



## 2018-2019 CLINICAL TRAINING PROGRAM FAMILY, CHILD AND ADOLESCENT THERAPY Paid Internships for Registered Associates (\$17/hr. + benefits) \$500 Stipend for Trainees

### PROGRAM OVERVIEW

North Marin Community Services (NMCS) is a non-profit, multi-service agency committed to mobilizing the community and supporting families to respect, nurture and guide young people, through advocacy and services for children, youth, and families. Youth and families grow with our agency; our 6 programs designed for multiple age groups offer a culturally rich experience. NMCS's Mental Health Programs has been an integral part of the local community for over 20 years. We serve clients from diverse ethnic and socio-economic backgrounds with a wide range of presenting challenges and strengths. We offer services that respect each individual's racial identity, cultural background and personal lifestyle. Associate and Trainees have an opportunity to provide therapy in a variety of different locations including local schools, agency offices set in a childcare facility, and at the Novato Teen Clinic (a youth health center).

### FRAMEWORK

A traineeship or an Internship at NMCS will provide you with many opportunities to meet the BBS requirements, with an emphasis on obtaining child and family hours.

- ***Child, adolescent, and family counseling from a multi-cultural perspective is the core of our program.*** Children/adolescents are seen alone at times and we recognize this as a vital component to building and strengthening the therapeutic relationship. We also know that profound changes are more attainable when working within the context of the family. In addition, we work with the different subsystems within a family including couples and individual adults.
- ***NMCS training program offers ongoing education and clinical support related to working with youth and families from diverse backgrounds.*** The first year involves building a strong foundation in youth and family therapy through a trauma informed lens. Experiential training sessions will guide you to examine relevant theoretical perspectives and utilize evidence-based tools for assessment and treatment planning. You will learn Evidence Based Treatment Models such as Brief Intervention, Trauma-Informed Treatment, CBT, Family Therapy, Solution Focused, introduction to Parent Child Interaction Therapy (PCIT) and utilization of PCOMS from the Heart and Soul of Change Project. You will also learn practical strategies to address issues such as defiant behavior, substance use/abuse, crisis management, anxiety, and depression. Trainings introduce techniques from cognitive behavioral therapy, play therapy, parenting support, as well as social emotional group protocols.
- ***School-based counseling placement.*** Elementary, Middle School and possibly High School counseling positions generally include two days per week on school campuses for trainees and 2-4 days for Associates. The amount of days you are placed in schools may vary year to year based on the needs of the school district. School-based therapy includes individual, group, and parent collateral counseling as well as crisis intervention, teacher consultation, clinical assessments of students' needs, appropriate referrals and documentation of services.

- ***Clinic-based counseling opportunities are also available.*** In addition to your school placement, NMCS provides an opportunity to see individuals, couples, and families at one of our two clinics. Trainees and Associates may see fee for service clients.

## **PROGRAM EXPECTATIONS**

- **Make a 1-year commitment to the program.** Each training year begins in mid-August and includes five weeks of vacation (week of Thanksgiving, two weeks of winter vacation, one week in February, and one week in spring – NMCS follows the Novato Unified School District schedule). Your school placement(s) (day and times) **will remain the same for the entire year** as well as your clinic evening assignment, should you choose to see clinic clients. Novato Teen clinic and the NMCS clinic has opportunities to see clients over the break. In January, there will be an opportunity to apply for a second year of trainee/internship.

- As NMCS serves as a contractor for NUSD, we provide counseling services by school days, which are based on a per diem or daily basis (excluding national holidays). We ask that Counseling staff schedule their vacation time based on NUSD school closures.

Position requirements: Job may include walking up and down stairs, standing, lifting and moving small items of up to 25 lbs. - As a multi-service organization, with a CA State licensed childcare program, candidates must pass a livescan background check and a pre-employment health exam including proof of vaccinations and TB test clearance (costs reimbursed). An applicant with a conviction, other than a minor traffic violation, including a misdemeanor and/or felony, will not receive background clearance

**Associates and Trainees must be available Wednesdays from 10 a.m. to 3 p.m. for training, supervision, and business meetings, and for school placements two days for trainees and two-four days for Associates. Subject to change based on NUSD school schedule. For trainees, some years there is a third day available at the schools if you are interested in 3 school days. Trainees/Associates will be expected to spend approximately 20-30 hours each week in the program, which includes:**

### **1. Clinical Work**

Maintaining a caseload of 10-20 clients (hours) per week (combined agency and school)

### **2. Clinical Supervision**

- Two hrs/wk Group Supervision
- One hr/wk Individual Supervision
- Ongoing consultation with licensed staff, as needed

We strive to provide compassionate support and skillful direction to our developing therapists. Evaluations focus on everyone's strengths, as well as areas that need further development. This is assessed using case presentations, listening to segments of video-taped sessions, discussing transference/countertransference issues, therapeutic goals, diagnosis, case conceptualization and other clinical concerns. Supervision will provide an opportunity to enhance Associates' theoretical understanding of client work by offering experienced guidance for practical interventions.

### **3. Training:** Associates and Trainees – One and a half to two hours per week

### **4. Administration/Paperwork:** 4-6 hrs./wk. Clinical Paperwork, Case Management and Other Administrative Tasks

**Be engaged in on-going individual therapy:** Although this is not required, it is recommended. This is to ensure that personal issues that inevitably come up in working with clients can be addressed and integrated. We seek Associates/trainees who can make a whole-hearted commitment to professional, personal, and interpersonal growth.

**Appropriate Matching of Counselors and Clients:** A strong effort is made to provide the most desirable growth opportunities for all.

Current Curriculum Vitae

- (1) Two letters of reference and/or contact information for follow-up calls.
- (2) Cover letter including a brief personal statement describing your career goals, interests in the field and expectations for your professional development

Please address your application to:

**North Marin Community Services, Counseling Programs**

**680 Wilson Avenue, Novato, CA 94947**

**HR@northmarincs.org**

***Bilingual applicants are encouraged to apply.***

***For more information about our agency or our programs, visit [www.northmarincs.org](http://www.northmarincs.org)***