdoctoral fellowships or entry into practice in clinical psychology, by providing in-depth training in the basic foundations of psychological practice. The internship program allows sufficient *flexibility* for interns to structure their training experiences in accordance with their career goals and interests, while providing all interns enough *structure* to ensure that they develop the core competencies that are defined by APA's Commission on Accreditation. Regardless of the intern's chosen theoretical orientation, our training model emphasizes the development of *cultural competence* and *scientifically-informed* practice in all areas of practice.

Each Institutional Internship Program site adheres to the following training principles, as established by the NCDCRC Committee:

- Initial caseload assignments are consistent with the intern's professional developmental level.
- Thirty to fifty percent of the total hours per week are spent in face-to-face delivery of services with intensive supervision of case activity provided.
- Each intern receives support to administer, score, and interpret a number of assessment instruments. Initially, this will occur under close supervision. Once a reasonable level of competency is established, the interns work more independently but continue to be supervised throughout the internship.
- Interns act as co-consultants with a supervisor. As competence increases, intern responsibilities and independence will also increase.
- Interns are encouraged to consult with each other with or without the presence of a supervisor, as needed. Interns are provided time to participate in weekly didactic training and seminars that include case conferences and presentations on clinical and professional issues.

## ROTATIONS

**Interns and their clinical supervisors will be able to design the rotation plan by selecting from the following (small variations by site may exist):**

- 1. Enhanced Outpatient Program (EOP)**, which provides the most intensive level of outpatient mental health treatment in the Mental Health Services Delivery System. Patients in the EOP are primarily considered to have a serious mental health condition that prevents them from functioning on a mainline yard with the general population. Patients in EOP receive at least one individual session with their primary clinician and at least ten hours of therapeutic activities every week. Frequent recreation and group therapy options are provided.
  - Psychology Interns may be trained in specialty assessments such as the California Adaptive Supports Evaluation (CASE) to help determine if patients meet criteria for the Developmental Disability Program, (DDP). The DDP includes patients who exhibit adaptive functioning deficits due to a developmental and/or cognitive impairment.
  - Psychology Interns will be expected to provide long-term adjunctive therapy for 3-4 patients for the 12-month program. Patients are pulled from the general population and can include patients who identify as cisgender male, transgender female, non-binary, and intersex in the EOP and CCCMS programs.
- 2. Correctional Clinical Case Management System (CCCMS)**, whose participants receive at least one individual session with their primary clinician every 90 days.
- 3. EOP and CCCMS Restricted Housing Unit (EOP RHU & CCCMS RHU)**, RHU patients are typically either pending investigation, housing transfer, or safety concerns in such a way that they are temporarily removed from the mainline population and receive the same treatment as the mainline patients.
- 4. Licensed Mental Health Crisis Bed (MHCB)** –not available at all sites, whose participants receive daily clinical contact and group-based activities to resolve and manage crises related to danger to self, danger to others, and significant impairment or dysfunction due to mental illness (SIDDMI). Psychology Interns can provide adjunctive services as unlicensed staff members who run groups or conduct assessments to support the treatment team in their treatment planning.
- 5. Psychological Assessment** - Core assessment training is provided throughout the year, including testing for malingering, diagnostic clarification, and targeting treatment planning based on assessment outcomes. Psychology interns will be required to complete six (6) integrated

assessments during the course of the internship year.

Each site provides regular in-service educational opportunities (available to all interns) and includes interns in administrative meetings and interdisciplinary team meetings. Interns receive a minimum of two hours of individual supervision and a minimum of two hours of group supervision per week. Interns present journal articles after case presentations and facilitate discussions that relate the significance of the article to practicing psychologists. (Journal articles must be pre-approved by the intern's supervisor and must have been published in a reputable journal within the last two years). Although research is not a major emphasis of the NCDRC internship, interested interns are afforded the opportunity to engage in applied clinical research and program evaluation studies.

## ADDITIONAL TRAINING EXPERIENCES

Institutional Internship Program Scholarly Seminar (two hours per week).

Assessment Seminars (2 hours per month):

- Mental Status Examination (MSE)
- Initial Intake
- Intellectual Assessment – I
- Intellectual Assessment – II
- Suicide Risk Evaluation – I
- Suicide Risk Evaluation – II
- Neuropsychological Screening – I
- Neuropsychological Screening – II
- Rules Violation Mental Health Assessment and Developmental Disability Program Assessment.
- Personality Assessment – I
- Personality Assessment – II

## FACILITIES AND SUPPORT

- Confidential treatment spaces
- Individual or shared office space
- Computer and IT support
- SharePoint site with significant clinical resources
- Electronic Health Records System
- Large support staff

# APPLICATION INFORMATION

## GENERAL INFORMATION

CCHCS maintains responsibility for the hiring and recruitment processes for psychology interns at CDCR. This agency also maintains a website containing, among other things, job posting and information for potential candidates. The Clinical Psychology Intern bulletin can be found at the following hyperlink:

<https://cchcs.ca.gov/wp-content/uploads/sites/60/NCDCRCPsychologyInternshipHandbook.pdf>

