

# Jessica S. Guilfoyle, Ph.D., LMFT

Experienced higher **Education, Supervision and Psychotherapy** professional with solid expertise in a variety of settings. Recognized for the ability to apply varied modalities to enhance student performance in the classroom, including initiating interactive discussions, and utilizing technology applications, and in the counseling office by creating a safe place where clients can explore, process, and discover by utilizing evidence-based approaches. Extensive knowledge of college program development, supervision, practicum placement, BBS requirements, and counseling. Energetic, reliable self-starter with superior time management, organizational skills, and a commitment to ongoing professional and personal development. Therapy specialties include infertility, perinatal mental health, trauma, grief, life transitions, self-harm and expertise include addiction and career development. Comprehensive understanding of utilization and teaching several modalities and evidence-based approaches.

## EDUCATION

**Ph.D. in Psychology and Counseling**, Regent University, Virginia Beach, VA  
January 2021- August 2022

**M.S., Clinical Psychology**, Vanguard University, Costa Mesa, CA  
August 2010-May 2013

**B.A., Psychology**, Vanguard University, Costa Mesa, CA  
Summa Cum Laude  
January 2009- August 2010

**A.A, General**, Saddleback College, Mission Viejo, CA  
August 2000-December 2009

## TEACHING EXPERIENCE

**Regent University**, Virginia, VA

**Program Director, Ph.D. in Counseling and Psychological Studies**

**Assistant Professor, Department of Counseling Ministries**

08/2022 – Present

- Responsible for administrative functions for the Ph.D. in Counseling and Psychological Studies Program under the direction of the respective Department Chair.
- Serve as a liaison among the faculty and students of the Program, the faculty, and the University administration.
- Coordinate teaching assignments within the Program and communicate Program course schedule(s) to the Department Chair.
- Participate in due process required for faculty, staff, and students as described in university policies or procedures.
- Initiate curriculum changes and other activities to maintain a high-quality academic Program.
- Participate in Program meetings and maintain minutes of these meetings.
- Perform special assignments as delegated by Department Chair, Dean, Provost, or President of the University.
- Provide teaching instruction to assigned courses, including lecturing, grading, encouraging dialog, encouraging students to reach higher levels of intellectual achievement, and providing feedback to enhance learning.
- Develop standardized course syllabi and course materials, communicate relevant content, set clear course learning outcomes and rubrics, and foster student learning.
- Manage online course management learning system.
- Advise and mentor students on studies and in ministry.
- Conduct research in alignment with the universities mission and purpose.
- Direct students' academic activities and participate in student development activities
- Participate in University, community, and professional services.

**Teaching Assistant  
Nursing Department**

01/2022 – 8/2022

- Assisted with online course management system, grading, and updating syllabi.
- Provided support to the nursing department, the director, and professors.
- Helped in creating update Program Learning Outcomes.
- Meet with director weekly to assist with needs of the program.

**Cal Southern University, Costa Mesa, CA**

10/2019 – 8/2022

**Adjunct Faculty Mentor**

Teaching of master's level courses in the Graduate program. Knowledge and experience in creating curriculum, course content, and syllabi. Management of online course management system. Mentor students through the course content and provide feedback that encourages a deeper understanding of course content and learning of the material.

**Practicum, Online (Graduate), 12/2019 – Present**

- Provided training therapists instruction assistance in their practicum sites.
- Provided feedback to students on their clinical presentation in the training program.
- Assessed students' mastery of basic therapeutic skills and determine whether students have met criteria to progress clinically in the program.
- Provided feedback to students of their clinical skills and help them explore the therapeutic process.

**Psychopathology, Online (Graduate), 12/2019 – Present**

- Provided instruction and feedback to students on the integrated approach to the diagnosis, assessment, and treatment of mental disorders.
- The emphasis is on building clinical skills in problem formulation and crisis intervention consistent with the DSM-5.
- The course also covers psychopathology from a neuroscientific, biological and sociocultural perspective.
- Exploration of evidence-based interventions are explored from psychodynamic, cognitive, behavioral, humanistic and other current modalities.

**Dual Diagnosis, Online (Graduate), 12/2019 – Present**

- Provided instruction and feedback on a holistic and integrative approach to working with individuals with co-occurring disorders is presented in this advanced course.
- Emphasis is on the assessment, intervention, and treatment of substance-related with co-occurring psychiatric disorders.
- Recovery, support, and relapse prevention are also covered with consideration given to cultural diversity issues and special populations including adolescents and older adults.

