



Palm Beach County
Youth Services Department
Brochure

Postdoctoral Fellowship in Psychology
2026-2027



APPIC Member Code
9192

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<http://pbcgov.com/youthservices/EducationCenter>
<http://highridgecenter.com>

Youth Services Department

Mission Statement: Growing brighter futures by providing quality services, education, and access to resources and opportunities.

Vision: Empowering youth and families to realize their full potential and be the driving force of a thriving community.

The Postdoctoral Fellowship at the Youth Services Department is offered through the Residential Treatment and Family Counseling Division, whose mission is to provide free, accessible, professional trauma-informed mental health services and educational programs to youth and families in Palm Beach County to support healthy development and promote overall wellbeing. The Division is committed to fostering healthy individual and family functioning in families where youth have been exposed to various forms of danger, harm, or loss. Without adequate resilience and other protective factors, these youth are often at higher risk of trauma and toxic stress, that if left unaddressed, may lead to increased use of unhealthy behaviors, which in turn increases their risk of entering the child protective system. This goal is accomplished through family, group, and individual therapy, psycho-education, parent training, psychological evaluation, consultative services, and community outreach offered across community-based, office, and residential settings. Services are provided free to Palm Beach County residents with youth up to age 22.

The Division employs psychologists, clinical social workers, marriage and family therapists, mental health counselors, residential counselors, and nurses. The agency is also an interdisciplinary training site for psychology postdoctoral fellows, psychology doctoral interns, psychology practicum students, social work interns, mental health counseling interns, and marriage and family therapy interns.

APPIC Membership Status

The Youth Services Department postdoctoral fellowship became an Association of Psychology Postdoctoral and Internship Centers (APPIC) member on June 22, 2018.

Training Model

The training program integrates a practitioner-scholar model with psychological training and service delivery that is sequential, cumulative, and graded in complexity. The practitioner-scholar training model emphasizes the integration and application of critical thinking and skillful reflection across a broad range of experiential activities. The training program is committed to evidenced-based practice by integrating the best available research with clinical expertise in the context of patient characteristics, culture, and preferences. By the end of the year, fellows will be prepared with the knowledge, awareness, and skills of a practitioner specializing in youth and families. Our fellows are well prepared for professional careers working with children and their families in a residential or outpatient setting who present with a wide range of concerns.

All training activities are structured according to a developmental model, with interns initially provided with closer and more detailed supervision as appropriate, with opportunities to master fundamentals in assessment, intervention, supervision/consultation, and ethics. In all training experiences, interns are challenged to build on their past experiences and to think autonomously.

Aim and Competencies of the Fellowship

The overall aim of the postdoctoral fellowship program at the Youth Services Department is to support the development of psychology fellows into professional psychologists by focusing on each of the nine broad profession-wide competency areas. Psychology fellows will develop fundamental skills consistent with the mission of the Youth Services Department. The postdoctoral fellowship program incorporates a developmental training model and a strengths-based perspective, which has been a cornerstone in the Division's philosophy of training as well as prevention and intervention work with children, adolescents, parents, and families. Additionally, Palm Beach County is a culturally, ethnically, and socioeconomically diverse area, and psychology fellows will have opportunities to work with a range of diverse populations with a variety of presenting issues.

By the end of the fellowship year, fellows are expected to achieve competence appropriate to their professional developmental level. Specific elements associated with each competency are enumerated on the postdoctoral fellow evaluation form.

Competency 1: Evidence-based practice in intervention

Achievement of competence in the following broad areas is expected:

- Case conceptualization and treatment planning
- Implementation of therapeutic interventions
- Crisis intervention
- Therapeutic skills

Competency 2: Evidence-based practice in assessment

Achievement of competence in the following broad areas is expected:

- Diagnostic skill
- Instrument selection, administration, and scoring
- Test interpretation
- Clinical formulation
- Report writing
- Communicating results

Competency 3: Interprofessional and interdisciplinary consultation

Achievement of competence in the following broad areas is expected:

- Multidisciplinary collaboration
- Theories and methods of consultation

Competency 4: Supervision

Achievement of competence in the following broad areas is expected:

