

**Mind
Beacon**



**CBT
Associates**



Clinical Psychology Residency Program

**2022-2023 Academic Year
Director of Training & Professional Practice Leader:
Khush Amaria Ph.D., C.Psych.
For more information, please visit:
www.cbtassociates.com**

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Who We Are

Since 2002, CBT Associates has helped people become happier and more productive by assisting clients in overcoming feelings and behaviours that negatively impact their everyday lives. Dr. Peter Farvolden and Dr. Eilenna Denisoff were previously working in the Mood and Anxiety Program and the Clinical Research Department at the Centre for Addiction and Mental Health (CAMH). They opened their practice together in response to the overwhelming demand they saw for high-quality and evidence-based psychological treatment. From the onset, the vision of CBT Associates was to bring together a large group of skilled evidence-based practitioners with a broad skillset and expertise in providing Cognitive Behavioural Therapy (CBT) to clients in the Greater Toronto Area (GTA).

In 2015, Claire Duboc joined Dr. Peter and Dr. Eilenna to grow CBT Associates' in-clinic services to continue to meet the increasing demand for mental health care and improve patient access in Ontario and Canada. However, it quickly became clear that even expanding clinic services was not enough to meet the needs of Canadians. Our organization transformed from providing traditional weekly therapy through the CBT Associates network of clinics to becoming an innovative tech start-up and market builder. We recognized that technology could provide the solution, and embarked on the design and development of the MindBeacon platform in January, 2016. MindBeacon has developed a comprehensive digitally-based continuum of care mental health model. This includes its widely deployed, validated digital platform of Therapist-Guided Programs (previously known as "Beacon") and our recently launched Live Therapy stream (January, 2021). Our Therapist-Guided Program is a digital therapeutic solution built on top of the years of direct experience and unmatched institutional knowledge from CBT Associates. Our Therapist-Guided Program is purpose-built to scale by servicing the broad mental healthcare market across Canada. We are also a recognized partner with the Ontario government to provide free iCBT c/o of Therapist-Guided Program to all Ontarians as part of the provincial response to COVID-19 and thereafter. For more information, please visit www.mindbeacon.com. In January 2022, MindBeacon (and CBT Associates) was acquired by CloudMD, a Canadian healthcare technology company transforming the delivery of care. Of note, there are no effective changes to the delivery of care and training program at CBT Associates. Additionally, we are pleased to report that CloudMD's senior management team includes a Chief Psychology Officer (Clinical Psychologist, registered in Ontario) who understands the value of an accredited residency program and the support for the profession of psychology. We hope these organizational changes will increase opportunities to expand our network and review additional cross training opportunities for our residents in the coming years.

Evidence has demonstrated that Cognitive Behavioural Therapy (CBT) is effective in helping people to overcome a variety of problems and achieve a healthier and more balanced approach to life. However, access to this treatment has, historically, been a challenge. Today, CBT Associates has over 65 like-minded psychologists, social workers, registered psychotherapists and trainees focused on providing effective, efficient, evidence-based treatment, at 2 locations in the Greater Toronto Area, including North

York, and Downtown Toronto and virtually across Ontario. CBT Associates' group practice approach allows for access to a broad base of clinical expertise and a tailored approach for the best outcomes.

Due to COVID-19, CBT Associates clinicians and administrative staff are working remotely, while providing services to our clients by both video and telephone. Our secure video options enable us to be fully operational during this time.

Currently, CBT Associates continues to provide personalized, compassionate, respectful and discreet treatment with the highest level of professional care. Our focus is on leading-edge, evidence-based Cognitive Behavioural Therapy to help children, adolescents and adults of all ages in sessions for individuals, couples, and families. The spirit of our approach is active, compassionate, and genuine. We collaborate with clients and develop a treatment plan that works for them. Our goals also include a continued awareness of and integration of issues pertaining to diversity, social justice and advocacy for our clients.

As psychologists, we are trained to be scientist-practitioners. This means that our practice is guided by the best evidence provided by current research on what works for common problems. The treatments and techniques we employ have been shown to be most effective in reducing symptoms and improving the quality of life for people experiencing anxiety, mood, stress, and relationship problems. Through our evidence-based practice, we strive to integrate the best research and evidence with our clinical expertise and our clients' values. Attention is given to individual, social and cultural diversity and Indigenous heritage/identity in the training of our Residents.

Philosophy of Training

The Clinical Psychology Residency Program is committed to the Scientist-Practitioner model, which is reflected through the use of Cognitive Behavioural Therapy (CBT) as our main treatment modality.

Research has indicated that the way we think and behave powerfully affects our emotions. CBT helps clients change their negative and anxious thoughts and behaviours, so they can feel and function better in order to improve quality of life. Rigorous clinical trials have proven that CBT is effective in improving symptoms of depression, anxiety, PTSD, psychosis, amongst other conditions.

