

Waypoint 

CENTRE *for* MENTAL HEALTH CARE
CENTRE *de* SOINS *de* SANTÉ MENTALE

Waypoint Psychology Residency Program

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We acknowledge our profound privilege to be situated on this beautiful land, the traditional unceded territory of the Anishinabek, which includes the Odawa, Ojibwe and Pottawatomi Nations, collectively known as the Three Fires Confederacy, the Haudenosaunne and Wendat nations as well as the presence of other First Nations, Métis and Inuit residing in the Simcoe/Muskoka territory.

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Introduction

The Waypoint Psychology Residency Program is hosted at Waypoint Centre for Mental Health Care (Waypoint). Waypoint is an established tertiary mental health facility that offers **generalist training** and a wide range of opportunities to develop knowledge and skills relevant to delivering psychological services to adults living with mental health difficulties. This includes those living with psychotic disorders, mood disorders, anxiety, substance use disorders, neurocognitive disorders, personality disorders, psychopathy and more. Psychology residents will be supervised by a team of qualified doctoral-level psychologists and neuropsychologists. Training will include clinical experiences utilising a variety of evidence-based psychological assessment and treatments, consultation, program evaluation and research.

Residents will be able to apply knowledge and skills from their formal academic training, incorporating research findings and clinical guidelines utilising a **scientist-practitioner model**. They will also be able to participate in various training opportunities offered at Waypoint, and contribute to research projects at the Waypoint Research Institute. Importantly, residents will be able to work in interdisciplinary teams and collaborate with a variety of health care professionals.

OVERVIEW OF THE RESIDENCY PROGRAM

Introduction

Located in beautiful Georgian Bay, only two hours north of Toronto, Waypoint Centre for Mental Health Care provides clinical treatment and care for people living with mental health and addiction challenges through an extensive range of both acute and long-term, inpatient and outpatient services, also including the unique high-secure forensic programs. Our regional service area covers Simcoe County, the District of Muskoka, portions of Dufferin County and the Parry Sound area. More information about Waypoint, our programs and services, and our communities can be found in the [About Waypoint](#) section of this brochure.

Philosophy and Goals

Our mission is to provide clinical psychology residents exemplary training in a supportive and stimulating environment as they consolidate their professional identity and prepare for registration as autonomous practitioners. Residents will continue to develop critical thinking and clinical decision-making skills, while offering quality, evidence-based assessment and treatment and exploring the full scope of practice for psychology.

Goals of the residency are as follows:

1. To offer **generalist training** in clinical psychology that reflects an appropriate breadth and depth of opportunities to contribute to the resident's preparedness for eventual registration. This includes skills and knowledge to develop clinical competence in interpersonal relationships, assessment, diagnosis, care planning, treatment, consultation, outcome monitoring/evaluation, research and supervision.
2. To enhance residents' ability to integrate a **scientist-practitioner** approach to practice. This includes utilizing evidence based assessment, treatment and supervision strategies and contributing to clinically relevant research and evaluation efforts.

3. To **consolidate professional identity** and train residents to engage competently **in the full scope of roles** expected of a psychologist, including as clinician, consultant, program developer, evaluator, researcher and (where possible) supervisor.
4. To enhance resident's ability to **apply ethical principles and standards** and relevant legislation in the practice of clinical psychology.
5. To train residents to be sensitive and skilled and to engage in **critically reflexive practice** when delivering clinical psychology services. This sensitivity will be applied to diversity and individual differences including (but not limited to) gender identity, age, ethnicity, sexual orientation, culture, language, creed, religion or faith, nationality, physical and psychological characteristics, lifestyle and socioeconomic status and to consider the impact of these characteristics in collegial and therapeutic interactions.
6. To offer a supportive work environment that includes quality and **skilled supervision** delivered by knowledgeable and invested supervisors from a breadth of backgrounds and experiences.
7. To model and encourage **work/ life balance** for residents where they are able to enjoy challenging work in conjunction with meaningful rest and personal time.

The residency will provide skill development and training in the following areas:

Interpersonal relationships

Assessment and diagnosis

Treatment planning and intervention

Consultation

Program development and evaluation

Interprofessional collaboration

Supervisory skills

Ethics and professional standards

Research skills

Interpersonal relationships

Skills in interpersonal relationships are essential to working effectively with and meeting the needs of patients. A strong therapeutic alliance based on trust and principles of recovery establishes an important foundation for change. Residents need to be sensitive to intersectional identity and experiences, taking into account age, gender identity, culture, nationality and other individual differences. Interpersonal relationships are also important when considering the effectiveness of partnership between psychology and other professions. Waypoint offers many opportunities to develop these important professional and interpersonal skills.