- Theories and methods of supervision
- Effective use of supervision
- Develop knowledge and skills providing clinical supervision

Competency 5: Individual and cultural diversity

Achievement of competence in the following broad areas is expected:

- Cultural awareness
- Effects of cultural considerations on clinical activities
- Evidence-informed approach to cultural considerations

Competency 6: Research

Achievement of competence in the following broad areas is expected:

- Application of scientific knowledge to practice

Competency 7: Ethical and legal standards

Achievement of competence in the following broad areas is expected:

- Knowledge of ethical, legal, and professional standards
- Adherence to ethical principles and guidelines

Competency 8: Professional values and attitudes

Achievement of competence in the following broad areas is expected:

- Professional awareness
- Interpersonal relationships
- Self-awareness
- Clinical documentation
- Case management

Competency 9: Communication and interpersonal skills

Achievement of competence in the following broad areas is expected:

- Provides clear and effective written communication
- Exemplifies respectful and professional interpersonal skills
- Presents scholarly information to an audience

Fellowship Expectations

The Youth Services Department fellowship is a year-long, full-time experience. Fellows are expected to complete a minimum of 2,000 hours of training during the year. Fellows are also expected to achieve competence in each of the profession-wide competencies and to abide by the APA Code of Ethics, the Florida Board of Psychology's laws and rules, the requirements and expectations of the training program as listed in the Handbook, and the policies and procedures of the Youth Services Department.

Evaluation, Retention, and Termination Policy

The evaluation process is continuous and mutual. The Training Director is responsible for ongoing systematic evaluation of trainee progress and program quality. Clinical supervisors may formally or informally evaluate trainees at any time during the training year, and submit assessment of trainee performance to the Training Director.

Rating of Trainee Performance

Trainees complete a self-assessment baseline at the beginning of the training year, and then assess their performance on the same schedule as supervisors. Clinical supervisors may formally or informally evaluate trainees at any time during the training year, and submit assessment of trainee performance to the Training Director. Clinical supervisors formally evaluate the performance of their assigned trainees in writing at the midpoint and end of year using the following descriptors: 1=Unsatisfactory/Significant development needed/Practicum level; 2=Fair/Moderate development needed/Intern entry level; 3=Good/Meets expectations/Intern mid-placement level; 4=Very Good/Exceeds expectations/Independent practice (postdoctoral) entry level; 5=Superior/Significantly exceeds expectations/Independent practice level. Interns are expected to achieve a minimum of "3" (Good/Meets expectations/Intern mid-placement level) on all competencies by midyear and a minimum rating of "4" (Very Good/Exceeds expectations/Independent practice [postdoctoral] entry level) on all competencies on the final evaluation in order to successfully complete the internship program.

Evaluations are conducted using a standard rating, which includes comment spaces where supervisors include specific written feedback regarding the intern's performance and progress. The Evaluation Form includes information about each fellow's performance regarding all expected training competencies and the related objectives. Supervisors are expected to review these evaluations with the intern and provide an opportunity for discussion if the intern has questions or concerns about the feedback.

Minimum Levels of Achievement

The Youth Services Department Fellowship Program requires that minimum levels of achievement be met across all training competencies. If a fellow receives a score less than "4.5" at midyear evaluation or "5" at final evaluation on any broad competency area, or if supervisors have reason to be concerned about the student's performance or progress at any time, the program's Due Process procedures will be initiated.

RTFC Division Structure

The Residential Treatment and Family Counseling Division (RTFC) is comprised of three sections: Highridge Family Center (residential), Education & Training (outpatient, training, and outreach), and Youth & Family Counseling (outpatient and school-based). Postdoctoral fellowship positions are only offered either a residential or outpatient track, at Highridge Family Center and the Education & Training Center.