Through an evidence-based education, Residents will learn how to collaborate with clients to design personalized case conceptualizations and evidence-based treatment plans that may also integrate a number of related therapeutic approaches. These include, but are not limited to, Motivational Interviewing (MI), Acceptance and Commitment Therapy (ACT), Mindfulness Meditation, Mindfulness-Based Stress Reduction (MBSR), Mindfulness-Based Cognitive Therapy (MBCT), and Dialectical Behaviour Therapy (DBT). Residents within our program are encouraged to anchor their clinical service in a thorough review of existing scientific literature and evaluate their interventions systematically.

CBT Associates is committed to assisting Residents in developing advanced clinical skills in CBT, and to providing effective and evidence-based treatment to clients. This immersive experience will ensure that Residents develop assessment, treatment, consultation, and ethical skills to prepare them to work as independent practitioners. Residents will be exposed to, and work with, issues related to equity, diversity, inclusion, social justice and advocacy. They also will be expected to engage in self-care and to develop a healthy work-life balance, with the guidance of their supervisors and mentors.

The Clinical Psychology Residency Program is accredited by the Canadian Psychological Association (CPA). CBT Associates is the first private practice in Canada to be awarded accreditation status. The CBT Associates Clinical Residency Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC – Program Member Code #1870). Our National Matching Service (NMS) match number is #187011. We are also a member of The Canadian Council of Professional Psychology Programs.

The Clinical Psychology Residency Program is accredited by the Canadian Psychological Association (CPA) and was awarded a 3-year accreditation term (until 2021-2022). CBT Associates Clinical Residency Program is the first residency housed exclusively within a private practice in Canada to be awarded accreditation status.

Goals of Training

The primary aim of the CBT Associates Clinical Residency Program is to prepare Residents to become competent and autonomous Clinical Psychologists. Residents will develop skills and knowledge in the areas of diagnosis, assessment, treatment, consultation, as well as professional and ethical issues and Supervisory skills. Residents are expected to think critically, not only about the services they offer to clients, but also about the clinical decisions they make. These decisions are based upon data collected in the therapeutic and assessment context and be informed by empirically supported research. As such, Residents are expected to develop core competencies in the following 8 areas, with an emphasis on assessment, intervention, consultation and interprofessional collaboration, and professional ethics and standards:

Assessment - Assessments are conducted to develop each Resident's competence in assessment, diagnosis, case conceptualization, and to provide recommendations for treatment and interventions. The expectation is that Residents will become proficient with the psychological assessments that are specific to their training rotations, including the administration, scoring, interpretation, and communication of results from structured diagnostic interviews and psychological tests (e.g. personality testing, behavioural assessment).

Intervention - To ensure that Residents are competent in planning and providing a range of psychological treatments through individual, group, and couples or family-based interventions. Residents will understand the basis of treatment formulation including empirically supported interventions, development of treatment goals, and psychotherapeutic strategies. Residents will demonstrate an understanding of the process issues related to intervention. The focus at CBT Associates is clearly on evidence-based practice within the CBT umbrella (including ACT, DBT, MBCT, CPT). Exposure to other modalities such as EMDR, EFT, and IPT will be available via in-house seminars and rounds, as well as in application, if agreed upon by Resident and Supervisor.

Consultation and Interprofessional Collaboration - Residents are expected to develop the personal skills and attitudes necessary for practice as a psychologist within a suitable interprofessional framework, including oral and written communication skills, consultation skills, and the ability to work competently with and/or lead other mental health and healthcare professionals. Within our private practice setting, there are often opportunities to coordinate care with other treating professionals such as psychiatrists or family physicians, as well as case managers and school personnel.

Professional Ethics and Standards - Training aims to ensure that Residents develop awareness, knowledge, and application of ethical and professional principles of psychology in clinical activities so that they will aspire to the highest ethical and professional standards in future professional roles. Residents are expected to demonstrate a comprehensive knowledge and a keen sensitivity to professional ethics,

in terms of ethical standards, codes of conduct, different legislation relating to psychology and obligations under the law. Training aims to help prepare Residents for registration with the College of Psychologists of Ontario, as well as other state and provincial licensing boards.

Development of Supervisory Skills - Residents may have the opportunity to provide supervision to junior therapists – practicum students and, if suitable, other MA-level therapists (registered psychotherapists and social workers) in individual or group-based services. If Residents pursue these experiences, they receive guidance from their Supervisors. Additionally, Residents will gain knowledge of the literature that is available on supervision through readings. Opportunities to also provide ad hoc mentorship to our cohort of other MA-level therapists (registered psychotherapists, social workers, e-therapists) also exist and will be further developed as the digital service expands.

Professional Development - Educational events at CBT Associates are held on a regular basis, and Residents are required to attend. Educational opportunities include in-house training seminars, and rounds focused on CBT Skills, clinical treatment, assessment, professional practice, and supervision. Residents are expected to participate in active learning by conducting and attending presentations and seminars, as well as keeping abreast of current literature. In addition, our Residents are expected to attend the GTA Residency Consortium seminar series (bi-monthly) covering a number of additional topics, including career development.

