



3900 WEST BROWN DEER ROAD, SUITE 200
BROWN DEER, WI 53209
PHONE: 414.540.2170 • FAX: 414.540.2171
WWW.SHOREHAVENBHI.COM

Shorehaven Behavioral Health, Inc Post Degree Training for Masters and PhD/PsyD Trainees

Wisconsin Training Rules

In Wisconsin, a professional who has completed the Masters degree *and* procures the training license is called a Qualified Treatment Trainee, Level 2 (QTT-2). A pre-Masters graduate student is called a QTT-1. Note: We recommend our QTT-2s take their national exam at the earliest possible date so passing the exam is not a reason for a delay of final licensure.

A new PhD/PsyD who needs a post-doctorate training year is also known as a QTT-2, despite having no training license. Often a post-doctoral candidate is already licensed as a Licensed Professional Counselor or has an LPC Training License.

Having a training license enables the post-Masters employee to bill Medicaid and Medicaid HMOs. The post-Doctoral employee also may do so. This privilege, granted by Medicaid in November, 2012, has been a big step in encouraging post-graduate training.

The post-degree year for post-Doctoral employees or minimum of two years for post-Masters employees brings the total *minimum* training hours of all the mental health professions on par with one another at around 4000 hours.



Introducing Post-Degree Training Experiences at SBH

We at Shorehaven hire career employees. Shorehaven does not hire post-degree employees whose purpose is to obtain licensure through Shorehaven.

We consider licensure a minimum level of attained competence. We make it clear that completing the minimum training period does not guarantee that the supervisor is comfortable signing off on a licensure application at the time the hours are completed. Occasionally we require more. For us, the minimum acceptable level is a combination of hours *and* demonstrated competencies in

- assessment of the client by interview (and testing in the case of a psychologist)
- treatment planning
- execution of the treatment plan
- providing a rationale for interventions and explanation for one's interventions
- complete documentation
- understand the therapeutic relationship
- demonstrate consistent professionalism
- show the capacity to manage a full caseload effectively



Our supervisors determine when a person is ready to attain licensure and we have some criteria which guide that decision. As a result, the trainee will be expected

- ✓ *to show the above competencies*
- ✓ *to ask for help*
- ✓ *to accept help, teaching, and constructive criticism when it is offered*
- ✓ *to demonstrate the skills and professional demeanor suitable for a long term employee*

We expect an applicant for a QTT position to want and to desire such standards and expectations!

We expect a QTT to be eager to work in a setting in which much is expected.

We expect the applicant to want to work for a clinic which wants to see demonstrated competence and will want, at the point of licensure, to exceed the minimum level of competence set by the state and will want to be ready to continue as a fully licensed member of the staff.

We have a post-degree training opportunity within a large private full-service clinic offering

- ✓ Outpatient Mental Health for all age groups
- ✓ Outpatient Co-Occurring Disorders treatment for adults
- ✓ In-Home Family-Based Therapy for all age groups
- ✓ Psychiatry
- ✓ Crisis Triage Counseling

Shorehaven is one of the largest private mental health clinics in Wisconsin with a staff of over 100 Psychologists, Psychiatrists, Social Workers, Counselors, and Substance Abuse Counselors

We specialize in working with complex cases with various combinations of co-occurring emotional, behavioral, substance use, and medical disorders.

Training Experiences

Our post-Masters training can begin at any time of the year. In our orientation, we will take a few days to introduce the laws under which we operate and the policies of the clinic. All of our policies conform to federal (e.g., HIPAA, 42CFR Part II), state (e.g., DHS35, DHS 75, DHS 92, DHS 94, Chapter 51.30, 48.982, 448, 455, 457, Psy, MPSW, and other important rules), and county regulations. We will also orient you to processes for billing, collection, and documentation – the essentials for prospering in this field.

Supervision: In the practicum/internship year, the Intern will receive 50 hours of supervision per year. For psychologists, the supervision is one-on-one. For other professions, the supervision may be in a group format. For MFT trainees, 100 hours are provided. The supervisor is always of the correct profession for licensure.

Practice: We operate both In-Home and Outpatient services. Although we hire for both services, we hire more QTTs for our in-home program. In-Home is a wonderful learning experience with opportunities for a rich experience in individual and family-based treatment.

Seminars: *The QTT has the opportunity to participate in 100 hours of these seminars. The supervisor may REQUIRE any or all of these seminars depending upon the skills the QTT brings to the job.*

- Alcohol and Drug Assessment and Intervention
- Motivational Interviewing
- Basic Psychopharmacology for Psychotherapists
- Family Systems Assessment
- Family Systems Intervention
- Practical Psycho-diagnostic Testing

Introduction to Neuropsychological Evaluation
Assessment of Children for Psychotherapy
Child and Adolescent Therapy
Attachment Theory in Child and Adult Therapy
Writing Effective Goals
Trauma in Psychopathology and Drug Abuse and
Its Resolution
Cultural Competence
Ethics and Law in the Practice of Psychotherapy



Vision Statement

The post-degree program and all of our training programs aim to improve the quality of professional services offered by entry level psychotherapists. The members of our training staff firmly believe that rigorous training results in higher quality services. So, emphasis is placed on the attainment of measurable skills. Because 50% of the population served by SBH can be considered under-served, selected applicants will be provided with a unique opportunity to improve the quality of services provided in the Milwaukee area. ***When we interview a professional for post-degree supervision, we seek those who want career employment and a long future as Shorehaven therapists.***

Purpose of a Post-Degree Experience

Foremost, the post degree experience has a different purpose than the practicum or internship. At the end of the post-degree training, the trainee must be ready to take his or her position as a colleague, a licensed professional. Some goals are similar to pre-degree training, such as

**intensive learning* about all components of participation in the clinical experience

**application* of the basic and clinical psychological knowledge acquired in school and internship

**intensive exposure* to other professionals and their viewpoints and competencies

**learning* treatment methods not acquired in grad school and application of treatments already learned – but now applied in the complex real world environment



*learning real world goal-setting and treatment planning and the use of interventions in complicated cases

*learning fully to manage a caseload, including planning, treatment, documentation, and payment

*applying ethical reasoning integrated into clinical situations

*learning the business side of clinical work – how third party payment works, excellence in electronic documentation.

If the trainee is working on a Substance Abuse credential, he or she can have a meaningful role in our Dual Disorders program.

Who Should Apply and When

Preferences

We *prefer* candidates who have had supervised experience in one or more these specializations:

Child & Adolescent Therapy

Family Therapy

In-Home Family-Based Treatment

Substance Abuse

Varied orientations: true CBT, psychoanalytic therapy, systems therapy

Another plus is having a Training License. Another plus is the ability to conduct therapy in Spanish.

We are open to those who come to us from other branches of service, such as case management, community support, education, protective services, or nursing. But if one of these applies to you, be prepared for an intensive learning year. The relationship with the client in a psychotherapy setting is VERY DIFFERENT from the relationship formed in these other settings. We will work to help you unlearn the stance and approach in those fields and learn to think and respond as a psychotherapist.

We also accept those who have mainly Adult treatment experience or Individual therapy experience. We will want you to learn to see adolescents and couples and families. If you are open to that, then we welcome your application.

When to Apply

We accept application the year around. We may set a starting date which is coordinated with others who are starting. The reason for this is that the initial orientation is very thorough and works best if we start a few people at the same time.

To apply or to make inquires, email the President of Shorehaven at drosenberg@shorehavenbhi.com

Note: when you apply, we may have some questions to help us direct your application to the correct department.

We hope to meet you soon.
Shorehaven