

A scenic landscape of Northern Ontario, featuring a large body of water in the middle ground, a range of dark mountains in the background, and a dense forest of green trees in the foreground. The sky is filled with heavy, grey clouds, creating a dramatic and somewhat somber atmosphere.

Northern Ontario Psychology Internship Consortium

At the Northern Ontario Psychology Internship Consortium (NORPIC), we have a genuine desire in the spirit of reconciliation to communicate our respect for Indigenous Peoples and the tradition of some First Peoples who often place themselves in relation to their connection to the land when speaking with others.

NORPIC's partner organizations are situated on the traditional lands encompassed within:

Robinson Superior Treaty of 1850

Treaty # 3

Treaty # 5

Treaty # 9

and the land on which we gather is the traditional land of the Anishnaabeg, and the homeland of the Metis Nation.

Welcome Message



Dr. Sara Hagstrom, C. Psych
Director of Training

Tawâw

CC◀°

Welcome.
There is room here.

In Canada, there are 41 accredited residency sites offering a wide range of training opportunities. NORPIC is one of six consortium sites meaning we offer training opportunities in a wide array of clinical settings including school, hospital, community, health care teams, and private practice settings with child, lifespan, and adult tracks.

We are recognized nationally as a program with strong roots in socially responsive training and are constantly working to ensure equitable access to training opportunities as well as flexibility in opportunities to ensure that residents can carefully curate their experiences to meet their goals.

At NORPIC, we endorse a Developmental Supervision framework meaning the needs of the resident are supported with an appropriate level of support and guidance as they progress through their residency year.

We look forward to meeting with applicants and are excited about the possibilities to work together engaged in providing meaningful, culturally sensitive training experiences.

OUR HISTORY



In 2009....

NORPIC started as an idea amongst psychologists within these three founding partner organizations in anticipation of the future likelihood of the human health resources crisis that psychologists saw on the horizon of healthcare in the next decade.

NORPIC:

A brief History

2010 NORPIC graduates first resident

2014 NORPIC achieves Canadian Psychological Association Accreditation

2017 Sioux Lookout First Nation Health Authority joins NORPIC

2019 Dilico Anishinabek Family Care joins NORPIC

2021 FIREFLY in Kenora, ON joins NORPIC

2022 Sullivan + Associates Clinical Psychology joins NORPIC

2022 NORPIC has graduated 39 residents with 13 who continued to work in this region

Our Partner Organizations



Dilico

Anishinabek Family Care



FIREFLY



Sioux Lookout
First Nations
Health Authority



ST. JOSEPH'S CARE GROUP



Thunder Bay Regional
Health Sciences
Centre



Sullivan
+ Associates
CLINICAL PSYCHOLOGY



Our Philosophy

The Northern Ontario Psychology Internship Consortium emphasizes clinical service, teaching, and research through a socially responsive lens. The aim of the program is to prepare residents for post-doctoral supervised practice in psychology, with available tracks within health care, community service, private practice and school systems.



Mission

This philosophy is supported by our mission of pursuit of residents' identification of individual interests, enhancement of strengths, and broadening areas of clinical interest and skill through a socially responsive lens.

Our mission is to provide residents with training, education, and supervision in delivery of clinical services, support professional development of their identity as a psychologist who is part of a larger system (health care, education, etc), and to support their personal identity as a professional psychologist through mentoring development of strong interpersonal and communication skills, and an overall positive sense of professional self and identity.



A note about NORPIC Culture

When workplace culture aligns with employee values, employees are more likely to feel comfortable, supported, and valued. NORPIC endorses a culture of inclusivity, lifelong reflection, celebration of diversity, and promotion of respect..

Goals of the Residency Program

The profession of psychology is based in science and psychologists make ongoing contributions to knowledge and promote the well-being of patients and society as a whole. At NORPIC, we adhere to the "Scientist-Practitioner" model of practice and training in psychology.

The goal of this residency is to prepare students for broad-based training in clinical practice through systematic training in assessment, diagnosis, consultation, treatment, program valuation/research, and the ethical and professional standards underlying these activities.



01

To provide all residents with broad-based foundational training in clinical practice in psychology.

To increase residents' appreciation, understanding, and competence in delivering socially responsive health care with consideration for individual differences.

02

03

To facilitate the development of the residents in their professional identity as psychologists. To increase self-reflection, lifelong learning, and awareness of psychologists' impact on clients, communities, and society with understanding that they are all interrelated (e.g. recognizing the interaction among our professional values, institutional structures, and personal biases).

To facilitate skill development in delivering client centered care with appreciation for the context of service delivery within a health care team or community based approach.

04

05

To facilitate residents' integration of research into their professional role, taking a socially responsive lens.

To increase residents' understanding and skills regarding the supervision relationship, supervision styles, supervision provision, and the impact on client care.

06

07

To maintain the receptivity to feedback from the residents regarding all aspects of their training program.

Resident Satisfaction re: Goals

100% of residents were provided with opportunities to work with a wide range of patients or clientele with a breadth of presenting problems, in multiple service delivery modalities (assessment, intervention, consultation), using a range of therapeutic modalities:

"The breadth of training and structure of the internship is a strength of NORPIC. I was accommodated to see clients across the life-span and was supported in obtaining therapy and assessment experiences that aligned with my goals."

One of the strengths of this residency was the experience I gained working with Indigenous populations. I thoroughly enjoyed working with clients, community members, elders, and co-workers. I learned so many valuable teachings that I will use in my future practice.

Everyone was so incredibly friendly and supportive. Supervisors truly put student needs first and often checked in for feedback on how the process was going, how the training needs were being met, and if there was anything more they could do to foster personal and professional growth. They encourage and model true work-life balance which was greatly appreciated.

Diverse client experiences
Great supervision that fits within resident's goals
Great didactic seminars
Amazing training in issues around diversity and social justice within psychology

To learn more:



01

**Please visit our
website:
www.norpic.net**

**Explore our APPIC
Directory**

02

<https://www.appic.org/Directory>



03

**Contact our
Training Director**

Sara.Hagstrom@tbh.net