Cultural Diversity - Residents are exposed to clients and staff from diverse cultural backgrounds. Training focuses on becoming aware of and sensitive to issues of equity, diversity, and inclusion in the context of their work as psychologists. Attention will be given to individual, social, and cultural diversity, indigenous heritage/identity and issues related to social justice and advocacy. Opportunities for pro-bono cases (with approval of Supervisor) and to make partnerships with local community health agencies are available.

Program Development and Evaluation - To enhance the scientist-practitioner approach by training Residents in program evaluation research, and exposing them to other forms of clinical research, within a clinical setting. Opportunities for program development and evaluation vary from year to year, but include evaluation of Intake process, evaluation of outcomes in clinics, and TAiCBT evaluation.

Supervision and evaluation are completed on an ongoing basis and in a consistent format. Supervision is provided by staff licensed to provide psychology services in the province of Ontario. As indicated in the Canadian Psychological Association (CPA) guidelines, a minimum of four hours of supervision per week is provided to Residents by doctoral level psychology staff. Supervision is structured in order to meet the

Resident's level of competence. Supervision activities are individualized to each Resident's specific training needs and entry-level skills and will include both group and individual supervision. As a Resident's competence increases, supervision becomes more consultative and collaborative in nature. Residents are evaluated on their progress at intervals of three months, for a total of 4 evaluation points, by their Supervisors. Feedback will be provided to the Resident's Director of Training at all evaluation points. Residents also provide feedback on Supervisors and rotations at the same intervals.

Program Structure

The Clinical Residency Program will run from the first Tuesday after Labour Day in September through the end of August, and requires the completion of 1600 hours of supervised practice. We have three Resident positions available. Residents are scheduled for 40 hours per week, with a specific schedule to be determined at the outset of the Residency, in collaboration with the Resident's Clinical Supervisors and Director of Clinical Training. Residents will be required to work at least two evenings per week between 5 p.m. and 9 p.m., unless agreed upon between Resident and Director of Training.

Typically, Residents spend at least two days at the Downtown clinic location to participate in didactic rounds and group supervision treatment rounds in person. Residents often work at more than one CBT Associates location. Services provided by Residents would be similar at all locations. Residents are assigned to these locations based on preference, supervision needs and suitable referral volume. Administrative supports and senior clinicians are comparable at each location. Due to Covid-19 and current Ontario government guidelines, services are being provided virtually. Plans for returning to in-person services will be determined over the course of the year before the 2022-2023 residency commences.

Residents will spend a minimum of 50% of their Residency in *direct* client contact (approximately 12-15 hours per week) and have protected time for supervision, training, and a half-day for dissertation work. For some Residents, clinical contact may also include work through MindBeacon's Therapist Guided Program (TGP) therapist-assisted internet-delivered CBT program for ages 16 and over. The digital platform was developed by CBT Associates clinicians to enhance traditional in-person CBT sessions, and to provide a standalone internet-based CBT approach, providing evidence-based, protocol-driven treatment.

In addition to their clinical work, Residents will also participate in report-writing, clinical readings, educational and didactic seminars, and supervision. Residents may also have the opportunity to work on evaluation projects within the clinic, such as analyzing outcome data with our TGP research team, or our clinical service partnerships with mental health agencies. In addition, Residents will work directly with the Director of Training and Intake Team in designing the goals for their Intake Consultation rotation.

Each Resident will receive a minimum of four hours of supervision per week by a doctoral-level, registered psychologist. Clinical Supervisors are available across locations, and will supervise Residents at, and across, locations. Styles of supervision will vary between Supervisors, and may include discussion of clinical cases, professional development and mentorship, observing and being observed while providing clinical services, video or audio recording of sessions, and formal case presentations. Residents will be assigned a minimum of two Supervisors, based upon their expression of interest and availability of the Supervisor. Both Supervisors meet

weekly with each Resident (2 hours with their primary and 1 hour with their secondary Supervisor). An additional facilitated Group Supervision session, as well as a facilitated Assessment Discussion Group, will also occur weekly. Additional supervision experiences may be provided in individual and/or group formats. In addition, Residents will attend all-staff company meetings, monthly psychology seminars, and case conferences.

Supervisors provide a graduated experience of increasing autonomy, depending upon the experience and comfort level of the individual Resident. Residents are encouraged to dialogue with their Supervisors about their level of autonomy over the course of their residency. Built into the program is also the ability for the Residents to be supervised on their supervision of junior practitioners, based on readiness and opportunities.

Successful completion of the Residency involves:

- Completion of 1600 hours
- Introduction to, and possible participation in, couples or family-based treatment or digitally-delivered CBT (via TGP)
- Case presentation in the CBT rounds
- Participation in training rounds and seminars
- Evaluation by the primary and secondary Supervisor around readiness for supervised practice

Didactic Seminars

Residents will be required to attend a number of didactic seminars over the course of the Clinical Residency.

Facilitated weekly Assessment and Treatment Rounds are one hour in length. The Assessment Discussion Group will focus on diagnostic assessment and case conceptualization. The Group Treatment Sessions will focus on treatments and interventions, ethics, case presentations and professional development.

