



**Psychological
& Counselling**
SERVICES GROUP

2024/2025

Doctoral Psychology Residency Program Information



Psychological & Counselling Services Group (PCSG) is a multi-functional, private practice, psychology and therapy clinic offering a wide range of services including psychological assessment and counselling/psychotherapy.

The aim of the clinic is to provide one-stop, comprehensive psychological services to meet the needs of children, adolescents, adults, couples, and families. The foundation of our clinical practice is client relations. We are committed to client-centered values and place an emphasis on strength, resiliency, and collaboration. Our intent is to provide a full-range psychological and counselling service based on a systemic and lifespan orientation using a variety of evidence-based approaches.

Our practice includes 30+ clinicians that span a wide range of mental health professions including psychologists, psychotherapists, psychometrists, registered dietitians, and psychoeducational interventionists.

Contact

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Visit our website:
tinyurl.com/trainatpcsg

Areas of Practice

Adult Clinical and
Counselling Psychology

Child Clinical and
Counselling Psychology

Health Psychology

Rehabilitation
Psychology

School Psychology

Sport Psychology

Vocational and Career
Counselling

OUR CLINICAL LOCATIONS

Our main clinic is currently located in downtown Oshawa at 117 King Street East, about 35 minutes away from Toronto. We are housed in the Oshawa Clinic, which is the largest multi-specialty medical group practice in Canada with over 110 physicians. PCSG's psychology offices are housed on the lower and second levels of the historic East Wing of the Oshawa clinic.

In Summer 2024, along with the Oshawa Clinic group practice, PCSG main office will be moving to a brand new state-of-the-art medical building at 198 Des Newman Boulevard, Whitby.

In addition to our main clinic, PCSG also has three other locations. Our Markham Clinic is located at Woodbine Medical Centre, our Ajax clinic is at Rossland Medical Centre, and our Peterborough clinic is at Optimal Health.

At this time, residents will be completing their residency from the main clinic in Oshawa with the option of working some days from the Markham and Ajax locations.



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Doctoral Psychology Residency Program Brochure 2024/2025

CONTENTS	PAGE
PCSG Residency Program & Structure	3
Training Goals	4
Clinical Rotations	5
Supervision	7
Supervisory Staff	7
Didactic Seminars & Consultation Groups	8
Other Educational Experiences	9
Administrative Support	10
Application Process	10

Typical presenting concerns in our client population include

- **Personal growth and development issues** such as self-esteem, career, and vocational interests.
- **Major situational and developmental transitions** such as stress management, separation and divorce, loss and bereavement, motor vehicle accidents, chronic illness, and family life transition.
- **Significant relationship conflicts and intimacy issues** such as family relationship discord, parent-child conflict, parenting, couple relationship breakup, intimacy issues, and sexual difficulties.
- **Socially related issues and trauma** such as immigration and cultural dislocation, social isolation, child abuse, sexual abuse, and domestic violence.
- **Behavioural difficulties and mental health concerns** such as anger management, depression, anxiety, obsessive-compulsive disorder, eating disorder, and addictions.
- **Child development and behavioural issues** such as cognitive and intellectual functioning, Attention Deficit Disorder, Asperger's Syndrome, disruptive and oppositional behaviours, conduct problems, etc.

PCSG's Service Philosophy

While PCSG is a private practice, supporting our community is part of our service philosophy and tradition. The general public is often faced with financial barriers in accessing the needed psychological services, both psychological treatment and assessment. Given our commitment in training and nurturing the next generation of psychologists, in 2008, PCSG established the not-for-profit Low Fee Clinical Service/Training Clinic, where practicum students provide services under the supervision of registered psychologists.



PCSG RESIDENCY PROGRAM

PCSG trained its first doctoral psychology resident in 2015 as a non-APPIC member. Since 2018, PCSG has been a Child track partner with the Toronto Area Residency Consortium (TARC), a doctoral clinical psychology residency program that is a member of the Association of Psychology and Post-Doctoral and Internship Centers (APPIC) and accredited by the Canadian Psychological Association (CPA). This partnership is on hiatus for the academic year 2023/2024 as we are entering the process of becoming a member of APPIC as an independent residency program.