Assessment and diagnosis

Assessment, diagnosis and case conceptualisation are essential foundations for treatment planning and intervention. An assessment based on reliable and valid measurement tools (including semi-structured interviews and questionnaires), as well as attention to the patient's strengths and challenges, all contribute a sound intervention plan. Assessment also provides a baseline for measurement of change, as the patient's recovery unfolds.

Residents will have the opportunity to conduct assessments using a variety of tools and standardized assessment instruments that they will learn to administer, score, and interpret.

A diverse range of assessment focus will be available in training, including:

- Assessment of psychopathology
- Case conceptualisation
- Cognitive assessment

A sample of instruments residents may be exposed to include: Wechsler Adult Intelligence Scale (WAIS-IV), Delis-Kaplan Executive Function System (D-KEFS), Personality Assessment Inventory (PAI), Beliefs About Voices Questionnaire - Revised (BAVQ-R) and the Structured Clinical Interview for DSM-5 (SCID I & II).

Treatment Planning and Intervention

Residents will have the opportunity to engage in the development and/or delivery of intervention plans for their patients. This will include:

- Planning and providing psychological treatments and recommendations
- Use of evidence-based, psychotherapeutic strategies (e.g., cognitive behaviour therapy, acceptance and commitment therapy) in both individual and group formats.

Validated scales will be used to monitor treatment response and results will be used to inform the ongoing direction of treatment.

Consultation

Residents will have the opportunity to observe and contribute to interdisciplinary discussions regarding the varied and complex clinical presentations of patients served at Waypoint. Psychology is also called to provide consultation in complex cases and residents will have the opportunity to participate in these.

Program development and evaluation

Continuous quality improvement is part of any evolving service, and psychology has unique knowledge and skills to offer throughout this process. In different programs, residents will have the opportunity to contribute to program development and evaluation.

Interprofessional collaboration

Working on an interdisciplinary team provides an opportunity to learn how to collaborate and work effectively with other health care providers from a range of disciplines. Further, it is an opportunity to better understand the unique skills and knowledge that psychologists bring to a team. This collaboration can take place in a variety of contexts:

- Regular interdisciplinary team meetings
- Participating in case conferences
- Peer consultation

- Administrative meetings.

Collaboration and teamwork with other professions, such as psychiatry, nursing, social work, occupational therapy, therapeutic recreation, behaviour support, peer support, etc., is extremely important in a psychiatric setting, where interdisciplinary approaches are the norm. Collaboration strengthens conceptualisations of patient strengths and difficulties, treatment planning and the likelihood of success. Positive and constructive interpersonal relationships are also extremely important to a functional work environment.

Supervisory Skills

Residents will be able to participate in regular ‘Supervision Development’ meetings, focused on discussing readings relevant to ethical and high quality supervision. Further, every effort will be made to facilitate the opportunity for them to co-supervise graduate clinical psychology students on practicum. Residents will also be able to participate with psychologists delivering consultation and training.

Ethics and Professional Standards

Psychologists and learners should be mindful that their roles require a strong ethical sense and irreproachable professional conduct. Thus, incorporating national and provincial standards for professional practice in psychology will be central to all aspects of the residency. This will include the Canadian Psychological Association (CPA)’s Canadian Code of Ethics for Psychologists, the College of Psychologists of Ontario (CPO)’s Standards of Professional Conduct, and Waypoint policies related to professional standards.

Research Skills

Waypoint is committed to providing excellence in mental health care that is rooted in scientific evidence. Waypoint hosts the Waypoint Research Institute (WRI) which provides academic leadership, facilitates high-quality research, promotes Waypoint as an academic health science centre, and facilitates partnerships and collaborations with universities and other research institutes. Waypoint has formal academic affiliations with the University of Toronto, McMaster University, York University and Georgian College. Waypoint also has formal partnerships with other major mental health organisations including Ontario Shores Centre for Mental Health Sciences, The Royal Ottawa Health Care Group, Centre for Addiction and Mental Health and St. Joseph’s Healthcare Hamilton.

WRI collaborates with clinicians to translate new research and implement evidence-based practice, ultimately improving patient outcomes. Residents’ research skills will be supported by the Waypoint Research Institute (WRI). Residents will complete a research or evaluation project during their residency year, and most will do so through the WRI.

