

# LONDON CHILD, YOUTH, FAMILY, AND FORENSIC PSYCHOLOGY CONSORTIUM

## 2023-24 Brochure

Information about our clinical and clinical-forensic psychology consortium  
for students pursuing a doctoral residency/internship.

# Introduction

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London Child, Youth, Family, and Forensic Psychology Consortium (LCYFFP) consists of two organizations that provide clinical and forensic psychology services to children, adolescents, and families in London, Ontario, and the surrounding communities: Navigating Onward/London Family Court Clinic (NavOn/LFCC) and Mary J. Wright Child and Youth Development Centre (MJWCYDC). Services are provided both at the clinics and in the community.

The goal of the residency is to prepare students in the final year of their PhD for the practice of clinical and/or clinical-forensic psychology through systematic training in assessment, treatment, consultation, program evaluation/research, and the ethical guidelines and professional practice standards that underly psychological practice in Ontario. Our residency operates from an evidence-based/evidence-informed standpoint; therefore, we have adopted the scientist-practitioner model of practice and training (aka, the Boulder model).

We strive to stand in allyship with individuals who identify as Indigenous, Black, or People of Colour. We recognize there is a long-standing history and negative impacts of racism and discrimination against people with these identities in Canada and acknowledge that systemic racism and discrimination is evident across all of Canada's institutions, including in our profession of psychology. We support our staff, students, board members, and volunteers to participate in learning to support diversity and inclusion at all levels of our organization, and to bring these topics, as well as suggestions, initiatives, and opportunities forward so that we can continue to learn and improve as a community.

# Living & Working in London

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London, Ontario, affectionately known as "*The Forest City*", is a city in southwestern Ontario, Canada, along the Quebec City–Windsor Corridor. With a population of approximately 510,000, London is the 11<sup>th</sup> largest metropolitan area in Canada and the largest city in southwestern Ontario.

Located at the intersection of the 401 and 402 highways, London is a short drive to Toronto (2 hours), Windsor (2 hours), and Sarnia (70 minutes). These highways also make travel to the United States and its border crossings (Detroit-Windsor, Port

Huron-Sarnia, and Niagara Falls) easily accessible. The city also features access to an international airport, train stations, and bus stations.

London is a regional leader in education and healthcare. Home to Western University and Fanshawe College, the city has three primary hospitals - St. Joseph's Hospital, Victoria Hospital and University Hospital. London has a long history in manufacturing, but the economy continues to evolve and diversify with medical research, education, insurance, manufacturing, information technology, and digital creative technology among its top employers.

London has the features of a big city, with a small-town feel. Despite the increase in home prices across the country, London also continues to rank high in terms of livability for individuals and families.

The city has a vibrant and active creative community, with many music festivals and art exhibits. SunFest, the London Fringe Theatre Festival, Home Country Folk Festival, Pride London, and the Western Fair are among the many events held yearly. For those interested in sports – Budweiser Gardens is the home to the London Knights of the Ontario Hockey League and the London Lightning in the National Basketball League of Canada. With a diverse community, London has a rich and diverse culinary menu, with many refined and fun restaurant and dining options.

Residents also enjoy opportunities to be active outdoors. With nine major parks and gardens located throughout the city, Springbank Park is London's largest park, with over 140-hectares of space and 30km of trails. London also has an extensive bike and pedestrian pathway; The Thames Valley Parkway is 40km in length and connects to another 150 km of biking and hiking trails throughout the city.

Looking to learn more about working and living in London? Visit Tourism London at [www.londontourism.ca](http://www.londontourism.ca) or the City of London at [www.london.ca/living-london](http://www.london.ca/living-london).

## Accreditation Status ---

LCYFFPC is engaged in a self-study process supported by the CCPPP to prepare for application to be accredited by the Canadian Psychological Association (CPA). Our application for membership with APPIC was successful in June 2022; therefore, applications to our program must be made through the APPIC Match. We are striving for CPA-accreditation in time for the 2023-2024 residency cohort; however, accreditation is not a guaranteed outcome of this process. NavOn/LFCC and MJWCYDC have operated non-accredited residency programs for several years, and supported each other's residents by offering breadth clinical experiences, additional supervision, and diverse didactic experiences to each other's residents since 2018.

In 2021, we formalized our residency as a consortium. The accreditation process flows through the Office of Accreditation Canadian Psychological Association (<https://cpa.ca/accreditation/contactus>). 141 Laurier Avenue West, Suite 702. Ottawa, Ontario K1P 5J3. Email: [accreditationoffice@cpa.ca](mailto:accreditationoffice@cpa.ca).

