



Waypoint

CENTRE for MENTAL HEALTH CARE
CENTRE de SOINS de SANTÉ MENTALE



PSYCHOLOGY

RESIDENCY PROGRAM

2027-28

Where emerging psychologists receive exemplary training in a supportive and stimulating environment, grounded in community on the beautiful shores of Georgian Bay.



500 CHURCH STREET, PENETANGUISHENE, ON



705-549-3181



WWW.WAYPOINTCENTRE.CA



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 by Waypoint Centre for Mental Health Care (Waypoint), a 321-bed academic and teaching hospital located in beautiful Georgian Bay. Waypoint provides both inpatient and outpatient services to some of Ontario's most complex and underserved individuals. Waypoint is a partner in the Central Ontario Health Team for Specialized Populations and provides services across the lifespan including specialised geriatric services. More information about Waypoint, our programs and services, and our communities can be found in the [About Waypoint](#) section of this brochure.

OVERVIEW OF THE RESIDENCY PROGRAM

Introduction

The Waypoint Psychology Residency Program offers **generalist** training in **inpatient** and **outpatient** settings to develop knowledge and skills relevant to delivering psychological services to adults living with severe and complex mental health difficulties. This includes those living with presentations such as psychotic, mood, anxiety, substance use, neurocognitive and personality disorders. Psychology residents will be supervised by a team of invested and supportive doctoral-level psychologists. Training will include clinical experiences utilising a variety of evidence-based psychological assessment and treatments, consultation, program development and evaluation and the opportunity for **advocacy** in a social justice context.

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

Philosophy and Goals

Our mission is to provide clinical psychology residents with exemplary training in a supportive and stimulating environment as they consolidate their professional identity and prepare for registration as autonomous practitioners. Residents will refine clinical decision-making skills, while offering quality, evidence-based assessment and treatment and exploring the full scope of practice for clinical psychology including programme evaluation and opportunities for social justice advocacy.

Goals of the residency are as follows:

1. To offer **generalist training** in clinical psychology that reflects a 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 assessment, diagnosis, care planning, treatment, consultation, program development and evaluation, supervisory skills and social justice advocacy.

2. To enhance residents' ability to integrate a **scientist-practitioner** approach to practice. This includes utilizing **evidence based** assessment, treatment, consultation and supervision strategies and contributing to clinically relevant program development and evaluation efforts.
3. To **consolidate professional identity in interdisciplinary contexts** and train residents to engage competently **in the full scope of roles** expected of a psychologist. This includes as clinician, consultant, program developer, evaluator, advocate and (where possible) supervisor.
4. To enhance resident's ability to **apply ethical, legal and professional principles and standards** in the practice of clinical psychology. The resident will have opportunity to engage in **social justice related advocacy**.
5. To train residents to deliver **diversity sensitive and skilled professional services**. There will be a particular focus on Indigenous Interculturalism. Considerations 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 train residents to engage in bias evaluation and reflective practice**. This includes being self aware, examining their own positionality and using critical thinking and reference to scholarly materials when delivering clinical psychology services.
7. To offer a supportive work environment that includes quality, evidence based and **skilled supervision** delivered by knowledgeable and invested supervisors from a breadth of backgrounds and experiences.
8. To model and encourage **work/ life balance** for residents where they can enjoy challenging work in conjunction with meaningful rest and personal time.

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

Assessment and diagnosis

Treatment planning and intervention

Consultation

Program development and evaluation

Supervisory skills

Bias evaluation and reflective practice

Individual, social and cultural diversity and Indigenous interculturalism

Interprofessional collaboration

Ethics, professional standards and advocacy

Interpersonal relationships

Assessment and Diagnosis

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

A sample of instruments residents may be exposed to include: Wechsler Adult Intelligence Scale (WAIS-IV), Repeatable Battery for the Assessment of Neuropsychological Status (RBANS), Delis-Kaplan Executive Function System (D-KEFS), Personality Assessment Inventory (PAI) and the Beliefs About Voices Questionnaire - Revised (BAVQ-R).

Treatment Planning and Intervention

Residents will have the opportunity to engage in the delivery of evidence-informed intervention plans for their clients. This will include:

- Use of standardised evidence-based, psychotherapeutic strategies (e.g., Cognitive Behaviour Therapy, Acceptance and Commitment Therapy) in both individual and group formats.
- Planning, providing and evaluating psychological treatments and recommendations

Validated scales will be used to monitor adherence to treatment protocols as well as treatment response. Results will be used to inform the ongoing direction of treatment.