Additional Professional Development

Professional development is an important component of training for any resident. Waypoint offers several opportunities in this regard, including protected time to attend conferences, webinars and the Waypoint Research Institute Annual Conference. Residents will also have access to a variety of resources through the Waypoint library.

STRUCTURE OF THE PROGRAM

Waypoint offers rotations across different programs, to allow residents the opportunity to adequately address areas of knowledge, skills and experience to prepare for registration and competent professional practice. There is substantial diversity in patient populations and settings (inpatient, outpatient, forensic) at Waypoint, allowing considerable breadth of experience. You can learn more about the various rotations and programs in the [ROTATIONS](#) section.

Seminar Series

Waypoint residents will participate in two hour/ week Seminar Series presentations, which will be held in conjunction with the Northern Ontario Psychology Internship Consortium (NORPIC). Presentations will include didactic seminars, CPO-sponsored events (e.g., Barbara Wand seminars), and Canadian Council of Professional Psychology Programmes (CPPP) National Training Seminar Series (October, February, March, July 2024/25) and will focus on a variety of clinically and professional relevant topics. Also, residents completing forensic rotations (when available) will need to participate in additional didactic training.

Case Discussion/ Group Supervision

Psychology residents will participate in one hour/ week group Case Discussions. These will be run in conjunction with Northern Ontario Psychology Internship Consortium (NORPIC). Case Discussions are facilitated by a licensed doctoral level psychologist and focus on clinical and ethical issues. Residents will attend and will present two case studies during the course of the year. Other learners in the Waypoint community, including graduate clinical psychology students, may also attend. The Case Discussions are designed to extend residents' learning. Cases will be presented by clinical psychologists or clinical psychology residents.

Supervision and Evaluation

Supervision will be provided by licenced doctoral-level psychologists (registered with the College of Psychologists of Ontario).

- Supervision will be regularly scheduled and consist of at least four hours per week of direct supervision with doctoral-level psychologist supervisors. At least three hours of this will be individual supervision. The remainder will be group or individual supervision and may be directed to other training or service-related activity (e.g. discussions regarding ethics, techniques, particular disorders and cases). This will include the one hour/ week group Case Discussion meetings (see above).
- Most supervisors utilise a developmental supervision approach. Supervision may include formal and informal discussions (coaching, feedback etc.), clinical case conferences, co-facilitation of therapeutic groups, and direct or indirect (e.g., audio recording) observation. The aim will be to promote reflective critical analysis of professional service and to develop professional identity and skills.
- The supervisor and resident will formally meet to evaluate the resident's performance at both mid- and end of rotation. This will be an opportunity to discuss progress, strengths and possible areas for improvement. Residents will be evaluated on important competencies,

including interpersonal relationships, assessment and intervention, consultation, research/ evaluation, ethics, and supervision (if relevant).

- Residents will have a formalised opportunity to provide feedback directly to the supervisor at mid- and end of rotation. They will also be able to provide anonymous feedback at end of residency (that will be aggregated with other resident's feedback before being provided to the supervisor).
- Residents will be encouraged to contribute ideas to improving the residency during the year (for example, during WaPreP committee meetings) as well as more formally at the end of the residency year.
- The Director of Training will maintain communication with the resident's home university, providing a written evaluation during the residency year (mid- and end of residency).

Certificate of completion

On successful completion of the Waypoint Psychology Residency Program, a certificate of completion will be issued.

MINIMAL REQUIREMENTS

The residency program will consist of 37.5 hours/ week for 12 months (minimum 1600 hours). Residents are expected to spend 25-50% of their rotation time in direct contact with patients and will be supervised by doctoral level psychologists registered with the College of Psychologists of Ontario. Specific expectations will vary between rotations. However, minimal requirements to successfully complete the residency include;

