The Multicultural Counseling and Testing Center
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TRAINING MANUAL

Program description

The Multicultural Counseling and Testing Center trains students to value diversity and practice clinical psychology with genuine cultural competency. We guide students to value individual differences and understand that it is not effective to place people in a "cultural box." We inspire our students to become aware of their own diversity and remain sensitive to how the therapist's cultural background and belief systems can influence his/her relationship with clients. We guide psychologists in training so they become non-defensive and open to feedback from clients and their families. At the Multicultural Counseling and Testing Center we do not believe clients can fail in treatment. However, we do believe that therapists can fail. We train interns to routinely consult with other professionals in the field when they come across a clinically challenging case or experience in order to stay objective and have a different clinical perspective. We train students to become comfortable in tolerating personal discomfort when treating so called "difficult" clients.

Training Goals and expectations

At the completion of practicum/ internship training experience trainee is expected to excel in demonstrating the following skills, knowledge and attributes:

Skills

- Solid knowledge of and application of Ethical Principles of Psychologists and Code of Conduct
- Solid ethical attitudes and values as demonstrated by reviews from clients and peers
- Exemplary professionalism – including dress, attendance, timely and accurate completion of case notes, etc.
- Mastery of clinical skills and therapeutic alliances with clients, i.e., validation, empathy, genuineness, respect for clients' dignity and full understanding of clients' experiences with a non-judgmental approach.

Knowledge

- Competent and applicable knowledge of DSM-V diagnoses and coding
- Broad knowledge of psychological assessment, batteries of tests and validities
- Practical knowledge of treatment modalities and evidence-based interventions.
- Mastery of own theoretical framework when conceptualizing cases and planning interventions

- Ability to tie together seemingly discrete and isolated components of client's behavior
- Routinely generate hypotheses concerning client behavior and dynamics.
- Provide rationale for conceptualization based on psychological theory, scientific methods, and research
- Demonstrate knowledge, understanding, and application in delivery of evidence-based therapeutic interventions

Attributes

- Present with natural and genuine tendency for unconditional positive regard (active listening, empathic reflection, warm therapeutic presence, open-ended probing questions)
- Personable and able to work collaboratively and maintain respectful relationships with supervisor (s) and colleagues.
- Non defensive and able to acknowledge and implement feedback from supervisors and colleagues in a non-defensive manner.
- Able to work independently and take initiatives but willing to communicating ideas, feelings, and information using verbal, non-verbal, and written skills.

Site policies and procedures

- Trainees are expected to have completed all required graduate courses/credits for eligibility to applying for the Internship position.
- Trainees are expected to follow Ethical Principles of Psychologists and Code of Conduct: beneficence and non-maleficence, fidelity and responsibility, integrity, justice, respect for people's right and dignity. https://www.apa.org/ethics/code/index.aspx
- Supervisors will guide and inspire trainees toward the very highest ethical ideas of the profession.
- Trainees will be trained to ensure that case files and notes are created and maintained according to the strictest confidentiality and security rules to avoid or minimize intrusion on privacy, protect disclosures, responsibly manage recordings and didactic materials, master knowledge of managed care fees for services.

Policy regarding Suicide

- Trainees will assess for warning signs of suicide during the first session and throughout treatment
- Trainees will inform clients about limits to confidentiality when it comes to expressed suicidal ideations and plans
- Trainees will implement safety plan in place when client express active suicide ideations and plans
- Trainee will consult with his/her clinical supervisor to discuss best ways to implement safety plan below:
    - Trainee will prepare a safety contract with the client where client commits to 1) call 911 if he/she believes that he/she is in immediate danger of self-harm 2) call

any or all of the following number if not in immediate danger of harming myself but have suicidal thoughts 1-800-SUICIDE -- 24-hour suicide prevention line that can be called from anywhere in the U.S.

- Trainee will help the client identify his/her own triggers and situations that put him/her at greater risk.
- Trainee will work with the client to list and practice whatever coping skills he/she has available.
- Trainee will determine that the client has no access to guns, potentially lethal medications or any other means for hurting herself
- If the client has access to weapons trainee will insist that the client gives such items to a trusted friend or relative
- Trainee will ask the client to permit me to contact specific family members or other trusted individuals who can be helpful in getting him/her through a crisis
- Trainee will identify other sources of support such as the local crisis team, the National Suicide Prevention Lifeline or the local NAMI group. Trainee will make sure client has written down the phone numbers and keep them with him/her
- Trainee will collaborate with the client's PCP and obtain a release to talk to the prescriber and to collaborate with the local crisis team.

Populations served

- Children and adolescents 6-18
- Adults 18 to 65
- Elderly 65-85
- All cultures, religions, sexual orientation,

Languages Spoken

- English
- French
- Spanish
- Haitian Creole

Linkages with The community

We collaborate with schools, churches, community centers as well as the following agencies in NJ:

- Division of Child Protection and Permanency- DCP&P
- Division of Vocational Rehabilitation -DVR
- Drug Enforcement Administration - DEA
- Jefferson Park Ministries, Elizabeth
- Fami Care, Irvington

Types of Supervision/ Evaluation/Role of Supervisor

- Individual supervision with a licensed clinical psychologist
- Group supervision with a licensed clinical psychologist present
- Live supervision in group therapy with a licensed provider present
- Tape reviews of clinical sessions for didactic purposes with clinical supervisor
- Written evaluations will be performed by supervisor according to student's program requirements
- Supervisor will provide ongoing verbal evaluation/feedback will be provided to trainee as needed to ensure trainee is performing according to their highest potentials

Role and responsibilities of trainee, self-evaluation of trainee

- Complete first time intake using a structured clinical interview
- Provide a provisional diagnostic based on information collected during the intake process
- Conduct psychological evaluation using latest batteries of test most appropriate in answering referral questions
- Provide individual, family, and group therapy to populations (ages 6-85)
- Participate in ongoing research studies, data collection and projects directed by the Multicultural Counseling and Testing Center
- Complete timely service-related paperwork such as progress notes, treatment plan, evaluations etc...

For more information about this manual and to express an interest in completing our training program please contact:

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