## Who We Are

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LCYFFPC's Mission is to adequately prepare residents for future practice in clinical psychology with children and youth with the potential to further specialize in school or forensic practice. This is done with a developmental approach to teaching and supervision of evidence-informed assessment, treatment, and consultation.



### Navigating Onward (NavOn)

NavOn is a specialized clinic providing integrated services for individuals and families with simple to complex needs. Experience and expertise honed over many years also enables NavOn to support organizations in meeting the needs of their staff and clients through dynamic and evidence informed training. NavOn emerged out of almost 50 years of foundational clinical work and research conducted by the London Family Court Clinic. NavOn is designed to expand the reach of innovative psychological services so that we can positively impact more children, families, and organizations as they navigate through difficult circumstances toward healing, hope, and discovery.

NavOn provides the following clinical and clinical-forensic services: individual therapy for children, adolescents, and adults; dialectical behavior therapy programming; fetal alcohol spectrum disorder (FASD) assessment; parenting plan evaluations; mental health evaluations; family therapy for parent-child contact problems; learning and ADHD assessments; voice-of-the-child reports; family mediation; New Ways for Families™ programming; family therapy; autism assessment; mental health and risk evaluations; parenting capacity assessments; immigration assessments; and parenting coordination.

NavOn is committed to the pursuit of excellence in service, teaching and supervision, innovation, and research through their ongoing affiliation with LFCC. NavOn is unique

in the communities we serve as a social enterprise with a mindset focused on working together, equitable access to service, and giving back.

Some of the ways we are giving back to the community:

#### *Suicide Prevention / Intervention / Postvention Initiatives*

Suicide continues to be the second leading cause of death for youth in Canada (PHAC). Although we are still evaluating the impacts of the pandemic on our youth, we know that the situation for the broader community has worsened through the pandemic, with calls to Canada's Suicide Prevention Service up 200 per cent in 2020. NavOn contributes to supporting suicide prevention, intervention, and postvention efforts through a donation of staff time and expertise to the London Middlesex Suicide Prevention Council. This year, Ms. Heather Fredin from NavOn is the chair of the council. For more information about the council and its work, please visit [www.lmspc.ca](http://www.lmspc.ca).

#### *FASD Caregiver Support Group and Teen Group*

Needs assessments have shown that 78% of caregivers of children with FASD did not have someone to turn to in times of stress. Peer support can reduce the emotional burden for caregivers, improve coping, and preventing the escalation of distress. A healthy caregiver is a protective factor for children, particularly those with disabilities such as FASD. NavOn contributes to enhancing FASD supports in our community by facilitating a caregiver support group and a parent-peer mentoring program, both provided at no cost to families. For more information about local FASD supports and services, please visit [www.lfccfasd.com](http://www.lfccfasd.com).

#### *Clinical Training and Supervision*

NavOn has practicum placement opportunities and a paid psychology residency for advanced students with an interest in forensic clinical work. NavOn is partnered with LFCC and the Mary J Wright Child and Youth Development Centre at Western University to ensure breadth and depth in the student experience and for access to a broad range of educational seminars by local experts. This program also benefits the community by enabling the provision high-quality and affordable psychological consultation, assessment, and treatment services supervised by a licensed psychologist on a sliding fee scale. Those seeking collegial support or registering for independent practice with the College of Psychotherapists can also benefit from the collective experience of the NavOn team through individual supervision or by joining our consulting hub.

NavOn's website can be found at [www.navigatingonward.com](http://www.navigatingonward.com).



## London Family Court Clinic (LFCC)

For over 40 years, London Family Court Clinic (LFCC) has served children and families involved in the justice system. We are a non-profit, registered charity funded partially by the Ontario government and overseen by a volunteer Board of Directors. We first opened our doors in 1974 with 2 staff members offering a single service. Today, we offer 13 different services and serve multiple coordination roles. This year, we restructured the organization to create a social enterprise/community psychology clinic offering clinical and forensic psychological services to individuals and families on a fee-for-service basis. In this way, we seek to divert children and families at-risk of justice system involvement to healthier trajectories. Profits from the social enterprise will be used to support the LFCC charity.

