

**Edmonton Cross-Specialty Psychology
Residency Consortium
(ECPRC)**

Brochure for 2024-2025



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INTRODUCTION

The Edmonton Cross-Specialty Psychology Residency Consortium (ECPRC) is located within the greater area of Edmonton, Alberta, Canada – a large city with a metropolitan population of over 1.4 million people. Edmonton is the fifth largest city in Canada and is situated in central Alberta along the North Saskatchewan River.

It is critical for us to acknowledge that we live, learn, work and play here as uninvited guests on traditional Indigenous lands of the Treaty 6, 7 and 8 Peoples, including the Metis, Cree, Blackfoot, Iroquois, Dene, Nakota Sioux, Ojibway, Saukteaux/Anishanaabe. These lands are a sacred gift from the Creator, which have been taken from the Indigenous Peoples forcibly through Canada's sordid history of colonialism. As psychologists and psychologists-in-training, we make an active anti-racist commitment to supporting the First Peoples of this land with humility and to reconcile the harms psychology has perpetuated. This includes supporting autonomy and cultural continuity, incorporating indigenous ways of knowing and honouring and incorporating indigenous healing methods.

The ECPRC is delighted to offer a clinical and counselling psychology internship training program that is hosted by The University of Alberta, Millard Health (WCB Alberta), the YWCA Edmonton, and Cross Cancer Institute (Alberta Health Services). Our main areas of training focus on clinical and counselling psychology across the lifespan, including specialized training in interventions, formal assessment, and health psychology.

We are currently applying for CPA-Accreditation as a consortium. The ECPRC accreditation application was submitted to CPA in the spring of 2023. We have a virtual site visit scheduled for November 27th & 28th, 2023. Please be advised that there is no assurance that we will be able to successfully achieve accreditation.

For any questions about CPA Accreditation, please contact the [CPA Accreditation Office](#):

Stewart Madon, Ph.D., C.Psych.
accreditation@cpa.ca
Tel: 613-237-2144 ext. 333

Several of our partner sites have been providing doctoral internships in the Edmonton area for decades. One of our partner sites (Millard Health) maintained a strong CPA Accredited Doctoral internship program for many years. They bring us a wealth of important experience related to running a CPA accredited program, given that one of our long-term objectives is to attain accreditation. For the past 10 years, members of our consortium have worked closely together to start building a Canadian Psychological Association (CPA) Accredited Doctoral Internship. In our current composition, the consortium is entering its fifth year as a training program.

There are five primary training tracks:

- **Adult - Health, Clinical, and Counselling Psychology.** The Cross Cancer Institute (Alberta Health Services) residency position focuses on both health psychology and counselling/clinical psychology.
- **Adult - Health, Clinical, and Counselling Psychology.** Millard Health (WCB) offers a residency position that focuses on health psychology (including work focused rehabilitation), counselling/clinical psychology as well as general/formal assessment.
- **Lifespan - Clinical and Counselling Psychology.** The YWCA residency position focuses exclusively on clinical and counselling training. This training position offers skill development in working with individuals across the lifespan, though typically from adolescence onward.
- **Lifespan - Clinical and Counselling Psychology.** The University of Alberta offers one residency position that primarily focuses on counselling/clinical psychology as well as formal assessment training. This training position offers skill development in working with individuals across the lifespan including children.
- **Early Lifespan – School and Child Clinical Psychology.** The University of Alberta offers one residency position that primarily focuses on skill development in the areas of school and child clinical psychology. This means primarily working with individuals from early childhood to early adulthood (25 years of age or younger). This position also offers formal assessment training as it relates to school and child clinical psychology.

Our training program is a full-time 12-month program that takes place between September to August. Our program exceeds 2000 hours (average of 2080 hours with a minimum of 2072 hours). This exceeds registration requirements for the College of Alberta Psychologists.

Philosophy of Residency Program

The shared goal of the ECPRC consortium is to support residents to develop competency in clinical, counselling, and health psychology. We also offer opportunities for specialized training in the professional activities of diagnosis, treatment and intervention, psychological assessment, consultation, and program evaluation. We aim for residents to experience diverse training in the public sector and community focused settings with clients across the lifespan.

Training Goals of the ECPRC Consortium Program

In our consortium, we support our residents as they develop into competent independent practitioners. To that end, our goals are to help our residents:

- 1) Develop competency in clinical, counselling, and health psychology interventions such as general assessment and counselling, and apply them to a broad range of individuals from across the lifespan from young children to older adults.

- 2) Develop competency in formal assessment including potential experiences with neurocognitive, psychoeducational, vocational, and personality testing as well as therapeutic assessment.
- 3) Develop clinical supervision skills by providing mentorship (meta-supervision) to junior students while receiving supervision related to these activities.
- 4) Develop competency working in multidisciplinary settings where residents will have regular opportunities to consult with a range of health professionals.
- 5) Function as exemplar Scientist-Practitioners by participating in program evaluation activities.
- 6) Function as exemplar Scientist-Practitioners by integrating research into practice.
- 7) Develop appropriate interpersonal relationships with clients, supervisors, colleagues, community members, and administration.
- 8) Develop awareness, knowledge, and skills needed to apply the ethical principles with the Canadian Code of Ethics for Psychologists and adhere to the standards, guidelines, and legislation relevant for practice in Alberta.
- 9) Develop awareness and knowledge of issues of individual differences and diversity.
- 10) Socialize residents to the aspects of the profession of psychology including developing residents' professional identity, promoting reflective practice, and achieving a sustainable work-life balance.

More specifically, our objectives by the end of the residency year can include:

Assessment/consultation:

Residents are expected to achieve competence in the following skills and judgments required for psychological assessment and consultation: interviewing; selecting psychological tests; administering and scoring psychological tests; interpreting test results; integrating findings from various sources; conceptualizing cases; diagnosing psychological disorders; formulating treatment recommendations; writing assessment/consultation reports; and giving feedback to clients/patients, families, and other professionals.