Consultation

Residents will observe and contribute to interdisciplinary discussions regarding the varied and complex clinical presentations of clients served at Waypoint. Psychology is invited to provide consultation in complex and/or challenging cases. Residents will have the opportunity to participate in these.

Program development and evaluation

Waypoint is committed to providing excellence in mental health care that is rooted in scientific evidence. Continuous quality improvement is part of any evolving service, and psychology has unique contributions to make throughout this process. Residents will have the opportunity to contribute to program development and evaluation projects.

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 generate research and support implementation of evidence-based practice. Residents will complete program development and evaluation projects during their residency year, and most will do so through the WRI.

Supervisory Skills

Residents will participate in regular 'Supervision Development' seminars, focused on discussing readings relevant to ethical, evidence based and quality supervision. Every effort will be made to facilitate co-supervision experiences, including with graduate clinical psychology students on practicum or co-consultation with appropriately qualified colleagues delivering psychological therapy. Residents will also be able to participate with psychologists delivering general consultation and training.

Individual, Social and Cultural Diversity and Indigenous Interculturalism

Clinical practice should be grounded in a strong commitment to cultural humility, sensitivity and responsive service, including when working with Indigenous clients and communities. Residents also need to be sensitive to intersectional identity and experiences, considering age, gender identity, culture, nationality and other individual differences. Diversity considerations are intentionally integrated across all aspects of assessment, intervention, consultation, program development, program evaluation and supervision training. Residents will be able to meet and consult with Waypoint's Indigenous Traditional Healer and have opportunity to participate in experiential learning opportunities such as the "Human Library Experience" training event. Training also includes structured reflection on the Truth and Reconciliation Commission and the 94 Calls to Action, with specific attention to their relevance for ethical psychological practice. Seminar Series and Case Discussion further support culturally informed assessment and intervention with clients from diverse cultural, social, and community backgrounds.

Waypoint further demonstrates its strong commitment to equity, diversity and inclusion through programs such as the Ontario Structured Psychotherapy Program, which expands access to culturally sensitive, evidence-based care for priority populations including Indigenous, Francophone, and 2S-LGBTQ+ communities. These efforts have contributed to us winning the 2023 'Award of Excellence in Mental Health and Addictions Quality Improvement' from the Canadian College of Health Leaders (CCHL) as well as the 2025 'Improved Indigenous Health Award' recognised at the Ontario Health System Quality and Innovation Awards. By partnering with communities and adapting services to meet diverse needs, Waypoint ensures care is accessible, inclusive, and grounded in equity.

Lastly, as a host organisation, Waypoint's commitment to creating a welcoming environment for staff who are newcomers has been recognised with 'Gold Level' designation under the Simcoe County Local Immigration Partnership (SCLIP) Workplace Inclusion Charter.

Bias evaluation and reflective practice

Self-awareness and critical thinking are essential for delivering skilled professional services. Training will emphasize ongoing reflective practice, including examination of personal and systemic biases and their impact on clinical work. They will have access to substantial scholarly materials and guidelines, including through the Waypoint library services and training offered by organisational partners (e.g. the University of Toronto).

Interprofessional collaboration

Work on an interdisciplinary team provides an opportunity to effectively collaborate with 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

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

Ethics, Legal and Professional Standards, Advocacy

Psychologists and learners are required to adhere to ethical, legal and professional standards. 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 4th Ed, the College of Psychologists and Behavior Analysts of Ontario (CPBAO)'s Standards of Professional Conduct (2024) and Waypoint policies related to professional standards. Consistent with CPA ethical standards, psychology residents will have the opportunity to participate in advocacy efforts related to broader issues of social justice.

Interpersonal skills

Skills in interpersonal relationships are essential to working effectively with colleagues and meeting the needs of clients. Interpersonal skills contribute to a strong therapeutic alliance which establishes an important foundation for change. 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.