## FUNDING

Internships at the Northern California Department of Corrections and Rehabilitation Psychology Internship Program (NCDCRC) are government-funded, California State civil service positions. The yearly salary varies by fiscal year, but interns can expect to earn a *minimum gross monthly* salary of approximately \$4251 to \$5069, depending on experience. The final determination on your salary will be made by the Personnel Office at your site. Please note that as a salaried state employee, there are deductions for retirement, healthcare and other programs so your actual take home pay will be less than the gross. The actual amount will vary depending on your deductions, but most interns' net pay is approximately \$3200 per month. Please refer to the CalHR website for full details at the hyperlink located here:

<https://eservices.calhr.ca.gov/enterprisehrblazorpublic/public/mou/bargainingcontracts/19>

## PRE-REQUISITES FOR AN INTERNSHIP WITH NCDCRC

Prospective interns must have an internship readiness letter from their school's training director indicating they have completed all required course work, supervised practicum experiences and be in good standing with their psychology training program. Additionally, by the time they are expected to begin their internship for the 2026-2027 year, prospective candidates must have\*:

- 120 hours of assessment experience
- 200 hours of direct client service, gained through a practicum experience in settings appropriate for a doctoral level psychology intern, prior to starting the internship.
- Acquired practicum experience at two independent sites.

**\*Send requests for exceptions to Drs. Danielle Rojas and Elizabeth Chernow**

([Danielle.Rojas@cdcr.ca.gov](mailto:Danielle.Rojas@cdcr.ca.gov) and [Elizabeth.Chernow@cdcr.ca.gov](mailto:Elizabeth.Chernow@cdcr.ca.gov)).

## APPIC APPLICATION PROCESS

Interns from both Ph.D. and Psy.D. programs are encouraged to apply. In order to be appointed as a Clinical Psychology Intern at an institutional Psychology Internship Program training site of NCDCRC, applicants must submit an on-line application through the Association of Psychology Postdoctoral and Internship Programs (APPIC) called the APPI (available at <https://www.appic.org/Internships/Internship-Application-AAPI-Portals#APP>). Once matched through the National Matching Service, applicants must also submit an application to CDCR through the regular, civil service employee application process as outlined in the next section. Information regarding this position can be found by accessing the job bulletin for Clinical Psychology Intern at [Clinical Psychology Intern Bulletin](#).

The NCDCRC participates in the National Matching Service for internship selection. To be considered for match, each applicant is required to submit a completed application through the APPIC applicant portal.

The completed APPI on-line application must include:

- A current curriculum vitae; and
- Official graduate program transcripts; and
- Three letters of recommendation from professionals familiar with the intern's clinical skills; and
- A certification of readiness from the applicant's training director and a completed work sample (a de-identified psychological testing report).

## CDCR CIVIL SERVICE APPLICATION (STD. 678)

In addition to the APPIC process, applicants must also submit an application to CDCR through the regular, civil service employee application process after the Match process. Upon receipt of an application, CDCR Central Office reviews all materials. If an application is deemed incomplete, NCDCRC Central Office contacts the prospective intern, providing him/her with an opportunity to submit complete documentation within a given time frame.

## **PRE-EMPLOYMENT QUALIFICATIONS (PLEASE READ CAREFULLY)**

Once matched, potential intern candidates will need to complete a credentialing process, security clearance/background check, fingerprinting, drug testing, and TB test as a condition of employment. Consistent with the CDCR Title 15, Section 3404 of the California Code of Regulations updated through June 2025, ex-offenders require the Secretary's written approval for the initial appointment to any position within the department. An ex-offender shall not be appointed to any position requiring a background clearance until such clearance is received. In addition, failure to accurately list arrests will be grounds to deny the intern's application for employment. Due to the short timeframes involved in a twelve-month internship, if a candidate does not pass the criminal background check, no appeal process will be allowed.

NCDCRC has a zero-tolerance drug policy. Any potential internship candidate will be dismissed from the internship if a positive drug screening test occurs. CalHR's definition of a failed drug test is "any detectable amount" of the banned substance. One of the most misunderstood issues in this area is with regard to the recreational and medical use of marijuana (cannabis). Neither a prescription for marijuana, nor the fact that California allows the recreational use of marijuana, means that the intern's use of marijuana will be acceptable to the program. The CDCR prohibits the use of marijuana in ALL circumstances and will refuse to hire an intern who tests positive for marijuana regardless of medical need, the presence of a prescription, or its legal status. No appeal is allowed per CalHR regulations.

## **EQUAL OPPORTUNITY AND DIVERSITY**

NCDCRC is dedicated to providing equal opportunity to participate in training opportunities. The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

Further, the NCDRC Internship Program ensures a welcoming, supportive, and encouraging learning environment for all interns. Clinical supervisors encourage and model appropriate ways to interact with each other, and handle discrepancies, disagreements, or differences in opinion. All clinical supervisors are required to take the six-hour supervision training course, per California Board of Psychology requirements. Both supervisors and staff are made aware of the beginning of a new internship year and are trained on providing a welcoming and supportive environment for the interns and valuing diversity. During the orientation process, the interns are welcomed to the institution, reminded of the supportive open-door policy, encouraged to ask questions on an ongoing basis, and are reminded that their supervisors and all members of the NCDRC Internship Program are there to support them throughout their internship year.