PROGRAM STRUCTURE

PCSG offers two full-time (40 hour per week) residency positions. One position is in the child/adolescent track, and the other is in the adult track. The psychology residency runs annually from Sept 1 to Aug 31. During this time, residents are expected to have 15-20 hours of direct client contact per week, for a total of 1600 hours. Direct client contact may be in-person or virtual and is defined as time directly spent interviewing, assessing, or intervening with clients. Given the needs of the population we serve as a private practice, residents are expected to have evening hours two days a week (until 8 pm). A specific schedule for hours will be determined at the commencement of the residency.

The salary for the residency (2024-2025 academic year) is CAD\$40,000/year, paid bi-weekly. Residents do not receive supplemental health benefits.

Residents are provided with 3 weeks (15 days) vacation, 10 statutory holidays, and 5 professional development days. Professional development days are paid time off to participate in conferences, defend dissertations, and attend job interviews. All requests for time off must be made in writing via email for written approval by the Director of Training and Primary Supervisor.

Residents are entitled to the following paid statutory holidays: Labour Day, Thanksgiving, Christmas Day, Boxing Day, New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday. If a statutory holiday falls on a weekend, residents will be given an additional working day off with pay, to be the Friday or the Monday immediately prior to or immediately after the statutory holiday. Please note that Psychological & Counselling Services Group adheres to the same holiday schedule for office hours as the Oshawa Clinic (e.g. open Easter Monday, close at noon on Christmas Eve). Vacation requests on a day that the office building closes early (e.g. whether the building closes at 12 noon or 3:00 pm in the afternoon) will be considered one (1) full vacation day.

Prior to the start of their residency, residents must obtain, at their expense, Professional Liability Insurance, as well as completing Vulnerable Sector Screening and Criminal Reference Background Check. Residents also need to apply for registration with the College of Registered Psychotherapists of Ontario prior to the start of their residency; all related fees related to this registration are covered by PCSG.

TRAINING GOALS

The primary objective of the residency program at PCSG is to prepare residents for independent and autonomous practice as clinical psychologists. To that end, our goals of training encompass the following areas:

- **Assessment and Treatment:** Residents are expected to develop skills and knowledge in evidence-based psychological assessment and treatment. Residents will be encouraged to think critically on how to apply these skills and knowledge competently in clinical practice. In assessments, residents are expected to be proficient in selecting, administering, scoring, and interpreting psychological tests. Residents will integrate finding from various sources, conceptualize case, and formulate diagnoses. Residents will write assessment reports and provide feedback to clients and/or families. In treatment/intervention, residents are expected to become competent in developing treatment planning/treatment goals, formulating case conceptualization, and providing evidence-based psychotherapeutic intervention. Residents will gain competency and confidence in managing crises and responding flexibly to clients' needs.
- **Consultation and Interprofessional Collaboration:** Residents will be prepared to function in an inter-professional team through communicating, consulting, and collaborating with other clinicians and staff members. There may be opportunities to engage in interdisciplinary collaboration with other professionals and community partners (e.g. schools, physicians, case managers, etc.)
- **Supervisory Skills:** Residents will develop emerging supervisory skills and knowledge by providing supervision to master's level students who are completing their practicum placement at PCSG.
- **Professional Ethics and Standards:** Residents are expected to develop awareness, knowledge, and application of ethical and professional principles of psychology practices.
- **Sensitivity to Differences:** Residents will improve awareness of cultural and individual differences in providing clinical assessment and intervention through exposure to a wide range of client demographics, presentations, and needs.
- **Professional Development:** The residency program also aims to facilitate the development of strong professional conduct and professional identity as a psychologist through direct clinical practice with the community, participation in supervision and didactic training, and exposure to a large number of established psychologists in the clinic.



CLINICAL ROTATIONS

Residents will complete their residency either in the Child, Adolescent, and Family Track or in the Adult Track.

CHILD, ADOLESCENT, AND FAMILY TRACK

Residency in the Child, Adolescent, and Family track focuses on psychological assessment, intervention, consultation, and supervision related to psychological services for children age 4 to emerging adults and their families.

