

Waterloo Region Psychology Consortium

Predoctoral Residency in Clinical Psychology

CPA Accredited

Member of CCPPP and APPIC

Residency Guide

2019 – 2020 Training Year



**WATERLOO
CAMPUS WELLNESS**



Your guide to training in clinical psychology in Waterloo Region

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Location

Kitchener-Waterloo, Ontario, Canada

Community and Education

The Region of Waterloo is located in south-western Ontario, 100 kilometers west of Toronto and 300 kilometers east of Windsor. With more than 500,000 residents living within the Region's seven municipalities (Kitchener, Waterloo, Cambridge, North Dumfries, Wellesley, Wilmot, and Woolwich), it is one of the fastest growing areas in Ontario, home to people of at least 195 ethnic origins. In 2007, the Intelligent Communities Forum (ICF) recognized Waterloo as the world's Top Intelligent Community, which honoured the city's development of a prosperous economy based on broadband and information technology. This is a progressive educational area, with three universities and a college. There is easy access to educational opportunities in Toronto, Hamilton, and London, which are nearby centres for health care.



Leisure and Recreation

With an eye to work-life balance, the vibrant Waterloo Region offers numerous recreational opportunities. Uptown Waterloo, the urban core of the city, as well as our neighbouring city of Kitchener, offers world-class dining opportunities, distinctive shopping, museums, galleries, and festivals and events year-round. The Centre in the Square performing arts centre hosted close to 200 wide-ranging events last year featuring local as well as international talent, and the region also boasts the outstanding Kitchener-Waterloo Symphony. For outdoor pursuits, the twelve Conservation Areas situated along the Grand River offer opportunities to swim, fish, kayak, canoe, hike, cross-country ski, snowshoe, camp, and observe diverse wildlife. Walking and biking trails abound in the region, and the stunning Niagara escarpment is nearby. The town of Stratford, which hosts world-renowned musicals and Shakespearean plays at the Stratford Festival, is just a 45-minute drive away (and discounts through Lutherwood are frequently offered). The Village of St. Jacobs is a short five minute drive from the edge of Waterloo surrounded by beautiful Mennonite countryside, and is home to local artisans, crafters, unique shops, and a bustling year-round farmer's market which draws visitors from near and far.

Visit <https://www.explorewaterlooregion.com/> for more information.

Guelph, Ontario, Canada

Homewood Health Centre is located in Guelph, Ontario, Canada. Guelph is one of the fastest growing communities in Ontario, with 120,000 current residents. Guelph is known for its high standard of living, clean environment, natural outdoor attractions, frequent festivals and abundance of restaurant and bakery options serving fresh, local produce. Guelph is home to the University of Guelph and is located 100kms west of Toronto.

Visit <http://visitguelphwellington.ca/> for more information.

Consortium Partners

The Waterloo Region Psychology Consortium (WRPC) began offering a predoctoral residency in psychology in 2013. Our program achieved accreditation as an Internship in Professional Psychology by the Canadian Psychological Association in 2016, for a period of five years, and remains in good standing since this date.

The WRPC consists of a partnership among six organizations that provide mental health and/or educational services in Waterloo Region and nearby city of Guelph. The training program offered by the consortium is dynamic in that the specific nature of opportunities available to residents shifts in real-time with the realities of service provision at each organization, and training experiences vary as they are tailored where possible to resident interest. The following summary provides a brief introduction to each of the partner sites and the psychological services they offer. Each partner maintains strong linkages with area hospitals, mental-health agencies, tertiary referral centres, educational institutions, and community-based home-care, health, and mental-health agencies. More detail about opportunities at each site follows later in this guide.

Lutherwood



Lutherwood is a progressive, not-for-profit health and social service organization that strengthens the lives of people in our community by providing mental health, employment, housing, and family support services to more than 18,500 people annually in Waterloo-Wellington. Lutherwood has been named the Lead Agency for Children's Mental Health Services in the Region. Lutherwood is committed to supporting

people of all backgrounds and beliefs to build and sustain better and more hopeful futures. As an organization, Lutherwood pursues innovation to anticipate and meet changing client and community needs.

Lutherwood's Mental Health Services are accredited through the Canadian Centre for Accreditation (CCA) and offer a range of services to assist children and families, including day, residential, home-based, and out-client assessment and intervention, community- and school-based interventions, services for youth involved with the justice system, a youth shelter, and housing support services. Psychologists provide services to a number of Lutherwood's own programs as well as to a number of community organizations (for example, in child protection and youth justice sectors). As the host organization of the WRPC, Lutherwood is the employer of successful psychology residents and the Training Director, as well as administrative staff associated with the consortium. Rotations at Lutherwood are available to residents in the Child/Adolescent Mental Health Track of the program.

Campus Wellness, University of Waterloo



Campus Wellness provides mental health services to University of Waterloo students, and includes the university's Counselling and Psychological Services as well as the Health Services team. Psychology services at Campus Wellness are offered within a vibrant multidisciplinary setting. Professions within Campus Wellness include registered psychologists, social workers, and psychotherapists with masters-level training in psychology, counselling, or education-related fields. Through the Health Services team, members of the university community can also access medical, nursing, and psychiatric support and consultation, and psychology professionals have opportunity to work in conjunction with this wide range of disciplines.

The University of Waterloo has a multicultural student body of over 30,000 undergraduates and over 5000 graduate students in a wide range of programs of excellence, in addition to one of the continent's leading cooperative education programs. Campus Wellness provides assessment, consultation, and intervention for

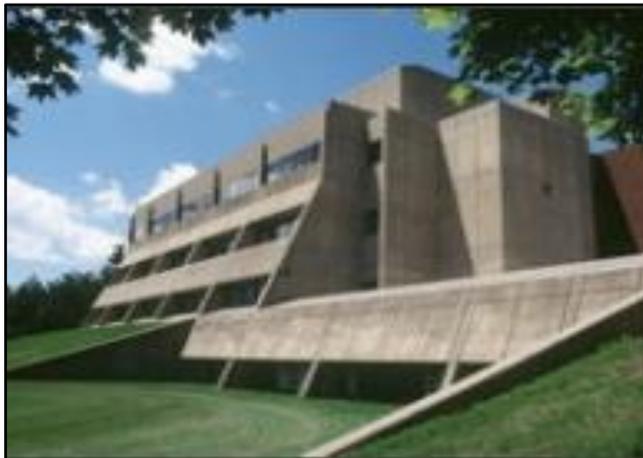
students from this diverse population who are seeking assistance with a wide range of often complex mental health difficulties.