Highridge Family Center

Highridge Family Center is a 60-bed residential facility serving Palm Beach County youth between the ages of 11-16 and their families through the Sanctuary Model of trauma-informed care. Typically, the families seeking services through Highridge have been struggling with conflicted family relations, poor academics, disruptive school behavior, drug experimentation, poor peer group choices, minor law infractions, and/or emotional difficulties. In conjunction with the School District of Palm Beach County, residents of Highridge are provided alternative education while they are enrolled in the program. Referral sources include schools, parents, prevention and diversion programs, as well as former clients. The facility is divided into five (three male and two female) dormitory-style “houses,” each with the capacity for 12 residents. The youth live at the facility Monday through Friday, returning to their homes on weekends and school holidays to practice newly learned skills with their families. A therapist provides family, group, and individual therapy, and three residential counselors (two day shift, one night shift) provide structure and therapeutic milieu activities for the youth on each dorm.

Education & Training

The Education & Training Center is a community resource for primary prevention through education, training, and professional development, providing free services to parents, children, families, school personnel, and mental health professionals in Palm Beach County. Clinical services may be provided via telemental health or in-person. Clinical staff includes licensed psychologists.

The Education & Training Center serves as a training site for doctoral interns, postdoctoral fellows, and doctoral level practicum trainees. Families seek services to address many concerns, including behavioral disorders, school/academic problems, parent-child relational problems, adjustment to parental separation or divorce, grief/loss issues, abuse or neglect, and/or to fulfill requirements for diversionary programs. Family and individual (only ages 18-22) therapy services are offered to families and youth up to age 22 utilizing brief therapy models. Younger children, between the ages of 2 and 8, may also receive Parent-Child Interaction Therapy (PCIT). Parenting is also offered in individual and group formats. In addition, psychological evaluations may be provided to youth already involved in the agency’s clinical services or referred through select agency partners.

The Education & Training Center trainees and staff are also responsible for developing and implementing trainings, workshops, and community outreach activities and are approved to offer continuing education units to licensees in various mental health disciplines. Trainings are provided to schools, community agencies, as well as Bachelor’s level counselors, Master’s level therapists, and Psychologists from Youth Services offices located throughout the county.

To learn more about the Palm Beach County Youth Services Department’s Residential Treatment and Family Counseling Division, please access the following link: <http://www.pbcgov.com/youthservices/counseling>. Additional information on the training programs can be found by visiting <http://www.pbcgov.com/youthservices/educationcenter>.

Fellowship Tracks

The fellowship offers 2 one-year, full-time placements. Each fellow will complete a year-long track at *either* Highridge Family Center (residential) *or* Education & Training Center (outpatient), which each provide a range of clinical and didactic experiences that represent the necessary depth and breadth required for future professional independent practice. The psychology fellow is required to complete 2000 hours, beginning on August 3, 2026, and continuing for one year. Satisfactory completion of the postdoctoral fellowship meets postdoctoral supervised practice requirements for licensure in the state of Florida. The minimum Florida state requirements for licensure include 900 hours of direct service and an average of two hours of weekly supervision by a licensed psychologist, with at least one hour of weekly face-to-face individual supervision by a licensed psychologist. Postdoctoral fellows at the Youth Services Department will be provided with a minimum of two hours of weekly individual supervision and two hours of group supervision, in addition to two hours of didactic training on a variety of clinical topics. The postdoctoral fellow is also involved in monthly supervision series, journal club, and training committee meetings. Psychology fellows integrate theoretical, clinical, and professional issues in psychology into the service delivery model at a chosen track within the Youth Services Department's Residential Treatment and Family Counseling (RTFC) Division.

RTFC is comprised of three sections: Highridge Family Center (residential), Education & Training (outpatient, training, and outreach), and Youth & Family Counseling (outpatient and school-based). Each fellow will complete a year-long track at *either* Highridge Family Center *OR* the Education & Training Center, which each provides a range of clinical and didactic experiences that represent the necessary depth and breadth required for future professional independent practice. Formal evaluation of the fellow occurs every six months.

Highridge Family Center – Residential Track

One postdoctoral fellow will be at Highridge Family Center for a year. At Highridge's residential track, the fellow is responsible for providing family, group, individual, and milieu therapy to residents of Highridge, working in the same capacity as the other houses' therapists. Additionally, the fellow participates in weekly multidisciplinary treatment team meetings, case conferences, staff consultations, and presentations to parents.

