



# Pre-Masters INTERNSHIP PROGRAM

Updated: March 2021

---

## Diversus Health

“Provide Exceptional Behavioral Health Care to Our Community One Patient at A Time.”

The Diversus Health family of organizations has provided healthcare solutions to Southern Colorado residents for over 140 years. Diversus Health offers a continuum of care to meet adult and family behavioral health needs including evidence-based practices in adult, child and family outpatient care, substance abuse treatment, integrated health care, inpatient crisis evaluation and treatment, and managed care. Diversus Health’s treatment philosophy of recovery and community reintegration is reflected in services which provide vocational skills training and affirmative employment. The organizations are funded in part by the Diversus Health Foundation and also through state and federal dollars. Diversus Health is an integrated healthcare system on the cutting edge of practice.

### **Vision**

We are trusted partners improving the behavioral health of our community by eliminating barriers, providing quality care and restoring hope.

### **Mission**

Provide exceptional behavioral health care to our community one patient at a time.

### **Values**

**Corporate Citizenship** – Continued commitment to behave ethically and contribute to economic development while improving the quality of life of our workforce and their families, as well as of the local community and society at large.

**Humility** – Level setting with all parties and advocates for all voices within Diversus Health.

**Value in Diversity** – Ability to recognize the value in differing perspectives, culture, etc., and leveraging those diverse components to develop experiences aligned with our internal and external communities.

**Fun** – Contribute to, and be part of, an environment where individuals feel joy, comfort and connected to the organization’s larger initiatives, while simultaneously experiencing a sense of cultural acceptance and belonging.

**Integration** – Cross functional implementation of theory, principles, and best practices from across the healthcare industry in order to improve execution of strategies and deliver high-quality experiences.

**Safety** – Speaks to interconnectedness of all facets (departments and personnel) of the organization.

**Transparency** – Communication, steward of resources, and the mistakes one makes (Fail, Fail Fast, Fail Fast Forward), while giving credit where it is due.

---

Diversus Health is a community mental health center serving three counties in Colorado: Park, El Paso, and Teller. We serve severely and persistently mentally ill adults and seriously emotionally disturbed children and adolescents. Our treatment philosophy is strengths-based and solution-focused, which incorporates principles of recovery for adults and family systems for children and adolescents. We offer a full spectrum of services from traditional in-clinic to non-traditional, client-driven community and home based treatment.

Diversus Health is committed to the philosophy of recovery, an ongoing personal process of developing and achieving healthful goals despite the current presence of psychiatric illness. The mental health center's role in recovery is to provide services and care with the clients' input every step of the way, thus allowing them to take an active role in their treatment. With the recovery approach, clients learn new and useful self-directed skills, reduce and/or control their symptoms, achieve a better quality of personal interactions, and find greater satisfaction as they work toward their vision of a full and meaningful life.

The **mission** of Diversus Health is to promote recovery through the delivery of clinically sound behavioral health care solutions.

To further our mission, we have chosen to participate in the ongoing training of new professionals by serving as an Internship site. It is our desire to support the education of others by developing a collaborative relationship with various training programs.

---

### THE INTERNSHIP PROGRAM – Masters Level

Diversus Health has internship opportunities for students enrolled in a master's degree program in the areas of Counseling, Psychology, and Social Work. Though not accredited with the following organizations, Diversus Health follows the guidelines provided by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and by the Council on Social Work Education (CSWE).

#### **Goal, Expectations, and Clinical Proficiencies of the Internship Program**

The primary goal is to support the mission of Diversus Health while providing professionals-in-training with opportunities to develop their clinical skills.

It is the expectation of Diversus Health that students, approved for internship placement by their training program, have the training and experience required for working in their specific field. As part of the Internship Training Team, it is expected that students will conduct themselves in a professional manner, complete assignments in a timely manner and know and adhere to all policies of Diversus Health. Interns at Diversus Health will maintain the highest ethical standards.

At the completion of the Internship, students seeking licensure as counselors or social workers should be able to:

- Correctly apply DSM-5 diagnoses and psychological assessments to a variety of patients;
- Set treatment goals and plans for a variety of diagnostic issues;
- Conduct psychotherapy with clients

### **Schedule**

Interns are required to commit to a minimum of 600 hours for the internship experience and are expected to be on-site approximately 20 hours per week over an 8-9 month period. All hours must be between the hours of 8am and 5pm, Monday through Friday. Individual schedules will be worked out with the Internship Training Director.