- complete at least two rotations. In order to complete a rotation, residents will be required to receive ratings of at least 'meets expectations of performance and competence ...' (i.e. '3' or higher rating on the 5 point scale) on all domains of the evaluation. This will be rated by their supervisor at the end of the rotation and may include rotation-specific goals identified in the Supervision Agreement at the beginning of the rotation as essential in completing that rotation.
- by the end of residency, receive ratings of 'meets expectations of performance and competence' (i.e. '3' or higher on the 5 point scale) in core domains of the evaluation, rated by the Training Lead in the final 'Quarterly Summary of Resident Evaluation'. Overall, this means that residents will need to have met professional standards of behavior, competently delivered professional psychology services (including evidence based assessment and intervention), and demonstrated appropriate integration of ethical and legal standards in their work. Further, residents will need to have demonstrated a degree of independence appropriate for the stage of residency. Domains reflect core competencies of work in clinical psychology as well as rotation-specific standards (see below).
- complete cognitive, clinical conceptualisation and/or psychopathology-focused assessments (minimum of 8 comprehensive assessments over the course of the residency).
- meet rotation-specific expectations for number of individual cases (carrying a total caseload across rotations of approximately 9-10; or 6-10 if one rotation is FAP)

- meet rotation-specific expectations for number of groups facilitated, a minimum of one group during the course of the residency
- attend all Education Series didactic presentations (unless on approved leave) (minimum of 75% attended)
- attend and actively participate in all Case Discussions (unless on approved leave) (minimum 75% attended)
- deliver two case presentations in the Case Discussion
- complete an approved research or program evaluation project

Specifically, core domains include the following;

- Demonstrated competence in **interpersonal functioning** in a professional capacity. This includes interpersonal functioning with patients, colleagues and peers. Residents consistently demonstrate the ability to establish and maintain therapeutic rapport and awareness of interpersonal processes with patients. This also includes self-awareness (of factors such as motivation, personal resources, values) that may influence the professional relationship (e.g. boundary issues). Residents consistently utilize strong communication and tactful conflict resolution skills with colleagues and peers. Residents should be able to work collaboratively in developing and implementing treatment plans.
- Demonstrated competency in **bias evaluation and reflective practice** including recognizing and responding to the impact of **individual, social and cultural diversity** in clinical practice. This includes exhibiting cultural humility, being aware of limits of competency in relation to diversity, being attentive to and respectful of diversity characteristics in self and patients and recognizing the impact of these on the therapeutic relationship. Residents should apply knowledge of the impact of diversity to assessment, therapy, consultation, supervision and inter-professional interactions. Diversity considerations include (but are not limited to) cultural, individual, and role differences, particularly those based on age, gender identity, sexual orientation, race, ethnicity, culture, national origin, religion, dis/ability, language, or socioeconomic status.
- Demonstrated competence in **assessment and diagnosis**. This includes being able to choose, administer, score and interpret commonly used psychometric tests, test hypotheses, conceptualise cases including client strengths and resources, integrate information to make appropriate diagnoses, and provide feedback regarding results including communicating a diagnosis. The competence also includes appropriate independence in writing reports that are well organized, clearly address the purpose for the assessment, integrate assessment information and provide a reasoned case formulation with relevant recommendations. Resident is able to generate draft reports that don't require extensive editing or significant errors.
- Demonstrated competency in **treatment planning and intervention**. This includes implementing evidence based psychotherapeutic treatments with appropriate

flexibility and fidelity. Clinical decision making is informed by research, case conceptualisation, sensitivity to diversity characteristics and knowledge of the impact of psychopathology and comorbidity on treatment. Therapy goal setting and pace are skillfully implemented. Therapy effectiveness is evaluated on an ongoing basis with modifications made as necessary. Crises and patient risk are managed with an appropriate degree of independence.

- Demonstrated competency in **consultation and interdisciplinary collaboration**. Resident demonstrates knowledge and respect for the roles and perspectives of other professions, including psychiatry, primary care physician, social work, nursing, occupational therapy, registered psychotherapists, recreation therapy and peer workers. When necessary, resident contributes to coordination of care, offers appropriate recommendations to the interdisciplinary professional team and seeks information from them. Resident demonstrates skilled and tactful communication with other professionals including conflict resolution (if needed).
- Demonstrated competency in **research, program evaluation and program development**. This includes contributing to the design, execution and write up of program evaluation or research projects (as needed), contributing to program development and demonstrating knowledge of ethical standards for conducting psychological research.
- Demonstrated competency in the **application of ethical and legal standards in professional practice**. This includes consistently applying ethical and legal standards in clinical decision-making and proactively identifying and addressing potential ethical issues. The resident is aware of their limits of competence and seeks consultation as needed. The resident is able to maintain an appropriate level of independence regarding recognizing ethical concerns and discusses these in supervision. The resident integrates ethical and legal standards for professional behavior into all aspects of practice.
- Consistently and reliably demonstrates **professional standards in behaviour**. This includes completing important patient care tasks such as documenting and report writing in a timely manner and being efficient in accomplishing tasks without prompting or deadlines. Behaviour demonstrates professional values including integrity, seeking accountability, seeking ongoing learning, self-awareness, openness to feedback, responsiveness to any requests for adjustment in practice and behavior. Within appropriate limits, is increasingly independent in responding to complex situations.

