



Pre-Masters
INTERNSHIP PROGRAM

Updated: December 2023

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-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

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, as applicable. 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 15-20 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. The internship program specifically focuses on individual therapy, group therapy, and clinical assessment (via intake and/or bi-annual re-assessments, as applicable).

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.

Group therapy is a preferred treatment method at Adult Services, and every intern is involved in

leading and/or co-leading a group at some point during their training year. Some of the many groups offered each week include: Dialectical Behavioral Therapy (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 devote 20 hours per week to internship, though more weekly hours are approved upon request. **Fewer weekly hours are also typically approved during the initial practicum phase, based on academic program requirements.* 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.
 - While we understand that some academic programs have a 4-6 week break between the fall and spring semesters, we also recognize the needs of our clients and must prioritize the continuity of quality care over time. For this reason, we are glad to support our interns in taking 2-3 weeks off between December/January but will require a return to internship duties after that time. Please address any concerns about this policy with the Internship Training Director.
- 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 throughout the year with no deadline, as long as capacity is available for new interns. We also start interns on rolling timelines per their specific academic calendar to the degree that slots are available. Please direct all questions about training capacity and potential start dates to the Internship Training Director.

Application Materials Include:

- Diversus Health Intern/Volunteer Application. Applications can be downloaded from our website at <https://diversushealth.org/careers/>
- Current curriculum vitae or resume
- Transcripts of all graduate work (we do not require official transcripts – you may submit copies from university website).
- Two letters of reference. 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.

*Please email all materials to Dr. Gries at: 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.

***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 and present a receipt of COVID-19 vaccination, or submit an approved medical or religious waiver as a condition of internship.**

Stipend

Interns are paid an annual stipend of \$5,000 divided monthly over the course of the training experience. Please note that the stipend is paid out during the internship phase only; stipends are not available for practicum students. If you choose to complete both your practicum and internship with Diversus Health over continuous semesters, your stipend payments will begin once you reach the internship phase of training.

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 with any questions about the Internship Program.