**UMass Global, Irvine, CA**

07/2019 – 8/2022

**Adjunct Faculty**

Teaching of master's level courses in the Graduate Arts and Sciences program. Knowledge and experience in creating curriculum, course content, and syllabi. Management of online course management system. Develop culturally relevant course content, culturally responsive pedagogical techniques, and effective practices for engaging a diverse student population. UMass Global was formally known as Brandman University.

**Practicum, Online (Graduate), 9/2019 – Present**

- Provided training therapists instruction assistance in their practicum sites.
- Provided feedback to students on their clinical presentation in the training program.
- Assessed students' mastery of basic therapeutic skills and determine whether students have met criteria to progress clinically in the program.
- Provided feedback to students of their clinical skills and help them explore the therapeutic process.

**Advancement, Online (Graduate), 9/2019 – 9/2020**

- Provided training therapists feedback on clinical case presentation.

- Assessed students' mastery of basic therapeutic skills and determine whether students have met criteria to progress clinically in the program.

**Vanguard University of Southern California, Costa Mesa, CA**

05/2015 – 05/2021

**Adjunct Faculty**

- Teaching of master's level courses in the Graduate Clinical Psychology program. Knowledge and experience in creating curriculum, course content, syllabi, and Student Learning Outcomes. Management of online course management system. Develop culturally relevant course content, culturally responsive pedagogical techniques, and effective practices for engaging a diverse student population.

**Psychosocial Stressors (Graduate), 1/2020 - 05/2021**

- Provided MFT training an introduction to psychosocial stressors. educated on topics included death, dying, grief, loss, aging, server mental illness, perinatal mental health. Taught examination of current theoretical and clinical approaches regarding the etiology, diagnosis, treatment regarding psychosocial stressors and examine cultural effects. Used didactic, reflective, and interactive activities as well as multimedia approaches to instruction.

**Clinical Foundations (Graduate), 8/2019 - 05/2021**

- Provided MFT training therapists instruction in Client-Centered & Emotion-Focused Therapy as well as feedback on their clinical skills with their first volunteer client.
- Reviewed of session clips and provide clinical feedback to students on their first clinical presentation in the training program.
- Assessed students' mastery of basic therapeutic skills and determine whether students have met criteria to progress clinically in the program.

**Psychotherapy and Diversity (Graduate), 05/2019 – 05/2020**

- MFT training therapists introduced to concepts of diversity to increase their sensitivity in treating clients of various backgrounds.
- Diversity in a cultural context is focused on, while other aspects of diversity, such as sex, gender, sexual orientation, and socioeconomic status, are also considered.
- Used didactic, reflective, and interactive activities as well as multimedia approaches to instruction.

**Clinical Foundation II (Graduate), 01/2018 - 05/2021**

- Provided MFT students additional training in clinical skills, psychopathology, diagnosis, legal and ethical issues, treatment planning, case conceptualization, and report writing.
- Assessed written case formulations and treatment plans, observing video clips of sessions and providing feedback regarding clinical skills.
- Facilitated group discussion, providing feedback regarding clinical sills, and assisting students in using countertransference as clinical data.

**Clinical and Professional Development (Graduate), 08/2017 - 05/2021**

- Provided MFT students additional training in clinical skills, psychopathology, diagnosis, legal and ethical issues, treatment planning, case conceptualization, and report writing.
- Assessed written case formulations and treatment plans, observing video clips of sessions and providing feedback regarding clinical skills.
- Facilitated group discussion, providing feedback regarding clinical sills, and assisting students in using countertransference as clinical data.

**Case Conceptualization (Graduate), 08/2017-05/2021**

- Provided group case conceptualization for six MFT students.
- Observed students giving formal presentations of clients' psychosocial histories, diagnoses, and demeanor and show video clips of sessions.
- Coached students discussing legal and ethical concerns arising in the cases as well as the process of treatment and countertransference experiences.

- Facilitated group discussion, provide instruction regarding foundational therapeutic concepts, providing feedback regarding clinical and conceptualization skills, and assisting students in using countertransference as clinical data.