Treatment:

Residents are expected to achieve competence in the following skills and judgments required for psychological treatment: evaluating treatment needs, working with clients to set realistic treatment goals, selecting interventions, operating effectively within the chosen theoretical orientation(s), responding flexibly to clients' needs as they arise, managing crises, recognizing the need for consultation, and managing termination.

Sensitivity to differences:

Residents are expected to demonstrate sensitivity to individual and group differences by including relevant cultural, ethnic, gender, and sexuality differences when conceptualizing and diagnosing, and adjusting assessment and treatment approaches to meet the needs of patients representing various cultures, lifestyles, and levels of functioning.

Professional identity and functioning:

Residents are expected to demonstrate identification with the psychologist's professional role and values by understanding the psychologist's role on the multidisciplinary clinical team;

participating actively in multidisciplinary clinical teams; participating in activities specific to psychologists; interacting respectfully with other disciplines; understanding the roles of other disciplines; showing awareness of ethical standards of psychological practice; showing awareness of mental-health and other relevant legislation; behaving ethically toward patients, colleagues, and other staff; managing workload responsibly; completing work promptly; integrating readings and research findings into clinical practice; and interacting with community partners (e.g., schools, probation, physicians) to facilitate client care.

Research grounding:

Residents will be comfortable in evaluating practice-related research and will base decisions about their work (assessment, intervention, consultation) with clients on current findings. They will be able to evaluate the quality of evidence used to support clinical decisions.

In order to ensure that this residency meets professionally agreed upon standards and ensures employment mobility for our graduates, our program adheres to the CPA standards and criteria. We are members of the Canadian Council for Professional Programs in Psychology (CCPPP) and the Association of Psychology Post-Doctoral and Residency Centers (APPIC). We participate in the APPIC Computerized Matching Program and adhere to APPIC guidelines.

ADMINISTRATIVE STRUCTURE OF THE CONSORTIUM

The consortium is composed of four partners, each having a representative (site coordinator) participating in the Consortium Committee.

ECPRC Organizational Chart

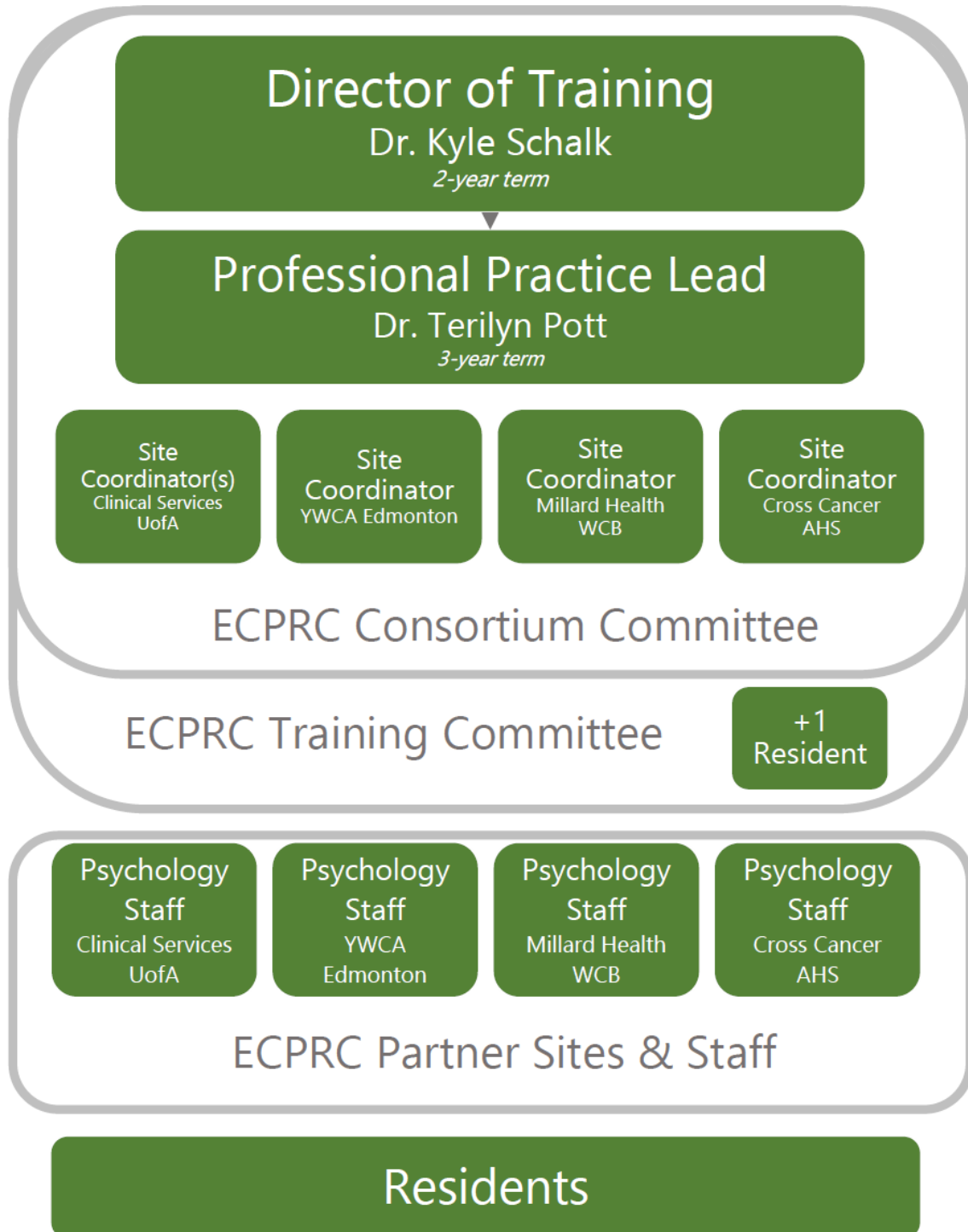


Figure 1. Administrative Structure of the ECPRC Consortium

Our current complement of ECPRC administrators are as follows:

- Dr. Kyle Schalk | kyle.schalk@millardhealth.com
 - **Director of Training**
 - Site Coordinator of Millard Health (Workers’ Compensation Board Edmonton)
- Dr. Terilyn Pott | t.pott@ywcaedm.org
 - **Professional Practice Lead**
 - Site Coordinator of YWCA Edmonton
- Dr. Jonathan Dubue | jdubue@ualberta.ca
 - **Associate Director of Training**
 - Site Coordinator of Clinical Services, Clinical and Counselling Psychology (University of Alberta)
- Dr. Kim Crosby
 - Site Coordinator of Cross Cancer Institute (Alberta Health Services)
- Dr. Karen Cook
 - Site Coordinator of Clinical Services, School and Clinical Child Psychology (University of Alberta)

For any inquiries about our program, please contact our Director of Training.

OVERVIEW OF ROTATIONS

Each week, residents will be expected to spend a minimum of 20 hours and maximum of 25 hours per week in face-to-face service delivery. Direct time will not exceed two thirds of training time.

Rotation	Days/ week	Months	Location	Description
Major Rotations	Mondays, Wednesday (AM), Thursdays, Fridays	Sept. – Aug.	At individual major rotation sites	Residents spend roughly 3.5 days per week at their major rotation site as agreed upon in their training plan.
Minor Rotation #1	Tuesdays	Sept. – Feb	At individual minor rotation sites	Residents spend roughly 1 day per week at their minor rotation site for six months, as agreed upon in their training plan.
Minor Rotation #2	Tuesdays	Mar – Aug.	At individual minor	Residents spend roughly 1 day per week at their minor rotation site for six months, as

			rotation sites	agreed upon in their training plan.
Weekly Meetings and Didactic Training	Wednesdays (PM)	Sept. – Aug.	Various Sites, rotating schedule	Half day of didactic training, professional development, peer support, group supervision, resident meetings.

Rotation Structure

Residents will spend most of their time at their major rotation (0.7 FTE) with an opportunity to specialize. However, residents will have access to the other consortium sites through minor rotations (0.2 FTE), increasing their exposure to skill development or select populations. Each resident will have an opportunity to participate in at least two different minor rotations, spanning 6 months each. Residents will be given the last Friday of each month to work on dissertation, professional registration, or other forms of professional development.

Rotation Selection Process

Applicants should clearly indicate their preference for major rotation track, in rank order, on their cover letter. During the APPIC match process, each rotation track will appear as a separate site, meaning you will be able to rank order all of our rotations in concert with your other interviewed sites. Once the APPIC Match process is complete, we will work closely with the successful applicants to determine their minor rotations. During this time, successful applicants will complete site appropriate Human Resources paperwork as well as completing required documentation to all for placement at the minor rotation sites.

CONSORTIUM COLLABORATING PARTNERS

The ECPRC Residency Consortium has four partner sites:

1. Cross Cancer Institute (Alberta Health Services)
2. Millard Health (Alberta Workers’ Compensation Board)
3. Clinical Services (University of Alberta)
4. YWCA Edmonton

1. Cross Cancer Institute (AHS)

Provides one-to-one counselling for inpatients, outpatients and families impacted by cancer. Services are offered to people of all cultures, spiritual beliefs, and life orientations, including people who are:

- in distress and wanting one-to-one counselling and/or group counselling

- struggling with meaning in life and death
- living with experiences of loss, self-worth, being in the hospital, or feelings of being isolated
- coming to terms with bad news or with a future which has become more uncertain

Services include:

- counselling about how to deal with difficult emotions, loss, grief, stress and adjustment.

This rotation focuses primarily on Health and Clinical Psychology. This entails providing services to inpatients, outpatients and families impacted by cancer. These services are provided in a multidisciplinary setting that includes numerous health professionals. Activities include the provision of individual and group counselling, as well as general assessment of relevant clinical and counselling issues. Assessment activities may include the use of clinical interviews, background information and self-report questionnaires. Residents may also have an opportunity to provide mentorship to doctoral practicum students placed at the site.

<https://www.albertahealthservices.ca/findhealth/Service.aspx?serviceAtFacilityId=1081971>

Site Coordinator:

Dr. Kim Crosby, Kimberly.Crosby@albertahealthservices.ca

2. Millard Health (WCB)

The Millard Health Centre delivers a full continuum of rehabilitation and disability management services. Located in Edmonton since 1952, Millard Health is a division of the Workers' Compensation Board of Alberta and employs over 200 professionals who provide services to over 5000 clients per year.

Our client base is broad and diverse, and primarily includes referrals from WCB Alberta case managers. Rehabilitation services that include psychology intervention are provided through a number of interdisciplinary programs, as follows:

Return to Work Program (RWP): This program is designed for clients who have experienced mild-to-moderate complications from physical injury, most of whom are in an acute phase of recovery.

Return to Work Complex (RWC): This program is designed for clients who have experienced significant barriers in their recovery from physical injury, many presenting with chronic or complex pain.

Head Trauma Program (HT): Clients referred to this program have incurred a head injury, ranging from mild to severe.

Traumatic Psychological Injury Program (TPI): These clients have a confirmed or suspected diagnosis of PTSD or other trauma related diagnosis, often with a concomitant physical injury.

Cumulative Psychological Injury Program (CPI): These clients have encountered bullying/harassment or burnout at work.