LFCC is located in a modern office building in downtown London, Ont., easily accessible by car and several public transit routes. The office is 2km away from the Ontario Court of Justice. [When court again sits in-person, residents may have reason to attend there with the Youth Therapeutic Court Clinician from LFCC.] The LFCC office space contains 5 treatment/assessment rooms, including a large observation space equipped with a one-way mirror and sound system for "behind the mirror" observation. There is a multi-sensory room equipped with movement-based activities, video-game technology, art supplies, and play-therapy supplies to support young clients with sensory problems and/or a strong need to move. Our offices also contain a large boardroom, several private and shared staff offices, and a kitchen. LFCC has a large psychometry office complete with over 130 psychological assessment tools (questionnaires and testing kits), a dedicated psychometry computer, access to online testing and scoring, and a secure file storage area. We share a receptionist with a small law firm.

LFCC's website can be found at: [www.lfcc.on.ca](http://www.lfcc.on.ca)

## Mary J. Wright Child and Youth Development Clinic (MJWCYDC)

The Mary J. Wright Child and Youth Development Clinic (MJWCYDC) has provided high-quality and affordable psychological consultation, assessment and treatment services to children and youth from 3 - 18 since 2017. MJWCYDC operates on a sliding scale and works in close collaboration with community partners to identify and respond to the needs of the London community and surrounding area. This clinic is located in a repurposed bank on the Western University campus in London, Ont. The bright and welcoming main floor contains a waiting area for families with books, toys, and a computer for siblings to enjoy. The resident office is located close to the reception desk where the office manager works and next to the supervisors' offices on the main floor, which facilitates a collaborative work culture. The shared resident office includes: two desktop computers with webcams for virtual therapy, two phones, two whiteboards, two individual locked filing cabinets and additional storage for therapy and assessment materials. All psychological measures and testing materials are stored inside a former bank vault and is a favourite feature for new clients to explore. MJWCYDC has 3 child-friendly assessment/therapy rooms and one larger space known as "The Family Room" used for family meetings and feedback sessions located in the basement of the clinic. These 4 rooms are equipped with audio and visual recording equipment for observation and teaching. There is also a student office with multiple workstations, a room known as, a kitchenette, and a large room known as "The Bunker" where group supervision and group therapy sessions are hosted. MJWCYDC also has a large cupboard with developmentally appropriate games and toys for rapport building, therapy, and assessment breaks for clients.

MJWCYDC's website can be found at: [www.mjw-cydc.uwo.ca](http://www.mjw-cydc.uwo.ca)

## Our Partners

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Services under the LFCC and MJWCYDC umbrella may be provided at various partner locations in London and the surrounding semi-rural areas.



### Huron House Boys Home (HHBH)

HHBH is a boys' residential treatment home sitting on 10 acres of land in Bright's Grove, Ont., just minutes away from Lake Huron. There is a games room, art/music room, gym, weight room, large kitchen, and dining room, and 5 double-occupancy bedrooms. HHBH also has an independent living section of the residence that can accommodate 4 or 5 older boys preparing to launch in adult systems. This adjacent, but separate "house" is equipped with private bedrooms, a shared kitchen, and recreation area. The facility also houses the offices of the executive director, social worker, financial and administrative personnel, front-line staff, and managers. There are also two boardrooms, which are used for business, family meetings, therapeutic group work, and evening programs. The resident has access to a small meeting space, affectionately called "The Chess Room," where boys may come for treatment, staff may come for consultation, and which can be used as an office with Internet access.

HHBH's website can be found at: [www.hhbh.ca](http://www.hhbh.ca)



### Craigwood Children, Youth & Family Services

Craigwood Campus is a small cluster of 4 adolescent residential facilities and 1 closed juvenile detention centre, located in Ailsa Craig, Ont., about a 30-minute drive from London. Craigwood provides a variety of therapeutic and recreational programs and



an on-site school. Midway and Bridgeway each have 9 beds for male youth ages 12 -18. Serenity is a voluntary residence equipped to house 2 boys between 12 and 21. Woodview is a 10-bed facility for female youth aged 12 - 20 in closed detention. Craigwood Campus is situated on a large, rural property. It contains several recreation areas, a gym, a wood/metal workshop, an on-site school. Healthcare and social work are also on-site.

#### St. George St. Residence

This boys' residential facility is part of the Craigwood group; however, it is located close to the downtown in the City of London. It is a voluntary residence for up to 8 adolescents in a large, brick house. Youth attend school in the community and live interdependently, learning new life skills while maintaining close connections with family and community programs. 24-hour social work and child-and-youth worker staff provide programming and support to the boys.