Rotations at Campus Wellness are available to residents in the Adult Mental Health Track of the program.

Centre for Mental Health Research and Treatment, University of Waterloo



The Centre for Mental Health Research and Treatment (CMHRT) is the training clinic for UW Clinical Psychology graduate students, and provides accessible, effective psychological services for individuals of all ages in the Region of Waterloo. Services are provided by clinical psychology doctoral students and residents under the close supervision of registered clinical psychologists.



The CMHRT is committed to excellence in training, research, and service provision including a focus on leading edge evidence-based clinical practice, supervision, and clinical research. Psychological services provided include complex psychodiagnostic assessment, individual therapy, group therapy, and parenting/family interventions. In addition, the Centre has a partnership with the Operational Stress Injury clinic and provides opportunities for residents

to receive specialized assessment training in working with members of the military and RCMP who have received such psychological and other injuries.

Rotations at the CMHRT are available to residents in the Child/Adolescent or Adult Mental health tracks of the program. Residents pursuing a rotation at the CMHRT may see Adult clients, Child/Adolescent clients, or a combination of the two client populations. Residents who are interested in combining training with adult and child/adolescent populations are asked to specify this request within their letter of interest.

Waterloo Region District School Board



The Waterloo Region District School Board (WRDSB) is the largest employer of psychologists in Waterloo Region, and is one of the larger district school boards in Ontario, serving approximately 63,000 students. The WRDSB is the largest public employer in the Regional Municipality of Waterloo with nearly 3,500 teaching, and 2,000 support staff providing educational programs and services to students. The WRDSB cultivates a safe, inclusive, and equitable learning community,

which challenges and inspires all our learners to be engaged, connected, and contributing global citizens.

Psychologists at the WRDSB provide a variety of psychological services to promote and optimize the learning of WRDSB students. In addition, Psychological Services plays an important role in fostering wellness and wellbeing by identifying and addressing the behavioral, emotional, and social conditions that are essential to effective learning and student success. There are over 17 Psychological Services Consultants providing a range of services, including complex psychological and psychodiagnostic assessment, consultation, and individual and group interventions. Psychological Services facilitates the Board's threat risk assessment process and supports program evaluation of special education programs and services. Psychological Services staff are Registered Psychologists with extensive clinical and school psychology experience.

The rotation at the WRDSB is available to one resident per year in the Child/Adolescent Mental Health Track of the program.

Psychology Practice: Drs. Doering, Torrance-Perks, Drugovic, Lawrence, Aquino & Associates



The practice of Drs. Doering, Torrance-Perks, Drugovic, Lawrence, Aquino & Associates is a well-established private practice in the core of uptown Waterloo with a strong reputation in the community. Our practice is one of the first private practices established in the area, and has served the mental health needs of Kitchener Waterloo residents for over 25 years. The practice is a team of six Psychologists and one

associate providing consultation, assessment, and treatment to children, adolescents, adults, families and couples with a diverse range of presenting problems. The practice has a broad and continually growing client base with referrals from the medical community, community agencies and general public. A fee-for-service policy is in operation, with clients paying directly for their sessions. Although each Psychologist works individually in the practice, we value a collegial atmosphere with opportunities for consultation, mentoring and professional development. The clinicians in the practice have a long history of providing supervision and training. Psychologists work out of six spacious, modern offices and offer flexible hours tailored to the needs of both our clients and our Psychologists.

A rotation at the psychology practice of Drs. Doering, Torrance-Perks, Drugovic, Lawrence, Aquino & Associates is currently available to one resident in the Adult Mental Health Track of the program.

Homewood Health Centre



Homewood Health™ is Canada's leader in mental health and addiction services and we offer the most comprehensive and integrated continuum of services available in Canada. We are redefining mental health and addiction services and helping Canadians live healthier, more productive and more fulfilling lives.

Homewood Health Centre is a member of the Homewood Health's™ national network of services. With over 130 years of experience, Homewood Health Centre is a 300-bed mental health and addiction treatment facility located on 50-acres on the banks of the Speed River in Guelph, Ontario. Assessment, individual therapy, group therapy, and consultation are available across a variety of services and programs.

Rotations at Homewood Health Centre are available to residents in the Adult Mental Health Track of the Consortium.

Training Program

Philosophy

The purpose of the WRPC's training program is to develop psychologists who will be capable of sound, independent professional functioning in the provision of psychological assessment, intervention, consultation, and research/program evaluation. We believe that clinical competence is built on a solid base of scientific evidence and on experience with a variety of assessment and intervention approaches. Our program is committed to building

on the base of knowledge and experience that residents have already begun to establish in graduate school and in previous practica. The Consortium settings offer opportunities for residents to develop and hone their skills in working with clients with complex and serious difficulties within varying therapeutic models. Clinical experiences are available across a wide age range, from young children to adults. We encourage the development of clinical understanding from a variety of theoretical orientations, for example, cognitive-behavioural, dialectical behavioural and psychodynamic perspectives, among others.

Clinical work is often embedded in multidisciplinary contexts, and training incorporates awareness and integration with the broader mental health and social service/medical systems. Respect for diversity in all its forms is recognized as central to ethical and sound psychological practice. Residents are supported through this important training year in developing their emerging professional identities. We make every effort, within the structure of the WRPC program, to individualize residents' training experiences to suit their interests and needs. We are committed to providing the degree of supervision necessary to permit residents to manage complex cases effectively, with supervision designed to facilitate gradually increasing independence.

Psychology staff across the Consortium is committed to:

- The development, provision, and evaluation of high-quality psychological services that promote the physical, emotional, cognitive, and social well-being of persons seeking assistance
- The training of highly skilled, ethical, well-balanced psychology professionals
- The advancement of psychological perspectives in health and mental health care.

Psychological services are regulated by the College of Psychologists of Ontario and are offered in accordance with the relevant legislative acts and professional standards, guidelines, and codes of ethics. Although specific functions for psychology staff vary by agency and service area, services include:

- Psychological assessment and diagnosis
- Psychological intervention
- Psychological consultation
- Provision of training in psychology (e.g., supervision of practicum students)
- Provision of education in health-care and community settings
- Provision of consultation regarding policy initiatives within host agencies/broader health systems
- Program development and evaluation
- Facilitation, implementation, and dissemination of research
- Ongoing professional development.