Additional Professional Development

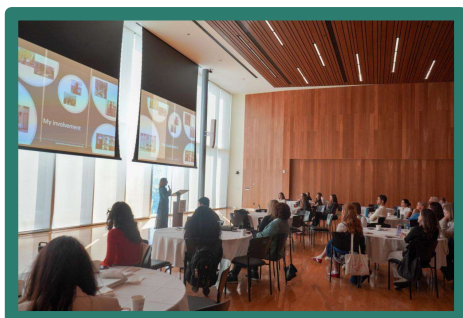
Professional development is an important component of training for any resident. Waypoint offers several opportunities in this regard, including protected time to attend conferences, webinars and the Waypoint Research Institute Annual Conference. Residents will also have access to a variety of resources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

Work/ life balance

Waypoint encourages work/life balance that enables residents to meet training goals as well as to have time to recuperate and enjoy the ample recreational activities available locally. Consistent with this value, Waypoint Centre for Mental Health Care has been awarded Gold Level Mental Health at Work® by Excellence Canada. This recognition honors the organisations' commitment to psychological health, safety, and employee well-being.

STRUCTURE OF THE PROGRAM

Waypoint offers rotations across different programs, to allow residents a breadth of experience that will assist them in preparing for registration and competent professional practice. You can learn more about the various rotations and programs in the ROTATIONS section.



Seminar Series

Waypoint residents participate in two hour/ week Seminar Series presentations, which are held in conjunction with the Northern Ontario Psychology Internship Consortium (NORPIC). Presentations include didactic seminars, CPBAO-sponsored events (e.g., Barbara Wand seminars), and Canadian Council of Professional Psychology Programmes (CCPPP) National Training Seminar Series. Seminars focus on a variety of clinically and professional relevant topics

Case Discussion/ Group Supervision

Psychology residents participate in one hour/ week group Case Discussions. These are 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 are presented by clinical psychologists or clinical psychology residents.

Supervision and Evaluation

Supervision is provided by licenced doctoral-level psychologists (registered with the College of Psychologists and Behaviour Analysts of Ontario).

- Supervision is regularly scheduled and consists of at least four hours per week of direct supervision with doctoral-level psychologist supervisors. At least three hours of these are individual supervision. The remainder is 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 is to promote reflective practice and to develop professional identity and skills.
- The supervisor and resident meet formally to evaluate the resident's performance at both mid- and end of rotation. This is an opportunity to discuss progress, strengths and possible areas for development. Residents are evaluated on functional and foundational competencies, including assessment, intervention, consultation, program development and evaluation, supervisory skills, Indigenous interculturalism, diversity, bias and self-reflective practice, interdisciplinary collaboration, ethics and professional practice and interpersonal skills.
- Residents have a formalised opportunity to provide feedback directly to the supervisor at end of residency (both direct and anonymously).

- Residents are encouraged to contribute ideas to improving the residency through their attendance at the Waypoint Psychology Residency Program committee meetings as well as 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 mid- and end of residency (and more often if needed).

Certificate of completion

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

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 collaboratively, reflecting the resident's interests, priorities and training needs, as well as supervisor and rotation 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 functional and foundational 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), Georgianwood Program and Sans Souci Program for Transition and Recovery. Major rotations are generally 3-4 days/ week for 6 months. **One major rotation needs to be with OSP (outpatient) and a second with EITHER Sans Souci or Georgianwood (inpatient programs).**

Minor rotations may be available in Sans Souci, Georgianwood Program, Outpatient Assessment and Treatment Service (OATS) and Health Quality Ontario Cognitive Behaviour Therapy for Psychosis (HQO CBTp). With appropriate didactic and practicum experience, a minor rotation in assessment with the forensic population is sometimes available. Minor rotations are generally 1 day week/ 12 months.

Residents should complete two major rotations and may supplement these with minor rotation(s).

Rotations

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 etc.)
- Individual psychotherapy (CBT). Resident's training could include a variety of presenting issues, including 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.
- 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, neurocognitive, anxiety and personality disorders) are common. The goal of transition and recovery is to support clients 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, severe depression or bipolar illness
- Treatment plan development
- Consultations and discussion with the interdisciplinary team
- Program development and evaluation

- Co-supervision of a clinical psychology graduate student (when possible)

The **Georgianwood Program** is an inpatient, medium stay program specialising in treating adults with substance use disorders and concurrent serious and persistent mental health difficulties.

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 evaluation

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 living with 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, or short-term psychodynamic therapy)
- Discussion with interdisciplinary team

Waypoint is the only hospital in Ontario with **high-secure forensic mental health programs**. All programs serve adult male forensic psychiatric clients. These programs specialize in the assessment, treatment, and care of justice-involved individuals with major mental health disorders. Clients have been remanded by the courts or ordered to Waypoint by the Ontario Review Board. These programs also serve a smaller percentage of clients who are admitted under the Mental Health Act. Clients typically have a primary diagnosis of a Schizophrenia Spectrum Disorder along with various other

co-morbid conditions, such as personality disorders, substance use disorders, trauma, mood symptoms, neurodevelopmental disorders, and acquired brain injury.