Craigwood's website can be found at: [www.craigwood.ca](http://www.craigwood.ca)



### Humana Community Services

In February, 2021, Anago Residential Resources Inc. and WAYS Mental Health Support unified to become Humana Community Services. LFCC is connected to 2 Human residential sites for girls: Humana Parkhill, in Parkhill, Ont., and Human King St. Residence close to downtown London. Humana Parkhill is located in the small town that bears its name. Up to 12 girls live in single or double rooms in a dormitory style residence complete with recreation rooms, art room, kitchen and dining room, and an on-site school. 24-hour social work and child-and-youth worker staff provide programming and support to these girls.

Humana's website can be found at: [www.humanacs.org](http://www.humanacs.org)



## Merrymount Family Support and Crisis Centre

The Merrymount Family Support and Crisis Centre supports children and families in crisis to help them build stronger, healthier families. This centre relies on the skills of their multi-disciplinary team to provide strength-based interventions children and families in need 24/7, 365 days a year, for children up to 12-years-old. Merrymount was founded in 1874 and is the only center of its kind in Canada. They offer a variety of programs including a licenced daycare, crisis residential care, parenting groups, children's groups, a supervised access program and programs to connect children with special needs with appropriate daycares and other required community services. Children involved in these various programs can be referred to the Mary J. Wright Child and Youth Development Clinic for psychological assessment or intervention services.

Merrymount is located close to the University of Western Ontario in London, Ont. The facility offers individual meeting rooms, multiple spaces for individual or small group meetings, a boardroom, a gymnasium, child playrooms, and a large kitchen to accommodate their program needs. NavOn/LFCC has partnered with Merrymount to provide "A Night Out With Friends," the FASD Caregiver Support Group and concurrent child and youth social skills groups twice a month.

The Merrymount website can be found at: [www.merrymount.on.ca](http://www.merrymount.on.ca)

# Available Rotations

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For the 2022 September start date, the LCYFFPC residency has 2 resident positions: one child, youth, and family clinical track with a home base at MJWCYDC; and one child, youth, and family clinical-forensic track with a home base at NavOn/LFCC.

The **clinical track major track is at MJWCYDC** with a focus on assessment and intervention in a community psychology clinic. This resident will hone their skills working with children, adolescents, and their families presenting with a variety of mental health diagnoses and symptoms presentations. They will have the opportunity to train in the following core competencies:

- Co-lead at least one manualized, evidence-based treatment group;
- Present psychoeducational groups to parents and caregivers;
- 9-15 psychological assessments (psychoeducational, neurodevelopmental, mental health, behaviour);
- 10-20 individual and/or family therapy cases;
- Provide tiered supervision to psychology practicum students from the University of Western Ontario.

The clinical track resident will experience a minor rotation with NavOn/LFCC in which they may participate in multidisciplinary FASD assessment, cofacilitate an FASD social skills group, facilitate a therapeutic group at a group home, and/or conduct a risk assessment under Sec. 34 of the CYJA.

The **clinical-forensic major track is at NavOn/LFCC** with a focus on assessment and intervention in clinical, forensic, and forensic-adjacent psychology services. This track is assessment heavy with an approximate 80:20 ratio of assessment to intervention experiences. This resident will spend 2 days per week in clinical activities with LFCC and 2 days per week with NavOn. They will hone their skills working with adolescents involved in the juvenile court, and children and families involved in the family court presenting with complex, high-risk/needs/conflict/trauma. They will have the opportunity to train in the following core competencies:

- Co-facilitate an FASD support or social skills group;
- 3-8 team-based assessments under Sec. 34 of the CYJA;

- Complex, team-based family court assessment (parenting capacity and/or parenting plan evaluation – when available);
- 4-8 multidisciplinary FASD assessments and/or other neurodevelopmental psychological assessments;
- Family therapy for parent-child contact problems client (when available);
- 3-8 child or adolescent treatment cases through Youth Justice programming or the fee-for-service clinic;
- Co-facilitate a DBT skills group for adolescents and/or participate in the DBT consultation group;
- Psychological consultation services to group home staff and residents.

The clinical-forensic track resident will experience a minor rotation with MJWCYDC in which they may cofacilitate a manualized therapeutic group, lead parent psychoeducational sessions, conduct an assessment for a child under age 6, and/or provide tiered supervision to a psychology practicum student from the University of Western Ontario.

**\*\*\*NEW MINOR ROTATION\*\*\*** Announced October 26, 2022 on the APPIC MATCH NEWS listserv. LCYFFPC is offering a minor rotation in French language psychoeducational assessment. This minor rotation will be one day per week for the entire year. It will be supervised by Dr. Michelle Sala and involve a mix of in-person and virtual assessment experiences. This experience is open to any resident regardless of track.