Goals and Objectives

The specific **goals** that emanate from our philosophy of training are as follows:

- Residents will further their mastery of clinical skills and demonstrate sound clinical judgment in the provision of psychological assessment, intervention, and consultation.
- Residents will ground all aspects of their practice in knowledge of the most current research, and will have an understanding of the role and application of program evaluation in service provision settings.
- Residents' exercise of clinical skills and judgment will be informed by sensitivity to individual and cultural differences.
- Residents will solidify their sense of themselves as future psychologists, incorporating the values, standards, and ethical principles that this professional identity entails, as well as developing a healthy work-life balance and ability to incorporate self-care into their professional practice.

The following **objectives** correspond to each of these goals. The extent to which these objectives are met will vary according to the level of training/skill/preparation of each resident.

1. **Assessment/Diagnosis/Consultation**

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

2. **Intervention**

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

3. **Provision of Supervision**

Residents may have the opportunity to provide clinical supervision to more junior psychology trainees (e.g., practica students) as part of one or more of their rotations, under the overarching supervision of a registered psychologist. Residents are expected to recognize that the provision of training and clinical supervision is an important part of the role of psychologists and entails the development of a unique skill set, including ensuring the quality of clinical service being provided by the

supervisee, communicating feedback to the supervisee about strengths and areas for improvement, and modelling and educating the supervisee about ethical practice and professionalism. Residents involved in providing supervised supervision are expected to be familiar with and conduct themselves in accordance with all professional codes and standards of conduct that regulate this activity.

4. **Research and Evaluation Grounding**

Residents are expected to evaluate practice-related research and to base decisions about their work (i.e., assessment, intervention, consultation) with clients on current findings. They are expected to be able to evaluate the quality of evidence used to support clinical decisions. Residents are also expected to develop their understanding of how program evaluation activities inform service provision.

5. **Sensitivity to Differences and Diversity**

Residents are expected to demonstrate sensitivity to individual and cultural differences by taking into account considerations such as ethnicity, gender, sexual orientation, and gender identity differences (among others) in all of their clinical work. They are expected to incorporate considerations of diversity and respectfulness in their assessment methods, develop self-awareness of their own potential biases, to seek consultation/supervision/education as needed regarding diversity issues that they encounter that are new to them, to adjust assessment and intervention approaches to meet the needs of clients related to the wide range of differences and diversity in our communities.

6. **Professional Identity and Functioning**

Residents are expected to develop and demonstrate an identification with the psychologist's professional role and values by: understanding the psychologist's role on inter-professional clinical teams; participating in activities specific to psychologists; interacting respectfully with other professions; understanding the roles of other professions; showing awareness of ethical standards of psychological practice; showing awareness of mental-health and other relevant legislation; behaving ethically toward clients, colleagues, and other staff; managing workload responsibly; and interacting with community partners (e.g., schools, probation, physicians) to facilitate client care. As part of the development of professional identity, residents will demonstrate an ability to balance workload, self-advocate, practice good self-care, and will cultivate a healthy work-life balance that allows them to function productively and in a healthy manner as a professional as well as in their non-professional roles.

Training Experiences

Tracks and Rotations

The WRPC offers five full-time, twelve-month pre-doctoral positions, with the following configuration:

There are two separate training “tracks” available in the program:

- Child/Adolescent Mental Health (2 positions)
- Adult Mental health (3 Positions)

However, there are a number of rotations available at the CMHRT that provide the opportunity for flexibility in working with child/adolescent, adult, or combined age populations.

- Residents are accepted into:
- Two “Major” rotations (3 days/week for 6 months each) and
- One “Minor” rotation (1.5 days/week for the full year)

Residents are matched with rotations according to availability and the residents’ expressed interest. Every effort is made to match residents with their preferred rotations, however due to the complexities of scheduling and interests, no guarantees can be made as to rotation selection.

Applicants are asked to clearly indicate their preferences for rotations, in rank order, in their application letters.

Any applicants interested in working with both child/adolescent AND adult populations at the CMHRT should also clearly indicate this in their application letters.

Each rotation is approximately 600 hours in length. No less than one-quarter and no more than two-thirds of residents’ time will be devoted to direct clinical services. One half-day per week is set aside for non-clinical resident activities.

Child/Adolescent Mental Health Track Rotations

The Child/Adolescent Mental Health Track rotations are designed to prepare residents for future post-doctoral supervised practice focused on children, adolescents, and their families. Clients typically range in age from 3 to 18 years. There are opportunities for rotations that involve work across a range of settings, including schools, community agencies, and university settings. Training is available in various services, including out-client services as well as possibly some work with clients enrolled in day or residential treatment programs. In addition to direct client service, child track rotations often provide opportunities to supervise junior clinical psychology graduate students in assessment or intervention.

To be considered for the Child/Adolescent Track rotations, applicants must have completed relevant course work in child assessment, child development, and child

psychopathology, ethics, and research practices. They must also have completed a minimum of 600 hours of clinical practicum experience, at least half of which involves child/adolescent assessment and therapy. Potential rotations in the Child/Adolescent Mental Health Track are described below.

Centre for Mental Health Research and Treatment (CMHRT): Child and Adolescent Assessment, Consultation, Interventions (Individual, Group, and Parent/Family), and Research.

The CMHRT offers a full range of psychological services for children, adolescents and families.

- **Psychological Assessments**

Residents may conduct comprehensive psychological and diagnostic assessments, using a range of standardized measures (including structured interviews with the MINI-Kid, cognitive, social-emotional, and behavioral measures).

- **Consultation**

There may also be opportunities for residents to provide clinical consultations with parents, youth, and others to help them understand a child or youth's learning and mental health profile and the implications for everyday life.

- **Intervention**

Residents will have the opportunity to carry a therapy caseload that is tailored to their training goals. Typically, children and youth presenting with complex issues are assigned to Residents (as the more senior service providers in the CMHRT). Interventions may include individual therapy, parenting work, or family work to address presenting problems such as mood and anxiety difficulties, disruptive behaviors, trauma, and others. Residents are also involved in co-facilitating treatment groups, which may include Triple P Positive Parenting Program, and Friends for Life (children's CBT group), for example.

- **Supervision**

Residents at CMHRT have opportunities to supervise clinical psychology graduate students in conducting psychoeducational assessments, and may also have the chance to supervise the delivery of therapy with an individual child or adolescent client. Such supervision is provided under the overarching supervision of a registered psychologist. The CMHRT has a strong focus on training and supervision and is well-resourced with facilities for live observation of sessions as well as up-to-date recording and digital technology.

