

2nd Year Associate Application Process

We believe that training civic-minded clinicians to be confident business owners produces more access to restorative havens for mental health support for marginalized communities. Graduates from clinical programs deserve mentorship and training in private practice management.

Our clinical groups effectively nurture the ability to heal the destructive results of internalized racism, homophobia, transphobia, and challenges faced by BIPOC and LGBTQ+ individuals. We prioritize the recruitment of therapists from these same communities.

Our team of trained therapists, talented marketers, and seasoned business leaders deliver guidance that develops your independent caseload that transitions with you. Participants will move within an informed process that keeps their private practice thriving for years to come.

Our 2nd-Year Clinical groups effectively nurture the ability to support the destructive results of COVID-19 impact, internalized racism, homophobia, transphobia, and challenges faced by BIPOC and LGBTQ+ individuals. We prioritize the recruitment of therapists from these same communities.

We invite mental health professionals recognized by the [Board of Behavioral Sciences](#) or recognized by the [APA Model Act for State Licensure of Psychologists](#) who currently have at least one year of experience toward clinical licensure to join us to learn private practice management skills while they fortify cultural competency.

This is a 12-month program that requires 10 client service hours per week in addition to supervision and clinical training. Everything we do happens in virtual spaces, so telehealth protocols apply to all client-facing support.

We ask that all applicants deeply embrace our program's boundaries before you apply. We hope that with full disclosure you will make an informed decision about your capacity to embrace time commitments:

Client Care Time Commitment

This role has a ten-hour per week caseload commitment. You agree to maintain at least a five-hour block of time on Saturdays or Sundays. The remaining hours may be accomplished during the week, at times convenient to your schedule, within the boundary of 7 AM to 10 PM, so that your first session is no earlier than 7 AM PST and your last session is over by 10 PM PST. This telehealth caseload will be managed from home, in a space that protects confidentiality for clinical service delivery. Compensation for clinical services under this agreement is 50% of revenue generated; services to clients must not exceed a per session fee of \$150 for individuals or \$200 for couples and families. Any client with hardship must be offered a sliding-scale fee. All clinical cases will be managed within agency policy, we do not use DMH Paperwork.

Supervision Time commitment

Our 2nd-Year Clinical groups are Thursdays, 6-8 PM via video conference. Individual supervision is accessible after five months in the program, or by elected pathways. Everyone in this program will accomplish their first unit of supervision in Group Supervision, within these boundaries:

1. Each week, log in no later than 6:10 PM. Zoom records/reports login times.
2. Anyone who enters after 6:10 PM or exits before 7:45 PM will not be permitted compensation and will need to make accommodations for supervision for the week.
3. Absence from supervision without approval or remedy will result in a caseload "freeze" until participation in the next group supervision can be accomplished.
4. Moving about or around during this meeting is not permitted. Please regard this meeting the same as a client session; participate with undivided attention from a space that protects confidentiality.

Training Time commitment

We will show you how to build an all cash-pay caseload that will become a sustainable income stream. We will train how to utilize tools and processes within culturally responsive boundaries to elevate client satisfaction and your own confidence about being successful in private practice. This training is provided for a fee of \$250 per month for 10 months, and this fee is fully forgiven upon 12 months of tenure in this program when financial hardship is demonstrated. Upon completion of this 12-month program, you are welcome to stay or transition into private practice to a different agency with all your clients.

Notwithstanding the fee for training, we require a time commitment to training, and your acceptance of this offer includes a commitment to Thursdays 5-6 PM each week via Zoom video in a space that assures confidentiality. Other opportunities for coaching support will be available but are not mandatory.

To apply send a cover letter that describes your civic investments, mission statement, and resume to Info@growURpotential.org