Monthly CBT Clinical Skills rounds focused on specific CBT strategies are two hours in length, and include discussions around the theory and application of evidence-based therapeutic strategies. These rounds typically include clinicians in-training, including registered psychotherapist, social workers, psychologists/psychological associates in supervised practice.

Residents are also required to attend monthly In-House Training sessions that are focused on the development and enhancement of CBT skills for numerous clinical conditions. These training sessions are two hours in length and facilitated by Psychologists, or other experts, as scheduled.

In total, the didactic training averages to 4 hours of training per week of the Residency.

Clinical Rotations

Residents within our program will anchor their clinical service in a thorough review of existing scientific literature on empirically-validated treatments, and evaluate their interventions systematically. Residents will focus on developing their skills in *Assessments, Intervention and Consultation*.

Although *assessments* may vary depending upon the specific referrals, in general, Residents will be expected to demonstrate proficiency in psychodiagnostic assessment with structured clinical interviews, as well as behavioural, personality, and/or cognitive assessment measures, where appropriate. Our model of training allows for experience with diverse clinical populations and presentations.

Regarding *intervention*, Residents at CBT Associates will develop proficiency in the use of empirically and theoretically based approaches to therapy with a diverse client population specific. This will include supervision and training in various psychotherapy modalities and may include individual, group, and in some cases, couples or family therapy. Although CBT training will be the primary modality of treatment and training, other forms of therapy may be incorporated into the training program, such as DBT, EFT, MBCT and ACT.

Concerning *consultation*, Residents are expected to develop the personal skills and attitudes necessary for practice as a psychologist within a multidisciplinary framework, including oral and written communication skills, consultation skills, and the ability to work competently with other healthcare professionals. Residents may be involved in interacting with professionals within CBT Associates and with professionals from community agencies regarding the care and treatment of clients, and directly with clients (upon request). This also provides Residents with an opportunity to engage in the multiple roles of a psychologist including clinician, teacher/supervisor, evaluator/researcher, administrator, and leader.

The Clinical Residency Program has been segmented into several rotations based on client populations. All Residents will be required to complete clinical work within the Adult Mental Health and Intake Consultation rotations. Residents may also elect to complete additional training in the Child and Adolescent Mental Health and MindBeacon Therapist Guided Program rotations.

Clients will be assigned to Residents on the basis of their clinical interests, to meet expectations for diversity, breadth and depth of training and availability of referrals.

ADULT MENTAL HEALTH ROTATION

In this year-long rotation, Residents will work with clients, aged 18 to 64 years old, from diverse backgrounds and clinical presentations. Often, referrals include individuals suffering from Major Depressive Disorder, Bipolar Disorder, Schizophrenia, Substance Abuse Disorders, Panic Disorder, Agoraphobia, Specific Phobias, Social Anxiety Disorder, Generalized Anxiety Disorder, Illness Anxiety Disorder, Obsessive Compulsive and related disorders, Post-traumatic Stress Disorder and related disorders, and Eating Disorders. Clients may also present with issues related to grief, relationships, stress, and occupational difficulties, among other stressors. Opportunities for group, couples and family work may be available depending on the Residents skill set, supervision capacity and current clinic offerings.

CHILD AND ADOLESCENT MENTAL HEALTH ROTATION (MINOR ROTATION)

In this 6-month or full-year (approximately 1 day/week) rotation, Residents will work with clients, aged 5 to 17 years old. Often referrals include individuals experiencing Attention Deficit Hyperactivity Disorder (ADHD), Learning Disabilities, Major Depressive Disorder, Substance Abuse Disorders, Panic Disorder, Agoraphobia, Specific Phobias, Social Anxiety Disorder, Selective Mutism, Generalized Anxiety Disorder, Illness Anxiety Disorder, Separation Anxiety Disorder, Obsessive Compulsive and related disorders, Post-Traumatic Stress Disorder and related disorders, and Eating Disorders. There may also be opportunities to conduct psychoeducational assessments for ADHD and Learning Disabilities, giftedness, developmental delays and Autism Spectrum Disorders, and to consult with schools and primary care, psychiatrists or child development agencies, as required.

MINDBEACON THERAPIST GUIDED PROGRAM ROTATION (MINOR ROTATION)

In this 6-month or full-year (1 day/week) rotation, Residents have the opportunity to be involved in diagnostic assessments and treatment through our MindBeacon platform, which is a Therapist-Assisted internet Cognitive Behavioural Therapy (TAiCBT) platform. TAiCBT involves using digital technology to administer diagnostic assessments and to deliver protocol-driven evidence-based treatment tools (e.g., psychoeducation, skills training, homework, outcome measures) to clients. Clients are assisted in using these tools by the therapist, who provides tailored feedback and support via secure messaging and phone calls. Opportunities for program evaluation and training and consultation to inter-professionals may be available as part of this rotation.

