Founded in 1974, RAMS is a private nonprofit mental health clinic contracted by the San Francisco Department of Mental Health to provide community-based, consumer-guided, culturally competent, and multilingual services that meet the mental health, social, and educational needs of the diverse San Francisco community.

Services are available in English, all major Asian languages, and Russian.

We offer:

- individual and group therapy
- clinical case management
- couple and family therapy
- play therapy for children
- partial hospitalization services
- residential care
- patient vocational training
- consultations and psycho-education
- psychological assessment and testing
- psychiatric evaluation & medication

In addition, RAMS provides outreach and preventive services at many community locations, such as schools, childcare centers, social service agencies and churches.

We also provide clinical training and internships in all mental health disciplines.

Our multidisciplinary treatment team includes psychologists, clinical social workers, marriage & family therapists, psychiatrists, psychiatric nurses, and mental health workers. Cultural diversity of the RAMS staff reflects the multicultural, multilingual community of the Bay Area.

If you would like to learn more about our clinical services and training programs, please check our website at [www.ramsinc.org](http://www.ramsinc.org)
Our clinical practicum is designed to provide trainees with the generalized professional practice skills expected of a novice therapist under supervision, and the expectation is that proficiency will be established for the clinical evaluation and assessment, conduct of psychotherapy (individual, family, group & couples) across the life span, and intervention with the more disturbed and chronically troubled patient. Because of the rich cultural diversity of the client population and clinical staff, trainees have the opportunity to hone their skills while developing clinical sensitivity to issues of diversity: cultural, religious, ethnic, disability, sexual orientation, gender and class.

RAMS practicum students function as integral members of our Outpatient Services providing psychological help to children, families, couples, and adults. On average, half-time trainees can expect to have about 10 hours of direct client contact per week, comprised of ongoing psychotherapy and case management for a caseload of approximately 8 clients on average, as well as one hour of initial clinical intakes.

The training program is twelve months in duration: from the beginning of September (first Wednesday after the Labor Day) until the end of August of the next year, and requires a 20-hour per week time commitment. The training year starts with an intensive three-week-long Orientation Program. After that, there are two weekly didactic training seminars. One, which is held on Tuesdays, is for our practicum trainees, MFT interns and pre-doctoral psychology interns only. The group spends the first half of their training year focusing on learning about clinical and cultural issues relevant to their work at RAMS; during the second half of the year, a case conference format is utilized for this seminar. The other training seminar is our Wednesday In-service Training for the entire Outpatient Services staff. In addition to didactic presentations, it includes two monthly Clinical Case Conferences: Child and Adult. At both In-service Case Conferences, clinic’s staff and predoctoral interns take turn presenting their cases to an outside discussant; for practicum trainees such presentations are optional, but highly encouraged. Typically, the discussants represent psychoanalytic approach to therapy and come from the San Francisco Center for Psychoanalysis, but other arrangements can be made depending on the nature of the case.

All psychology trainees are supervised by licensed psychologists: one hour of individual supervision and 1.5 hours of group supervision weekly. The supervision is psychodynamic/systems in approach. Additional elective seminars are offered (i.e., on the psychodynamic and sociocultural considerations with community mental health clients; case consultation on working with children and on play therapy, etc.)

Both supervision and all training seminars include a strong emphasis on cultural awareness. The focus especially targets an understanding of Asian, Pacific Islander, and Russian-speaking ethnicities. Students receive considerable didactic and experiential training in these areas and in clinical approach to diversities in general.
Core Practicum Training Activities:

**Orientation Program** (required; three weeks in the beginning of the year):
Orientation to the NAAPTC Internship Program, RAMS Outpatient and Rotation Clinical Work and the San Francisco Community Mental Health System.

**Clinical Work at the RAMS Outpatient Clinics** (required; yearlong):
Individual, family and dyadic outpatient psychotherapy with adult and child clients (no group therapy at present); clinical case management and collateral work with caregivers; new client intakes; initial/ongoing clinical assessment and treatment plan development; clinical documentation, charting and billing; multidisciplinary teamwork. Ten intervention hour per week on average; non-direct casework and charting/paperwork as required, two hours per week on average.

**Clinical Supervision** (required and optional; yearlong):
One hour of individual supervision and ninety minutes of group supervision per week; option to attend one or both elective one-hour-long weekly supervision groups: Relational Work with Children and Families and Psychodynamic and Sociocultural Considerations with Community Mental Health Clients.

**Staff and Team Meetings**¹ (required; yearlong):
Monthly one-hour-long Training Group Meeting with the Director of Training (includes practicum trainees and pre-doctoral interns), monthly All RAMS Meeting with the RAMS Executive Management Team and representatives from all RAMS programs (includes practicum trainees, doctoral interns, postdoctoral fellows, and staff).