- **Program Evaluation and Research**

The CMHRT rotation also provides residents with a range of opportunities to engage in program evaluation and the practical application of research skills to a clinical setting, within a vibrant and stimulating research and academic environment.

Lutherwood: Assessment, Intervention, and Clinical Consultation

Lutherwood psychologists work in a collegial and collaborative environment with ample opportunities for peer consultation and multidisciplinary interactions and collaborations. Their work involves a variety of activities with an emphasis on assessment, therapy and consultation for outside community agencies. They also provide some psychological service to clients in our residential treatment, day treatment, and youth justice programs. Residents are able to participate in many of the same activities. While experiences and opportunities may vary from year to year, a core emphasis is on the completion of complex integrated assessments for children in the care of Family & Children's Services (the local child protection agency). The following describes program areas where residents may have some level of involvement.

- **Psychological Services to Other Service Agencies**

Psychological services are contracted out to several community partners. Residents are most often able to participate in services with the following agencies:

- **Family and Children's Services**

- This is the region's child welfare (children's aid) agency that provides child protection services to children from infancy to young adulthood.
- Residents complete psychological assessments for youth with histories of trauma or loss as well as complex learning and mental health needs. Assessments and subsequent consultation involve interfacing with multiple systems such as child protection, schools, families, among others.
- Residents may accompany psychologists in providing specialized consultations to Family and Children's Services staff and caregivers about the behavioral and social/emotional needs of children in their care, and may lead such consultations later in their training experience.
- Residents may offer individual therapy and/or specific sexual abuse intervention for children and youth who are in the care of Family and Children's Services (foster care).

- **Developmental Services Resource Centre**

- This is an agency that provides services for intellectually disabled individuals across the life span.

- Residents may participate with the psychologist to provide consultation and supervisory support to behavior therapists, social workers, and community service coordinators.
- **Residential and Day Treatment Programs**

Residents may provide a limited amount of assessment, therapeutic, and/or consultation services for youth aged 12 to 18 who are attending Lutherwood's residential and day treatment programs. These programs serve youth whose mental health and behavioral difficulties have significantly affected their functioning at home and school. The programs provide a supportive environment with therapeutic and skills training activities designed to foster adolescent growth and work towards intervention goals within a family-based intervention model when possible. Elements of Dialectical Behavior Therapy are incorporated into the intervention model, which is also attachment and trauma-informed.
- **Youth Justice Services**

Lutherwood has an open custody setting with a mental health focus, as well as additional community-based intervention programs that provide ongoing support to youth who are involved with the youth justice system and their families. Intervention is based on individualized rehabilitation plans of care to address specific emotional, behavioral, and mental health needs that may contribute to anti-social/criminal behavior. Depending on their skill set and experience, residents may seek the opportunity to complete one or two assessments of youth on Probation or youth awaiting sentencing under the Youth Criminal Justice act (YCJA). Residents may have the opportunity to provide time-limited individual therapy to youth on probation or who are involved with a youth justice diversion program.

Waterloo Region District School Board (WRDSB): Psychological Assessment, Clinical Consultation, and Group & Individual Intervention

Residents will receive training in assessment of developmental disorders (e.g., intellectual disability, learning disability, autism spectrum disorder, behavior disorders) and complex mental health disorders (e.g., anxiety, mood, attention deficit hyperactivity disorder). Residents may provide consultation to students, families, teachers, school administrators, special education personnel, and community service providers. Depending on interests, residents may work with Kindergarten to secondary school students in a range of special education programs (e.g., vision, hearing, orthopedic, mental health, developmental, and/or behavioral needs) and families with culturally and linguistically diverse backgrounds. Residents will have professional development opportunities, including psychological services

department meetings, peer consultation, and board- or department-sponsored workshops.

- **Psychological Assessments**

Through comprehensive assessments, Psychological Services Consultants (PSCs) collaborate with students, families, and school personnel to understand students' learning, behavioral, emotional, and social needs. Psychological assessment information is used to develop or adapt Individual Education Plans, determine eligibility for special education programs, and plan educational, behavioral, or psychological interventions. **Residents will focus the bulk of their rotation at WRDSB on the completion of psychological assessments.**

- **Multi-disciplinary and Student Success Teams**

Psychological Services Consultants (PSCs) are members of elementary multi-disciplinary teams (MDTs) and secondary student success teams (SSTs). These teams are comprised of school-based and central special education personnel, including Special Education Consultants, Speech and Language Pathologists, and Social Workers, who are assigned to a cluster of elementary and/or secondary schools. MDTs and SSTs serve to identify students requiring such special education services as psychological or speech and language assessments, referrals to special education programs and services, or referrals to community based services. At MDTs and SSTs, PSCs provide education regarding typical and atypical development, as well as information regarding the impact of learning, developmental, and mental health disorders on student learning. In addition, MDTs and SSTs provide a forum for PSCs to offer consultation to help develop school-based interventions and monitor the progress of special education students and interventions. Residents will be invited to participate in MDTs both at schools where they are currently conducting assessments and at other schools to increase exposure to breadth of diversity of school environments.

- **Consultation**

PSCs are often engaged in extended school-based consultations that may involve student observations, ongoing monitoring, and interviews with teachers, other school personnel, family members, and community agencies. Sometimes clinical interviews and measures are used. PSCs may identify clinical problems requiring further assessment, help families access appropriate community services, or collaborate with school staff to develop and monitor interventions to address learning, behavioral, social, or emotional difficulties. Residents will be invited to participate in consultations alongside PSCs.

- **Subject to supervisor availability, residents may also participate in the following activities:**

- **Special Education Programs and Services:** The WRDSB provides a range of special education programs and services. At the school level, special education teachers provide in-class and withdrawal support while child and youth workers support students' behavioral, social, and emotional needs. For more specialized or intensive support, students can be referred for itinerant special education teacher support (e.g., adaptive technology training for those with learning disabilities) or to congregated classes designed to meet the needs of exceptional learners. Each program has a PSC assigned to provide program-specific assessment, consultation, and/or intervention services.
- **Interventions:** PSCs offer individual and group behavioral or cognitive behavioral interventions. Some PSCs work with WRDSB's Behavior Team to develop, implement, and monitor interventions for students with complex behavioral difficulties. PSCs may also work with school-based child and youth workers to provide cognitive behavior group interventions for anxiety.
- **Threat Risk Assessment:** If a student engages in significant threatening or violent behavior, a school- and community-based team meets to conduct a multi-dimensional assessment of the student's behavior, develop interventions to address its underlying causes, and ensure the school community's safety. PSCs facilitate more serious threat risk assessments by interviewing the student and his/her family, leading a data sharing session, and collaborating to determine interventions.