# LCYFFPC Program Expectations

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LCYFFPC offers only a full-time residency experience. The resident will easily complete approximately 1,800 hours over the year (1,950 if the home PhD program wishes to include paid time off). A typical 37.5-hour work week includes the following:

- 4 days per week in clinical experiences (direct and indirect); approximately 10-15 hours of which is in direct (face-to-face) service delivery
- 0.5 days per week for educational seminars, didactic sessions, case conferences, and group supervision
- 0.5 days per week for program evaluation/development (not related to their dissertation)

## Program Evaluation (Research) and Program Development

Residents are required to participate in research/program evaluation or program development, typically through involvement with an ongoing project at their home clinic. The primary supervisor provides assistance with selection and involvement in the project. Projects are typically chosen by early November but may be dependent on the funding cycle of various projects.

## Educational Seminars, Didactic Experiences, and Case Conferences

Formal teaching in a group setting is an essential component of the resident experience. Residents participate in weekly seminars on professional and clinical issues. These didactic sessions are hosted by MJWCYDC and attended by clinical and counselling psychology students at the University of Western Ontario at the MA and PhD levels. NavOn/LFCC provides group supervision sessions related to ethics, jurisprudence, standards and practices, and countertransference/processing issues throughout the year, as well as two learning sessions with a child and adolescent psychiatrist to explore knowledge related to effective interdisciplinary practice and medication. Residents may also attend videoconference Psychiatry rounds hosted by The Hospital for Sick Children (SickKids) in Toronto, Ont., during the summer months. Residents attend regular LCYFFPC psychology case conferences and present a minimum of 2 cases over the year (typically one assessment and one treatment case).

## Supervision

The resident is guaranteed to receive, at minimum 3 hours of individual and 1.5

hours of group supervision each week that is formally scheduled. There are typically other supervisory experiences each week including the conducting of co-therapy or participating in multidisciplinary case conferences. We recognize that the resident role is primarily that of a trainee, and therefore, direct service demands are limited to approximately 60% of the resident's time. Approximately 12% of the resident's time is allotted to supervision, 10% in research/program evaluation, and 18% in professional development activities.

## Evaluation

At the start of each rotation, or at the beginning of each supervisory relationship, the resident meets with their supervisor to establish a formal, written supervision agreement according to the College of Psychologists of Ontario standards, which covers the objectives of the rotation, the methods of supervision, and the rights and responsibilities of both the supervisor and supervisee. Formal, written evaluations are conducted at the mid-point and end of the major rotation and at the end of the minor rotation. These include an evaluation of the resident by the supervisor and an evaluation of the rotation and quality of training by the resident.

When required, a new supervision agreement can be created. Completion of the residency is contingent upon successful completion of the goals and objectives in each rotation (although these can be re-evaluated and adjusted as the residency unfolds – for example, if certain types of cases are not available), as well as meeting the formal standards of the program. Evaluations of the residents are completed during individual supervision sessions – both supervisors and residents sign evaluation reports indicating they have been reviewed together. Reports are then provided to the resident's university training program and the Director of Clinical Training; copies are retained by the resident and supervisor. A final report with a description of training experiences and skills developed, number of hours spent in various activities, and a designation of pass/fail is provided.

If a supervisor has concerns about the progress or performance of the resident, or if the resident has concerns about the quality of training provided, the Residency Handbook outlines the requisite procedures. Our program has formalized, written policies and procedures for evaluation, due process, and grievances.

## Residency Information

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The LCYFFPC Psychology Consortium emphasizes clinical excellence, developmental models of teaching and supervision, and quality consultation and program evaluation/development. The aim of the residency is to prepare students for post-doctoral supervised practice in clinical psychology with children, youth, and families

– with the possibility of preparation for post-doctoral supervised practice in clinical-forensic or school psychology. (In Ontario, the progression is to supervised practice whereas in some jurisdictions the progression is to independent practice.) This aim is achieved by assisting the resident to identify their individual interests, build on their current strengths, and expanding their areas of clinical interest and skill. We strive to develop residents who can match their feelings of confidence to their level of competence in multiple clinical areas. We also strive to enhance their professionalism and interpersonal skills through experience in multidisciplinary teams, development of time-management skills, and the development of a healthy sense of resident’s professional identity.

While clinical training is emphasized, the scientist-practitioner model serves as the philosophical basis for clinical practice, as well as educational and research endeavours. In line with the goals outlined in the Gainesville Manifesto of 1990, the aim of the scientist-practitioner model is to integrate science and practice, and to facilitate career-long integration of investigation, assessment, intervention, and consultation. Psychology staff at NavOn/LFCC and MJWCYDC endeavor to maintain both an empirical basis to their clinical practice and clinical relevance in their research.