INTAKE CONSULTATION (MINOR ROTATION)

In this 6-month or full-year (1 day/week) rotation, Residents spend one ½ day per week providing consultation to the Intake Team/Coordinators. Activities can include learning how to complete “intake” type calls and requests and provide improvements to the intake process, reviewing diagnostic information and treatment needs for potential clients with Intake Team members; and providing general teaching, oversight and/or consultation to Intake Team members on triage needs and alternative treatment supports. Supervision is provided by a member of our full-time clinical psychology team.

PROGRAM DEVELOPMENT/RESEARCH ROTATION (MINOR ROTATION)

In this minor rotation, Residents will have the opportunity to develop an individualized research and/or program development project, under the supervision of our Clinical Research Lead (MindBeacon), or a member of our CBT Associates/MindBeacon team. Residents can devote up to 3 hours/week to use existing research skills and build on their capacity for 'applied research' in a private practice setting. Opportunities over the past cohorts have varied, but include a quality improvement project related to Intake process and an informal evaluation of the Intake Rotation objectives. A current Resident is examining client factors associated with internet-delivered CBT treatment response for PTSD. At the time of publication of the brochure, we were reviewing specific training opportunities for the 2022-2023 cohort, as related to our MindBeacon programs of research. Some possibilities include comparing clients who participate in one of our internet-delivered CBT treatment protocols and 'drop outs', and understanding the trajectory over time of symptoms for clients who complete therapy.

Resident Evaluation

The evaluation process is designed to be iterative and meaningful to the development of the Resident and the Residency program design. Overall, we expect the evaluation to maximize the learning and competency development of each Resident, while also including constructive review of areas of development (and strengths) and progress of individual goals and objectives. Formal written evaluations are completed by Supervisors at the mid-and final-points of each 6-month or year-long rotation, with opportunity for a 9-month evaluation for a year-long rotation. Evaluations are reviewed in a face-to-face meeting with the Resident, and any areas of concern are addressed collaboratively with the Director of Training.

Residents complete formal written evaluations of their Supervisors and their rotation at the mid-and final-points of each 6-month or year-long rotation, which are reviewed with the Director of Training (except when Director of Training is a direct supervisor – in those cases, the evaluations will be reviewed by the Professional Practice Lead). Together with the Director of Training, these provide opportunities for the Residents to review their program and to elicit suggestions and recommendations for improvements to the program during their Residency (when applicable).

Finally, Residents complete formal written evaluations of their Supervisors at the mid-and final-points of each 6-month or year-long rotation, which are reviewed with the Director of Training (see exception above). Feedback to Supervisors is provided after their own evaluations of Residents, and when possible, shared in an aggregate and/or anonymous manner. Any urgent areas of concern are addressed collaboratively with the Director of Training and the Professional Practice Lead, the Resident and/or Supervisor. Residents also meet with the Director of Training regularly throughout the year to elicit informal (e.g. during rounds) and formal feedback (e.g., individual and group meetings, at minimum every 3 months).

Dispute and Remediation Procedures

Full dispute and remediation procedure details can be found in “The Identification and Management of Resident Performance and Concerns” policy document, which is provided at the outset of the Residency.

In the event of Resident performance issues, as identified by the Supervisor or other members of CBT Associates, the Supervisor will first discuss any concerns with the Resident. Informal remediation procedures would be discussed and implemented. If concerns persist, the Director of Training, and/or the Professional Practice Leader may wish to meet with the Resident to discuss further remediation and training options, at which time a formal written description of the issue, as well as a performance remediation plan, would be initiated.

In the event of difficulties or concerns with any aspect of the Residency program, Residents are encouraged to contact their Supervisors to determine an appropriate plan to resolve the issue. Should the Supervisor be unable to resolve the issue, the Resident may contact the Director of Training or the Professional Practice Leader. Should the issue be related to matters involving the Director of Training or Professional Practice Lead, the Resident may approach the other Clinical Directors or Human Resources.

Residents will have the opportunity to discuss and appeal any decisions made by the Director of Training related to these matters.

Accreditation

The CBT Associates Clinical Residency Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC - Program Member Code #1870). Our National Matching Service (NMS) match number is # 187011. We are also a member of The Canadian Council of Professional Psychology Programs.

The Clinical Psychology Residency Program is accredited by the Canadian Psychological Association (CPA) and was awarded 3-year accreditation term (until 2021-2022). CBT Associates Clinical Residency Program is the first private practice in Canada to be awarded accreditation status.

The CPA Accreditation Office can be found at the address below:

[Office of Accreditation – Canadian Psychological Association](#)

141 Laurier Avenue West, Suite 702

Ottawa, Ontario

K1P 5J3

Phone: 1-888-472-0657; (613) 237-2144

Email: accreditationoffice@cpa.ca

Stipend

For the full Academic year, full time Residents will receive a stipend that will consist of \$35,000, paid in bimonthly installments. Full time Residents will also receive a conference attendance allowance of \$1,000, and will be provided with \$500 to purchase relevant training manuals. Client billing, or number of clients seen, have no effect on Resident compensation or evaluation.