**Addictive Behaviors** (Graduate), 01/2016-05/2021

- MFT training therapists introduced to concepts of addictive behaviors.
- Taught examination of current theoretical and clinical approaches regarding the etiology, diagnosis, treatment, and prevention of the spectrum of addictive behaviors, with an emphasis on alcohol and substance abuse.
- Explored other addictive behaviors including, but not limited to, eating disorders, sexual addiction, self-harm, and gambling.
- Used didactic, reflective, and interactive activities as well as multimedia approaches to instruction.

**Career Development** (Graduate), 05/2015-05/2021

- MFT training therapists introduced to the study of current theories and processes regarding career development including decision-making models including interrelationships between work, family and other factors, and multicultural considerations in career development.
- Application made to clinical practice including how to assess interest and ability and how to access occupational, educational, and professional resources.
- Taught students to incorporate career counseling processes, techniques, and resources in practice through the application of and strategic counseling skills.
- Emphasized own career and how to advance useful networking, marketing, and other essential skills in developing own career.

**Vanguard University of Southern California, Costa Mesa, CA**

**Teaching Assistant**

**Clinical Foundations** (Graduate), 09/2013 - 12/2013

- Assisted with online class management system, grading, updating lectures, and distributing and grading assignments.
- Provided support to professor and assisted in aspects of teaching MFT training therapist's instruction in Client-Centered & Emotion-Focused Therapy to ensure that the students have a clear understanding of the material presented.
- Helped in making sure that the professors were prepared and organized to teach the material.

**Current Psychotherapy Topics-DSM-5** (Graduate), 09/2013 - 12/2013

- Provided support to professor and assisted in aspects of teaching the DSM-5 diagnosis and information regarding the prevalence, etiology, symptoms and associated features, and treatment for all diagnostic categories.
- Helped in making sure that the professors were prepared and organized to teach the material.
- Assisted with online class management system, maintaining grades, updating lectures, and distributing and grading assignments.

**Orange Lutheran High School, Orange, CA**

2/2014 - 05/2014

**AP Psychology Long Term Substitute Teacher**

- Developed lesson plans and course lectures to educate and prepare students for the AP Psychology exam.
- Administered test's that reflected students understanding of course material.
- Graded assignments with constructive feedback to help student gain a better understand of the material.
- Managed online class management system, maintaining grades, updating lectures, and distributing assignments.
- Created a safe place for students to talk about faith, psychology, and personal journey's.

## PROFESSIONAL EXPERIENCE

**Authenticity Counseling Services, Dana Point, CA** 11/2015 - Present  
**Licensed Marriage and Family Therapist and Clinical Supervisor**

Private practice with adolescents, adults, & families. Narrative, Cognitive Behavioral, Psychodynamic, Mindfulness therapy utilized, with infertility, perinatal, career, life transitions, grief, and trauma as specialties and addiction and career as expertise.

- Provide individual and family psychotherapy for clients with diverse backgrounds.
- Provide individual and couples telehealth psychotherapy therapy for clients through Employee Assistance Programs (EAP).
- Create a safe space where authenticity is promoted to establish a therapeutic relationship.
- Use of Evidence Based Treatments to provide effective treatment in the therapy setting.
- Maintain confidentiality and uphold legal and ethical standards.
- Manage billing and collection of client payments.
- Create and maintain confidential weekly progress notes and treatment plans for clients.
- Onboarding of clinical team.
- Creation of curriculum program for conjunction resources for clients.
- Supervise MFT Associates and PCC Associates, running supervision, clinical consultation, review of notes, provide insight on cases, educate on ethics.
- Establish and run all aspects of a Private Practice.
- Create and maintain relationships within the community.
- Present to community and companies on various topics.

**Meru Health, Remote, CA** 11/2019 - Present  
**Licensed Marriage and Family Therapist**

Remote therapy platform, that allows for empowering clients with a scalable and effective treatment solution. The 12-week mobile treatment program includes mindfulness and CBT practices, HRV Biofeedback, sleep medicine, nutritional psychiatry, and daily therapist support on weekdays.

- Maintain confidentiality and uphold legal and ethical standards.
- Provide individual counseling to clients through Meru app.
- Conduct intakes with new client's beginning the Meru program.
- Create and maintain weekly progress notes and treatment plans for clients.
- Attend weekly consultation team meeting to discuss clinical cases and treatment goals.