Post-COVID program (COVID): This program includes clients with long-COVID symptoms including associated psychological difficulties.

All programs provide an individualized, structured, and goal-oriented approach to rehabilitation, with a major focus on preparation for return to work. Psychology services are designed to facilitate program goals by assisting clients in minimizing psycho-social barriers to employability (barriers such as depression, anxiety, insomnia, relationship conflict etc.). Length of program per client typically ranges from one to four months, with daily attendance for several hours.

Each program consists of an interdisciplinary treatment team including members from the following disciplines: psychology, physical therapy, occupational therapy, exercise therapy, medical, rehabilitation coordination, and vocational training.

The residency program will consist of general and formal psychological assessment, individual counselling, group counselling, interdisciplinary team process, administrative practices and documentation, and supervision. General assessment activities may include the use of clinical interviews, background information and self-report questionnaires. Formal assessment can include psychological injury assessment, mild traumatic brain injury assessment, and complex pain assessment. There may also be opportunities for cognitive assessments. Residency faculty consists of several doctorate level psychologists including a neuropsychologist. All residency faculty members are fully registered with the College of Alberta Psychologists.

<https://www.wcb.ab.ca/millard-treatment-centre/>

Site Coordinator:

Dr. Kyle Schalk, kyle.schalk@millardhealth.com

3. Clinical Services (UofA)

Clinical Services, housed within the University of Alberta, offers low-cost psychological services to the general public, including intervention (individual and groups), formal assessment (psychoeducational, neurocognitive, psychodiagnostic, personality), and couples and family therapy. These services are mainly provided by masters and doctoral students from the Counselling Psychology and School and Clinical Child Psychology programs and are supported by two resident clinical supervisors, two Clinic Directors, and many external supervisors.

There are two major rotations at Clinical Services:

Lifespan - Clinical and Counselling Psychology

Early Lifespan - School and Child Clinical Psychology

Lifespan - Clinical and Counselling Psychology

A major rotation here offers skill development in intervention (individual, group, couples, family), general assessment, formal assessment, and supervision. The resident here would provide service to children, adolescents, adults, couples, families, and/or groups, depending on their residency goals. General assessment may include clinical interviews, background information, self-report questionnaire, or process-outcome monitoring, whereas formal assessment could include psychoeducational, personality, neurocognitive, vocational, or therapeutic assessment.

Early Lifespan - School and Child Clinical Psychology

A major rotation here primarily involves providing clinical services to children and young adults (up to age 25). This includes intervention (individual, group, couples, family), general assessment, formal assessment, and supervision. General assessment may include clinical interviews, background information, self-report questionnaire, or process-outcome monitoring, whereas formal assessment could include psychoeducational, personality, neurocognitive, vocational, or therapeutic assessment. Formal assessments may also be conducted in partnership with local school boards.

Both rotations offer opportunities to: (a) supervise junior students under a meta-supervision model, (b) access our vast testing library, (c) complete program evaluation in process-outcome monitoring and general clinic operations, (d) provide guest lectures to graduate students, and (e) attend select graduate lectures in the courses offered in the Counselling Psychology and School and Child Clinical Psychology programs. Given our clinic offers a wide breadth of training opportunities, a major rotation here can be as flexible as needed to meet your residency training goals.

Here is an approximate work schedule for a major rotation resident:

	Approx Hours per Week
CLINICAL TIME	
Intervention (individual, couples, group)	4
Assessment (includes report writing)	4
Supervision of Students	2-4
Individual & In-vivo Supervision	2
Minor Rotation	
• Direct intervention, assessment or consultation	3-4
• Individual Supervision	1
Individual Supervision in Groups (Consortium)	1
Peer Consultation (Consortium)	.5
NON-CLINICAL TIME	
Administration	
• Case notes and management (billing, scheduling, resourcing)	10
• Case prep / Learning assessments / Informal consultation	2-5

Program Evaluation/Research	0-4
Meetings <ul style="list-style-type: none"> ● Clinic Meetings (monthly) ● Mentorship ● Flex (student needs, emergencies) 	0-1 (1.5/month) 1 0-2
Minor Rotation <ul style="list-style-type: none"> ● Non-clinical time (administration, meetings) 	3-4
Didactic Training (Consortium) <ul style="list-style-type: none"> ● Week A (Self-Directed Learning) ● Week B (Present on Learnings) ● In-Service Seminars (monthly) ● Other (Supervision Seminar, Classes, Guest Lectures) 	2 2 0-1 (3/month) 0-1

Please note that hours are modified depending on (a) resident goals (i.e., wanting more/less assessment or intervention), and (b) time-limited opportunities within Clinical Services (i.e., psychotherapy/psychoeducational groups).

Successful candidates who have a major rotation in Clinical Services are expected to serve as a Senior Associate Clinician. This entails two main responsibilities: (a) provision of meta-supervision to masters and doctoral level practicum students (b) some clinic administrative responsibilities (e.g., scheduling, coverage).

<https://www.ualberta.ca/educational-psychology/centres-and-institutes/clinical-services>

Site Coordinator(s):

Dr. Jonathan Dubue, jdubue@ualberta.ca – Clinical & Counselling

Dr. Karen Cook, karen.cook@ualberta.ca – School and Child Clinical

4. YWCA Edmonton

YWCA Edmonton is offering one doctoral residency focused primarily on Counselling Psychology. Residents will have the opportunity to provide counselling to any or all of the following populations: adults, children, adolescents and groups. This doctoral residency may also include training and experiences in crisis management and brief-focused therapies by providing counselling at a local women’s shelter. Residents will be trained to work with issues including but not limited to domestic violence and trauma and will be expected to run at minimum one women’s group throughout their doctoral residency. General assessment of clinical and counselling related issues is also expected to occur. General assessment activities may include the use of clinical interviews, background information and self-report questionnaires. As the YWCA has a no session limit policy, residents will be trained in providing long-term psychotherapy. Residents may also provide mentorship to masters practicum students and volunteer counsellors. As the YWCA has a no-session-limit policy, residents will be trained in providing long-term psychotherapy. Residents may also provide mentorship to masters practicum students and volunteer counsellors.