Residents will receive 15 working days of vacation, in addition to 5 “personal” days (to be used as mental health, personal or sick days, as per Company policy), plus 5 business days to attend conferences, defend their dissertation or attend job interviews. Specific dates will be determined between the Resident, Supervisor and Director of Clinical Training.

Application Process

Qualifications

All candidates must be enrolled in a CPA or APA accredited Clinical Psychology Doctoral program or equivalent, and have completed some CBT coursework prior to application submission. Three Resident positions are currently available.

Prior to commencing the Residency, Residents must have completed all requirements of their doctoral program, excluding the completion of their dissertation. A minimum of 600 practicum hours, including at least 300 direct client contact hours (i.e. assessment and/or group and individual treatment) will also be required. Practicum experience with diverse clinical populations, and treatment using CBT, are preferred.

Applicants will be required to provide a cover letter, along with their application, outlining their training goals for the Clinical Residency, including two to three Supervisors of interest. The cover letter should also describe their interest in working at CBT Associates, the rationale behind their didactic and practicum training experiences, as well as how these experiences will prepare them for the Clinical Residency Program.

Applications will be submitted electronically through the APPIC online application system (see below), and they will be reviewed by the Clinical Directors at CBT Associates. Top rank-ordered applicants will be offered an interview, either by phone or video, depending on Resident and Review Committee availability.

CBT Associates is committed to offering equal opportunity employment and encourages applications from all qualified individuals regardless of race, religion, cultural or ethnic background, gender, sexual preference, and disability. The program will make all efforts to ensure program access to those with disabilities by ensuring the accessibility of the physical site and by making further necessary accommodations on a case-by-case basis through liaison with the Director of Training and Professional Practice Leader.

Applications:

The deadline for receipt of applications is on or about November 5, 2022 (to be announced).

Applicants must register for the Residency Match, using the online registration system on the Match website: <http://www.natmatch.com/psychint>

Applications are to be submitted using the AAPI Online Centralized Application Service. Please do not mail any printed documents to CBT Associates. The AAPI Online may be accessed at <http://www.appic.org> by clicking on “AAPI Online.”

Applications for the CBT Associates Clinical Psychology Residency should include:

- (1) APPI Online Application
- (2) Cover Letter, including rotation and supervisor interests
- (3) Graduate Transcripts
- (4) Curriculum Vitae, including educational background, clinical experience, research experience, administrative experience, publications and presentations, awards and scholarships, and relevant workshops and seminars taken.
- (5) Three letters of reference, including from one individual familiar with the applicant’s research skills, and another individual familiar with the applicant’s clinical skills. Referees must use the APPIC Standardized Reference Form (SRF). Please ensure that you have informed your referees about this requirement.
- (6) Supplemental Material: A case conceptualization of an assessment and treatment of a client. This should include the presenting problem, relevant background information, psychodiagnostic and/or psychometric testing, CBT case conceptualization, and treatment progress, including specific interventions.

The interview notification date will be on or about December 2, 2022 (to be announced).

Virtual interviews will take place between approximately January 10 and January 24, 2023 (to be announced).

Questions regarding the Clinical Residency Program or Application Process should be directed (preferably by email) to:

CBT Associates Clinical Residency Program Office

Tel: 416-499-6373

Email: Residency@cbtassociates.com

Contact for Director of Training:

Janine Cutler, Ph.D., C. Psych.

Director of Training

CBT Associates

181 University Avenue, Suite 1101

Toronto, ON, M5H 3M7

Tel: 416-499-6373 Fax: 416-499-6306

Email: drcutler@cbtassociates.com

For more information about CBT Associates: www.cbtassociates.com

For more information about MindBeacon: www.mindbeacon.com

COVID-19 Statement:

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. In the event that your hours fall short of the minimal requirements due to COVID-19, this shortfall will not be held against you.

Clinical Supervisors

Dr. Khush Amaria, Ph.D., C.Psych., Senior Clinical Director

Available to supervise Residents in the Adult Mental Health and the Child/Adolescent Mental Health Rotations

Dr. Khush Amaria joined CBT Associates in 2008 as a Clinical and Health Psychologist in supervised practice, while working full-time at the Hospital for Sick Children (SickKids). In Dr. Amaria's most recent role at SickKids (2010-2018), she served as the Team Lead for the Good 2 Go Transition Program—a hospital-wide consultation and program development service in the field of healthcare transitions. In this position, Dr. Amaria worked to build evidence-based practices that supported the transition and empowerment of youth with special health care needs through both their own development, and the health care system.

In September 2017, Dr. Amaria increased her time at CBT Associates to serve as the interim Clinical Director of the Child and Adolescent Program. As of September 2018, Dr. Amaria transitioned full-time into the role of Senior Clinical Director, while continuing to lead the Child and Adolescent Program.

Dr. Amaria provides treatment for children, adolescents, and adults with anxiety disorders, depression, adjustment difficulties, parent-child relational difficulties, and other health- and coping-related problems. As part of her interest in community outreach, Dr. Amaria is involved in supporting parents, educators and caregivers on a variety of topics related to general child and adolescent development, mental health in children and youth, social skills and risk-taking behaviours in adolescence. She has been invited to teach workshops on cognitive behavioural therapy (CBT) for children, adolescents and adults to mental health care providers across Ontario. In addition, Dr. Amaria is also involved in supporting employers, HR leaders and their employees, in meaningful guidance and effective solutions for managing mental health in work settings.