Due Process, Appeal, and Review Procedures

If there are significant concerns about resident's performance or behaviour, Due Process procedures will be utilised. Residents will be given written details of Due Process, Appeals and Review procedures at the start of residency.

Grievance Procedures

If the resident has concerns about the residency (including with supervision) a Grievance procedure can be utilised. Residents will be given written details of Grievance Procedures at the start of residency.

ROTATIONS

The plan for rotations will be developed in collaboration with the resident at the beginning of the residency. The plan will reflect the resident's interests, priorities and training needs, as well as supervisor availability. There is some flexibility in rotations. Every effort will be made to ensure the resident's training goals and interests are met, while also facilitating the achievement of core competencies and an appropriate breadth of experience to prepare the resident for registration. ***While Waypoint will endeavour to provide preferred rotations, this can't be guaranteed (for example, due to supervisor availability or unexpected program changes).***

Major rotations are available in Ontario Structured Psychotherapy Program (OSP), Sans Souci Program for Transition and Recovery and Health Quality Ontario CBTp (HQO CBTp). Major rotations are 3-4 days/ week for 6 months.

Minor rotations may be available in Sans Souci Program for Transition and Recovery, Outpatient Assessment and Treatment Service (OATS) and HQO CBTp. Minor rotations are generally 1 day week/ 12 months.

Residents can complete two major rotations or a major with minor rotation(s).

General Mental Health

Outpatient Structured Psychotherapy (OSP):

The ***Ontario Structured Psychotherapy*** (OSP) program is a provincial-level outpatient program that provides individuals who are experiencing symptoms related to depression and/or anxiety (including obsessive-compulsive concerns and post-traumatic stress) with access to free cognitive behavioural therapy services. Waypoint is one of the Network Lead Organizations for this program in Ontario. OSP therapists receive training in specific evidence-based Cognitive Behavioural Therapy (CBT) protocols in order to treat clients presenting to the program. Psychologists working at OSP have expertise in CBT and provide clinical consultation and training to therapists from other disciplines.

Residents will have the opportunity to participate in:

- Assessment (e.g. for case conceptualisation, psychopathology, psychodiagnostic clarification etc.)
- Individual psychotherapy (CBT). Group CBT, if available. Resident's training could include a variety of presenting issues, although priority will be given to referrals for posttraumatic stress, generalised anxiety, depression and obsessive-compulsive concerns. There may also be opportunities for involvement in providing dialectical behaviour therapy (DBT) and/or motivational interviewing (MI) skills for clients prior to their engaging in a structured CBT protocol.

- Consultation with interdisciplinary staff and a range of community service providers
- Interdisciplinary team discussions and consultations
- Treatment plan development
- Co-supervision of a clinical psychology graduate student (when possible)

The ***Sans Souci Program for Transition and Recovery*** is an inpatient, medium-stay program specialising in treating adults living with complex, severe and persistent mental health difficulties. Diagnostically, this includes Schizophrenia or Schizoaffective Disorder and mood disorders such as Bipolar Disorder and Major Depressive Disorder. Comorbid conditions (e.g. Substance Use disorders, anxiety and personality disorders) are common. The goal of transition and recovery is to support patients to build lives that are adaptive and meaningful to them, while decreasing distress and improving emotional regulation. This includes developing the physical, emotional and adaptive skills needed to live, learn, work and socialize in their own environment.

Residents will have the opportunity to participate in:

- Assessment (e.g., case conceptualisation, psychopathology, cognitive)
- Individual and group psychological therapy (e.g., CBT, Acceptance and Commitment Therapy) for difficulties such as psychosis
- Treatment plan development
- Consultations and discussion with the interdisciplinary team
- Program development and treatment evaluation
- Co-supervision of a clinical psychology graduate student (when possible)

The ***Health Quality Ontario CBT for psychosis (HQO CBTp)*** program serves individuals living with psychosis. Service is delivered in inpatient and outpatient settings. Presenting diagnoses are Schizophrenia or Schizoaffective Disorder. Comorbid disorders (including substance use, mood, anxiety or neurocognitive disorders) are common.

