

Master's & Doctoral Level Clinical Training Program

Master's level in Psychology Ph.D., Social Work, & Mental Health Counseling

2024-2025 Academic Year

Supervised Psychotherapy Training in a Clinical Setting

Specialized clinical training for clinicians interested in providing clinical services to Youth Workers within the framework of Restorative Justice, trauma-informed care, and racial equity.

Note: TBCC is currently primarily Teletherapy services as our main mode of service. In-person services on a case-by-case basis. Groups and workshops provided are mainly in person. We are in the midst of working out our hybrid model of care.

Who We Are

Founded in 2002, Trinity Boston Counseling Center (TBCC) of Trinity Boston Connects (TBC) served disenfranchised populations by providing a safe and healing space to bring their whole selves, including culture, race, ethnicity, and spirituality, to therapy.

Today in this mission, TBCC provides counseling to many individuals and community-based youth-serving agencies serviced by TBC's youth service programs (TEEP, McCormack, and Sole Train) and the TBC Organizational Equity Practice (OEP). Our 18 years of service experience has reinforced the need to care for adults on the front lines serving youth. In response to this need, TBCC focuses on cultivating holistic wellness by providing mental health and wellness services to these adults serving youth (e.g., youth workers) who are essential to the health and wellness of Boston youth of color.

Our Approach

Well cared for youth workers create youth who feel cared for and lead to better youth outcomes. Youth workers are essential to the health and wellness of the youth they serve. However, youth work is often stressful, as evidenced by a high turnover rate of two to three years due to exposure to high youth needs within the context of little to variable support in their role (Decker et al., 2008; Wolf et al., 2011).

Our clients include youth workers, defined as individuals who spend most of their time volunteering or working with youth in Boston, particularly youth of color. Systemic racism increases this stress for youth workers and further complicates the equitable and effective ways

to meet youth needs, particularly youth of color. Some critical factors promoting youth worker wellness are self-efficacy, social-emotional well-being, professional development, and healthy work environments.

Additionally, many youth workers are impactful because they have similar positive or negative experiences to the youth they serve, especially those of color. Holding this similarity amplifies the need for youth worker self-care, ongoing trauma self-awareness, and an awareness of ways to respond to the impact of racism on themselves and their youth is essential to meeting youth worker mental health and wellness needs. Racial health disparities interfere with access to adequate mental health and wellness services and support for people of color. TBCC seeks to make mental health care more accessible for all youth workers, particularly youth workers of color serving youth of color in Boston.

Core Values: Our Three Essential Community Practices (3ECPs)

- **Trauma-Informed Care** – Trauma-informed programs promote stable, safe, authentic relationships with caring adults and peers. These programs help young people regain a sense of control in their lives by providing them with options and inviting leadership opportunities. This approach also informs staff self-awareness and training to ensure that interactions, programming, and policies equitably affirm the cultures, languages, and identities of all staff, youth, and families.
- **Racial Equity** - Communities that strive for racial equity do so at many levels. Adults become more aware of and adept at discussing race and their own racial identities. Policies and practices are put in place that aim to disrupt the dominant culture in which white people wield the most power. Youth and adults build critical consciousness of systemic racism. These practices build up individuals and organizations' capacity to become change agents to dismantle systemic racism.
- **Restorative Justice** - a trauma-informed approach to accountability that allows young people and adults to repair harms done. It is an alternative approach to traditional punishment, and gives people choices, provides clear expectations, and involves and maintains a connection to the community. Restorative justice supports all involved to see the broader implications of their actions or behaviors.

Intern/Practicum Training Program Description

Trinity Boston Counseling Center (TBCC) has trained approximately 70 clinical trainees (40% people of color) using a systems-based, multi-cultural, and trauma-informed clinical approach. Our training emphasizes the unique experiences of clinicians of color and increases white clinician awareness, especially when working with youth workers of color. Trainees refer to both psychology practicum students and social work interns.

TBCC demonstrates its commitment to clinical education through its clinical training program to develop and sharpen core therapeutic competencies with our 3 Essential Community Practices (ECP); Restorative Justice, Racial Equity, and Trauma-Informed Practice. Our training program integrates these practices into our training curriculum. Trainees will have the opportunity to learn macro skills working within youth worker organizations to develop training, workshops, or clinical consultation based on organizational needs and clinical skills for one-to-one clinical work with youth workers. Clinical components include but are not limited to individual counseling, group facilitation, and restorative justice circle practice.

Training components will include but are not limited to: clinical supervision, training in the integration of psychology, spirituality & wellness; tracking of client outcomes; training in 3 ECP's; group supervision; and training in systems-based work. Additionally, trainees are encouraged to explore and integrate various therapeutic orientations in providing services to youth workers.

All trainees will carry a caseload of 6 or more individual clients. We have an ongoing referral source through our City Year partnership; other referrals may come from other youth-serving programs. The learning spans the entire counseling process, from intake through therapy to termination.

Clinical Supervision

Trainees receive 1-2 hours weekly individual supervision by licensed staff members and supervised training. Additionally, all trainees participate in 2-3 hours of weekly group supervision facilitated by a licensed staff member and monthly consultations with a psychiatrist.