Dr. Amaria is a member of the College of Psychologists of Ontario (CPO), Canadian Association of Cognitive and Behavioural Therapies (CACBT-ACTCC), Canadian Psychological Association (CPA) and the Ontario Psychological Association (OPA). She is credentialed as a CACBT-ACTCC Certified Cognitive Behavioural Therapist.

Dr. Matt Balcarras, Ph.D., Clinical Research Lead

Available to supervise Program Evaluation and Research

Dr. Matt Balcarras received his PhD in neuroscience from York University, where he specialized in using machine learning models to interpret brain activity and behaviour in people and primates. Since 2015, he has worked in several health technology companies as a research scientist and data scientist. He joined MindBeacon in early 2021 as Clinical Research Lead, where he leads the data science team, clinical trials, and internal research for improving clinical operations.

As a clinical scientist, Dr. Balcarras is focused on exploring what works best for whom. He is passionate about using this research to help MindBeacon improve its ability to offer the right treatment at the right dose at the right time to the right person.

Dr. Lori Ann Blessing, Ph.D., C.Psych., Chief Clinical Officer

Available to supervise Residents in the Adult Mental Health Rotations and MindBeacon Therapist-Guided Program Rotation (Minor Rotation)

Dr. Lori Ann Blessing is a clinical, health and rehabilitation psychologist registered in the assessment and treatment of adults by the College of Psychologists of Ontario. Dr. Blessing joined the CBT Associates team as a full-time clinician in 2017 and shortly thereafter, expanded her practice to become a disability management assessor as MindBeacon launched its first pilot project in the area of Return to Work in Ontario. As MindBeacon began to offer its clinical services across Canada, Dr. Blessing transitioned into the role of National Team Lead of Psychologists/Assessors while also providing clinical consultation to therapists within the Guided Therapy program. By October 2019, Dr. Blessing transitioned into the role of Senior Clinical Director for MindBeacon, eventually becoming Chief Clinical Officer at the end of September 2020. Dr. Blessing now oversees operations across all clinical services provided by MindBeacon and seeks to strengthen clinical representation across the organization as a whole.

In her clinical practice, Dr. Blessing works with a myriad of presenting concerns including anxiety and related disorders, chronic pain, post traumatic stress disorder, dual diagnosis within the context of developmental disability and depressive disorders, among others. Through her work within the Function and Pain Program at the Health Recovery Clinic and Mount Sinai Hospital, Dr. Blessing gained experience in assisting clients in their psychological preparation for returning to work after a period of injury or disability. Incorporating evidence-based, cognitive behavioural approaches, Dr. Blessing strives to create a supportive and collaborative therapeutic relationship with those whom she treats.

Dr. Jennifer Carey, Psy.D., C.Psych.

Available to supervise Residents in the Adult Mental Health and the Child/Adolescent Mental Health Rotations

Dr. Jennifer Carey is a clinical psychologist who received her Psy.D. from Pacific University in Portland, Oregon. She completed her predoctoral internship and postdoctoral training at the University of Rochester in Rochester, New York. Before moving to Toronto, she worked in a range of settings including a community clinic, juvenile day treatment facility, anxiety clinic, and academic setting.

Dr. Carey has experience utilizing CBT, Dialectical Behavior Therapy (DBT), and Cognitive Processing Therapy (CPT) to provide comprehensive evidenced-based treatment to a range of individuals. She has worked with a variety of presenting concerns from depression and anxiety to trauma, low self-esteem, and relationship issues.

Dr. Carey views supervision as a very intentional process that should be purposeful and goal-oriented as well as collaborative and supportive.

Dr. Carey's therapy style is compassionate but direct. She believes in using evidenced-based treatments tailored to the individual client to decrease suffering and increase quality of life.

Dr. Alexander Daros, Ph.D., C.Psych.

Available to Supervise Residents in the Adult Mental Health Rotations

Alex received his Ph.D. in clinical psychology from the University of Toronto and completed his supervised practice at CBT Associates. He completed his predoctoral residency at the University of British Columbia's Counselling Services in Vancouver. Alex has also received clinical training at Toronto Western Hospital (Bariatric Surgery Clinic), Ryerson University (Centre for Student Development and Counselling), and through several large-scale clinical research projects at the University of Toronto. He holds a current post-doctoral position at the Centre for Addiction and Mental Health, where he is actively developing and implementing digital health solutions based on evidence-based interventions.