The residency views the program as a pre-requisite to the awarding of the doctoral degree. As a result, we support a model of training in which the residency must be completed before the doctoral degree is conferred.

## Residency Requirements

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LCYFFPC is open to doctoral students in clinical, clinical-developmental, school-and-applied and/or clinical-forensic psychology programs. Applications are open to students who are Canadian citizens, Permanent Residents of Canada or non-Canadians attending a Canadian graduate psychology program and who already have documentations/permits allowing them to work in Canada during the period of the residency. Students must be enrolled in a clinical, clinical-developmental, school-and-applied, or clinical-forensic psychology program accredited by the Canadian and/or American Psychological Association or doctoral program working toward future accreditation.

## Goals of the Residency Program

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Our program’s overall goal is to support the mental health and well-being of children, youth, and families whose needs are at-risk of not being met by other systems and agencies in southwestern Ontario. We strive to do this through general and

specialized training in the provision of high-quality, evidence-informed psychological services to clinical psychology residents. Consistent with the philosophy of our Residency programme, we continually strive to meet 7 goals.

**1. To provide residents with training specific to the intersection of clinical, community, and forensic psychology practice with children, adolescents, and families.**

At times, opportunities to work with adult clients emerges through the fee-for-service program at NavOn/LFCC and those opportunities may be made available to residents wishing to declare competence with adults. A breadth of training experiences is prioritized for each resident, including:

- a. Service experiences (assessment, case conceptualization and treatment, consultation, diagnosis, provision of psychoeducation/training to clients and other professionals);



- b. Diversity of client populations (child, adolescent, family; dominant culture, potentially marginalized groups, immigrant/refugee; group home, detention, general public, school; child protection; Court involved);
- c. Theoretical models related to community psychology provision; multidisciplinary teamwork; circles of care, and inter-organizational service provision;
- d. Theoretical models related to juvenile risk assessment, parenting capacity, parenting plans, and mental health treatment;
- e. Preparation for trial and best practice considerations for forensic work involving contact with lawyers, judges, CAS workers, probation officers, and other forensic-adjacent professionals.

## **2. To prepare residents to work with a variety of clients with varied individual differences.**

Potentially marginalized groups, such as Indigenous peoples, immigrants/refugees, low-income families, traumatized individuals, and people with neurodevelopmental disorders (e.g., fetal alcohol spectrum disorder (FASD)) frequently present to community psychology clinics and are overrepresented in the justice system. Therefore clinical-forensic psychologists must be prepared to work sensitively and effectively with these populations. We address the need to develop skills that facilitate work with different health statuses, languages, socioeconomic statuses, cultures/ethnicities, spiritual practices, gender and sexual identities, cognitive abilities, and the intersection of multiple identities. Supervisors monitor resident caseloads and, wherever possible, assign cases that will broaden learning in this area. A subset of weekly didactic opportunities also directly addresses individual differences.

NavOn/LFCC and MJWCYDC serve clients who may not speak English fluently. When interpretation is necessary, efforts are made to locate and utilize an interpreter. If a resident is aware of a language barrier, they can work with the Clinical Case Management Team to provide a community-based interpreter.

## **3. To support the professional identity development of Residents as future psychologists.**

Residents are considered both students and junior colleagues. They are highly involved in setting their training goals and objectives (within the realm of possibilities given our waiting lists) and are considered valued members of

the profession of Psychology by NavOn/LFCC and MJWCYDC staff. They are treated with the same respect as permanent psychology staff. Residents have opportunities to access the organization's resources, attend professional development events, and participate in professional activities. They are assigned a shared resident's office and are provided with a work cellphone, laptop, and network access. All NavOn/LFCC and MJWCYDC staff are encouraged to participate in the residency by serving as professional role models and multidisciplinary team members, and by discussing a wide range of issues with individual residents as opportunities arise.

At the beginning of the year, residents are given access to an electronic package of materials relating to the standards for professional conduct for practice of psychology in Ontario as well as current legislation about the ethics and standards of practice of Psychology in Ontario. Each resident also has access to a set of binders that includes all legislation, professional standards, and guidelines identified by the College of Psychologists of Ontario as relevant to their members. Residents participate in seminars dealing with the standards of professional practice and ethical and professional issues are integrated into the discussions in other seminars. Ethical issues and questions are discussed in supervision as they arise in the residents' clinical work.