Assessment and testing generally encompass clinical interviewing (semi-structure and structured), diagnostic evaluation for psychopathology, psychoeducational assessment for learning processes, ASD assessment, ADHD assessment, and family/relational assessment. Residents receive extensive training in assessing and diagnosis of various psychological and learning disorders. They will engage in test selection, diagnostic interviewing, administration and scoring of psychological tests, case formulation, providing feedback, communicating diagnosis, making treatment recommendations, and writing comprehensive reports.

Psychological treatment/intervention modalities include individual, group, and family therapy. Residents receive training in the provision of intake assessment, diagnostic formulation, and treatment of a diverse range of psychological, emotional, behavioural, and relational difficulties in children/adolescents and their families. Residents also have the opportunity to facilitate group therapy. Some examples of current and previous treatment groups include the Adolescent DBT Skills group, Caregiver/Parent DBT Skills Group, and LGBTQ2+ group.

Residents will also be involved in consultation activities throughout their training year to provide

them with the opportunity to present and discuss clinical cases and to collaborate in other professional discussions. Residents will also receive training in providing supervision to master's level practicum students at PCSG.

Residents also have the option to participate in three elective rotations:

- **The High Performance Mental Health Clinic** provides psychological counselling and clinical support for athletes and performers (e.g., dancers, musicians, and vocalist) dealing with mental health concerns and challenges. This rotation is available in the Oshawa and Markham locations. Supervision for this rotation is provided by our clinicians who have training and experience working with competitive, elite, and professional athletes and performers.
- **The Eating Disorder Clinic** provides individual, group, and family counselling, as well as nutritional rehabilitation for children and adolescents dealing with eating disorder. Clinicians in the program also provide support for and work collaboratively with other health providers and schools. This program runs from the Ajax clinic.
- **The Family Therapy Clinic** provides family/relational assessment, as well as intervention for the family system. This rotation is available in the Oshawa and Markham location.



ADULT TRACK CLINICAL ROTATIONS

Residency in the Adult Track focuses on psychological assessment, intervention, consultation, and supervision related to psychological services for adults and couples.

Assessment and testing generally encompass clinical interviewing (semi-structured and structured) and diagnostic evaluation for psychopathology, including those in major areas of mental disorders, personality disorder, trauma, and substance use disorder. Residents may also provide psychoeducational assessment, ASD assessment, and ADHD assessment for adults. Residents receive extensive training in assessing and diagnosis various mental health disorders. Residents engage in test selection, diagnostic interviewing, administration and scoring of psychological tests, case formulation, providing feedback, communicating diagnosis, making treatment recommendations, and writing comprehensive reports.

Psychological treatment/intervention modalities include individual, couples/family, and group therapy. Resident receives training in the provision of intake assessment, diagnostic formulation, and treatment of a diverse range of psychological, emotional, behavioural, and relational difficulties in adults. Training in couples/family therapy is provided by training staff who are certified as approved supervisor with the Ontario Association for Marriage and Family Therapy (OAMFT) and/or American Association for Marriage and Family Therapy (AAMFT). Residents also have the opportunity to facilitate group therapy. Some examples of current and previous treatment groups include the adult DBT skills group (English or Cantonese), mindfulness meditation group, pain management group, smoking cessation group, and LGBTQ2+ group.

Residents will also be involved in consultation activities throughout their training year to provide them with the opportunity to present and discuss clinical cases and to collaborate in other professional discussions. Residents will also receive training in providing supervision to master's level practicum students at PCSG.

Residents also have the option to participate in three elective rotations:

Couples/Sexual Relationship Clinic provides assessment and treatment for relational difficulties and sexual relationships in adults and couples from diverse sexual orientations and gender expressions. This rotation is available in the Oshawa and Markham locations.

The High Performance Mental Health Clinic provides psychological counselling and clinical support for athletes and performers (e.g., dancers, musicians, and vocalist) dealing with mental health concerns and challenges. This rotation is available in the Oshawa and Markham locations. Supervision for this rotation is provided by our clinicians who have training and experience working with competitive, elite, and professional athletes and performers.

Rehab Psychology Clinic provides rehabilitation assessment and intervention for individuals looking to return to work or previous psychological functioning following physical and/or psychological injuries (e.g. being involved in a motor vehicle accident, work place injury, and disability leave). Supervision is provided by psychologists registered in rehabilitation psychology with CPO.