Education & Training - Outpatient Track

One postdoctoral fellow will be at the Education & Training Center for a year. At the Education & Training Center's outpatient track, the fellow is responsible for providing short-term (3-4 months) family therapy, individual therapy (only ages 18-22), intake assessments, provisional diagnosis, treatment planning and implementation, consultation, and case management. Parent-Child Interaction Therapy (PCIT; ages 2-8) may also be provided, and fellows will have an opportunity to earn certification as a PCIT Therapist. Fellows also complete psychological evaluations, provide parent education/support/training, and conduct outreach activities, including presentations to staff, schools, and community agencies. In addition, fellows may provide supervision to psychology practicum trainees.

Training Activities

Therapy

Therapy is provided throughout the Division in a variety of treatment modalities, including family therapy, individual therapy, group therapy, and milieu therapy. Therapy takes place in outpatient (Education & Training Center) and residential (Highridge) settings and includes individuals from a diverse range of ages, racial and ethnic groups, and socioeconomic levels. Individual therapy is reserved for youth between the ages of 18-22 in the outpatient office setting. Trainees will develop treatment plans with specific goals and objectives for each of their therapy cases. Telemental health services may be provided when appropriate.

Parent-Child Interaction Therapy (PCIT)

The Education & Training Center offers PCIT, an evidenced-based dyadic treatment, to select families with children between the ages of 2 and 8. Internet (I-PCIT) services may be offered when appropriate. Fellows may have the opportunity to shadow a PCIT case. Under some circumstances, fellows may be involved in PCIT training in order to work towards certification as a PCIT Therapist.

Parenting

The Youth Services Department offers parenting services that can be provided via an individual or group format. At outpatient sites, curriculums developed from evidence-supported programs aimed at helping caregivers raise children in a safe, stable, and healthy environment may be utilized (i.e., STEP, ACT). Parent support groups are also offered depending on need. At the residential setting, psychoeducation on parenting and parent groups are provided on a monthly basis.

Psychological Evaluation

Referrals for psychological testing come from within the Division and from select agencies that receive funding from the Department. Trainees may also make referrals for their therapy clients to be tested. Full batteries include clinical interviews and assessment of intellectual, behavioral, and personality/social functioning. Psychoeducational testing may also be included in the full assessment batteries. With supervisor approval, less inclusive partial batteries determined by the needs of the family may be completed. The evaluation process involves consultation with referring therapists, administering and scoring measures, obtaining peer review of scoring accuracy, writing integrated reports, and holding feedback sessions in a timely manner. Fellows may have the opportunity to conduct threat assessments mandated by the court and provide testimony at court proceedings based on their reports.

Intake Assessment

Intake assessments involve developing interviewing skills and gathering pertinent biopsychosocial and clinical information during intake interviews. All clients are seen for an initial intake interview to assess their eligibility and need for services and/or to make appropriate referrals.

Risk Assessment, Abuse Reporting, Crisis Intervention, and Safety Planning

With close supervision, trainees will facilitate risk assessments and treatment of crisis situations. Safety planning and abuse reports will be implemented when necessary. Fellows may also be involved in the initiation of involuntary hospitalization (Baker Act) as applicable to clients on their caseload.

Multidisciplinary Consultation

Consultation takes place on an ongoing basis with staff, administrators, the Division's collaborative organizations, school personnel, case managers, psychiatrists, and/or other collateral sources. During

the Residential track, multidisciplinary treatment teams meet regularly to discuss client care. Onsite consultation at the Highridge School is also performed regularly.

Case Management

Ongoing case management is provided for all families/clients served, as determined by each family's or individual's needs.