At CBT Associates, Alex provides assessment and psychotherapy for a variety of mental health concerns. He works with clients on issues related to depressive and anxiety disorders, eating and body image concerns, emotion regulation difficulties, addictions and problem behaviors, academic and workplace stress, relationship difficulties, navigating LGBTQ+ issues, trauma, anger, and grief. He uses an integrative approach that is grounded in evidence-based practice. His training included exposure to a variety of evidence-based interventions, such as cognitive behavioral therapy, dialectical behavior

therapy, mindfulness-based stress reduction, and emotion-focused therapy. Dr. Daros is a member of the College of Psychologists of Ontario, the Association of Behavioral and Cognitive Therapies (ABCT), and the Association of Psychological Science (APS).

Dr. Andrew Gentile, Ph.D., C.Psych.

Available to Supervise Residents in the Adult Mental Health Rotations and MindBeacon Therapist-Guided Program Rotation (Minor Rotation)

Andrew Gentile received his Ph.D. in Clinical Psychology from Hofstra University and completed his predoctoral residency at Mount Sinai Beth Israel Hospital in New York City. Prior to that, Andrew completed a two-year research fellowship at the Karolinska Institute in Stockholm, Sweden where his research focused on developing Internet-Cognitive Behavioral Therapy interventions for Body Dysmorphic Disorder delivered to an international patient population.

Dr. Gentile's clinical practice is focused on the delivery of Cognitive Behavioral Therapies for adults for a wide range of clinical problems. In addition to working with depression and anxiety issues which are among the most common presenting concerns, he has extensive experience working with body image concerns as well as those suffering from chronic emotion dysregulation and self-harm. He has received specialized training in Acceptance and Commitment Therapy (ACT) and Dialectical Behavior Therapy (DBT) for a variety of diagnostic presentations. As such, his focus goes beyond just symptom reduction.

Instead, he works collaboratively with clients to help them build fuller, more meaningful lives that are in line with their own chosen values.

Dr. Gentile is a member of the College of Psychologists of Ontario, Ontario Psychological Association (OPA), and the Association of Behavioral and Cognitive Therapies (ABCT).

Dr. Meredith Landy, Ph.D., C.Psych.

Available to Supervise Residents in the Adult Mental Health Rotations (including couples-based therapies) and MindBeacon Therapist-Guided Guided Program Rotation (Minor Rotation)

Dr. Meredith Landy completed her PhD in Clinical Psychology at Ryerson University, and her predoctoral clinical internship at St. Joseph's Healthcare Hamilton. Meredith also holds a Master of Arts degree in Trauma Studies from New York University. At CBT Associates, Meredith provides treatment for individuals struggling with posttraumatic stress disorder, emotion regulation, insomnia, mood disorders, and perinatal mental health concerns.

Meredith particularly enjoys working with couples. She is committed to working collaboratively with her clients and uses a strengths-based approach to help them make positive changes.

Dr. Leorra Newman, Ph.D., C.Psych.

Available to supervise Residents in the Adult Mental Health Rotations and MindBeacon Therapist-Guided Guided Program Rotation (Minor Rotation)

Dr. Leorra Newman received her Ph.D. in Clinical Psychology from Ryerson University. She completed her predoctoral clinical internship at Sunnybrook Health Sciences Centre and North York General Hospital, with specializations in treatment of obsessive compulsive disorder, eating disorders, and psychosocial oncology. Dr. Newman has also received clinical training at St. Michael's Hospital (Department of Family and Community Medicine), the Centre for Addictions and Mental Health (Psychological

Trauma Program and Alternate Inpatient Milieu), and at Ryerson University (Sleep and Depression Lab and Anxiety Research and Treatment Lab).

In her clinical practice, Dr. Newman works with clients seeking help for anxiety and related disorders, OCD, depression, insomnia, and other stressors. She has experience incorporating approaches that include mindfulness, distress tolerance, and emotion regulation skills such as Acceptance and Commitment Therapy (ACT) and Dialectical Behaviour Therapy (DBT). She has provided training workshops to clinicians within the practice, and informational sessions to workplaces on topics related to anxiety and insomnia.

As Clinical Content Lead at MindBeacon, Dr. Newman also oversees development of MindBeacon's guided (therapist-assisted internet CBT) programs.

Dr. Newman is a member of the College of Psychologists of Ontario (CPO).

About Toronto



Toronto is Canada's largest city and home to one of the most culturally diverse populations, consisting of over 2.93 million people. The city is a jewel on the shore of Lake Ontario. It is sometimes referred to as the "New York City of Canada" because of the range of activities, entertainment, diversity and environment.

Toronto has a variety of exciting places and events to see. The variety of museums, such as the Royal Ontario Museum, the Art Gallery of Ontario, and the Ontario Science Centre can fill a day with fun and adventure.

One of the most well-known structures in the world that graces Toronto's skyline is the CN Tower. It measures a height of 553.33 meters and is known as "Canada's National Tower". With its glass floor and revolving restaurant at the top, it offers spectacular views of the city. Situated next to the CN Tower is one of the most dynamic entertainment centers in the world – Rogers Centre, home to the Toronto Blue Jays. The Rogers Centre hosts over 200 events yearly and is known for its retractable roof.

In addition, Toronto has many parks and beautiful beaches that can provide a peaceful escape from the city life. Less than two hours away is Niagara Falls and the American Border, for weekend road trips.