Residents will have the opportunity to participate in;

- Assessment for case conceptualisation and outcome measurement
- Individual psychological therapy
- Case discussion with CBTp team

The ***Outpatient Assessment and Treatment Service (OATS)*** provides a goal-directed service for individuals experiencing moderate to severe complex mental health challenges, where care needs cannot be met through other community resources. Presenting diagnoses include but are not limited to Schizophrenia or Schizoaffective Disorder and mood disorders such as Bipolar Disorder, Major Depressive Disorder and Persistent Depressive Disorder as well as treatment-resistant anxiety disorders (e.g. Obsessive Compulsive Disorder, severe Generalized Anxiety Disorder). Comorbid conditions (e.g. personality or Substance Use disorders) are common.

Residents will have the opportunity to participate in;

- Assessment for case conceptualisation and outcome measurement.
- Individual psychological therapy (CBT, CBT, or short-term psychodynamic therapy)

- Discussion with interdisciplinary team

RESEARCH/ EVALUATION PROJECT

Residents will complete a small research or program evaluation project with the Waypoint Research Institute (WRI). Research projects that residents might become involved in include forensic psychiatry treatment outcomes, trauma among psychiatric workers, systematic review and meta analysis of nutritional interventions in the management of externalizing behaviours in youth. Other research opportunities may also be available.

STIPEND, BENEFITS AND RESOURCES

Stipend and Benefits

The residency will run from Sept 3 2024 to August 31, 2025. All residents will receive a total payment of CA\$52,300 (comprised of stipend and lieu). The residency will include 3 weeks unpaid vacation, paid statutory holidays, 5 unpaid sick/personal days and 5 paid education days. Education days will be available for residents to attend professional training events such as conferences, dissertation work or meetings, etc (n.b. registration and other related costs will not be covered). Professional training must be discussed and approved by the supervisor. Residents will not receive additional health benefits and will not receive reimbursement if they do not use sick leave, education leave or statutory holidays.

The Waypoint Psychology Residency Program (WAPReP) is committed to providing a quality training experience for clinical psychology residents. WAPReP is a member of the Canadian Council of Professional Psychology Programs (CCPPP). Waypoint Psychology Residency Program is not accredited with Canadian Psychological Association (CPA).

Resources

Residents will be provided with a computer or a laptop, work station (which might be shared or 'drop down'), access to a filing cabinet and the hospital library and services.

ELIGIBILITY

- The student must be enrolled in a CPA-accredited doctoral program in clinical psychology at a recognized university, or a program of equivalent structure and content to a CPA-accredited doctoral program (including academic and practicum preparation). If the program is not CPA-accredited, then the applicant must provide information necessary for Waypoint to establish if the program is equivalent. Assessment experience and a graduate course including psychometrically-based assessment is required.
- Pre-residency training must include at least 600 hours of doctoral-level practicum experience, with at least 300 hours direct client contact and 150 hour supervision from a registered psychologist. Practicum experience must include adult assessment and intervention.
- The doctoral thesis proposal must be approved prior to application for residency (Note: it is strongly recommended that data analysis be completed prior to the start of residency).

- The applicant must meet the requirements of their university to enter a residency program and have the formal approval of the Director of Training in their program to apply.
- Proficiency in English is necessary. Proficiency in French is an asset.
- The applicant must be able to legally study and work in Canada.

Upon offer of placement, the following documents will be required:

- Satisfactory criminal background check
- Immunization/vaccination records and immunisations/ vaccinations that satisfy Waypoint requirements
- Professional indemnity insurance (minimum CA\$10 million)
- Proof of ability to study/ work in Canada

APPLICATION PROCESS

Two psychology resident positions will be available in the 2024-2025 academic year.

Waypoint Psychology Residency Program is a member of APPIC (provisional status). Applications should be submitted via the APPIC Online Centralized Application Service.

APPIC application should be submitted by **Nov 30th 2023**. Interviews will be conducted 4th and 5th week of January 2024.

Application requirements;

- AAPIC online application (APPIC match number is 1885)
- Official graduate transcripts
- Curriculum vitae
- Three letters of reference from psychologists (please use APPIC Standardised Reference Form). At least one of these should be from a supervisor familiar with the applicant's clinical skills.
- Cover letter (see below)

Cover Letter Requirements

- a description of your interest in and fit with our program
- your preferred rotations/ interests (please identify 2 major rotations and any minor)
- a brief description of professional clinical experience and training

Contact for further information:

Dr Carolyn Houlding, C.Psych.

