Summary of ADRIO's Internship Pilot Project

Name of Program : ADRIO Internship Pilot Program

Number of Interns applied: 17

Number of Interns in progress: 6

Number of Interns who completed the program: 3

Number of Supervisors: 13 Individuals plus 3 organizations (with multiple supervisors)

Governance: Ultimately ADRIO Board of Directors, directly by the Internship Committee

Details of the Program

The ADRIO Internship Pilot Program was established in January, 2014 after two previous attempts. ADRIO wanted to learn through its own experience and set up a program that is in accordance with course accreditations. The purpose is to satisfy a need in the ADR sector by providing practical experience and thereby enhancing the prospects for students getting ADR jobs.

The ADRIO Internship Program was developed using best known practices (without being restrictive) to focus on competencies for interns. The program is 80 hours in length and is long enough to allow interns to develop specific competencies. The Program allows 60 hours of observation and/or doing the work and 20 hours of feedback and reflection to understand the process. Interns and supervisors are likely those with post secondary degree and the latter usually possess a C.Med designation. Not all supervisors are members of ADRIO. The outcome - evaluation of the interns and supervisors and successful completion of the program - leads to a Q. Med designation. The co-mediation model is also included. Some interns have experienced the benefits of shared supervision in the ADRIO Internship Program, another feature that allows supervisors with small amount of cases to participate in the program and provide collaborative evaluation for the interns.

Interns pay $2,500 to supervisors and a filing fee of $200 to ADRIO. Supervisors pay a $200 filing fee which is currently waived during the pilot phase. Interns choose supervisors by viewing their qualifications on a database. Recently, the Internship Committee requested more involvement from staff to match interns and supervisors.

There is a comprehensive evaluation component which includes feedback from the interns on the program and the experience.

ADRIO will hi-light supervisors and interns on website and/or various communication channels.

Long-term goal: To secure internship placements with businesses and offer placements for interns where ADR is practiced

Expected Outcomes (initially):

- new ADR practitioners gain practical experience in the field,
- a forum to build relationship with new and experienced practitioners
- increased opportunities for mentorship
- 3 graduates and therefore 3 new Q.Meds,
- 3 new members through the addition of placement supervisors

Challenges: attracting a large number of supervisors, supervisors have small case loads, geography may limit the matching interns and supervisors and to find ways to reward supervisors

Recent Update: ADRIO invited and met with several academic Institutions to explore formalizing a standard of practice for Internship Programs. ADRIO may serve as a clearing house for Internship Programs and provide support for these programs.