**Didactic Seminars** (required; yearlong):
Weekly 1.5-hour-long Tuesday Intern & Trainee Seminar (includes doctoral interns and practicum trainees) and weekly 1.5-hour-long Wednesday In-Service Psychotherapy Training (includes doctoral interns, practicum trainees, postdoctoral fellows, and RAMS outpatient clinical staff); All RAMS Training Series (format varies, scheduled throughout the year).

**Clinical Case Conferences** (required; year-long and trimester-long):
Monthly ninety-minute-long Adult Clinical Case Conference and monthly ninety-minute-long Child Clinical Case Conference at the outpatient clinic (both include doctoral interns, practicum trainees and RAMS outpatient clinical staff; local psychoanalysts serve as outside discussants for these forums); weekly ninety-minute-long Intern and Trainee Clinical Case Conference (trainees and interns only, facilitated by Director of Training; four months in the second part of the year); and monthly Training Program’s Grand Rounds (clinical supervisors, doctoral interns, trainees, and postdoctoral fellows; free-flowing group discussion of issues that reside in the intersection of clinical, sociocultural, and professional matters).

¹ Optional attendance of the monthly Adult Outpatient and Child, Youth, & Family team meetings.
Clinical Case Conferences:

At the RAMS Outpatient Clinic, we have several ongoing Clinical Conferences, each with a different focus and a different audience:

The monthly **Training Program’s Grand Rounds**: 9:10 am -10:20 am on the first Wednesdays of the month. This clinical forum provides clinical supervisors, doctoral interns, and practicum trainees the opportunity to get together and take part in a free-flowing conversation on a preselected topic that does not have a clearly defined answer. Typically, we chose topics that reside in the intersection of clinical, sociocultural, and professional matters; clinical cases and vignettes are presented to illustrate the issue under consideration. The Director of Training oversee this forum.

The monthly **Adult Clinical Case Conference**: 10:30-12:00 on the first Wednesday of the month. This is part of the Staff In-Service Training and involves interns, trainees, postdoctoral fellows, and the staff of the Adult Outpatient Clinic. The Director of the Adult Outpatient Clinic oversee this conference.

The monthly **Child, Youth, and Family Clinical Case Conference**: 9:10-10:30 on the last Wednesday of the month. This conference is also part of the Staff In-Service Training and includes interns, trainees, postdoctoral fellows, outpatient child therapists and school-based clinical staff. The Director of Children, Youth & Family Services oversee this conference.

Both in-service Case Conferences usually involve an external discussant who moderates the discussion. Typically, the discussants represent psychodynamic/ psychoanalytic approach to therapy, however, depending on the nature of the case and requests of the presenter, other arrangements can be made. RAMS clinicians take turn presenting their cases and each doctoral intern is expected to present at least one adult and one child case in these forums. For practicum trainees, such presentations are optional, but encouraged.

The weekly **Intern and Trainee Clinical Case Conference**: every Tuesday for sixteen weeks, in the second half of the year, 10:25-11:55; during the first semester, this time is devoted to the Intern and Trainee Seminar, which includes a series of didactic clinical presentations and an experiential training series on cultural self-awareness in clinical settings.

The Intern and Trainee Case Conference is overseen by the Director of Training and involves practicum trainees and doctoral interns only; there are no external discussants. Formal case write-up and an hour of process notes are required. Interns and trainees present their own cases to the group to practice their skill at a formal presentation of their clinical work and acumen. This case conference is also an opportunity for all participants to hone their proto-supervisory and consultation skills. Doctoral interns, in particular, are expected to serve as case conference co-facilitators; towards the end of the training year each of them has a chance to facilitate at least one session of this case conference on their own.
At RAMS, the exposure to our exceedingly diverse client population, training cohort, and clinical staff provides rich experiential learning about cultural differences. It also faces trainees with their own assumptions about various cultures and creates an opportunity and demand to address one's own limitations in tolerating and handling difference. In this environment, trainees' multicultural sensitivity is demonstrated in their handling of all of their professional responsibilities.

Clinical aspects of diversity are consistently addressed in supervision, case conferences, presentations of trainees’ own clinical work, reading assignments, and didactic seminars throughout the year.

In addition, trainees have the opportunity to utilize the experience and expertise of RAMS clinicians other than their direct supervisors. In this way, peers and staff act as cultural consultants to cases with particular diversity issues, and supervisors often encourage trainees to seek cultural consultation from colleagues.

A structured part of the diversity training is the Cultural Awareness Training module of the Intern and Trainee Seminar.