When available, the **forensic rotation** is a minor rotation and intended for candidates who plan to pursue professional licensure as a Forensic/Correctional psychologist. Previous relevant coursework/training in forensic assessment and theory is required. Previous experience with a broad range of psychological, cognitive, and risk-related measures is also necessary. Candidates should indicate their interest in the forensic rotation in their cover letter.

Residents completing a forensic rotation will have the opportunity to:

- Conduct assessments of criminal responsibility and fitness to stand trial for the Courts
- Conduct (neuro)psychological risk assessments for the Ontario Review Board
- Conduct psychodiagnostic assessments and make recommendations for treatment and/or risk management
- Build proficiency in assessing psychopathology, personality, cognition, malingering, and high-risk behaviours using a broad range of test measures
- Strengthen report writing skills
- Provide consultation to interdisciplinary staff
- Attend Ontario Review Board hearings (subject to availability)

Candidates who do not intend to declare competence in Forensics/Corrections but have a strong interest in forensics and/or would like to strengthen their assessment skills with complex, high risk populations have the option to complete assessments for psychodiagnostic clarification and treatment/risk management on the forensic programs. Previous experience with a broad range of psychological and cognitive measures is necessary. Candidates interested in this opportunity should indicate this in their cover letter but should not apply for the forensic rotation.

STIPEND, BENEFITS AND RESOURCES

Stipend and Benefits

The residency runs from Sept 7 2027 to August 31, 2028. All residents receive a total payment of CA\$52,300 (comprised of stipend and lieu). The residency includes 3 weeks unpaid vacation, paid statutory holidays, 5 unpaid sick/personal days and 5 paid education days. Education days are 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 (WPRP) is committed to providing a quality training experience for clinical psychology residents. WPRP is a member of APPIC and of

the Canadian Council of Professional Psychology Programs (CCPPP). WPRP has submitted a self study for accreditation with the Canadian Psychological Association (CPA) and has received notification of approval for a site visit. Please be advised that there is no assurance that we will be able to successfully achieve accreditation.

The CPA Accreditation Office is;
1101 Prince of Wales Drive, Suite, #230
Ottawa, ON, K2C 3 W7
613-237-2144

Resources

Residents will be provided with 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- or APA- accredited doctoral program in clinical psychology at a recognized university, or a program of equivalent structure and content (including academic and practicum preparation). If the program is not CPA- or APA-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 hours supervision from a registered psychologist. Practicum experience must include adult assessment and intervention.
- The doctoral dissertation 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 Clinical Training in their program to apply.
- Proficiency in English is necessary. Proficiency in French is an asset.
- The applicant must be able to legally live and work in Canada.

Upon offer of a residency position, the following documents will be required:

- The completion of a recent (within 6 months of the residency start date) criminal background check, which must be satisfactory to Waypoint in its sole discretion;
- The Psychology Resident having up-to-date immunizations as per Waypoint's Communicable Disease Surveillance policy and Regulation 965, Section 4, under the Public Hospital Act.
- The Psychology Resident adhering to any current mask requirements in place at the Hospital, inclusive of completion of an N95 mask fit test upon commencement of placement.

- The resident has obtained Professional Liability Insurance coverage (minimum at least CA\$10 million CAD per claim/ aggregate limit).

We are committed to diversity in the workplace. As such, applicants from diverse backgrounds such as First Nations, Inuit, Metis, members of visible minority groups are welcomed and encouraged. **Accommodations are available at any stage of the selection process to remove barriers** related to disability, religion, or other protected grounds.

APPLICATION PROCESS

Two psychology resident positions will be available in the 2027-2028 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 applications for Phase I should be submitted by **December 1st 2026**. Phase I interviews will be conducted 4th and 5th week of January 2027.

Application requirements:

- AAPI online application (APPIC match number is 1885)

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 and Behaviour Analysts of Ontario.