Psychology Residency Training Lead, Waypoint Psychology Residency Program

psychresidency@waypointcentre.ca

705 549 3181 x2950

Supervisors

All supervisors are doctoral-level psychologists registered with the College of Psychologists of Ontario.

Psychology Residency Training Lead

Dr Carolyn Houlding, C.Psych. (Sans Souci Program for Transition and Recovery)

Psychology Residency Deputy Training Lead

Dr Genevieve Monaghan, C.Psych. (Ontario Structured Psychotherapy)

Professional Practice Co-Lead

Dr Julia Marinos, C.Psych. (Ontario Structured Psychotherapy)

2024-25 Major rotation programs

Ontario Structured Psychotherapy (OSP)

Health Quality Ontario CBTp (HQO CBTp)

Sans Souci Program for Transition and Recovery

Supervisors

Dr Kyrsten Grimes, C.Psych (Forensic Assessment Program)

Dr Zoe Hilton, C.Psych. (Waypoint Research Institute)

Dr Carolyn Houlding, C.Psych. (Sans Souci Program for Transition and Recovery)

Dr Barna Konkoly-Thege, C.Psych. (HQO CBT, Outpatient Assessment and Treatment Service, Waypoint Research Institute)

Dr Julia Marinos, C.Psych. (Ontario Structured Psychotherapy)

Dr Genevieve Monaghan, C.Psych. (Ontario Structured Psychotherapy)

Dr Tejaswinhi (Tejas) Srinivas, C.Psych. (Ontario Structured Psychotherapy)

Dr Lauren Steinhart, C.Psych. (Ontario Structured Psychotherapy)



ABOUT WAYPOINT

Waypoint Overview

Employing over 1200 staff, Waypoint is accredited with Exemplary Standing by Accreditation Canada. Funded by the Ontario Ministry of Health and Long-Term Care, the hospital is regulated by the Ontario Public Hospitals Act, Ontario Mental Health Act, and other provincial and federal legislation. Waypoint has 301 inpatient beds and a variety of outpatient and community programs. It is governed by a volunteer Board of Directors and has locations in Penetanguishene and Midland. The hospital provides specialized mental health and addiction services and works collaboratively with partners across the

region as a partner in the Central Ontario Health Team for Specialized Populations. Regional programs serve Simcoe County, the District of Muskoka, and a portion of Dufferin County and the Parry Sound area. The hospital also operates the only high-secure forensic mental health programs in Ontario for adult males (and one of only a few in Canada). The forensic programs include assessment, treatment, rehabilitation, and community reintegration services for patients who have come in contact with the law, many of whom are deemed Not Criminally Responsible by the courts. The hospital is also home to the Waypoint Research Institute.

Our Mission

We are a Catholic hospital committed to providing excellence in specialized mental health and addictions services grounded in research and education and guided by faith-based values.

Our Vision

As an inspired organization, we will change lives by leading the advancement and delivery of compassionate care.

Our Values

Caring - We will treat every person with compassionate sensitivity.

Respect - We will recognize the inherent worth of every person and treat them with courtesy.

Innovation - We will be creative and discover and apply new knowledge.

Accountability - We will be ethical, transparent and responsible for our actions and results.

Strategic Plan 2020-2025

Waypoint has identified three core areas that will define our strategic directions and priorities for 2020-2025: Discover, Serve, and Lead.

Discover

We will embrace education, advance research and seek, generate and apply best practice and new knowledge to create the best possible outcomes for patients.

Serve

We will include patients and families as partners in all we do, fostering a healing culture where staff, physicians and volunteers are inspired to provide exceptional service and care.

Lead

We will be a leader and trusted partner who embraces technology to support better overall health, collaborating with our partners to make it happen.

Inspiring Progress

The [strategic plan](#) continues our journey towards a future vision of the organization, where the services we offer our patients will go beyond mental health to support overall wellness in body, mind and spirit. We envision the next five years as transformational for Waypoint with our team of staff, volunteers, patients and families, our partners and community creating exceptional experiences.

The strategic plan reflects the voices of almost 400 people sharing their stories, ideas and inspirations. With that strength, we are committed to improving quality and safety, access to care and sustaining what we have already accomplished in helping our patients achieve their goals. With our partners, we will drive improved care for those who need it most and make the system better for patients, families and the community.