**Tell Me Your Dream (TMYD), Costa Mesa, CA** 7/2019 – 8/2022  
**Consultant**

Work in organizations with employees through the TMYD curriculum. The TMYD curriculum is developed to empower employees and increase productivity within organizations.

- Established relationship with individuals to in a safe and caring environment
- Guided individuals through an exploration of their self, help individuals to discover their dreams and come up with a plan to achieve them.
- Attended monthly meetings to hear achievements of those who have completed the TMYD program.
- Empowered individuals to work through fears and move forward in their dreams.
- Increased organization's productivity and employee engagement.

**Palm Beach University, Remote, CA** 09/2020 – 06/2021  
**Consultant/Program Development**

Creating Master's and Doctoral programs for 2021-2022.

- Developed program requirements and courses for master's and Doctoral programs.
- Created course descriptions.
- Participated in university curriculum initiatives.
- Developed curriculum for master's and Doctoral program to meet Program Learning Outcomes and Student Learning Outcomes.
- Understood and evaluated program to ensure they meet academic and accreditation standards.

## PROFESSIONAL EXPERIENCE CONTINUED

### **Testimony Life Resources**

6/2013 – 11/2019

#### **Individual, Group, and Family Psychotherapist**

Individual counseling for adolescents, young adults and families.

- Maintained confidentiality and uphold legal and ethical standards.
- Provided educational, career, and personal counseling to clients.
- Led weekly therapy groups, educating, guiding, and interacting with clients in an open environment.
- Created and maintain weekly progress notes and treatment plans for clients.
- Attended weekly multidisciplinary treatment team meeting to discuss clinical cases and client treatment goals.

### **Vanguard University. Costa Mesa, CA**

1/2013 – 09/2018

#### **Program Coordinator**

Responsible for the Graduate Program in Clinical Psychology assisting faculty, staff, and students.

- Supervised 5 to 10 student workers each semester.
- Assisted in organizing, planning, and leading the Graduate Psychology Informational Meetings and Faculty program meetings to ensure program success.
- Provided direction and assistance to students needed to navigate the university processes.
- Managed the registration process, academic advising, changes to schedules, and student communications.
- Created and maintained course schedules for program.
- Curriculum development, implementation, and evaluation.
- Created and evaluated Program Learning Outcomes and Student Learning Outcomes.
- Managed the admissions and matriculation process and evaluated prospective applicant applications.
- Identified and implemented ways to improve services to students in collaboration with other departments by addressing student success and retention issues.
- Collaborated with the Director and Assistant Director to address student specific issues and/or problems.
- Advised and processed Withdrawal, Leave-of-Absence, and Re-admission applications for students.
- Organized and facilitated Graduate Psychology community activities and events.
- Participated in two-years of service as Student Success and Retention Committee member.

### **New Day Treatment Center**

11/2015 – 05/2018

#### **Individual, Group, and Family Therapist**

Residential individual, group, and family therapy for individuals in treatment for drugs and alcohol

- Provided family therapy and individual therapy to clients in residential treatment for drug and alcohol.
- Co-facilitated weekly process group, led weekly mindfulness groups, and led a DBT skills training group.
- Maintained confidentiality and upheld legal and ethical standards.
- Created and maintained weekly progress notes and treatment plans for clients.
- Attended multidisciplinary treatment team meeting to discuss clinical cases and client treatment goals.
- Conducted intakes, responded to on-call crises, and treatment and discharge planning.

## PROFESSIONAL EXPERIENCE CONTINUED

### **Monarch Bay Chiropractic & SC Counseling Office Manager/ Lifestyle Educator**

11/2007 – 02/2012

- Worked directly with clients and managing all aspects of the offices.
- Provided support and encouragement to patients while ensuring that the office was running at the highest level of efficiency.
- Met with patients to develop an individualized program for healthy living that promotes optimal mental, physical, and spiritual well-being.
- Managed and trained employees.
- Maintained records, analyzed lab and results, and tracked progress through a series of sessions with patients to ensure they would reach their maximum potential.
- Managed medical billing and accounting.

### **Nordstrom Assistant Buyer/Retail Sales**

10/1999 – 10/2007

- Provided support to vendors, and sales managers with a commitment to excellence.
- Responsibilities included assisting in management of 31-115 sales managers.
- Assisted in purchasing and merchandising of product.
- Conducted training to store managers and sales associates.
- Created and organized daily reports pertaining to all aspects of a buying position, including planning and strategizing.
- Effectively maintained verbal and written communication.
- Duties required attention to detail, excellent time management, strong organizational skills, interpersonal skills, and the ability to encourage others.