3ECP integration with clinical work

Restorative Justice - Trainees participate in weekly to monthly circles and receive specific restorative justice training throughout the year. Trainees use circle practices within the workshops and training they lead and apply them to clinical therapy work.

Trauma-Informed Care – Training gives focused attention to understanding and working with trauma within therapy. Knowledge of trauma and racialized trauma in treatment is provided through supervision, training, and the use of specific clinical outcomes.

Racial Equity – The system of health care access is the crux of racial health disparities. Trainees will learn and practice ways to make mental health care and wellness more accessible, including using the intake, screening, and paperwork process more transparent. Both client and therapist's racial, ethnic, and cultural factors are discussed in individual and group supervision spaces.

Professional Development

TBCC provides professional development opportunities about three or more times a year led by clinical staff or guest speakers to teach about various clinical topics relevant to the counseling center's work.

Time Commitment

Given that we work with youth workers with the Boston Public School (BPS) calendar, trainees start with TBCC as early as mid-August or early September and end mid-June, about 1-2 weeks after the closing of the BPS school year.

Trainees typically work 22-24 hours per week (additional hours are available if needed). Wednesday is a required working day; other hours can occur Monday-Friday. Trainees are required to have two days with evening hour availability between 3:00 pm to 8:00 pm to accommodate the after-work hour availability of our youth workers for therapy sessions.

A Typical Training Week Includes:

6-8 hours	Individual Psychotherapy
1 hour	Teletherapy, Virtual phone, & Electronic health record maintenance space
1 hours	Individual Supervision
3 hours	Group Supervision
2 hours	Monthly meetings – 3ECps, psychiatrist, staff mtg
2 hours	Clinical Staff Meeting/Professional Development
1 hour	Macro Project (optional)

2.5 hours	Other tasks as needed – (e.g., intake screenings)
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22-24 hours total	
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Specific Aspects of Clinical Training

Exploration of trainee's theoretical approach
 Biopsychosocial assessment
 The treatment contract & case formulation
 Use of outcomes in therapy
 Therapeutic alliance and relationship
 Therapeutic process across the training year
 Clinical paperwork
 Diagnosis & treatment plan
 Case presentations

Macro Project

Trainees have the opportunity to work on a project that assists our sites in some developmental way. Examples of past projects: a group evaluation tool, research on a topic, administrative projects, program development. An effort is made to connect a trainee's academic requirements and interests to a project. These have included poster presentations at conferences (see below).

Ragin, A.M., Kaitz, J., & Brion-Meisels, S. (2018, August). Trinity@McCormack: A Pilot Trauma-Inclusive School Practice. Poster session presented at the American Psychological Association, San Francisco, CA.

Hughley, S, Jeon, S. & Ragin, A. (2019 November). The impact of therapy on youth service workers' self-efficacy and distress. Poster session presented at the Massachusetts Psychological Association, Norwood, MA. & submitted to the American Psychological Association, Washington, DC.

Hughley, S., Jeon, S., & Ragin, A. (2020, Aug.). The impact of therapy on youth service workers' self-efficacy and distress [Poster session canceled]. 2020 American Psychological Association Annual Convention, Washington, D.C.

Potential for 2nd-year placement

This opportunity is available for those who have trained with us already for one year. There is no formal application process, and it is by invitation only. A possible 2nd-year placement is contingent on the trainees' performance in their 1st-year placement with TBCC in addition to availability and need of programs the following year. For example, our 2nd-year practicum trainee carried a caseload of clients and assisted with our client outcomes that resulted in an MPA and APA poster presentation. We can accommodate 2nd-year trainee schedules for 16-24 hours a week.

TRAINEE SKILLS AND CHARACTERISTICS

- Only applications of 2nd year Master's level greater or equivalent will be reviewed
- Demonstrated commitment to social justice
- Experience working with disenfranchised populations
- Openness to discussing issues of race and oppression
- Intentionality regarding personal, racial identity journey
- Interest in the integration of spirituality and holistic wellness in clinical work
- A tendency towards being proactive and a "self-starter"
- Familiarity with electronic health records and teletherapy
- Timeliness in completion of paperwork
- Comfort in presenting and leading groups
- Ability to work both independently and collaboratively on teams Self-confidence / comfortable being an outsider
- Understanding of trauma-informed treatment.
- Experience working with youth (especially BPS youth or adjudicated youth)
- Demonstrated leadership skills
- People of color and multi-lingual speakers are encouraged to apply

Application Process

Applications are reviewed on a rolling basis beginning

Friday, December 13th 2023 until our official deadline of January 10th 2025

Interviews will occur on a rolling basis beginning January 20th 2025 to February 5th 2025

- 1) **Resume/Application:** Applications are reviewed on a rolling basis. Interested candidates can submit resumes and applications beginning Friday December 13th online at:
<https://fs20.formsite.com/trinitybostoncc/un2ljqng1/index.html>
- 2) **Interviews via Zoom** – Interviews will be comprised of 1-2 ½ hour interviews via Zoom.

- 3) **Decision Process:** Official MPA practicum Ph.D. candidate notification day is Monday, February 11th by 5 pm. Social Work master-level interns may receive notification earlier.

Questions about our application process, please contact:

Colleen Meade – Administrative Assistant at TBCC
tbccadmin@trinityconnects.org