The objective of this training is to help interns and trainees increase awareness of their own cultural biases, predilections, and countertransferential tendencies with diverse populations in order to develop a level of self-awareness that permits optimal use of one’s own emotional reactions and behavioral responses in a therapeutic relationship with clients of diverse backgrounds.

In the course of this training, training group members take turn to present their reflections on how their own cultural background(s) and experiences affect them as clinicians. Each presentation is followed by a group discussion facilitated by the instructor and informed by assigned readings.

In an exceedingly diverse training cohort, this leads to more than learning about other people’s cultures: Such intensive exposure to difference also faces trainees with their own pre-existing assumptions about various cultural groups and helps them to become more cognizant of their limitations in acknowledging, tolerating, and addressing diversity.

Clinically, grappling with one’s own biases creates an opportunity for fine-tuning of the use of self in a therapeutic encounter. At the same time, trying to understand the reaction to differences in oneself and others helps to foster development of ability to explore facets of diversity with clients. In addition, learning from the cultural expertise of their peers teaches trainees to competently utilize others as cultural consultants to cases with particular diversity issues.
Our Outpatient Clinical Practicum program offers 12 to 13 positions for doctoral-level psychology students and masters-level marriage and family therapy trainees and interns.

Each application package should include the following:

- **cover letter** (where applicants need to explain why they are interested in our training and point out their appropriate qualifications)
- **curriculum vitae** (which should include detailed description of all previous clinical work, including theoretical orientations of previous supervision and placements; we are also asking all applicants who speak languages other than English to provide information on their fluency in these languages – “receptive skills only”; “minor to intermediate conversation skills”; “intermediate to fluent”; “fluent to very fluent”; “native speaker”)
- **three letters of recommendation**, preferably, from professionals who know applicants' clinical (as opposed to academic) work.
- **brief clinical case write-up** (no identifying data, no verbatim process notes). We have no preference for a type of client, mode of clinical work, etc.: Feel free to choose any clinical experience that showcases your clinical acumen at its best, including your skill at understanding the therapist-client dynamics (i.e., do not send extended intakes, assessment reports, and other write-ups that only demonstrate your diagnostic and treatment-planning skills). If you would like to see an example of a write-up structure, you can find one here: [https://ramsinc.org/wp-content/uploads/2019/09/Clinical-Case-Presentation-Outline-2019.pdf](https://ramsinc.org/wp-content/uploads/2019/09/Clinical-Case-Presentation-Outline-2019.pdf)

Please send your application via email to: **allavolovich@ramsinc.org**. We ask that all application materials be sent as a single package of attachments. Make sure to put your full name both in the email subject line (e.g., “John Doe – RAMS Practicum Application”) and in the title of each document (e.g., “John Doe – Letter of Intent”, “John Doe – CV”, etc.). Address the email.

**For doctoral-level psychology practicum trainees who are applying through BAPIC (the Bay Area Practicum Information Collaborative),** the application deadline is **February 22, 2021** (emailed by 11:59 pm PST). Selection of will be done through the BAPIC Electronic Practicum Match and follow the BAPIC deadlines for applicant ranking, notification and Match Day. Please visit the BAPIC website for more information: [https://bapic.info/](https://bapic.info/)

**For masters-level interns and doctoral trainees, who are not applying through BAPIC** (supplemental practicums and non-BAPIC-affiliated programs), applications are accepted **until all placement positions are filled**. However, to maximize your chances of securing a position we recommend that you apply before February 22
Interview Procedure:

Due to the COVID-19 pandemic, all selection interviews for 2021-22 training year will be held via teleconferencing on Zoom. A typical interview takes about an hour and is conducted as a rather informal conversation between an applicant and two supervisors from the RAMS Outpatient Clinical Practicum Program. Applicants are asked about their past training and clinical experience, as well as training goals for the next year and overall career goals. Other topics of the interview may include applicants’ experience in working in the community mental health, with severely disturbed patients, and clients of diversity. All applicants are expected to be ready to present clinical cases and to discuss their own cultural identity.

Selection of Applicants:

RAMS, Inc. is an Equal Opportunity Employer and does not discriminate on the basis of race, culture, religion, ethnicity, physical ability, gender, or sexual orientation. While we prefer bilingual applicants, we are glad to accept monolingual English speaking students who are interested in cultural issues in clinical work.

The criteria listed below are those that are typically considered in our ranking of the candidates; it is not necessary that all of them apply to each applicant.