#### **4. To facilitate the development of skills in providing client-and-family-centred care as part of interprofessional health care and assessment teams.**

Residents will develop a sense of their own professional identity and awareness and appreciation for other professionals on our multidisciplinary teams. Most NavOn/LFCC assessments are done by teams (Clinical Case Management Teams, Multi-disciplinary Support Team, FASD Assessment Team), and many treatment cases are also interdisciplinary (e.g., co-therapy with high-conflict separation families, triage from social workers/psychotherapists to psychologists, consultation to group home staff). Most MJWCYDC assessments are done by teams using a tiered supervision approach, and many treatment cases are interdisciplinary in terms of frequent case consultations with the larger circle of care (family, CAS, cultural community groups, psychiatry, school staff). Case managers, probation officers, child lawyers, therapeutic court workers, and CAS workers may also contribute to larger circles of care. Residents will learn to collaborate around the needs of the clients with fellow team members, learn to communicate with fellow team members on issues of client care and interprofessional practice, and increase their understanding of the enhanced

potential for excellence in client care through collaboration. Issues related to multidisciplinary work are addressed in supervision as they arise.

## **5. To support the integration of research into the resident's professional roles.**

NavOn/LFCC and MJWCYDC hold the belief that research must inform the duties of psychologists. Residents are required to complete a small program evaluation or research project during the residency. The NavOn/LFCC program evaluator is responsible for overseeing this portion of the residency. Residents may select another supervisor to work with them based on their project interests.

Potential research projects include program development and evaluation, analysis of an existing database, participation in an ongoing study, or development of a small, time-limited study. The specific research is identified by the resident in conjunction with his or her primary supervisor. The research project must be separate from the resident's dissertation. Residents are asked in late November/early December to present their research ideas and present their findings again in July. These presentations occur during the usual didactic schedule. The supervising psychologists also keep private libraries of texts and journals that residents may ask to borrow.

## **6. To integrate learning based on supervisory issues into all components of the Residency.**

Our psychologists use a developmental model of supervision, matching the resident's level of competence and confidence with appropriate levels and types of supervision. Although entry to the LCYFFPC residency requires students to function at an advanced level in terms of face-to-face skills with clients, training activities are individualized to each resident's specific training needs and entry-level skills. In areas where the resident has little experience, supervisors will work closely with the resident and may use directed readings, modeling, co-therapy, observation, and feedback in their supervision activities. NavOn/LFCC has two client rooms with observation windows/two-way mirror for in-vivo supervision. MJWCYDC has an integrated audio-visual recording system that allows supervisors and trainees to observe sessions from a nearby room or record sessions for later review and supervision. As a resident's competence and confidence increase, supervision will become more consultative and collaborative. Residents are

guaranteed a minimum of four hours of scheduled, in-person supervision by psychologists per week, one hour of which is group supervision.

Our psychologists appreciate that clinical supervision of students, junior colleagues, and unregulated staff is a significant professional responsibility. Interested residents may have the opportunity to be introduced to the conceptual, practical, professional, ethical, and interpersonal aspects of clinical supervision. When possible, residents may have the opportunity to supervise M.A. Counselling or Clinical Psychology practicum students, or psychometrists.

### **7. To receive and integrate feedback from the residents regarding each aspect of the residency.**

The LCYFFPC residency is a new one and we recognize it will develop and grow in relationship to client needs and the changing landscape of psychological practice in Ontario. Feedback from residents, both during and after their training, is essential for the residency to grow successfully and meet the needs of future residents. For residents to do their best learning, they must feel it is safe to provide feedback to supervisors. Feedback is provided both formally and informally to supervisors and in meetings with the coordinator of students. Feedback is also received through the evaluation forms that residents complete during the training year and after they graduate. Incorporated in these forms is the opportunity to rate the extent to which residents believe residency staff have been receptive to the feedback they have received. Those being evaluated by residents are not permitted to access this formal feedback until their evaluations of the residents have been submitted.

## Facilities

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Each resident has office space with a computer and Internet access, capabilities for videoconferencing, a work cellphone, and a lockable space. NavOn/LFCC and MJWCYDC have audio-visual equipment for recording sessions and supervision, and access to electronic and hard-copy library materials specific to clinical and forensic psychology.

## Remuneration

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Residents are employees of NavOn. The annual salary is \$40,000 (CAN) including 10 paid vacation days. Residents also qualify for 9 paid statutory holidays. Unfortunately, as short-term employees, we are unable to offer health benefits to residents; therefore, we suggest retaining the benefits offered by one's doctoral graduate program.