Moving us to Action

Waypoint's 2020-2025 Strategic Plan is focused on patients and families as partners in all that we do. It formulates the next five years of growing together with our partners to ensure high-quality care and treatment to meet the expectations of today and for future generations.

This is our plan to continue fighting stigma and discrimination, with an unwavering approach to building a culture where our values of Caring, Respect, Innovation and Accountability can be felt as you walk through the doors and in every interaction you encounter. We will build trust in all levels with patients and families, leaders and staff, partners and our community.

Understanding where we have been and where we are going

There is no question that health care is changing with an increased focus on collaboration. What is constant is the need to deliver exceptional patient care in spite of challenging circumstances. Since 1904, our hospital has evolved based on research and evidence which has required continuous improvement. Today with other health care partners, there is no limit to what we can achieve together. We are on a course of action to improve the overall experience and outcomes for patients.

We are in pursuit of excellence, with courage and compassion together we will make it happen.

History of Waypoint Centre for Mental Health Care

Situated on the shores of Georgian Bay at the mouth of Penetanguishene Harbour in quiet, rural Ontario, the road to where Waypoint is now has taken many interesting and winding turns. Waypoint's story as an institution starts in 1859 when it was the Upper Canada Boys' Reformatory. The current Administration Building, designated under the Ontario Heritage Act, and other historical buildings that still stand date back to the 1860s. In May 2014, the previous Oak Ridge building closed and the new Atrium Building opened with even more potential and opportunities to provide the best in specialized mental health care, together with research and training. The closing and razing of the previous and historic Oak Ridge building presented Waypoint with a unique opportunity to document and preserve its past. A rich collection of well-preserved artefacts, archival documents, and historical photographs formed the basis for an expansive web-based digital exhibit, Remembering Oak Ridge Digital Archive and Exhibit. These historical materials are displayed throughout Waypoint buildings as part of our History Walk. A walk around Waypoint's grounds can give you a feel of its history. For a virtual tour, please visit: http://www.waypointcentre.ca/about_us/history.



THE PENETANGUISHENE AND MIDLAND AREA

Our North Simcoe Communities

Known as North Simcoe, the **Penetanguishene**, Midland, Tiny and Tay Townships area offers a wealth of outdoor activities with proximity to endless hiking trails, skiing, boating, golfing, Awenda Provincial Park, and so on. Shopping and restaurants can be found in Penetanguishene, Midland and in nearby Barrie, Orillia, Collingwood and Wasaga Beach. We are just a 2 hour drive from downtown Toronto. Penetanguishene includes a sizable French-speaking population and the town is markedly bilingual in nature. Well over 1000 years ago, the Georgian Bay area was settled by First Nation peoples and continues to be home to a large First Nation population (Beausoleil First Nation). The early 1800s saw many French-speaking as well as English-speaking settlers arrive to call the area home.

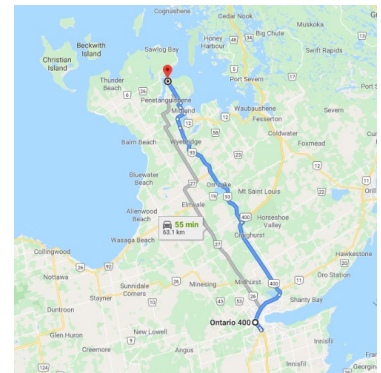
The hospital was fortunate to have the Town of Midland's support for the new Community Health Hub that sits across from Georgian Bay. Our communities are home to a natural environment and scenery, and can be enjoyed by pleasant walks along the waterfront, bike and ski trails, a short drive or boat tour. For more information about the area please visit:

<http://www.penetanguishene.ca/en/discover.asp> or <https://www.midland.ca/>

Map and Directions to Waypoint

Waypoint's main campus is located at 500 Church Street in Penetanguishene and is accessible via car and public transit. If travelling from the Toronto area:

- Exit onto **ON-400 N** toward **ON-69/Parry Sound/Sudbury**
- Take exit **121** to merge onto **Penetanguishene Rd/ON-93 N** toward **Midland/Penetanguishene**
- Continue onto **Penetanguishene Rd/County Road 93** (signs for Simcoe Road 93)
- Continue onto **Main St.**
- Turn right onto **Robert St. E**
- Turn left onto **Fuller Ave.** to hospital



Source: <https://goo.gl/maps/XYdRvc9SJ2wd86g7>

