



Colorado Psychology
Internship Consortium

Internship Brochure

2024-2025

For more information about CO-PIC visit
www.co-pic.org or contact:

Dr. Paige Baker Braxton
paige.braxton@vailhealth.org

Aim: The Colorado Psychology Internship Consortium's (CO-PIC) aim is to prepare and retain psychologists to provide high quality behavioral health care for Coloradans of all ages.

The Colorado Psychology Internship Consortium (CO-PIC) represents the collaborative effort of five organizations - Bright Future Foundation, Vail Health Behavioral Health, Your Hope Center, Code-4 Counseling, and STRIDE Community Health Center- to share resources and faculty for the purpose of providing a diversified educational program for psychology interns. Training takes place in five training sites across two geographic areas of Colorado: Eagle County and the Metro Denver Area.

Accreditation Status

The Colorado Psychology Internship Consortium (CO-PIC) was initially accredited by the Commission on Accreditation on November 10, 2016. On April 6, 2024, the Commission on Accreditation voted to reaffirm the accreditation of the Colorado Psychology Internship Consortium, with its next site visit scheduled to be held in 2033.

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE, Washington, DC 20002
Phone: (202) 336-5979
Email: apaaccred@apa.org
Website: <https://accreditation.apa.org/accredited-programs>

APPIC Membership Status

CO-PIC is an APPIC member and agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information for any intern applicant.

Program Structure and Focus Areas

The Colorado Psychology Internship Consortium (CO-PIC) offers a one-year, full-time doctoral internship beginning and ending in July each year. The 2025-26 training year will begin on July 28, 2025. The Consortium comprises five sites: three sites in Eagle County and two in the Denver Metro Area. The Consortium provides a range of clinical and didactic experiences that represent the necessary depth and breadth required for future professional practice with Colorado's rural and underserved populations. Interns have a primary placement at one site. All interns meet in-person for shared training activities at least three times throughout the internship training year, and participate in training together virtually

via videoconference on a weekly basis. Across training sites, interns complete an average of 15-20 direct contact hours per week.

Required Major Training Emphases

All sites offer the following major training emphases:

Behavioral Health Intervention

Interns across training sites spend approximately 20-25 hours per week in activities related to Behavioral Health Intervention. The consortium provides opportunities for interns to work in outpatient settings to provide individual, group, family and/or couples therapy to people from a diverse range of age groups, ethnic groups, and socioeconomic levels within a variety of therapeutic modalities. Across the consortium, service settings may include schools, primary care clinics, counseling centers, shelter/emergency safe houses, offices of the district attorney, and school-based health centers.

Consultation and Systems Collaboration

Interns across training sites spend approximately 5-10 hours per week in activities related to Consultation and Systems Collaboration. In this capacity, interns learn about community health and human service agencies and how to effectively collaborate across systems (e.g., schools, health, etc.) and professional disciplines (e.g., educators, social workers, clergy, medical staff, etc.). Examples of specific topic areas may include: Psychologists as Leaders, Coordinated Community Response (e.g., suicide prevention coalitions, disaster preparedness and response, etc.), and Grant Writing and Project Management.

Psychological Assessment

Interns across training sites spend approximately 3-5 hours per week in activities related to Assessment. Assessment experience is provided at each consortium site. Interns at every site are expected to administer, interpret, and provide written synthesis of psychological measures. Assessments may include intellectual, achievement, personality, forensic, integrated assessments focused on improving health outcomes, and/or competency-based measures. Interns have opportunities to write reports and make recommendations that convey meaningful information to clients and collateral parties. While each site varies on the number and type of referrals, interns engage in an average of four hours of assessment per week.

Elective Focus Areas

All sites offer elective training opportunities, which differ across sites. Please refer to the individual site descriptions for more information. Elective opportunities are determined based upon supervisor approval, the resources within each training site, and the specific interests and experience of the intern. Interns may spend approximately 3-5 hours per week engaged in elective training activities.

CO-PIC Goals and Objectives

Overarching Program Aims:

The aim of CO-PIC is to train and retain psychologists to increase access to mental health care for under-resourced Coloradans.

Training Competencies:

Our program offers one-year, full time internship positions at three sites in Colorado. It is expected that by the conclusion of the internship year, interns will be competent in the following areas:

Competency 1: Interns will achieve competence appropriate to their professional developmental level in the area of **Behavioral Health Intervention**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Case conceptualization and treatment planning
- ❖ Crisis intervention
- ❖ Therapeutic skills
- ❖ Group therapy provision

Competency 2: Interns will achieve competence appropriate to their professional developmental level in the area of **Evidence Based Practice in Assessment**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Diagnostic skill
- ❖ Instrument selection, administration, and scoring
- ❖ Test interpretation
- ❖ Clinical formulation
- ❖ Report writing
- ❖ Communicating results

Competency 3: Interns will achieve competence appropriate to their professional developmental level in the area of **Consultation / Interprofessional / Interdisciplinary**

Objectives related to this goal include the achievement of competence in the following:

- ❖ Multidisciplinary collaboration

- ❖ Theories and methods of consultation

Competency 4: Interns will achieve competence appropriate to their professional developmental level in the area of **Supervision**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Theories and methods of supervision
- ❖ Effective provision of supervision

Competency 5: Interns will achieve competence appropriate to their professional developmental level in the area of **Cultural and Individual Diversity**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Cultural awareness
- ❖ Effects of cultural considerations on clinical activities
- ❖ Evidence-informed approach to cultural considerations

Competency 6: Interns will achieve competence appropriate to their professional developmental level in the area of **Research**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Application of scientific knowledge to practice
- ❖ Program evaluation
- ❖ Scholarly Activities

Competency 7: Interns will achieve competence appropriate to their professional developmental level in the area of **Ethical and Legal Standards**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Knowledge of ethical, legal, and professional standards
- ❖ Adherence to ethical principles and guidelines

Competency 8: Interns will achieve competence appropriate to their professional developmental level in the area of **Professional Values and Attitudes**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Professional awareness
- ❖ Interpersonal relationships
- ❖ Self awareness

- ❖ Clinical documentation
- ❖ Case Management
- ❖ Effective use of supervision

Competency 9: Interns will achieve competence appropriate to their professional developmental level in the area of **Communication & Interpersonal Skills**.

Objectives related to this goal include the achievement of competence in the following:

- ❖ Provide clear effective written communication
- ❖ Exemplify respectful and professional interpersonal skills

Supervision

One licensed psychologist serves as the primary clinical supervisor at each consortium site. All interns have the opportunity to receive supervision from at least 4 doctoral-level licensed psychologists over the course of the year. Interns receive a minimum of four hours of supervision per week, which includes a minimum of 2 hours per week facilitated by their primary site supervisor who is a licensed psychologist. Interns receive additional supervision based on their rotation or individual training plans by appropriately credentialed supervisors. Individual supervisors maintain overall responsibility for all supervision, including oversight and integration of supervision provided by other professionals. Supplemental weekly individual supervision is provided by supervisors of elective focus area experiences, as needed, and may be provided by other appropriately credentialed professionals.

Telesupervision Policy

Rationale for Telesupervision: CO-PIC values clinical and professional supervision and wants to provide every opportunity for interns to receive high-quality supervision during their training year. Given that CO-PIC is a distance consortium, telesupervision is a necessary format to allow the cohort to receive supervision from multiple consortium supervisors, regardless of location. Whenever possible, it is the expectation that interns receive in-person supervision; however, the program recognizes that circumstances may arise that create the need to consider alternative routes to delivery of high-quality supervision. Because consistent access to and continuity of supervision is foundational to training and practice, the program has adopted a Telesupervision Policy to guide the provision of supervision via a virtual format. The use of videoconference technology for supervisory experiences is consistent with CO-PIC's model and training aim as CO-PIC places a strong training emphasis on access to behavioral healthcare in rural and underserved areas, which often includes the use of telehealth services.

Adherence to APA Standards and Regulations: The internship program adheres to the telesupervision requirements issued by the APA Commission on Accreditation (APA CoA) through its Standards of Accreditation and corresponding Implementing Regulation. Notably, this policy does not supersede, reduce or alter supervision requirements in the internship Supervision Policy.

APA CoA Definitions and Distinctions:

1. Telesupervision: supervision (as defined in the supervision policy) of psychological services through a synchronous audio and video format where the supervisor is not in the same physical location as the trainee.
2. In-Person supervision: supervision of psychological services where the supervisor is physically in the same room as the trainee.

APA CoA Guidelines and limits: The internship program observes the guidelines and limits set forth by the APA CoA regarding Telesupervision which are as follows:

1. Telesupervision may not account for more than one hour (50%) of the minimum required (as defined in the SoA) two weekly hours of individual supervision, and two hours (50%) of the minimum required (as defined in the SoA) four total weekly hours of supervision.
2. Supervision beyond the minimum number of required hours may utilize methods are modalities that are deemed appropriate by CO-PIC.

Criteria for Telesupervision Usage: Telesupervision will be used in the following circumstances:

1. To provide regularly scheduled group supervision to the entire CO-PIC intern cohort.
2. When specialized clinical supervisory expertise is contingent upon using telesupervision and would otherwise be unavailable to the trainee.
3. When public health issues impact the safety of in-person supervision.

Privacy and Compliance: Approved telesupervision of clinical services will be conducted using HIPAA compliant software. No non-HIPPA compliant software will be allowed for telesupervision use. In an effort to protect privacy and confidentiality, telesupervision sessions are never recorded. All interns are provided instruction regarding the use of the videoconferencing equipment at the outset of the training year. Technical difficulties that cannot be resolved on site are directed to the intern's site IT department.

For all clinical cases discussed during telesupervision, full professional responsibility remains with the intern's primary supervisor, and any crises or other time-sensitive issues are reported to that supervisor immediately. Interns are provided contact information for all CO-PIC supervisors, including email and phone numbers, so crises and time-sensitive information can be reported as necessary.

