



## INTERN RECRUITMENT AND SELECTION POLICY

### INTERN RECRUITMENT

The Alaska Psychology Internship Consortium (AK-PIC) offers several full-time positions each internship year across the multi-site consortium (Alaska Psychiatric Institute; Aleutian Pribilof Islands Association; Providence Family Medicine Center/Alaska Family Medicine Residency; and Norton Sound Health Corporation). The number of positions varies based on funding within each site and is announced in advance through the APPIC website.

AK-PIC generally recruits applicants who:

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

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

In addition, sites receiving HRSA (Health Resources and Services Administration) funds, including Norton Sound Health Corporation, Providence Family Medicine Center/Alaska Family Medicine Residency and Aleutian Pribilof Islands Association, can only grant interviews to applicants who are US (United States) citizens, non-citizen nationals of the US, or a foreign national who possesses a visa permitting permanent residence in the US.

[www.ak-pic.org](http://www.ak-pic.org)



## **APPLICATION PROCESS**

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

A complete application package consists of the following materials:

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

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

## **INTERN SELECTION**

### **REQUIRED PRIOR DOCTORAL PROGRAM PREPARATION AND EXPERIENCES**

**Education:** All applicants must be a current doctoral-level student in good standing in an APA-accredited counseling or clinical psychology program. Must be certified by the academic program as being ready for an internship.

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

## **PREFERRED QUALIFICATIONS**

[www.ak-pic.org](http://www.ak-pic.org)

Aleutian Pribilof Islands Association | Alaska Psychiatric Institute  
Norton Sound Health Corporation  
Providence Family Medicine Center/Alaska Family Medicine Residency



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AK-PIC will base its selection process on the entire application package noted above; however, strong preference is given to applicants who have met the following qualifications prior to beginning internship:

1. A minimum of 500 intervention hours;
2. A minimum of 50 assessment hours;
3. A minimum of 5 integrated assessment reports;
4. Dissertation proposal defense scheduled to occur prior to the beginning of internship;
5. Experience or special interest in working with diverse populations;

In addition to the preferences noted above, AK-PIC considers the potential commitment or interest of any prospective intern to remain in Alaska after an internship. Developing a strong behavioral health workforce is an important consideration for the state, and an interest in remaining in Alaska to join the workforce will be considered a benefit in a potential intern.

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

Reviewed and approved by AK-PIC Faculty on 5/3/2024

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