Adult Mental Health Track Rotations

The Adult Mental Health Track rotations are designed to prepare residents for future post-doctoral supervised practice focused on adults. There are opportunities for rotations in a range of settings, including a residential treatment centre, university-based services, and a private psychological practice. In addition to direct client service, the adult rotations may provide opportunities to supervise junior clinical psychology graduate students in assessments or intervention.

To be considered for the adult track rotations, resident applicants must have completed relevant course work in psychopathology, assessment, intervention, ethics, and research practices. They must also have completed a minimum of 600 hours clinical experience, at least half of which must involve assessment and therapy for adult clients. Potential rotations in the Adult Mental Health track are described below.

Campus Wellness: Psychological Assessment, Individual and Group Psychotherapy

Campus Wellness' clientele are undergraduate and graduate students who seek services for a full range of mental health and personal concerns including mood

disorders, anxiety, trauma, stress, eating disorders, obsessive-compulsive disorders, gender dysphoria, addiction-related disorders, psychosis, and interpersonal disorders. Psychological services on campus include both assessment and therapy, and services are developed based on empirical research and follow best-practice guidelines.

A resident at Campus Wellness is involved in clinical and administrative facets of psychological assessment and intervention services, including conducting assessments, formulating diagnosis and intervention plans, planning and implementing interventions in both individual and group formats, crisis management, intakes, facilitating on- and off-campus referrals, fostering good working relations with other members of the circle of care and campus support services (e.g., AccessAbility Services, Health Services, Department Deans and Faculty Advisors, Student Housing), and developing working relations with off-campus agencies and support services.

- **Assessment**

Unlike in many university counselling settings, Campus Wellness psychologists provide psychodiagnostic assessments as well as individual and group intervention. Psychodiagnostic assessments assist with diagnostic clarification and identifying appropriate intervention recommendations that will enable clients to function at their fullest potential. Assessments involve the integration of a variety of psychometric questionnaires and personality measures, and often address a high level of complexity. Screening assessments are also provided for possible learning and attention problems and their impact on student functioning in the academic setting. Infrequently, opportunities may arise for further assessment of cognitive functioning.

- **Intervention**

Psychological intervention at Campus wellness is customized to each client and may include a variety of individual and group therapies. Interventions provided by psychologists include both individual and group psychotherapy from a variety of theoretical perspectives, including psychodynamic, cognitive-behavioural, dialectic, interpersonal, and emotion-focused therapies. Therapeutic orientation for services provided by residents will vary dependent on client need, training goals, and the supervising psychologists. Although the preferred intervention model is short-term therapy, ongoing (longer-term) intervention is offered for clients with complex or co-morbid issues, and/or for whom intervention falls outside a short-term, limited session model. Residents will have the opportunity to work with clients with a wide range of presenting concerns, including those requiring short-term therapy, longer-term therapy, single-sessions, and emergency appointments.

Group therapy modalities at Campus Wellness range from psychoeducational to process-based groups in open and closed format. The specific groups offered

each year are dependent on client demand and staffing availability. Group interventions that have been offered include a brief dialectical behavior therapy-informed group, groups addressing social or generalized anxiety, and psycho-educational coping skills seminars regarding topics such as challenging thoughts, managing emotions, and cultivating resilience and strengthening motivation.

- **Consultation**

Given the multidisciplinary nature of Campus Wellness, many psychodiagnostic assessment referrals are made by physicians and psychiatrists, with whom psychology residents have ample opportunities to consult. Intervention is facilitated by a team of care providers within Campus Wellness, or by referral to community expertise, if specialized services are more appropriately accessed outside the University. Broader consultations are also provided to university staff and faculty regarding the interface of mental health issues and academic challenges.

- **Supervision**

In addition to assessment and intervention, there are sometimes opportunities for residents to provide supervision to practicum students, under the supervision of a psychologist.

Centre for Mental Health Research & Treatment (CMHRT): Adult Psycho-Diagnostic Assessment, Comprehensive Assessment, Individual & Group Psychotherapy, and Research

- **Psychological Assessments**

Residents may conduct comprehensive psychological and diagnostic assessments, using a range of standardized measures (including structured interviews with the MINI Neuropsychiatric Interview, cognitive, social-emotional, and behavioral measures).

- **Operational Stress Injury (OSI) Clinic**

Through a unique agreement with the Veterans Affairs Operational Stress Injury network, residents may have the opportunity to participate in specialized mental health assessments that are currently being conducted in the CMHRT for Veterans, members of the Canadian Forces, and members of the RCMP.

- **Individual and Group Therapy**

Residents will have the opportunity to carry a therapy caseload that is tailored to their training goals. Typically, adults presenting with the most complex issues are assigned to Residents (as residents are the most senior service providers in

the CMHRT). Presenting issues usually reflect co-occurring problems including mood disorders and anxiety (including Bipolar II, OCD, Social Anxiety Disorder), trauma, and interpersonal issues. Approaches to therapy may include cognitive behavior therapy and also integrative elements of other modalities, such as third wave therapies or emotion focused therapy.

Residents also have the opportunity to co-facilitate a group therapy intervention. Groups at the CMHRT have included an imagery-based CBT group for Social Anxiety Disorder, and future groups may include a compassion-focused group and Triple P Positive Parenting groups for parents of children or adolescents.

- **Supervision**

Residents working with adult clients at CMHRT may have opportunities to supervise clinical psychology graduate students in conducting psychoeducational assessments, and will also have the chance to supervise the delivery of therapy with an individual adult client. Such supervision is provided under the overarching supervision of a registered psychologist. The CMHRT has a strong focus on training and supervision and is well-resourced with facilities for live observation of sessions as well as up-to-date recording and digital technology.

- **Program Evaluation & Research**

The CMHRT rotation also provides residents with a range of opportunities to engage in program evaluation and the practical application of research skills to a clinical setting, within a vibrant and stimulating research and academic environment.

Psychology Practice: Drs. Doering, Torrance-Perks, Drugovic, Lawrence, Aquino & Associates

Residents in this group psychology practice will have the unique opportunity to gain a greater understanding of both the clinical and business aspects of a private practice. Clinical activities will involve providing psychotherapy, consultation and psychological/psycho-educational assessments to adult clients presenting with a broad range of complex clinical concerns, including, but not limited to, mood and anxiety disorders, trauma and stressor-related disorders, Obsessive Compulsive Disorder, personality disorders, relationship and work problems, life changes and transitions, ADHD and learning problems. Depending on the resident's interests, there is also opportunity to work with adolescents and couples.