SUPERVISION

Supervision is provided by doctoral-level psychologists, registered in good standing with the College of Psychologists of Ontario (CPO). Supervisors will only provide supervision within their scope of practice and declared area of competency and client population. Supervisors are clinically responsible for psychological services provided by the residents they are supervising. There is an “open-door” policy in which residents are encouraged to contact their supervisor should the need arise. Residents will receive a minimum of 3 hours of supervision time per week, of which at least 2 hours are in individual supervision. Supervision will include case presentation, case discussion and related literature, review of session recording, demonstration of intervention, and role plays. Residents are expected to maintain an ongoing supervision log for every formal supervision contact.

Residents and their supervisors will complete and review the Supervision Agreement and the Training Plan Form at the beginning of the residency. Formal evaluation of the residents is completed twice a year, while informal evaluation is conducted on an ongoing basis. Residents will also provide evaluations of the residency program twice a year.

SUPERVISORY STAFF



Dr. Ken Kwan
PhD, C. Psych
University of Toronto
Client populations:
Child, Adolescent,
Adult, Couples, Family



Dr. Lina Budianto
PhD, C. Psych
Fordham University
Client populations:
Adolescent, Adult,
Couples



Dr. Lisa Do Couto
PhD, C. Psych
University of Guelph
Client populations:
Children, Adolescent



Dr. Sheelagh Jamieson
PhD, C. Psych
Queen's University
Client populations: Child,
Adolescent, Adult



Dr. Tammy Wong
PhD, C. Psych
Fielding Graduate University
Client populations: Adult,
Couples, Family



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DIDACTIC SEMINARS & CONSULTATION GROUPS

There is a wide array of training opportunities and consultation groups organized by PCSG. Some of these seminars and consultation groups are open to all clinicians at the clinic, while others are specifically designed for residents and practicum students. Participation in the following didactic seminars and consultation groups are mandatory for all residents.

CLINICAL ROUNDS

Facilitator: Dr. Ken Kwan

When: Every 1st Monday of month for 2 hours

For: All residents and practicum students.

Topics:

- Orientation and Client Preparation
- Therapeutic Alliance
- Therapeutic Processes: Microskills in Facilitating Effective Therapeutic Interactions, Therapeutic Presence, and Responsiveness.
- Effective Use of Self
- Evaluation and Treatment of Suicidal behaviours
- Ethical Issues
- Working with Difficult and Aggressive Clients
- Clinical Application of Mindfulness
- Professional Direction and the Business of Psychology Private Practice
- Systemic Perspective in Therapeutic Interventions and Effective Consultation
- Providing Supervision
- Professional Development: Thinking Back and Thinking Forward
- Diversity, Cultural Humility, and Intersectionality

RELATIONAL THERAPY WITH COUPLES AND FAMILY TRAINING AND CASE CONFERENCE

Facilitator: Dr. Ken Kwan

When: Every 2nd Monday of the month for 2 hours

For: Clinicians who are currently working with couples and family, or who are interested in learning about relational therapy.

Description: Didactic training and case conferences regarding relational work (couples, family, interpersonal).

Dr. Kwan is a Clinical Fellow and Approved Supervisor with the American Association for Marriage and Family Therapy (AAMFT) and also a sessional lecturer in family therapy and Couples therapy course at University of Toronto OISE.

DIALECTICAL BEHAVIOURAL THERAPY (DBT) TRAINING AND CASE CONFERENCE

Facilitator: Dr. Shelley McMain

When: Every 3rd Monday of the month for 3 hours

For: Clinicians who are currently providing DBT treatment, DBT for Complex PTSD, and/or working with complex cases with significant emotion dysregulation, suicide/self-harm behaviors or complex trauma. It is also for clinicians interested in learning DBT.

Description: Case-based didactic teaching on DBT & DBT for Complex PTSD, followed by case conference. There may be assigned reading, review of treatment video by experts in the area, intervention demonstration, role plays, formal case presentation, and consultation of actual ongoing client cases.

Dr. McMain is head of the Borderline Personality Clinic at CAMH. Division Director and Associate Professor at University of Toronto OSIE Department of Psychiatry.



DIDACTIC SEMINARS & CONSULTATION GROUPS (CONT'D)

EMOTIONAL FOCUSED THERAPY (EFT) TRAINING AND CASE CONFERENCE

Facilitator: Dr. Jeanne Watson

When: Every 4th Monday of the month for 2 hours

For: Clinicians who are currently doing EFT treatment or who are interested in learning EFT.