Didactic Activities

Didactic activities include attending and presenting at weekly YSD formal trainings, primarily offered virtually. Trainings take various forms, including lecture and demonstration, formal continuing education workshops, and presentations from practitioners and agencies that work in collaboration with YSD. The goals of these trainings are to maintain awareness of recent empirical literature, to inform clinical practice with evidence based findings, and to develop skills in making professional case presentations. The didactic training schedule is intended to compliment clinical supervision and assist with professional development. A tentative schedule is distributed at the beginning of the training year and updated periodically. Some topics include laws and ethics, professional development, intervention strategies, diagnostic issues, trauma-informed care, child maltreatment, domestic violence, diversity considerations, and supervision. Many of the trainings offer continuing education units because YSD is an approved CEU sponsor of the American Psychological Association (APA) and the State of Florida Department of Health's Board of Clinical Social Work, Marriage and Family Therapy, and Mental Health Counseling. Opportunities to attend and present at local workshops and conferences are also available.

Community Outreach

Opportunities to present trainings on a variety of mental health topics arise and involve developing and providing such presentations at county-sponsored events as well as various community agencies. Developing and recording social media posts, creating mental health-related activity books, and writing articles on mental health topics is also considered an outreach activity. Outreach may also include discussing the services offered at the Youth Services Department at resource events/fairs in the community.

Supervision

Fellows may provide clinical supervision to practicum trainee(s) and provide mentorship to doctoral interns, as needed. A psychologist licensed in the state of Florida provides individual supervision to the postdoctoral fellows. Moreover, a minimum of 2 additional hours is provided weekly in a group supervision format with the clinical team at each office location. Trainees are expected to present and discuss therapy and evaluation cases at group supervision meetings. Trainees are expected to present session audio/video recordings during these presentations and, at times, be observed through a one-way mirror.

Youth Services Department Licensed Psychologists

Shayna Ginsburg, Psy.D., Training Director/Chief of Clinical Services, Education & Training

Rachelle Sosu, Psy.D., Psychologist, Education & Training

Diane Andreou, PhD, Psychologist, Education & Training

Amanda Terrell, Psy.D., Chief of Residential Clinical Services, Highridge Family Center

Lynn Hargrove, Psy.D., Psychologist, Highridge Family Center

Twila Taylor, Psy.D., Division Director, Residential Treatment & Family Counseling

*All psychologists are licensed in the state of Florida.

Stipend, Benefits, and Resources

The Youth Services Department has been a training facility for doctoral and master's degree students for over 20 years. The Department supports the training program in an effort to continue improving the quality of training for graduate students and the quality and quantity of services provided to clients. The Palm Beach County Board of County Commissioners has authorized the Department to budget funds for the stipend of two postdoctoral fellows.

Before the start of the fellowship, Youth Services Department fellows must complete a Level 2 background check [[Statutes & Constitution: View Statutes: Online Sunshine \(state.fl.us\)](#)] with fingerprints (paid for by the county) and submit proof of liability insurance (purchased at the fellow's expense) with the signed contract. Once cleared, fellows are considered Independent Contractors with Palm Beach County.

The postdoctoral fellowship annual stipend is \$46,280.00, paid biweekly (payable at \$23.14 per hour). In order to earn the full stipend, fellows must work a total of 2,000 hours during their one-year/52 week placement. Two weeks (80 hours) of that time may be used for leave (holiday/vacation/sick). Any additional leave time taken outside of the 80 hours, including days not worked due to county closure for holidays (13 government holidays), must be made up to ensure the 2000 hours requirement is met. Fellows may take up to an additional 20 hours of vacation and 100 hours of sick time, if needed, with the understanding that the minimum 2000 hours must be worked (so time taken in excess must be made up). Professional development leave to attend conferences or presentations may be granted. Typical work week shifts are 10 hours long with a 30 minute lunch break, Monday through Thursday, with occasional variance in schedule for other activities. A one-time health insurance stipend of \$1,000 is paid to the fellow after 6 months in the program.