## SUPERVISED CLINICAL PRACTICE

### **Testimony Life Resources Individual, Group, and Family Intern/Associate**

6/2013 – 11/2015

Supervisor: Randy Smith

Individual counseling for adolescents, young adults, and families.

- Maintained confidentiality and uphold legal and ethical standards.
- Provided educational, career, and personal counseling to clients.
- Attended weekly supervision gaining insight and understanding of psychological approaches and therapeutic process.
- Led weekly therapy groups, educating, guiding, and interacting with clients in a positive, encouraging, and open environment.
- Created and maintained weekly progress notes and treatment plans for clients.
- Attended weekly multidisciplinary treatment team meeting to discuss clinical cases and client treatment goals.

### **Tustin Unified School District, Tustin, CA Marriage and Family Therapist Trainee**

1/2012 - 2/2014

Supervisor: Laura Sewell, LCSW

- Provided individual therapy to elementary school students with diverse backgrounds and issues.
- Facilitated therapeutic groups through a structured curriculum focusing on topics including Bullying, Grief and Loss, Self-image, Self-control, Being a Scholar, Friendship, and Parenting.
- Taught monthly trainings to teachers and staff on various childhood and developmental topics.
- Maintained confidentiality and upheld legal and ethical standards.
- Attended weekly supervision gaining insight and understanding of psychological approaches and therapeutic process.
- Created and maintained weekly progress notes and treatment plans for clients. -

## SUPERVISED CLINICAL PRACTICE CONTINUED

**Vanguard University Counseling Center, Costa Mesa, CA**  
**Marriage and Family Therapist Trainee**

1/2012 - 05/2013

Supervisor: Lesley Davis, Psy. D

- Client-centered- informed brief and long-term therapy in university counseling center.
- Responsible for scheduling appointments, creating, and maintaining progress notes and treatment plans.
- Provided individual therapy at a once and twice-weekly basis to college students from the university.
- Led weekly therapy groups including Body Image, Grief and Loss, and Mindfulness.
- Maintained confidentiality and upheld legal and ethical standards.
- Met weekly with a supervisor to gain a deeper insight and understanding of psychological approaches.

## VOULENTEER EXPERIENCE

**Royal Family Kids Camp (RFK)**

**Camp Counselor**

- Mentored and worked with abused and neglected children in the foster care system for the summer.
- Acquired hours of training through Royal Family Kids.

**Homes of Hope**

**Counselor**

- Created relationships, established rapport, and used active listening.
- Mentored and worked with sexually and physically abused women and their children for the summer.

**Students International**

**Counselor**

- Built relationships with team members, leaders, and staff of Students International.
- Mentored and worked with abused and neglected children for the summer.

## PRESENTATIONS

Seminars conducted for groups, communities, schools and therapy agencies.

Career Preparedness | Networking | Marketing Your Private Practice | Discovering Your Path | Suicide Prevention | Drug and Alcohol Prevention | Social Skills | Building Friendships | Bullying | Parenting: The Up's and the Down's | Mindfulness | Self-Image | Loss of a Loved One and Grief | I am an Adult...Now What? | Life Transitions | Presenting Professional and Educational Presentations | Infertility & Loss | Perinatal Mental Health & PMAD's | How to Cope in Motherhood | Grief & Resilience | Step Up: Assertiveness and Self-Efficacy in the Workplace | Resume Building | Navigating Trauma & Grief | Vicarious Trauma: How to cope |



## **PROFESSIONAL AFFILIATIONS**

Board of Behavioral Sciences (BBS), California,  
Licensed Marriage and Family Therapist, LMFT #90326  
State Board of Marriage and Family Therapist Examiners Colorado,  
Licensed Marriage and Family Therapist, LMFT #0001732  
Board of Licensed Professional Counselors and Therapist, Oregon,  
Licensed Marriage and Family Therapist, LMFT # T1666  
Board of Behavioral Health Examiners, Arizona State,  
Licensed Marriage and Family Therapist, LMFT #15435  
Board of Examiners for Marriage and Family Therapists & Clinical Professional Counselors, Nevada,  
Licensed Marriage and Family Therapist, LMFT #2701-R  
Board of Examiners of Marriage and Family Therapists, Texas,  
Licensed Marriage and Family Therapist, LMFT #203705  
California Association for Licensed Professional Clinical Counselors (CALPCC)  
California Association of Marriage and Family Therapists, (CAMFT)  
American Association of Marriage and Family Therapist (AMFT)  
National Career Development Association (NCDA)  
Psy-Chi (National Honor Society in Psychology)  
Kaiser Permanente  
Spring Health