### **Supervision**

Interns are supervised by the Internship Training Director (a licensed psychologist) or a Licensed Professional Counselor (LPC). MSW interns will receive supervision from a LCSW. Interns will receive one hour of regularly scheduled face-to-face individual supervision each week. Supervision will focus on review of caseload, discussion of specific cases, professional development, and evaluation of training progress. Additionally, interns may have the opportunity to be supervised in individual and/or group formats by pre-doctoral psychology interns to further augment their training experience.

### **Staff Meetings**

Interns may attend the weekly meetings that are required for all clinical staff. These meetings cover administrative issues, clinical information, and clinical training.

### **Training Experience**

All internship slots are through Adult Services. Interns will be assigned to a clinical team and will be part of that team for their entire training experience. Interns will be expected to carry a caseload of approximately 20-25 clients, depending on the number of hours worked each week. The adult outpatient program focuses on individual and group therapy, case management, psychiatric services, community-based services, and crisis intervention.

---

## **Adult Outpatient Services**

Diversus Health Adult Services is committed to the philosophy of recovery for individuals 18 and above with a mental illness. The goal is to provide hope and empowerment to individuals as they develop the skills and acquire the resources needed for success in their own unique environments. In the recovery process we focus on the individual's strengths and abilities and work to reduce the stigma of

psychiatric disabilities. Individuals with mental illness can live meaningful, hopeful, and fulfilling lives despite the ongoing presence of psychiatric illness. The treatment philosophy at Adult Services supports consumer choice, creating and collaboratively building individual treatment plans that build on the person's strengths and unique environmental demands. All programs are based on best practices in treatment for individuals with severe and persistent mental illness. Staff are highly trained and dedicated professionals including psychologists, licensed professional counselors, licensed clinical social workers, care coordinators, psychiatrists, and psychiatric nurse prescribers.

All traditional outpatient clinical services are provided through the Clinic Based Team. The Clinic Based Team is comprised of clinicians, care coordinators, psychology interns, and masters-level interns. All clinical staff and interns, as well as most psychiatrists/prescribers, are assigned to specific care teams; these teams meet for weekly "huddles" to discuss and coordinate client care from an interdisciplinary-based approach.

Group therapy is a preferred treatment method at Adult Services and every clinician and intern is involved in leading and/or co-leading a group. Some of the many groups offered each week include: Dialectical Behavioral Therapy (drop-in, orientation, and mainstream groups), Depression Management, Anger Management, and Living with Schizophrenia.

---

## **APPLICATION INFORMATION**

### **Requirements for Admission:**

- Current enrollment in a masters-level Counseling or Social Work program. Students must be registered in a practicum/internship course before accruing hours with Diversus Health.
- Interns must commit to complete at least 600 hours at Diversus Health. Most interns work 20-24 hours per week. The internship must be completed in a maximum of three consecutive semesters, or one full calendar year (30-52 weeks). The internship must be completed in a minimum of 8-9 months and a maximum of 12 months.
- Diversus Health and its Internship Program are committed to the recruitment of culturally and ethnically diverse interns. We encourage inquiries and applications from all qualified individuals.

### **Application Materials**

Please send the following materials in a complete packet (or scan all materials via one email). We require that **all** materials be sent to us at the same time, directly by the student applicant, as one completed application packet. Applications are accepted

beginning **March 1** each year.

Application Materials Include:

- Diversus Health Intern/Volunteer Application. Applications can be downloaded from our website at <https://diversushealth.org/wp-content/uploads/2021/03/Diversus-Health-Volunteer-Internship-Application.pdf>
- Current curriculum vitae
- Transcripts of all graduate work (we do not require official transcripts – you may submit copies from university website).
- Two letters of references. One of the two letters must be from someone who has observed your clinical work. The other letter should be from a university advisor or department head who will report that you are ready for internship.
- All students accepted to the Diversus Health Internship Training Program must provide documentation of professional liability insurance. This insurance may be obtained privately or provided by the University.

Mail completed application packet to:

Dr. Lindsay Gries  
Internship Training Director  
Diversus Health  
875 W. Moreno Ave.  
Colorado Springs, CO 80905

Or email all materials to Dr. Gries at: [Lindsay.Gries@DiversusHealth.org](mailto:Lindsay.Gries@DiversusHealth.org)

### **Selection Process**

Applications are reviewed by the Internship Training Director and qualified applicants will be invited for an interview with the Internship Training Director.

Applicants must pass an official background check prior to beginning their internship. All new interns must also receive an influenza vaccine or submit an approved waiver as a condition of internship.

Thank you for your interest in our internship program. Please feel free to contact Dr. Gries at 719-572-6281 or [Lindsay.Gries@DiversusHealth.org](mailto:Lindsay.Gries@DiversusHealth.org) with any questions about the Internship Program.