A major rotation here will give the resident an opportunity to learn and practice in a high-performing and supportive environment, while working with clients from a range of ethno-cultural backgrounds. YWCA psychologists have extensive experience and expertise

around the issues of domestic violence, human trafficking, and persons with disabilities. In our practice, as in the larger YWCA, we live by the values of equity and inclusion. Many of our students return to the YWCA as staff or volunteers, drawn to the supportive team, engaging work, and meaningful impact on our clients.

YWCA Edmonton is a powerful voice for equity and has been leading social change and progress for women and families since 1907. Part of a national movement, YWCA Edmonton is a trusted provider of services, programs and advocacy work that transforms lives and helps build a stronger, healthier and equitable community for all.

Each year, YWCA Edmonton serves thousands in our community through leadership programs, counselling services, supporting people with disabilities, outdoor education, and sexual wellness supports. For over a century we've been at the forefront of social change and a movement to fight gender-based violence, advocate for equity and foster leadership in women and girls. YWCA Edmonton works to reduce barriers to social supports, advance gender equity and achieve economic equality by responding to urgent needs in the community while creating sustainable systemic change. Counselling Services are a key part of our services. We believe providing access to quality mental health supports is critical to building a resilient and vibrant community.

History & Model

YWCA Edmonton started offering Counselling Services in 1972 in response to a growing need for affordable psychological services. We offer support to all who need us, but our clients are typically women with lower incomes who are suffering from trauma and are often in crisis. In 2020:

- 79% were low income or below the poverty line.
- 86% of sessions provided were for women and girls.
- 80% of new clients reported having experience with family violence or felt unsafe in a current relationship.

Our clients are dealing with issues of domestic violence, anger management, childhood abuse, sexual abuse, divorce, suicide, and/or a desire for healthier relationships. These clients often present symptoms of low self-esteem, anxiety, depression, impulsivity, and feelings of worthlessness, hopelessness, and guilt.

In 2020, our Counselling Services provided approximately 4779 counselling sessions to nearly 358 clients. Ninety-nine percent of these sessions were partially or fully subsidized. Additionally, our psychologists provide individual counselling directly within local women's shelters, supporting the most vulnerable population when and where they need us most.

Guiding Principles

Empowerment, Advocacy, & Education | We aim to empower our clients to make informed choices and decisions about their lives. By providing counselling services, advocacy, and education, we support our clients in increasing their personal efficacy in establishing healthy relationships and ending the cycle of violence.

Personalized Care | Our services operate based on the assumption that each individual has the capacity for positive growth. Our counsellors and psychologists assist clients to identify their positive qualities and strengths and help them generate solutions to their problems. The counsellors work with clients to construct a new and better reality. Recovery may be facilitated holistically by using solution-focused strategies, cognitive behavioural techniques, emotion-focused therapy, Eye Movement Desensitization Reprocessing (EMDR), narrative therapy, hypnosis, and sensorimotor work in combination with relaxation and guided imagery training.

Community Focus | We believe that in order to best meet the needs of our clients we must work collaboratively with other organizations to create a cohesive network of support for the individuals and communities we serve. No one organization can be everything to everyone, but together we can create positive change.

Professional Services | Our Counselling Services includes a team of trained psychologists and master's-level practicum students offering quality services and expertise. We provide professional services that encompass a diverse range of evidence-based therapeutic practices, including emotion-focused and person-centered therapies, gender-related and feminist therapy, EMDR, Acceptance and Commitment Therapy, and play therapy. We place a special emphasis on working within a supportive, trauma-informed model.

Impact

By providing resources, support, education, and compassion to those who walk through our doors we offer hope and healing to hundreds of people every year. A recent survey of our clients tells us that:

- 90% of clients indicated they had a better understanding of the issues they face
- 86% of clients said they have learned better coping strategies for the problems they face
- 86% of clients saw positive changes in their lives
- 92% of clients expressed satisfaction with their counselling experience at YWCA Edmonton.
- 97% of clients stated they felt heard and validated by their therapist.
- 100% of clients agreed that they would consider coming back to YWCA Counselling if needed.

Additional Programs and Services

In addition to Counselling Services, we offer:

Advocacy | to create equity in our community, inclusive of all. We work to create lasting change, influencing public policy, empowering people to stand up for social justice and foster healthy, equitable communities. Our advocacy aims to end gender-based violence, achieve economic equality, reduce barriers to social support and foster leadership in women and girls.

Camp Yowochas | regarded as one of Alberta's finest summer camps and outdoor education centres. Every year nearly 8,300 children, youth, and adults experience the exceptional team building, leadership development and environmental education Camp Yowochas has to offer.

Disability Services | empowering individuals with disabilities to achieve their full potential with the support of their community. We provide nearly 100,000 hours and 4,700 full days of support to approximately 188 children and adults annually.

Youth Programs | providing youth a safe place to ask important questions, learn critical thinking skills, and support one another. These programs reduce the risk of violence in girls' lives, improves their mental health, and sets the stage for their development into strong, healthy, young women leaders.