Interns are made fully aware of the NCDRC Due Process and Grievance Policy, which encourages interns to seek clarification whenever questions or concerns related to their NCDRC Internship Program experience arise and provides them with multiple avenues by which to communicate questions, issues or concerns. Specifically, these options include discussion with the primary supervisor or training director, discussion with the student representative, requests for the placement of issues on the NCDRC Institutional Internship Training Committee agenda, and an anonymous process for submitting feedback. On an ongoing basis, interns are reminded by the Internship Coordinator(s) and their clinical supervisor(s) that they are part of a supportive and encouraging learning environment and are encouraged to ask questions, consult, and bring any issues that may arise to the immediate attention of their clinical supervisor, the site Internship Coordinator, or the Consortium Training Co-Directors.

In addition to the experiences discussed above, interns have several opportunities to be supervised by and seek consultation from mental health staff from a range of cultural backgrounds. A recent survey of our mental health staff indicated that approximately 42% of the mental health staff at one of our training sites self-identify as members of ethnic and cultural minority groups and approximately 27% of mental health staff were born outside of the United States. Additionally, approximately 31% of mental health staff are fluent in at least one language in addition to English. Languages in which various psychologists are fluent include Hmong, Italian, Tagalog, Hindi, Malay, Armenian, Spanish, and Russian.

# TRAINEES ADMISSION, SUPPORT, AND OUTCOME DATA (IR C-27)

## INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA

Date Program Tables Updated: 10/1/2025

### Program Disclosures

As articulated in Standard I.B.2, programs may have “admission and employment policies that directly relate to affiliation or purpose” that may be faith-based or secular in nature. However, such policies and practices must be disclosed to the public. Therefore, programs are asked to respond to the following question:

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.	Yes
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If yes, provide website link (or content from brochure) where this specific information is presented:

<https://cchcs.ca.gov/wp-content/uploads/sites/60/NCDCRCPsychologyInternshipHandbook.pdf>

## 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 Northern California Corrections and Rehabilitation Consortium’s (NCDRC) internship program offers a broad range of clinical experiences with a diverse patient population to pre-doctoral students seeking well-rounded training in the field of psychology. Clinical practice is carried out within one of the challenging and exciting prison settings belonging to the California Department of Corrections and Rehabilitation. NCDRC training programs are found at the following site(s): California Healthcare Facility, California Medical Facility, California Men’s Colony, California State Prison – Sacramento, Salinas Valley State Prison,

and Valley State Prison. As an intern at one of the institutional Training Programs of NCDRC, you are afforded the opportunity to provide individual and group therapy, crisis intervention, and suicide risk evaluations. In addition, you will receive weekly on-site didactic trainings or Consortium-wide trainings, where you will be able to interact with interns from other sites. In addition, you will experience required onboarding and training opportunities sponsored by the statewide Training Unit of the California Department of Corrections and Rehabilitation. Here, you will have the opportunity of learning from experts in diverse areas of psychology and exchanging ideas with peers and subject matter experts and members of the professional community. This program has adopted the Practitioner-Scholar Model, which strives to promote a breadth of experience to our trainees, in order to develop a diverse group of well-rounded, competent, entry level clinicians prepared to work both inside and outside of the correctional system.

The diverse population of incarcerated individuals housed in one of the CDCR institutions offers a unique opportunity for interns embarking on the journey of becoming culturally competent clinicians. Also, within the frame-work of the scientifically-informed practitioner model, our training programs emphasize the incorporation of psychological science into the practice and delivery of culturally competent services.

***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: 200 Hours
Total Direct Contact Assessment Hours: Yes	Amount: 120 Hours

***Describe any other required minimum criteria used to screen applicants:***

Acquired practicum experience at two independent sites.

## FINANCIAL AND OTHER BENEFIT SUPPORT FOR THE UPCOMING TRAINING YEAR

Annual Stipend/Salary for Full-time Interns	\$52,644
Annual Stipend/Salary for Half-time Interns	N/A
Program provides access to medical insurance for intern?	Yes
If access to medical insurance is provided:	
Trainee contribution to cost required?	Yes
Coverage of family member(s) available?	Yes
Coverage of legally married partner available?	Yes
Coverage of domestic partner available?	Yes
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	84
Hours of Annual Paid Sick Leave	96
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

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

## INITIAL POST-INTERNSHIP POSITIONS (AGGREGATED TALLY FOR PRECEDING 3 COHORTS)

	2023-2025	
Total # of interns who were in the 3 cohorts	33	
Total # of interns who remain in training in the internship program	1	
	PD**	EP**
Academic teaching		
Community mental health center	2	
Consortium		
University Counseling Center		
Hospital/Medical Center	1	1
Veterans Affairs Health Care System		
Psychiatric Facility		1
Correctional Facility		22
Health Maintenance Organization		
School District/System		
Independent Practice Setting	1	2
Other	1	1

*\*\*Note: "PD" = Post-doctoral residency position; "EP" = Employed Position.*