Psychologists in the practice make use of several treatment modalities (CBT, Mindfulness Meditation, Interpersonal Therapy, Emotion Focused Therapy, DBT, insight oriented therapy), tailored and personalized to the needs of each client. We have an extensive test library and place a high degree of importance on diagnostic conceptualization and integrative report writing. The ratio of treatment to

assessment work will vary depending on the resident's interests. In addition, residents will have the opportunity to learn about the business of operating a private practice, including marketing, client relations, collecting fees, and managing accounts.

Homewood Health Centre

Rotations at Homewood Health Centre may involve participation across within or across several programs, dependent on training goals and supervision availability.

- **Assessment and Stabilization Unit**

The primary focus of Assessment and Stabilization Unit (ASU), a 5-bed unit, is to provide an integrated, intensive interdisciplinary assessment over a 3-week period. The goal of this program is to clarify diagnosis and generate a thorough treatment plan. Approximately 50% of clients who complete the ASU program will go on to completing another program at the Homewood Health Centre.

Responsibilities and goals for this training opportunity are flexible to meet the individual training needs of the resident. Residents will have the opportunity to be involved in:

- Psychodiagnostic assessment
- Personality assessment
- Cognitive/Psycho-educational assessment
- Neuropsychological assessment
- Structured and unstructured interviewing
- Case consultation
- Collateral collection and Family meetings/interview
- Observation/shadowing of multidisciplinary team members, including psychiatry, nursing, social work, occupational therapy, addiction counselling, recreation therapy, and more.

- **Eating Disorders Program**

The Eating Disorders Program (EDP) provides residential treatment for individuals struggling with an eating disorder, including Anorexia Nervosa and Bulimia Nervosa. Upon intake, clients receive a thorough medical and psychological assessment, followed by both individual and group based supports to enhance motivation for change. Clients then receive group and individual based treatments in order to improve their coping skills (e.g. mindfulness, emotion regulation, distress tolerance, interpersonal effectiveness), and address body image related thoughts and core beliefs. Towards the end of treatment, clients receive support with reintegration into the community and building a life worth living. The program integrates Cognitive Behavioral Therapy, Dialectical

Behavior Therapy, and Motivational Enhancement approaches. Additional programming is offered to address trauma and addiction (e.g. Cognitive Processing Therapy).

The patient population is diverse. In addition to struggling with an eating disorder, patients often present with a variety of comorbid mental health conditions, particularly difficulties with mood, anxiety, and emotion regulation, as well as a variety of interpersonal stressors, including histories of trauma and addiction.

Responsibilities and goals for this training opportunity are flexible to meet the individual training needs of the resident. Residents will have the opportunity to be involved in:

- Assessment of patients, including the use of structured diagnostic interviews and self-report questionnaires
 - Provision of group therapy (DBT Skills Groups, CBT Body Image Group, Motivational Enhancement Groups, CPT Group)
 - Provision of individual therapy to address comorbid conditions and interpersonal stressors (e.g. trauma, addictions, anxiety, perfectionism, self-esteem)
 - Family therapy and a once-monthly family education day
 - Multidisciplinary program rounds and DBT consult group
 - Program development and program evaluation
 - Observation/shadowing of multidisciplinary team members, including dietitian, recreation therapist, occupational therapist, and nursing.
- **Program for Traumatic Stress Recovery**

The Program for Traumatic Stress Recovery (PTSR) provides treatment to address the effects of trauma and Posttraumatic Stress Disorder (PTSD). PTSR provides multidisciplinary care that targets the physical, psychological, and social aspects of the disorder within the context of a therapeutic community where patients help patients in recovery. Issues such as fear, anger, and shame related to trauma experiences are addressed. Treatment follows a phased approach, in which assessment and stabilization are prioritized, followed by active treatment focused on increasing emotional regulation and trauma processing skills based on a cognitive behavioural therapy framework (CPT). Treatment also prepares patients for maintenance of treatment gains after discharge.

Responsibilities and goals for this training opportunity are flexible to meet the individual training needs of the resident. Residents will have the opportunity to be involved in:

- Assessment of patients including the use of structured diagnostic interviews and self-report questionnaires to provide diagnostic clarification and treatment recommendations
- Provision of group and individual therapy
- Interprofessional program rounds
- Program development and program evaluation
- Case Consultation with various team members
- Observation/shadowing of multidisciplinary team members, including psychiatry, nursing, social work, occupational therapy, addiction counselling, recreation therapy, and more.

Sample Rotation Chart

The following chart is for demonstration purposes only, to give an **example** of the training arrangements that could emerge for a cohort of residents. The chart does reflect the number of rotations available at each site, however *not* a necessary configuration or distribution. Rotations and individual training plans are negotiated and change annually based on resident interests and logistics such as the availability of supervision and site-specific activities. Applicants are required to indicate their interest in the various rotations in order of preference in their letter of interest, and the availability of specific rotations and combinations of rotations **cannot be guaranteed**.

| Resident | Major Rotation Fall/Winter | Major Rotation Spring/Summer | Minor Rotation (full year) |
|----------|-------------------------------|---------------------------------|-------------------------------|
| A. | WRDSB | Lutherwood | CMHRT |
| B. | Lutherwood | CMHRT | Lutherwood |
| C. | CMHRT | CW | CW |
| D. | CW | Homewood | CW |
| E. | Homewood | Homewood | Private Practice |

Research and Evaluation

Recognizing the importance of a solid foundation of understanding in empirical research and evaluation in the role of a psychologist, the WRPC strives to incorporate this component into the residency training year. Each resident will identify, with the support of supervisors and the training director, a research or evaluation project that they will have involvement over the course of their residency year.

The scope, focus, and nature of these projects will be chosen on the basis of resident interests, as well as specific opportunities available at the rotation sites relevant to that resident.

Supervision and Evaluation

The College of Psychologists of Ontario provides the following definition of supervision:

Supervision of psychologists is a distinct professional activity provided by a member of the College registered for autonomous practice. Its goal is to ensure that psychological services meet the standards of practice of the profession in Ontario. For supervision of individuals training to become members of the profession of psychology, the relationship develops supervisees' knowledge and skills through instruction, modelling, problem solving, and on-going evaluation.