Cultural/Diversity Sensitivity
- Sense of own ethno-cultural identity
- Sensitivity to and knowledge of diversity issues
- Commitment to culturally competent professional work
- Commitment to professional working with Asians, Asian-Americans and Immigrants
- Bilingual skills

Case Formulation:
- Presentation of relevant history and background
- Presentation of MSE and relevant assessment information
- Ability to diagnose according to DSM-V criteria
- Case formulation is relevant to history, MSE, clinical data, and diagnosis
- Case formulation is coherent and consistent with theoretical approach
- Cultural factors are considered in case formulation and understanding of clinical dynamics
- Treatment plan matches case formulation
- Working knowledge of psychodynamic approach
- Awareness of transference and its impact on his/her functioning as therapist
- Awareness of countertransference and its impact on the client
- Knowledge of medications and relevant biological factors

Personal Characteristics
- Ability to express self, understand questions and communicate effectively
- Emotional sensitivity as evidence of use of self in clinical work
- Capacity to be direct, self-assertive, candid
- Capacity to tolerate stress and work demands
- Commitment to own personal growth as an aspect of professional development
- Awareness of countertransference as impacting clinical work and ability to talk about it
- Unique skills that would benefit a placement here
- Unique interests that could be met at a placement here

Previous Experience and Recommendation Letters
- Clinical experience with similar clinical populations (severely and chronically mentally ill, trauma, minorities, immigrants, urban poverty, etc.)
- Recommenders opinion and settings similarity to RAMS
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<tr>
<th>Day</th>
<th>Hours of Operation</th>
<th>1:00-2:00</th>
<th>Group Consultation/Seminar on Working with Children &amp; Families</th>
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<tbody>
<tr>
<td>Monday</td>
<td>9:00am-7:00pm</td>
<td>recommended, starts 10/05</td>
<td>with Michael Litter, PsyD, psychotherapist in private practice</td>
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<td>schedule varies</td>
<td>Clinical work and/or individual supervision according to your own schedule</td>
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<tr>
<td>Tuesday</td>
<td>9:00am-8:00pm</td>
<td>10:20-11:50</td>
<td>Intern/Trainee Seminar and Case Conference</td>
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<td>mandatory, starts 10/6</td>
<td>with Alla Volovich, PhD, RAMS Director of Training</td>
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<td>12:00-12:50</td>
<td>Virtual Training Center: Intern/Trainee Group Lunch on Zoom</td>
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<td>recommended, starts 9/22</td>
<td>Group Supervision</td>
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<td>schedule varies</td>
<td>with Sachi Inoue, PhD, Director of RAMS Adult Outpatient Services</td>
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<td>1:00-2:20</td>
<td>Clinical work and/or individual supervision according to your own schedule</td>
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<td>Wednesday</td>
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<td>schedule varies</td>
<td>Team Meetings and In-service Trainings:</td>
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<td>mandatory, starts 10/7</td>
<td>1st Wednesday of the Month</td>
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<td>1:00-2:00</td>
<td>Clinical Grand Rounds</td>
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<td>recommended, starts 10/14</td>
<td>2nd Wednesday of the Month</td>
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<td>schedule varies</td>
<td>In-service Training</td>
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<td>10:30-12:00</td>
<td>Virtual Training Center (Charting and Chatting)</td>
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<td>In-service Training</td>
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<td>with Director of Training</td>
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<td>Last Wednesday of the Month</td>
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<td>Child Case Conference</td>
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<td>Clinical Understanding and Sociocultural Considerations in Working with Community Mental Health Clients</td>
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<td>with Flora Chan, Psy.D., RAMS Supervising Psychologist</td>
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<td>Clinical work and/or individual supervision according to your own schedule</td>
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<td>Thursday</td>
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<td>10:30-11:50</td>
<td>Group Supervision</td>
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<td>mandatory for those assigned to this group; starts 9/24</td>
<td>with Alexander (Sasha) Zinchenko, PhD, RAMS Supervising Psychologist</td>
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<td>Clinical work and/or individual supervision according to your own schedule</td>
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<td>Friday</td>
<td>9:00am-5:00pm</td>
<td>schedule varies</td>
<td>Clinical work and/or individual supervision according to your own schedule</td>
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Notes:
- Group Consultation/Seminar on Working with Children & Families: 9:00am-2:00pm, recommended, starts 10/05.
- Virtual Training Center: Intern/Trainee Group Lunch on Zoom: 12:00pm-1:00pm, recommended, starts 9/22.
- Group Supervision: 1:00pm-2:20pm, mandatory for those assigned to this group; starts 9/29.
- Team Meetings and In-service Trainings: 9:10am-10:30am, 11:00am-12:00pm.
- Clinical Grand Rounds: 9:10am-10:20am.
- Adult Case Conference: 10:30am-12:00pm.
- Clinical Understanding and Sociocultural Considerations in Working with Community Mental Health Clients: 9:10am-10:30am.
- Group Supervision: 10:30am-11:50am, mandatory for those assigned to this group; starts 9/24.