Website: https://www.ywcaofedmonton.org/?gclid=Cj0KCQjwyLDpBRCxARIsAEENsrK_KF0w0wJoelY3GPCqSoZ_25XWM8Kpw07C8tKkYuoXFUDdMAePD6AaAjkIEALw_wcB

Site Coordinator:

Dr. Terilyn Pott, t.pott@ywcaedm.org

Summary Table of Consortium Collaborating Partners

Sites	Cross Cancer Institute	Millard Health	Clinical Services	YWCA Edmonton
Population / Stream	<u>Adults</u>	<u>Adults</u>	<u>Lifespan + Early Lifespan</u>	<u>Lifespan</u>
Setting	Medical Center (Inpatient & Outpatient)	Medical Center	Community Mental Health Center School District/System	Community Mental Health Center
Presenting Problem(s)	Cancer care Existential threats Grief & Loss	Rehabilitation Disability management Traumatic Injury	Generalist Intervention Generalist Assessment	Domestic Violence Trauma General Intervention
Types of Training Available				
Individual Intervention	x	x	x	x
Group Intervention	x	x	x	x

Couple/Family Intervention	x		x	
Consultation	x	x	x	x
Interdisciplinarity	x	x		x
General Assessment	x	x	x	x
Formal Assessment		x	x	
Supervision	x	x	x	x

DIDACTIC TRAINING & PEER CONSULTATION

As outlined in the brochure, one half-day per week is dedicated to non-clinical activities that focus on resident development in the areas of consultation, program evaluation, supervision, and didactic learning. Below is a description of these activities:

Didactic Learning: Residents receive a minimum of 2 hours of didactic training per week, with a minimum of 9 hours of didactic learning a month. Didactic learning involves: directed reading/training, group presentations, and in-service seminars. This didactic learning follows a tri-weekly schedule with monthly in-service seminars. A typical schedule in a month will look like:

Week A Topic Selection & Self-Directed Learning	Week A Self-Directed Learning	Week B Presentation (20min each)	In- Service Seminar
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- **Week A (2 hours, 2 weeks) |** During their Week A Didactic Learning, residents engage in self-directed learning such as (a) professional development focused specific therapy interventions or assessment procedures, (b) reading or review of books/articles/websites/videos relevant to specific training goals, or (c) seeking certifications in specialized areas.
 - These trainings are relevant to their residency goals and to their major or minor rotations. As the training year progresses, residents will be given the opportunity to choose additional topics for self-study.
 - A reading list for each rotation/site is listed below to guide this part of the didactic training.
 - We recommend residents select a topic to review/present each cycle to guide their learning.

- **Week B** (2 hours monthly) | During their Week B Didactic Learning, residents present and discuss the topic they examined from the previous week. Residents will each have 20 minutes to present.
- **In-Service Seminar** (3 hours monthly): Once per month, residents participate in lectures and workshops from training staff, external speakers, and/or doctoral residents. Topics range from year to year to reflect the interests of training staff and residents and have included: (a) Professional Ethics, (b) Private Practice Issues, (c) Suicide Risk Assessment and Management, (d) Cross-Cultural Issues, (e) Chronic Pain, and (f) Clinical Supervision.
 - These In-Service Workshops are coordinated by the Director of Training and the Psychology Practice Lead.
 - These seminars aim to be progressive in starting with therapeutic orientations or important issues in practice and advancing to broader topics of psychologist identity, private practice, and other related topics.
- **Other Didactic Training:** Clinical Services at the University of Alberta offers annual workshops in clinical supervision from leading researchers in the area. Residents in our consortium are encouraged to attend. Residents are also provided with professional development funds at each site (amounts vary) and are encouraged to use these funds to access additional training workshops throughout the year.

Individual Supervision: Every week, residents participate in 1 hour of individual supervision in a group setting. One resident per week presents a case or issue to the group in the presence of a clinical supervisor.

Peer Consultation: In these half-hour meetings, residents discuss cases to aid in conceptualization and intervention planning. These meetings may be supported by a clinical supervisor when possible or may be run independently by residents.

CLINICAL SUPERVISION

Frequency of Supervision

According to CPA accreditation standards 5th revision 2011, residents will receive at least four hours of scheduled supervision time per week, at least three of which are individual supervision. The fourth hour may be individual supervision or can be directed towards any other training or service related activity (group supervision). This works out to a ratio of approximately 1 hour of supervision for every 10 residency hours. Supervisors will provide residents with a minimum of one hour per week of formal supervision at each of the consortium rotation sites, including minor rotation sites.

Site Specific Supervisors

- At the **Cross Cancer Institute**, supervision will consist primarily of weekly 1:1 meetings offered by Drs. Ceinwen Cumming, Karen Cogan, Kim Crosby, and Jill Turner.

- At **Millard Health**, supervision will consist primarily of weekly 1:1 meetings offered by various psychologists on site. Specific supervisors are Drs. Kyle Schalk, Abigail Abada, Lori Rossi, Wendy Salvisberg (away on leave), Dustin Marcinkevics, Nicol Patricny, and Annette Colangelo.
- At **Clinical Services**, supervision will consist primarily of weekly 1:1 meetings offered by Drs. Karen Cook, Jonathan Dubue, and the incoming Clinic Directors (UofA Faculty).
- At the **YWCA Edmonton**, supervision will consist primarily of weekly 1:1 meetings offered by Dr. Terilyn Pott.

Training Faculty

Supervision is also supported by a wealth of additional training faculty. Residents participating in our consortium will have access to all of these faculty at various times either directly through 1:1 supervision or indirectly through group supervision or case consultations.