Implicit in this definition are the following objectives of supervision:

- To ensure that recipients of psychological services receive care that meets or exceeds standards of the profession, with the emphasis on the well-being of the client. Supervisors and residents must develop a clear and accurate conceptualization of clients' needs and of factors giving rise to their difficulties.
- To contribute to the training and professional development of residents, with an emphasis on instilling an attitude of life-long learning. The supervisor as teacher, mentor, and professional role model facilitates in the resident the acquisition of technical skills, ethical decision making, self-awareness, and interpersonal effectiveness, with the goal of aiding the development of an understanding of the impact of their role as psychologist (in training) on their clients.
- To provide ongoing evaluation to identify the extent to which clients have been well served and residents' learning has been enhanced. Feedback is delivered on an ongoing basis; and
- Inherent in its educative and evaluative nature is the notion that the supervisory relationship is hierarchical, placing responsibility on supervisors to be cognizant of the power differential that exists between them and their residents. Supervisors must be aware of the individual needs of their residents and sensitive to their emerging development as individual practitioners.

The Training Director works with each resident to ensure smooth transitions into and from each rotation, facilitates communication among supervisors, and attends to the practical and logistical needs of the residents' placement. The resident will be provided with regularly scheduled supervision at their rotation sites for a minimum of four hours per week across rotations and at least three hours will be individual supervision. There is a possibility of having more than one supervisor within each rotation. Individual supervision may include case discussion, direct observation, co-therapy for individuals or groups, or review of audio or video tapes. The fourth hour of supervision may be provided in an individual or group format and may include discussion of specific

psychological disorders, assessment or therapy techniques, or professional and ethical issues.

The residents' individual goals and objectives are set through mutual consultation at the start of each rotation, and are incorporated into a written, individualized training plan. Written supervision agreements are created between each supervisor and resident to ensure clarity of supervision goals and processes. Regular feedback and evaluations are designed to facilitate growth and positive identification with the profession of psychology. Evaluation of residents' work and skills will take place on an ongoing basis within supervisory sessions. To enhance growth and ensure coordination of training, supervisors will discuss resident progress together at the mid-point and end of each rotation, and will complete formal resident evaluations at the end of each rotation, again with feedback shared with residents. The Training Director communicates feedback to the residents' university twice per year.

Feedback and evaluation is intended to be a two-way process, and the WRPC highly values input from our residents. Residents are asked to formally evaluate their rotations and supervisors at the end of each rotation as well as the entire Consortium at the end of the year. To ensure that this feedback is as open as possible, supervisors are not to be provided with this feedback until all supervisor evaluations of the resident have been submitted.

Site Coordinators and Supervisors

Each of the consortium sites has an identified site coordinator, who oversees logistics and communications issues for the site, and who also serves as a clinical supervisor for residents. Additional psychologists also provide supervision at each specific rotation.

The supervisors and coordinators for each site are listed below (for all, Ph.D., C. Psych. or C.Psych. (Supervised Practice)), accurate at the time of posting.

Campus Wellness

Site Coordinator

- Tracy Morgan

Additional Supervisors

- Troy Rieck

Lutherwood

Site Coordinator

- Karen MacLeod

Additional Supervisors

- Tracy Mewhort-Buist
- Alexa Kane (pending)

WRDSB

Site Coordinator

- Lisa Mulvihill

Additional Supervisors

- Melissa Wells-Cave
- Elizabeth Stevens

CMHRT

Site Coordinator

- Marjory Phillips

Additional Supervisors

- David Moscovitch
- Tevya Hunter

Homewood

Site Coordinator

- Sherry Van Blyderveen

Additional Supervisors

- Genevieve Monaghan
- Melanie Cochrane

Psychology Practice: Drs. Doering, Torrance-Perks, Drugovic, Lawrence, Aquino & Associates

Site Coordinator

- Julie Torrance-Perks

Additional Supervisors

- Mira Drugovic
- Kathy Lawrence

Non-Clinical Activities, Meetings, and Didactics

One half day per week is devoted to non-clinical activities, including didactic learning as well as peer support/supervision. Didactic activities include a seminar series presented by representatives of the consortium and invited guests, as well as, when possible, attendance at external training opportunities (such as partnerships with other residency or training programs). Resident input is solicited to choose topics that meet their current needs and interests. Residents will be required to give one seminar presentation based on their research or on a clinical case from their own work.

Time for peer support and supervision is also a protected part of the half day per week, as an important component of the training year. The cohort of residents meets weekly, and these meetings are intended to be relaxed and collegial opportunities to debrief and to give and receive support (including, for example, case discussion, professional practice and jurisprudence issues, problem solving about the residency experience, readings/presentations on topics of clinical interest).

Residents have the opportunity to participate on the training committee of the residency program, with a rotating schedule allowing for each resident to take on this role for a portion of the year. Input of residents is highly valued in continually improving our program.

Other non-clinical experiences during the training year may include:

- Clinical workshops hosted by the University of Waterloo's Psychology Department
- Research presentations provided by University of Waterloo clinical psychology graduate students
- Bi-weekly group supervision meetings at WRDSB
- Bi-weekly Psychological Services Department meetings at WRDSB
- In-house professional development/clinical training opportunities at one of the consortium sites
- Shadowing other professionals including nurses, social workers, youth workers, psychiatrists

- Community workshops

At some sites, residents may be members of specific teams and required to attend regular team meetings. There may be the possibility of participation in agency-related committees, such as Best Practices or High Performance Teams. While participation in the latter is not mandatory, it may provide an enriching experience and insight into non-clinical dimensions of agency functioning.

Due Process and Grievance Procedures

Applicants and accepted residents are encouraged to refer to the WRPC's Policies and Procedures Manual for more details about the residency, including its administrative structure and due process and grievance procedures. The manual is hosted online at: <https://www.lutherwood.ca/mentalhealth/predoctoral-residency>

Cross-Site Travel

The consortium is a multi-site training program and, as such, residents will be required to travel between sites for some activities. While every effort is made to schedule residents at only one site per day, there may be times when travel between sites within a day will be necessary. Specific travel-related details are as followed:

- There is a cost for parking at the University of Waterloo; student-parking permits may be purchased. The campus is readily accessible via Grand River Transit.
- Lutherwood's main site is at the edge of Waterloo, but is accessible (to within one kilometer) by public transportation. Client care at times requires travel to other Lutherwood sites which are accessible via public transportation, which may be quite time consuming. There is no parking fee at Lutherwood.
- Work at the WRDSB requires travel between many sites. There is no cost for parking at the school board office or at any of its schools.
- Homewood is located outside of Waterloo region, in the neighbouring city of Guelph, Ontario. Public transportation is available between cities, however is time consuming and would pose obstacles for travel within a workday.