## **PROFESSIONAL CONFERENCES, SEMINARS, TRAININGS, AND WEBINARS**

Fundamental of Supervision Course  
Advanced Clinical Practices for Integrative Treatment of Perinatal Mood & Anxiety Disorders (PMADs)  
Maternal Mental Health by PSI and 2020 Moms  
Counseling Grief Clients: Functional Interventions for Everyday Use  
2-Day Intensive Trauma Treatment Certification Workshop: EMDR, CBT, and Somatic-Based  
Interventions to Move Clients from Surviving to Thriving  
Telehealth for Mental Health Professionals: 2-Day Training  
Bessel van der Kolk, MD, On Global Coronavirus Crisis  
Jurisprudence CO & TX  
Recovery is Possible: What motivates clients to change? Center for Change  
NCDA (National Career Development Association) Career Practitioner Institute Conference, NCDA - Long Beach, CA  
West Coast Symposium on Addictive Disorders (WCSAD) Conference, WCSAD - La Quinta, CA  
Mental Health Recovery Oriented Care: Operationalizing Recovery Oriented Systems  
Mental Health Recovery Oriented Care: Shared Decision Making in Mental Health Care  
Recovery Oriented Systems of Care  
California Child Abuse and Neglect Reporting Law  
Spousal/Partner Abuse Detection and Intervention  
Law and professional Ethics  
Enhancing Motivation for Change in Substance Use Disorder Treatment  
Drugs of Abuse  
Alcoholism and Chemical Substance Abuse and Dependency  
Mindfulness for Addiction  
Supporting Families Impacted by Mental Health, Substance Abuse, and Trauma  
National Strategy for Suicide Prevention  
Suicide Assessment and Treatment Empirical and Evidence Based Practices  
Core Elements in Responding to Mental Health Crisis  
Constructive Supervision in Counseling and Psychotherapy  
Supervision Essentials for the Integrative Developmental Model  
Ethical Practice of Consulting Psychology  
Considerations for the Provision of E-Therapy

## **PROFESSIONAL CONFERENCES, SEMINARS, TRAININGS, AND WEBINARS CONTINUED**

Aging and Long-Term Care  
Using Technology-Based Therapeutic Tools in Behavioral Health Services  
Telebehavioral Health- What Every Provider Needs to Know  
Telebehavioral Health and the Consumer  
Canvas Training  
Blackboard Training  
Teacher Training  
Tell Me Your Dream (TMYD) Training  
Law and Ethics: Confidentiality and Ethical Issues Facing Substance Abuse and Mental Health Providers  
Personality Disorders: The Challenges of the Hidden Agenda  
Elements of Effective and Ineffective Supervision  
Child and Adolescents Needs and Strengths (CANS)  
Nonviolent Crisis Intervention  
Celebrate Everything MFT! OCCAMFT, Costa Mesa, CA  
Creating Healthy Organization, Costa Mesa, CA  
Suicide Prevention  
Applied Suicide Intervention Skills Training (ASIST)  
Clinical Supervision and Professional Development  
California Association for Licensed Professional Clinical Counselors (CALPCC) Consortium, CALPCC, CA  
HIV and AIDS  
Law and Ethics  
Understanding Addiction: Neurology, Triggers, and Healing, Center for Change  
The Curious Observer: The Mindful Path to Working with Countertransference Processes with Eating Disorder Patients, Center for Change  
California Association for Licensed Professional Clinical Counselors (CALPCC) Consortium, CALPCC - CA  
Evolution of Psychology, Anaheim, CA

### **PROFESSIONAL GROWTH**

300+ hours	Individual Psychotherapy
10+ hours	Group Psychotherapy
30+ hours	Individual Consultation
50+ hours	Group Consultation
30+ hours	Supervision of Supervision