

San Francisco Department of Public Health (SFDPH) Behavioral Health Services (BHS) Clinical Internship Recruitment Process

SFDPH Internship Website: <https://www.sfdph.org/dph/comupg/aboutdph/jobs/internships.asp>

BHS Internship Website: <https://www.sfdph.org/dph/comupg/oservices/mentalHlth/CBHS/Internships.asp>

All clinical interns and trainees placed in BHS' clinics have to be actively enrolled in a graduate school with an approved Memorandum of Understanding (MOU) contract with SFDPH. The approved school MOU list is updated quarterly and posted on BHS Internship Program website.

For social workers (MSW), marriage/family therapists (MFT), and professional clinical counselors (PCC), clinics have established relationships with various graduate programs in the Bay Area and are listed in school placement databases for linkage and matching. Representatives from each clinic attend local school internship/traineeship recruitment fairs starting in January. Students submit resumes and cover letters directly to clinics and if selected, will interview starting in February/ March. Clinic recruitment continues on a rolling basis until internship/trainee spaces are filled. For MSW internships specifically, Clinic Intern Coordinators also work closely with Field Placement liaisons since each school has its own process and timeline.

For psychologists (PsyD and PhD):

Both PsyDs and PhDs go through a matching process. In California, we have CAPIC (California Psychology Internship Council), which offers both practicums and internships using an unified application. To be able to 'host' a CAPIC intern, a clinic needs to be accredited as a CAPIC organization (<https://capic.net/wp-content/uploads/2016/06/DIP-member-criteria-pc-approved.pdf>). In San Francisco, there are currently only two certified CAPIC clinics and neither are affiliated with BHS. CAPIC holds an annual recruitment fair both for students and certified clinic representatives.

Historically, our clinics instead utilize BAPIC (Bay Area Practicum Information Collaborative), which is a partnership between Bay Area Doctoral Psychology Programs and practicum agencies. BAPIC was organized in 2008 with the primary goal of centralizing practicum training information and streamlining the practicum application process for doctoral students and agencies. In the San Francisco Bay Area, BAPIC sites agree to follow the BAPIC application and placement timelines, policies, and procedures. In the past BHS has had five BAPIC practicum sites, but currently we only have two: (1) Chinatown Child Development Center and (2) Comprehensive Crisis Services. In the BAPIC electronic match process, students and agencies review materials and conduct interviews, then rank each other in order of preference. A computer algorithm then matches students and agencies based on their respective rank order lists. Match results constitute binding agreements between doctoral programs, applicants, and practicum sites that may not be reversed without consent from all three parties. After Practicum Notification Day, applicants who have not been placed and sites that have openings may participate in the BAPIC Open Match process end of April/early May. Similar to CAPIC, BAPIC also holds an annual recruitment fair in January.