LCYFFPC does not offer paid research days for the purpose of completing one's dissertation. However, we are in the practice of granting flex time to prepare and complete the dissertation defense.

## Director of Clinical Training

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Dr. Dilys Haner, the training coordinator, is an employee of NavOn. She is advised by a Residency Committee made up of NavOn/LFCC and MJWCYDC leaders, administrative staff, and one resident. Resident input into the program and evaluation of the program is greatly valued and can be achieved, in part, by their involvement in the Residency Committee.

## Ethical and Responsible Practice

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LCYFFPC abides by the code of ethics of the Canadian Psychological Association. Our psychologists are aware of an incompliance with all the relevant provincial and federal laws and legislation that govern health care, mental health care, and forensic practice. Our psychologists engage in reflective practice to maintain awareness of the limits of their competence and practice only within those limits. All applicants to the residency should be aware that a satisfactory criminal record check and vulnerable sector screening is mandatory to participate in the residency.

## Diversity

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We believe that effective and ethical psychological practice should be grounded in an appreciation and respect for cultural diversity and psychologist should engage in ongoing training to increase their competence in adapting our methods of practice in response to individual differences. Southwestern Ontario is a diverse area so there is an increased need to be able to interact competently and effectively with people from many cultural and ethnic groups, socioeconomic statuses, sexual identities, different abilities, ages, and generational statuses within Canada. We

recognize that our clients may come from Toronto to Windsor and northward to the Manitoulin Island area. We tend to provide services to potentially vulnerable groups both in the forensic and community psychology contexts, which requires consistent use of the Two-Eyed Seeing approach, trauma-informed approach, and the neurodevelopmental lens.

## Application Instructions

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### Eligibility

Basic prerequisites consist of current enrolment in a doctoral program in clinical psychology, completion of at least 800 practicum experience hours (of which 300 must be in direct service provision), and acquisition of core scientific knowledge in general psychology, child/adolescent psychopathology, and intervention (e.g., CBT, DBT, psychodynamic methods, etc.). Assessment experience is required as both of our rotations focus on assessment of children, youth, and families. A course in assessment tools for children and adolescents during your graduate training is required. Those applying to the clinical-forensic track should have experience in forensic or forensic-adjacent settings (e.g., group homes, detention, probation, street-involved youth, FASD, domestic violence, etc.). Preference is given to applicants in CPA/APA accredited programs and to Canadian citizens and landed immigrants. We strongly encourage applications from qualified individuals of any gender identity, as well as members of visible minorities, Indigenous people, and people with disabilities. Proficiency in English is necessary; Proficiency in French is considered a strong asset. A satisfactory police records check and vulnerable sector screener is required to fulfill the terms of employment.

If you had placements and/or requirements that were negatively impacted by the COVID-19 pandemic, please request that your Director of Clinical Training highlight the nature of this impact in their portion of the APPIC application. If you had placements that were cancelled or prematurely terminated, please describe the training and hours that were anticipated in your cover letter. If your hours fall short of the minimal requirements due to COVID-19, this shortfall will not be held against you.

## Application Information

LCYFFPC became a member of APPIC in June 2022. We adhere to the APPIC match service in terms of dates and requirements. Applications must be received through the AAPI Online match program by Friday, November 17, 2022. Applicants will be notified on Friday, December 2, 2022, if they have been successful in obtaining an interview. Interviews will be scheduled on Monday, December 5, 2022, in accordance with CCPPP guidelines.

We are only accepting applications from students legally allowed to work in Canada at this time.

*Please note that effective September, 2021, all employees of the host organization (NavOn) must be fully vaccinated by the start of the residency unless medically contraindicated or for religious reasons in accordance with the Ontario Human Rights Code.*

### **Contact for further information:**

Dr. Dilys Haner, C Psych  
Clinical-forensic Psychologist, NavOn; Director of Clinical Training  
200-254 Pall Mall St.  
London, Ont.  
N6A6P7  
519-280-3737  
[d.haner@navigatingonward.com](mailto:d.haner@navigatingonward.com)

## Selection Process

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Candidates will be selected for interview and, in accordance with the other residency programs in Canada, we will notify successful candidates of interviews and allow for flexibility to accommodate interviews at other APPIC match sites. All interviews conducted in January 2022 were virtual only due to the COVID-19 pandemic. Interviews conducted in 2023 will be provided according to APPIC guidelines and multiple options for interviews will be offered, if allowed (i.e., in-person, telephone, video conferencing).