Description: Didactic teaching and case conference on EFT. There may be assigned reading, review of treatment video by experts in the area, intervention demonstration, role plays, formal case presentation, and consultation of actual ongoing client cases.

Dr. Watson is one of the developers of EFT, co-founder of International Society for Emotion Focused Psychotherapy (isEFT), and faculty at Applied Psychology and Human Development at University of Toronto OISE.

WEEKLY PEER CONSULTATION GROUP

When: Every Wednesday for 1 hour

This group is an opportunity for clinicians to meet and discuss both clinical and non-clinical questions or issues.

WEEKLY COMPLEX CASE CONSULTATION GROUP

When: Every Thursday for one hour

This group is an opportunity for clinicians to meet and discuss complex cases and to provide additional layer of support.

OTHER EDUCATIONAL EXPERIENCES

Greater Toronto Area (GTA) Resident Seminars

Approximately 5-6 times/training year, the local psychology residency programs within the GTA jointly offer half-day seminars available to all local residents to attend. The GTA seminars cover a range of professional practice topics in psychology presented by supervisors, local university faculty, College of Psychologists of Ontario staff and other experts in the field. Topics include clinical supervision, ethics and professional issues, program evaluation, diversity, licensure, and early career planning. Sessions are a mixture of didactic presentations, discussions, and informal opportunities to connect with residents at other settings.

Barbara Wand Series of Webinars

These webinars are run by the College of Psychologists of Ontario (CPO) and occurs approximately 2 times per year. These are half-day webinars focusing on ethical issues, current professional and jurisprudence issues. Residents will join other clinicians at PCSG to attend these seminars.



ADMINISTRATIVE SUPPORT

PCSG has the support of a full administrative team. Residents have the option of scheduling ongoing appointments with clients on their own or utilize admin staff assistance for scheduling purpose. New assessment and therapy clients are scheduled by our Intake & Clinical Coordinator (intake@oshawapsychologist.com).

Members of the admin team will relay any phone or email messages to residents and will follow up with clients or others as directed. The admin team will handle billing, payment collection, and follow up on any unpaid fees. Admin staff can also assist with any photocopying, scanning, and faxing as needed.

Residents will be provided with office space that may be shared with other clinical staff on other days/times in the week. PCSG supports flexible work settings between in-person/in-office work and remote working options. However, residents are encouraged to offer as much in-person availability as possible and will be expected to work onsite for all required in-person aspects of the training program.

PCSG has a large testing library. Testing materials are stored in a dedicated assessment room and in the testing cabinets. Residents are expected to follow the policies and procedures for use and sign-out of the assessment testing materials (including testing protocols, manuals, stimulus materials and scoring software).

APPLICATION PROCESS

QUALIFICATION

All candidates must be enrolled in a CPA- and/or APA-accredited doctoral program in clinical or counselling psychology. Candidates must have received formal approval from their program's DCT to apply for the residency. A minimum of 2 practicum placements with 600 practicum hours, including at least 300 direct client contact hours and 150 supervision hours, is required to be considered. Prior to the commencement of the residency, candidates must also have completed all requirements of their doctoral program (i.e., all required doctoral coursework, comprehensive examinations, practicum) except completion of the dissertation.

Applications for the residency position at PCSG should include the following:

1. Cover letter stating applicant's preferred track, training goals, and professional plans
2. Curriculum Vitae
3. Graduate Transcripts
4. Three letters of reference, two of which should be from individuals familiar with the applicant's clinical skills. The third reference should ideally be the applicant's dissertation supervisor or graduate program's DCT.
5. Supplemental Material: a comprehensive psychological assessment report authored by the applicant.

The application deadline is **December 12, 2023**
Contact: residency@oshawapsychologist.com



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PCSG is committed to offering equal employment opportunity and encourages applications from all qualified individuals regardless of cultural or ethnic backgrounds, race, religion, gender, sexual preference, and disability. The residency program will make all efforts to ensure access to those with disabilities.

MORE INFORMATION

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Director of Training

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VISIT OUR WEBSITE: TINYURL.COM/TRAINATPCSG