Name & Credentials	Title	Practice Area and Contact Information
Kyle Schalk, PhD, R. Psych	Director of Training Registered Psychologist	Dr. Schalk works specifically on the Traumatic Psychological Injury and Cumulative Psychological Injury programs but remains involved with the Post-COVID and Complex Pain Programs at Millard Health. He also assists with supervision of practicum students and provisional psychologists. He uses an integrative approach involving CBT and ACT/mindfulness-based interventions. <i>kyle.schalk@millardhealth.com</i>
Terilyn Pott, PhD, R. Psych	Professional Practice Lead Registered Psychologist YWCA Edmonton	Dr. Pott’s practice area is health psychology, trauma, and domestic violence. She has specialty knowledge in the area of supervision, clinical hypnosis and depression. She works with children, adolescents, adults and groups utilizing primarily an Acceptance and Commitment Therapy approach. <i>t.pott@ywcaedm.org</i>
Karen Cook, PhD, R. Psych	Clinical Supervisor, Clinical Services & School and Child Clinical Psychology Program (CPA Accredited)	Dr. Cook is experienced in assessment, treatment, and consultation in infant and preschool mental health and children’s mental health (public sector), and individual and group counselling in the private sector. Her research interests focussed on early

parent-child relationships and individual differences.

kcook@ualberta.ca

Jonathan Dubue, PhD, R. Psych
Clinical Supervisor,
Clinical Services
& Counselling Psychology
Program (CPA-accredited)

Jonathan has specialized knowledge in the area of suicide assessment and prevention, including humanistic intervention and assessment approaches (e.g., Therapeutic Assessment)
jdubue@ualberta.ca

Jill Turner,
PhD, R. Psych
Supportive Care Lead,
North
Cancer Control Alberta
Site: Cross Cancer Institute

Dr. Jill Turner has specialized knowledge and experience in psychosocial oncology. She has worked with cancer patients and their families for 20 years in both outpatient and inpatient settings. She is currently the Supportive Care Lead, North for CancerControl Alberta leading psychosocial oncology and rehabilitation medicine oncology.
jill.turner@albertahealthservices.ca

Abigail Abada,
PhD, R.Psych
Registered Psychologist

Dr. Abada works specifically in the Traumatic Psychological Injury / Cumulative Psychological Injury programs at Millard Health.
abigail.abada@millardhealth.com

Annette Colangelo,
PhD, R. Psych
Neuropsychologist

Dr. Colangelo works specifically in the Brain Injury program at Millard Health.
annette.colangelo@millardhealth.com

Ceinwen Cumming,
PhD, R. Psych
Registered Psychologist,
Cross Cancer Institute

Dr. Cumming specializes in psychosocial oncology.
ceinwen.cumming@albertahealthservices.ca

Karen Cogan,
PhD, R. Psych
Registered Psychologist,
Cross Cancer Institute

Dr. Cogan has specialized knowledge and experience in the area of health psychology, anxiety and depression, trauma, grief and loss, individual and marital therapy. She has worked for over 20 years in multi-disciplinary hospital and school teams and in private practice settings. Her clinical work is informed by an eclectic approach to meet

the diverse and varied needs of the people with whom she works.

karen.b.cogan@albertahealthservices.ca

Lori Rossi,
PhD, R. Psych

Registered Psychologist

Dr. Rossi works specifically in the Traumatic Psychological Injury / Cumulative Psychological Injury programs at Millard Health

lori.rossi@millardhealth.com

Wendy
Salvisberg, R.
Psych

Registered Psychologist

Ms. Salvisberg works specifically in the Traumatic Psychological Injury program at Millard Health.

wendy.salvisberg@millardhealth.com (On leave)

Rebecca
Hudson-
Breen, PhD, R.
Psych

Registered Psychologist,
Associate Professor
Counselling Psychology
University of Alberta

Dr. Hudson Breen has experience across a range of individual and couple and family therapies including integrative and constructivist approaches, Emotion Focused Therapy, and Cognitive Behavioural Therapy.

hudsonbr@ualberta.ca

Kim Crosby,
PhD. R. Psych

Registered Psychologist

Dr. Crosby currently works at the Cross Cancer Institute.

Additional Clinical Staff that Support Training & Supervision

Sophie Yohani, R. Psych, PhD - UofA

Martin Mrazik, R. Psych, PhD - UofA

Noorfarah Merali, R. Psych, PhD - UofA

William Whelton, R. Psych, PhD - UofA

Jacqueline Pei, R. Psych, PhD - UofA

Christina Rinaldi, R. Psych, PhD - UofA

Ashley Lim, R. Psych – YWCA

Dustin Marcinkevics, R. Psych, PhD – Millard Health

Nicol Patricny, R. Psych, PhD - Millard Health

Larissa Brosinsky, R. Psych, PhD – Millard Health

Additional U of A Counselling Psychology Program faculty as appropriate

Additional U of A School and Child Clinical Program faculty as appropriate

Under certain circumstances, and on a case-by-case basis, the Site Coordinator may approve supplementation of the resident's regular training with that from a Master's level Registered

Psychologists or non-Psychologist staff member. Such training experiences supplement regular supervision and do not replace supervision that would be otherwise provided by the supervisor.

EVALUATION

In the ECPRC, we strive to offer a high level of clinical supervision. We recognize clinical supervision as a competency that entails transparent and fair evaluation. As such, our evaluation process begins with the establishment of a supervision contract at the outset of rotations. Each contract outlines the expectations and goals for training. Residents can expect to receive ongoing formative feedback related to their supervision contract.

In addition to the ongoing formative feedback, formal summative feedback is offered twice during the residency at the midpoint (sixth month) and end (twelfth month). This written summative evaluation was adopted and adapted from the American Psychological Association's Competency Benchmarks. These evaluations are conducted by their primary supervisor for each major and minor rotation, are collaboratively reviewed by the supervisor and resident, then sent to the DoT for final approval. It is expected by the end of the residency that residents will be rated on all items within the top two categories (a score of 3 or 4 on a 4-point scale).

The ECPRC also believes strongly in reciprocal feedback. As such, residents also complete written evaluations about their rotations and for each supervisor at the end of their rotations (timed to be at the midpoint and endpoint of the residency). Residents provide feedback on the quality of supervision, the time commitments involved in the rotation, the balance between direct and indirect hours, and other aspects of the rotation experience.

