



DIVERSUS
H E A L T H

**PSYCHOLOGY
INTERNSHIP PROGRAM**

**2023-2024
Training Year**

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

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 PRE-DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM

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 the necessary skills and competencies to become psychologists.

It is the expectation of Diversus Health that psychology interns will gain the training and experience required for working as psychologists. As part of the internship team, it is expected that interns 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, interns seeking licensure as psychologists should be able to:

- Correctly apply DSM-5-TR diagnoses and psychological assessments to a variety of patients;
- Set treatment goals and plans for a variety of diagnostic issues;
- Conduct psychotherapy with clients;
- Write psychological reports (intakes, clinical interviews, testing, interpretation, etc.) at an advanced level; and
- Administer, score, and interpret a full battery of assessments at an advanced level.
- Demonstrate growing competency in providing supervision to masters-level interns and/or practicum students.

Schedule

The internship training year begins July 17, 2023 and ends July 12, 2024. Interns are expected to work 40 hours per week over the course of that year and must complete at least 1,928 hours for

successful completion of the internship program. Interns will spend approximately 40 percent of their time engaged in direct service.

Stipend

Diversus Health currently has three psychology internship positions budgeted. The current stipend for the internship is \$27,090. Interns are eligible to receive benefits including health insurance, dental insurance, and 401k.

Supervision

Interns are supervised by the Internship Training Director, as well as other psychologists within the organization. Interns will receive two hours of regularly scheduled face-to-face individual supervision with a psychologist each week. Supervision will focus on review of caseload, discussion of specific cases, professional development, and evaluation of training progress. Interns will also participate in group supervision for 1.5 hours per week.

Each intern will also have a minimum of two hours per month of additional supervision by the on-site supervisor of the intern's minor rotation. That supervision will focus on the intern's performance at the rotation site and the clinical cases at those sites. The Training Director and members of the Internship Training Committee will meet at least once per month to discuss each intern's performance.

Didactic Trainings

Interns will attend at least two hours of didactic training per week. Seminars will be presented by the Training Director, Diversus Health staff, or outside guests. Topics will vary over the course of the year, but will include these areas of concentration: assessment, intervention, consultation, research, supervision, multiculturalism, and ethical and legal standards. Interns will be expected to provide at least one training presentation and several case presentations over the course of the training year.

Training Experiences

All internship slots are through Adult Services (the site of the major rotation). Interns will be expected to carry a caseload of 20-25 clients. The adult outpatient program focuses on individual and group therapy, case management, psychiatric services, and crisis intervention. The training areas covered will involve treatment planning, individual and group therapy, consultation with other team members, and assessment.

Interns will also have the opportunity to participate in minor rotations over the course of the training year. The rotations give the intern the opportunity to learn about other parts of community mental health within our system.

Finally, psychology interns will gain experience with providing supervision to masters-level interns and/or practicum students during their training year. Various didactic trainings on the topic of supervision will be provided near the beginning of the internship year, and "supervision of supervision" will be offered to routinely support psychology interns throughout this learning experience.

Over the course of the year, at least 40% of each intern's time will be spent in direct client contact.

Major Rotation – 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 Adult Outpatient Program. The Adult Outpatient Program is comprised of clinicians, case managers, psychology interns, psychologists, and masters-level interns. All clinical staff and interns, as well as psychiatrists/prescribers, are strongly encouraged to 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, Anger Management, Depression Management, Trauma Art Therapy, and Living with Schizophrenia.

Minor Rotations

Rotation schedules will vary based upon the needs of the intern as well as the agency. Minor rotations are typically 4 months in length, averaging 2 days per week.

Rotation opportunities may vary, depending upon a number of factors (i.e., not all rotations may be offered in a given internship year). Please consult with the Internship Training Director regarding specific details about minor rotation offerings.

Child and Adolescent Assessment: This rotation offers the opportunity for interns to have a hands-on experience working with children and their families in an outpatient community mental health setting for the purpose of conducting psychological assessments. As part of this role, interns will interface with other members of the teams including licensed therapists, care coordinators, and psychiatric prescribers. Interns' primary responsibilities on this rotation will include psychological assessment of children/adolescents.

Substance Use Recovery: Interns participating in the Substance Use Recovery rotation will be introduced to an Outpatient Treatment (OP) level of care. Interns will learn about treatment levels based on the American Society of Addiction Medicine's Patient Placement Criteria for the

Treatment of Substance-Related Disorders. This program uses the Matrix Model, an evidence-based curriculum, which includes the following topics: Early Recovery Skills, Relapse Prevention Skills, and Recovery Maintenance.

Adult Assessment: This rotation offers interns the opportunity to participate in reviewing cases, completing psychological assessment batteries as well as scoring, interpretation and report-writing services. Interns participating in this rotation have the opportunity to be exposed to a wide array of client ages and diagnoses.

Immersion Rotation

Acute/Crisis Services (Lighthouse): The goal of the short-term “immersion” rotation at the Lighthouse is for interns to have hands-on experience with a wide variety of clients who are in crisis. The interns will learn to do rapid emergency evaluations and refine their decision-making skills in an acute care setting; this learning experience will take place on both the acute treatment unit and walk-in center. Interns will learn very specific skills related to treatment planning, mental health stabilization and discharge planning. The immersion rotation at Lighthouse takes place over approximately five business days and is integrated into each intern’s schedule at the start of the internship year.

ABOUT COLORADO SPRINGS

Colorado Springs is a beautiful city located at the foot of Pikes Peak. For a true Colorado adventure, there is no better place to venture than that of Colorado Springs. This city offers many scenic, cultural, and recreational opportunities for its residents and visitors alike. Colorado Springs offers the best of not only the Old West, but the new west as well.