Psychology Residency Training Lead

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

Psychology Residency Deputy Training Lead

Dr Erin O'Farrell, C.Psych. (Clinical Services)

Professional Practice Lead

Dr Genevieve Monaghan, C.Psych. (Clinical Services, Georgianwood Program)

2027-28 Major rotation programs

Ontario Structured Psychotherapy (OSP)

Sans Souci Program for Transition and Recovery

Georgianwood Program

2027-28 Minor rotation programs

Health Quality Ontario CBT for psychosis (HQO CBTp)

Outpatient Assessment and Treatment Service (OATS)

Georgianwood Program

Sans Souci Program for Transition and Recovery

Not available 2027-28

Forensics

Supervisors

Dr Kyrsten Grimes, C.Psych. (Forensics programs)

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 CBTp, Outpatient Assessment and Treatment Service, Waypoint Research Institute)

Dr. Erin O'Farrell, C.Psych. (Clinical Services)

Dr Genevieve Monaghan, C.Psych. (Clinical Services; Georgianwood)

Dr Lauren Steinhart, C.Psych. (Ontario Structured Psychotherapy; Sans Souci Program for Transition and Recovery)

MINIMAL REQUIREMENTS

The residency program will consist of 37.5 hours/ week for 12 months (minimum 1600 hours).

Minimal requirements to successfully complete the residency include;

- complete two or more rotations. In order to complete a rotation, residents will be required to receive an 'Overall' rating for the rotation of at least 'meets expectations', rated by their supervisors at the end of the rotation.
- complete cognitive/ neuropsychological or psychodiagnostic assessment reports (minimum of 8 assessment reports over the course of the residency)
- meet rotation-specific expectations for number of individual cases (carrying a total caseload across rotations of approximately 5-12 across all rotations at any given time, depending on assessment caseload). Maximum of 67% should be in direct and indirect client service combined.
- meet rotation-specific expectations for number of groups facilitated (a minimum of one group during the residency)
- attend all Seminar 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 program evaluation project
- complete an approved program development project



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 321 inpatient beds and a variety of inpatient and outpatient programs. It is governed by a volunteer Board of Directors and has locations in Penetanguishene and Midland. The hospital provides specialized mental health, geriatric 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 clients 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, addictions and geriatric 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 2025-2035

Waypoint has identified three core areas that will define our strategic directions and priorities for 2025-2035: Discover, Serve, Lead and Inspire.

Discover

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

Serve

We will include clients 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.

Inspire

We will create a culture where people learn, grow and thrive, and feel pride, empowerment and belonging to a community that is having a remarkable impact.

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 clients achieve their goals. With our partners, we will drive improved care for those who need it most and make the system better for clients, families and the community.

Moving us to Action

Waypoint's 2025-2035 Strategic Plan is focused on clients and families as partners in all that we do. It formulates the next ten 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 clients 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 client 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 clients.

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 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 new Atrium Building opened. A walk around Waypoint's grounds can give you a feel of its history.



THE PENETANGUSHENE AND MIDLAND AREA

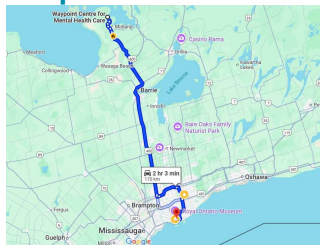
Our North Simcoe Communities

Nestled within Simcoe North county, the **Penetanguishene**, Midland, Tiny and Tay Townships offer a wealth of outdoor activities with proximity to endless hiking trails, cross country skiing, kayaking, golfing, Awenda Provincial Park, and so on. Downhill ski hills are in nearby Collingwood. 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 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.

Flix, GO Transit, Simcoe County Linx, Midland/Penetanguishene Transit and FlixBus are additional options depending on your location. To identify routes and times, please use the resources below:

GO Transit: <https://www.goctransit.com/en/>

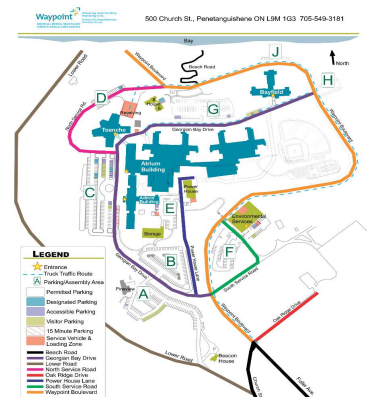
Simcoe County Linx: <https://www.simcoe.ca/dpt/linx>

Midland/Penetanguishene Transit:

<https://www.penetanguishene.ca/en/residents/Transit.asp>

FlixBus: www.flixbus.ca

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



<http://www.waypointcentre.ca/cms/one.aspx?portalId=10043&pageId=160>