Fellows with the Youth Services Department have access to numerous resources. Fellows are provided with access to current testing materials and manuals, computerized scoring programs, as well as therapy toys/games and testing tools/books. Fellows may also access full-text books and journals through the Youth Services Department's professional collaborative relationship with a local university. Fellows may utilize the one-way mirror and recording devices, as well as PCIT bug-in-the-ear and microphone equipment for live coaching. Additional materials that may be needed can be purchased with county funds with approval from the Training Director. Additionally, each fellow has access to an office with a desktop computer, phone, and voicemail. Fellows may utilize office printers, scanners, and fax machines, as well as administrative and technical support. Fellows are provided with their own email address, Zoom account, and computer network account. Clerical support is available to assist with scheduling. In the event of health and safety concerns, masks, face shields, plexiglass barrier, gloves, and hand sanitizer are available for all staff, interns, clients, and visitors upon request.

Fellow Selection and Academic Preparation Requirements Policy

Application Process

To be considered for the Youth Services Department postdoctoral fellowship program, applicants must meet the following requirements before the start of fellowship:

- Completed their doctoral training (Psy.D. or Ph.D.) in clinical or counseling psychology from an APA-accredited doctoral program.
- Completed a doctoral internship from an APA-accredited site.
- Demonstrate strong potential for a career in clinical psychology with an emphasis on child, adolescent, and family clinical assessment and intervention.
- Demonstrate culturally sensitivity.
- Exhibit good interpersonal and organizational skills, flexibility, and ability to handle multiple tasks.
- Before the start of the fellowship, Youth Services Department fellows must complete a Level 2 background check with fingerprints. Disqualifying offenses are listed in the Florida statutes under Chapter 435.04(2). The following is a link to this statute for reference: [Statutes & Constitution: View Statutes: Online Sunshine \(state.fl.us\)](#).

Interested applicants should submit application materials to the Training Director. A complete application consists of the following materials:

- Cover letter
- Current Curriculum Vita
- Two letters of recommendation from two previous clinical supervisors (at least one must be from an internship supervisor)
- Copy of the AAPI (APPIC's standard application) that was submitted with your internship application. (This can usually be obtained from the current internship training director if the applicant does not have a saved copy.)
- Unofficial transcripts of all graduate coursework
- A de-identified child or adolescent psychological evaluation report (preferably non-neuro)

Application Screening and Interview Processes

The Youth Services Department postdoctoral fellowship program will base its selection process on the entire application package noted above. Preference will be given to applicants whose credentials include the following:

- Extensive experience working with children, adolescents, and families.
- Extensive training and/or classes in family and systemic theory.
- Extensive psychological/psychoeducational testing experience (for the outpatient track).
- Experience working in a residential facility (for the residential track).
- *Individuals with Spanish or Haitian Creole bilingual skills are strongly encouraged to apply.*

All applications are screened by the Youth Services Department Training Committee for potential goodness of fit with the fellowship program. We look for fellows with training goals aligned with the training that we offer. The program looks quality of prior training, in terms of the type of setting as well as experience with evidence based practice. We prefer fellows who have training and experience in working with youth and families and those who, based on their experience, demonstrate cultural sensitivity working with diverse populations. However, we will consider candidates with gaps in this

training who demonstrate great potential and an eagerness to learn based on strong letters of recommendation, essays, and interviews.

All applications are screened using a standard Application Rating Scale, and members of the Training Committee will hold a selection meeting to determine which applicants to invite for interviews based upon the results of this screening process. All applicants are notified by email of a decision regarding an invitation to interview. Interviews are scheduled on an ongoing basis as applications are received, and will occur remotely with members of the Training Committee. Depending on which track the applicant is interested in, psychologists from either the Education & Training Center or Highridge Family Center will conduct interviews. Interviews will be scheduled on an ongoing basis as applications are received. All interviews will be conducted remotely via Zoom.

Application Due Date

The Youth Services Department postdoctoral fellowship is listed in the Universal Psychology Postdoctoral Directory (UPPD) and will make offers on an ongoing basis as applications are reviewed. All application materials must be submitted by the deadline designated in the UPPD in order to be considered for the program; however, the positions may be filled prior to this deadline.

Training Director Contact Information

Shayna Ginsburg, Psy.D.

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Website: <http://www.pbcgov.com/youthservices/EducationCenter>

Program Website: <https://www.pbcgov.org/youthservices/Pages/Doctoral-Internship.aspx>