The DoT is responsible for communicating with the resident's home academic institution regarding the residents' progress. Written feedback is sent to the home institution at the midpoint and at the time of completion of the residency.

APPLICATION PROCESS

Requirements

A requirement of our consortium is that all incoming residents must have completed adequate prerequisite training prior to the residency. This includes completion of formal academic coursework at a degree-granting program in professional psychology (clinical, counselling, school) as well as completion of closely supervised experiential training in professional psychology skills conducted in a non-classroom setting. All applicants are required to demonstrate evidence of these prior to starting their residency. A letter from the student's degree-granting program confirming readiness for residency (completion of Doctoral candidacy examinations) is required. Similarly, confirmation of completion of past

experiential training (e.g., Doctoral Practicum) must be provided prior to starting the residency.

Practicum Activity (AAPI)	Minimum Hours to Apply
Intervention & Assessment (direct)	300
Supervision	150
Total	600

CPA suggests a minimum of 600 practicum hours with 300 hours of direct client contact and 150 hours of supervision prior to residency. As this is a training year, we endeavour to support your development in novel areas. We also welcome applications from programs that are in the process of becoming CPA-Accredited.

Application

Our application process follows that of APPIC and AAPI. We ask that you submit your application using APPI online: <https://www.appic.org/AAPI>.

For an APPIC application, you will need:

- A cover letter
 - In this letter, please include your preference for major rotations (please see Rotation Selection Process in the Overview of Rotations section).
- Your Curriculum Vitae
- A summary of your practicum hours
- The APPIC Application for Psychology Residency
- The APPIC Academic Program Verification of Residency Eligibility and Readiness
- Autobiographical Essays.
- Graduate transcripts
- Three letters of reference. We may contact your referees for further information.

Our application deadline is: **November 1, 2023**

For any inquiries, please contact our Director of Training:

Dr. Kyle Schalk, R.Psych.
780-498-3321

kyle.schalk@millardhealth.com

Acceptance and Notification Procedures

We will contact you according to the APPIC notification deadlines.

Interviews are typically held virtually in mid to late December 2023 and potentially early January 2024.

Health and Criminal Reference Check

Prior to commencement of the placement, residents must provide proof of the following to the DoT and to their placement supervisors (when required by the site, please check with your site):

- A Vulnerable Sectors Criminal Records Check, dated within the previous six months
- Youth Intervention Checks may also be required and are mandatory at YWCA Edmonton.

Some sites may also require:

- Vaccination records
- Privacy training and confidentiality agreements

Diversity/Non-Discrimination

All consortium partners within the ECPRC are committed to employment equity. We value equity, diversity and inclusion in our workplaces. Qualified candidates from all ethnicities, races, genders, sexual/gender identities, cultural backgrounds, abilities and beliefs are encouraged to apply. We are also committed to providing an inclusive and accessible workplace. Individuals who may have questions or require any accommodations are encouraged to contact the Director of Training so that appropriate accommodations may be put in place.

Stipend

As this is a consortium, we have made every effort to ensure that all residents receive fair compensation. Residents in our consortium are paid directly by their major rotation thus exact compensation may slightly vary. We have sought to ensure that benefits and compensation are roughly equal and are in line with other Canadian Doctoral residency sites (\$34,540 in 2021).

Presently, our financial compensation average around \$33,705 CAD per year, plus benefits which differ from site to site. Below is a breakdown of each site's stipend and benefits:

Site	Stipend 2022-2023	Benefits	Vacation/Time off
Clinical Services (University of Alberta) <i>both streams</i>	\$32,728	<ul style="list-style-type: none"> • Health benefits • Tuition coverage (if UofA student) • Professional Expense Fund (\$1,400) 	<ul style="list-style-type: none"> • 4% in lieu • Sick time as needed • Paid days off between Dec 25th and Jan 1st
Millard Health (WCB)	\$36,000	<ul style="list-style-type: none"> • 8% in lieu of vacation and health benefits • Access to Millard Health Facilities (e.g., gym) 	<ul style="list-style-type: none"> • 15 vacation days • Sick time as needed • Paid days off between Dec 25th and Jan 1st
YWCA Edmonton	\$35,000	<ul style="list-style-type: none"> • Health benefits are not covered; requires paying into 	<ul style="list-style-type: none"> • 12 vacation days • 12 paid sick days • Professional development (min 2 days) • Mental health days as needed and approved (min 2 days) • Invitation to Camp Yowochas events • Paid days off between Dec 25th and Jan 1st
Cross Cancer Institute (AHS)	\$31,091	<ul style="list-style-type: none"> • Health benefits 	<ul style="list-style-type: none"> • 15 vacation days • 18 sick days • 5 research or education days

We are currently negotiating new compensation standards for ECPRC residents. Although we are unable to reveal details about this negotiation, we are striving to meet the new CPA accreditation standards so that resident compensation meets a minimum, and better, standard of living.

POLICIES AND PROCEDURES

To protect both our clients and your continued academic and clinical development, residents are expected to abide by the following duties and responsibilities:

- Behaves in accordance with the ethical and professional standards and guidelines specified in the Canadian Psychological Association *Code of Ethics for Psychologists* as

well as the standards specified by the College of Alberta Psychologists.

- Connects with supervisors at the immediate onset of conflict or concerns related to clinical care. This includes making good-faith efforts to implement and receive feedback from supervisors.
- Comply with all policies and procedures from both the ECPRC and the sites where the resident is providing clinical care.

We also expect that residents attend the following meetings:

- Resident Orientation
- Resident meetings
- In-Service Seminars
- Programme-related team meetings
- Site-specific required meetings and activities

A copy of our Policies and Procedures Handbook, and for each site, can be provided upon request. These documents include information about remediation, appeals, due process, and grievance guidelines.