Breathtaking scenery and world-class skiing make Colorado a prime place to live and visit. One of America's most famous mountains, Pikes Peak, is one of Colorado’s national treasures. For decades, people have explored its valleys and hillsides in pursuit of natural beauty, sport, education and spiritual enlightenment. Pikes Peak is home to an affluent and assorted mixture of plant and animal life.

Location:

The city is located at the foot of Pikes Peak and the western side of the city is bounded by the Pike National Forest and the Rampart Range. The official elevation of Colorado Springs is listed as 6,035 feet, but many neighborhoods in the northern part of the city are closer to 7,000 feet, while the elevation drops steadily as one heads south toward Pueblo. To the east lie the high plains, and it is still common to see antelope grazing within view of the roads in eastern El Paso County.

Climate:

Due to the unique position Colorado Springs enjoys geographically, with high mountains to the west and the Palmer Divide to the north, the climate is mild and semi-arid. We are blessed with 250 days of sunshine and less than 16 inches of precipitation annually. While snow does fall

sporadically from October to April, the average season is 4.5 inches and it generally melts quickly in the warm sun. Winter days are often in the 40's or even 50's, with sunshine. Summer often brings afternoon thunderstorms; our rainiest months are June and July most years. Daytime highs are usually in the 80's with between 10 and 20 days reaching the 90's, but cooling into the 50's almost every night. Fall brings blazing golden Aspens and clear blue sky days.

APPLICATION INFORMATION

APA Accreditation

Diversus Health's psychology internship program was awarded a full 7-year APA accreditation in January 2015.

Contact Information for Commission on Accreditation:

American Psychological Association
Office of Program Consultation and Accreditation
750 First Street, NE
Washington, DC 20002-4242
apaaccred@apa.org
T: (202) 336-5979
F: (202) 336-5978

APPIC Membership

The Diversus Health internship program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) and participates in the APPIC Internship Matching Program through National Matching Services, Inc (NMS). Applicants must register for the Match in order to be eligible for an interview and potential match to our internship program. Please see the APPIC website (www.appic.org) for Match Policies. Applicant Agreements for the Matching Program can be found on the National Matching Services, Inc. website (www.natmatch.com/psychint).

Application Materials

In accordance with current APPIC guidelines, all applications must be submitted online through the AAPI Online process. To access the AAPI Online Application, please go to www.appic.org and click on "Internships" followed by "AAPI Information."

The AAPI Online application includes the following items:

- Cover Letter
- Curriculum Vitae
- AAPI application
- Graduate transcripts
- Three letters of recommendation. Two of the three letters must be from individuals who have observed your clinical work. The other letter may be from an advisor or other professional who has observed your academic and/or professional work.

Supplemental Application Materials Required by Diversus Health:

- Sample psychological testing or intake assessment report. (Please upload and attach to your AAPI Online electronic application.)

Applications are due by November 13, 2023

Please Note: Applicants who match with our program will be required to pass a background check before internship may begin. Failure to pass the background check may result in loss of an internship position at our site.

Selection Process

Applications are reviewed by the Internship Training Director, Chief Psychologist, staff psychologists, and current psychology interns.

Applicants will be notified of interview status by December 8, 2023

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

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.

***Effective 11/1/14, all new interns must receive an influenza vaccine, present a receipt of an influenza vaccine, or submit an approved waiver as a condition of internship.**

***Effective 11/1/21, all new interns must receive a COVID-19 vaccine, present a receipt of COVID-19 vaccination, or submit an approved medical or religious waiver as a condition of internship.**

Thank you for your interest in our internship program. Please feel free to contact Dr. Lindsay Gries (Lindsay.Gries@diversushealth.org) with any questions about the Internship Program.

Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated: 08/14/2023

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?	Yes X No
If yes, provide website link (or content from brochure) where this specific information is presented:	
n/a	

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:
The program will consider students with current enrollment in a doctoral program in clinical or counseling psychology and completion of a minimum of 3 years of graduate study. The program prefers, but does not require, that applicants be from APA accredited graduate programs. Preference is also given to applicants with experience or interest in working with serious mental illness and/or in community mental health settings, as well as experience with psychological assessment.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:			
Total Direct Contact Intervention Hours	Yes		Amount: *500
Total Direct Contact Assessment Hours	Yes		Amount: *50

Describe any other required minimum criteria used to screen applicants:	
<ul style="list-style-type: none"> • A sample psychological testing or intake assessment report must be uploaded and attached to your AAPI Online electronic application • Dissertation proposal must be approved by ranking deadline <p><i>*If your direct hours were limited due to COVID-19, please proceed with submitting your application with an explanation of the impact you experienced to your practicum/practica. We will consider all applications received.</i></p>	

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$27,090	
Annual Stipend/Salary for Half-time Interns	n/a	
Program provides access to medical insurance for intern?	Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	80, including sick leave	
Hours of Annual Paid Sick Leave	n/a (see above)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	No
Other Benefits (please describe): Dental Insurance, 401k, EAP		

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2019-2022	
Total # of interns who were in the 3 cohorts	13	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	2	
	PD	EP
Academic teaching	0	1
Community mental health center	1	1
Consortium	0	0
University Counseling Center	0	0
Hospital/Medical Center	2	0
Veterans Affairs Health Care System	0	1
Psychiatric facility	0	0
Correctional facility	0	0
Health maintenance organization	0	0
School district/system	0	0
Independent practice setting	0	4
Other	1	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.