Given the above, access to use of a car is necessary for most residents of the WRPC. While the consortium will not pay for parking or routine transit costs, there is reimbursement for travel between consortium sites if required for meetings within a workday, and for client-related travel from a rotation site to schools or other client-related locations. The current rate for cross-site travel with a personal vehicle is \$0.43 per kilometer, a rate which fluctuates according to rising and falling gas prices.

Eligibility/Candidate Qualifications

CCPPP and APPIC Membership and CPA Accreditation

The WRPC is a member of the Canadian Council of Professional Psychology Programmes (CCPPP) and the Association of Psychology Postdoctoral and Internship Centers (APPIC), and participates in the APPIC matching service.

The WRPC is accredited by CPA as an Internship in Professional Psychology (current accreditation period: 2016-2022). Information about accreditation by the Canadian Psychological Association is available at the following address:

Accreditation Office
Canadian Psychological Association
141 Laurier Avenue West, Suite 702
Ottawa, ON Canada K1P 5J3
Email: accreditationoffice@cpa.ca
Telephone: 613-237-2144 x 328 or 1-888-472-0657 x 328

Accreditation standards and procedures are available for review at the following link:
<http://www.cpa.ca/accreditation/resources/>

Candidate Requirements

Candidates must be registered in an APA or CPA accredited clinical psychology graduate program. Candidates must have completed a minimum of 600 practicum hours. For adult track residents, this must include a minimum of 150 direct assessment hours. Experience with complex clinical cases is preferred. Candidates must have completed all requirements for the doctoral degree except for the dissertation, however, the dissertation proposal must be submitted and approved at the time of application. It is strongly recommended that candidates plan to complete the dissertation prior to the residency year. We expect residents to give priority to their clinical training throughout residency, and it is our experience that it is stressful to complete the dissertation at the same time.

To be eligible for the WRPC training program, applicants must be legally entitled to work in Canada.

In reviewing applications the selection committee seeks to ensure a good fit between the candidate's needs and interests, and the training provided by the Consortium.

- Applicants to WRPC should clearly identify their preferences for rotations in their application cover letter, by rank ordering relevant rotations in order of interest to them.

- In addition, residents requesting a rotation at CMHRT who would be seeking to work with a combination of adult and child/adolescent populations within their training year should also clearly indicate this in their cover letter.
- As noted elsewhere, every effort is made to match successful candidates with their more preferred rotations, however, no guarantee for the availability of specific rotations can be made.

In-person interviews are preferred, but phone interviews can be arranged and will not bias evaluation or rankings.

Diversity/Non-Discrimination

The member sites of the WRPC are committed to employment equity, and WRPC fosters a workplace culture that respects, appreciates and values diversity. Qualified candidates of all ethnicities, races, genders, sexual/gender identities, cultural backgrounds, abilities and beliefs are encouraged to apply.

The WRPC is committed to an inclusive and accessible workplace and supports residents who require accommodations. If you have questions or require accommodations, please contact the Training Director early in the process in order that appropriate accommodations can be arranged.

Stipends and Benefits

The current stipend for the WRPC is \$30,000/year. Residents work 37.5 hours per week for a total of approximately 1860 hours. In some instances (e.g., group or individual therapy sessions) residents may need to work in the early evening hours, in which case they are able to flex their hours at some point in the same week. Residents will be considered contract employees of Lutherwood and as such will receive the benefits associated with this status (i.e., Employee Health Tax, Employment Insurance and Canada Pension Plan, 12 statutory holidays per year, 2 paid personal days per year, and two weeks of paid vacation).

In addition, residents of WRPC are permitted one week of educational leave (for attendance at workshops and other professionally relevant training) and one week for research/dissertation completion time. An amount of \$200 for each resident is available for outside education. There may be additional opportunities for educational funding subject to the financial capability and needs of individual rotations. Out-of-province residents may apply for Ontario Health Insurance. A three-month waiting period, during which the resident is responsible for his/her own health insurance, will apply.

Application and Selection Process

Application Process

Application procedures involve the submission of the documents listed below using AAPI online: <https://www.appic.org/AAPI>.

To comply with the standard APPIC application, you will be required to provide:

- Cover letter outlining your plans and special interests (**including the rotations of interest, ranked in order of preference**)
- Curriculum Vitae
- APPIC Application for Psychology Internship (AAPI)
- APPIC Academic Program's Verification of Internship Eligibility and Readiness
- Autobiographical essays, including personal essay, theoretical orientation, experience with diversity, and research interests (each section approximately one page in length)
- Graduate transcripts
- Three letters of reference, complying with APPIC guidelines. Referees may be contacted directly to provide further information.

Letters of reference must comply with the format recently adopted by APPIC, which is based on that previously designed by the Canadian Council of Professional Psychology Programmes (CCPPP). This standardized format includes a review of the applicant's current professional and personal skills and strengths as well as comments on areas for potential growth and development.

- To apply for the Child/Adolescent Track, please use program code number: **186611**
- To apply for the Adult Track, please use the program code number: **186612**

It is recognized and understood that all decisions reached by APPIC's Matching Service are legally binding. At the same time, Lutherwood's (host agency) Human Resources policy dictates that all employees, trainees, and volunteers must successfully complete a Vulnerable Sectors Criminal Records Check, a Family & Children's Services Check, and a Health Check including confirmation of up-to-date Hepatitis B and TB immunizations. In consultation with an APPIC advisor, it is our practice to require that all candidates invited for interview be informed of this policy and sign a waiver acknowledging their awareness and acceptance of it. Final determination about eligibility is the responsibility of Lutherwood, in conjunction with the Training Director of the WRPC.

For further information please contact our Training Director:

Dr. Karen MacLeod, C. Psych.
Lutherwood
285 Benjamin Road
Waterloo, ON, N2J 3Z4
Phone: 519-884-1666, ext. 2287
Fax: 519-886-8479
kmacleod@lutherwood.ca

Application Deadline

Applications must be submitted through the above process by **Monday November 5, 2018.**

Acceptance and Notification Procedures

In keeping with CCPPP's recommended universal notification and booking date procedures, WRPC will contact applicants invited for an interview on **Friday, December 7, 2018**, and will begin to confirm booking of interview dates and times as of Monday, December 10th, 2018. Interviews will take place in person or by phone mid-January 2018.

APPIC's Phase I Match Date is **February 22, 2019**, and Phase II Match date is **March 25, 2018.**