Required Intern Shared Training Opportunities

CO-PIC interns meet in person at least three times during the training year. Interns participate in three structured in-person meetings throughout the training year including: a 2-day shared orientation at the outset of the training year, a 1-day mid-year meeting, and a 2-day wrap-up / graduation celebration at the end of the training year. Additionally, interns are brought together additional times during the training year to attend the Annual University of Denver Post-Doctoral Symposium, and local/state/regional conferences or presentations that vary year to year based on availability and interns' interests.

Research

Research opportunities vary across consortium sites.

Stipend, Benefits, and Resources

The annual stipend across all consortium sites is \$32,000. Health benefits are provided to all interns by their primary internship sites. Specific benefits vary across sites. Annual vacation, professional, and sick leave are provided to all interns and are consistent with each site's HR policies for first year staff. Each site will provide information in writing regarding the specific benefits offered.

Interns are connected to the Colorado Psychological Association (CPA) Board, members, and educational/networking activities for leadership and professional development opportunities.

CO-PIC interns have access to numerous resources. Funding for travel within the state of Colorado is provided in order for interns to complete required training experiences. Assessment and other training materials are provided by each training site, and additional materials that may be needed may be purchased using consortium funding with Training Committee approval. Each intern additionally has access to administrative and IT support through their primary training site.

Application Process and Selection Criteria

The Consortium offers up to 10 full-time positions. Students interested in applying for the internship program should submit an online application through the APPIC website (www.appic.org).

A complete application consists of the following materials:**

1. A completed Online AAPI (APPIC's standard application)
2. Cover letter (part of online AAPI) stating your preferred training site(s) and why you are interested in those sites specifically (applicants can indicate their interest in more than one site within the consortium in the cover letter)
3. A current Curriculum Vitae (as part of the online AAPI)
4. A minimum of two standardized reference forms, two of which must be from persons who have directly supervised your work (as part of the online AAPI). Please submit no more than four letters.
5. Official transcripts of all graduate coursework
6. Supplementary materials:
 - One full assessment report integrating both cognitive and personality measures
 - ~~One page clinical case conceptualization~~ **We have been advised by APPIC that our requirement for a case conceptualization is not permitted by APPIC Supplemental Materials policy <<https://www.appic.org/Internships/AAPI-APPIC-Application-for-Psychology-Internships/AAPI-Supplemental-Materials-Policy>>. Thus, applicants should NOT submit a case conceptualization. We apologize for the misunderstanding.**

***All samples must be de-identified, removing all identifying client information. Breaches of confidentiality within submitted samples will disqualify your application for further consideration and your program's Director of Clinical Training will be notified.*

All application materials must be received by **November 8, 2024** in order to be considered. If applicants are invited to interview, they will be notified by email on or before the **November 29, 2024** deadline. Interviews will be scheduled in mid-January and will occur either in person or via videoconference. Virtual and in-person interviews will be weighted equally.

CO-PIC will base its selection process on the entire application package noted above; however, applicants who have met the following qualifications prior to beginning internship will be considered preferred:

1. A minimum of 500 intervention hours;
2. A minimum of 50 assessment hours;
3. Dissertation proposal defended;
4. Current enrollment and good standing in an APA-accredited doctoral program; and
5. Some experience or special interest in working in rural areas and with underserved populations.

In addition to the preferences noted above, CO-PIC takes into consideration the potential commitment or interest of any prospective intern to remain in Colorado following internship. Developing a strong behavioral health workforce is an important consideration for the state, and an interest in remaining in Colorado to join the workforce will be considered a benefit in a potential intern.

All interns who match to CO-PIC sites must provide proof of citizenship or legal residency and must successfully pass a background check before beginning employment. The intern at STRIDE and VHBH also must provide results from a tuberculosis (TB) screening test from the previous 12-months. **All CO-PIC sites require interns to provide proof of vaccination for COVID by the start of internship.** Interns may also be required to maintain vaccination status with boosters as suggested by the CDC throughout their internship year. Instructions for providing information or completing the background check will be sent out to all who match after the match is complete.

CO-PIC's training is based on the Practitioner-Scholar model. CO-PIC trains interns to practice as psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. CO-PIC offers generalist training, with the opportunity for specialized elective training that varies across training sites. More information about each training site and the resources and opportunities offered by each is provided below.

Questions regarding the application or interview process may be directed to the CO-PIC Training Director, Dr. Paige Baker Braxton (paige.braxton@vailhealth.org).

Intern Expectations

The CO-PIC training program is a year-long, full-time doctoral internship experience. Interns are expected to complete 2000 hours of training during the year. Interns are also expected to achieve the goals and objectives of the internship program, as stated below, and to abide by the APA Code of Ethics, the requirements of the CO-PIC training program, and the policies and procedures of their employer.

CO-PIC has a comprehensive Due Process procedure which outlines the processes for addressing concerns about intern performance, as well as interns' concerns about training. These procedures are provided in hard copy to all interns during orientation and are available for download at www.co-pic.org under the menu item "Policies and Procedures".

CO-PIC Intern Weekly Hour Breakdown

Training Type	Hours
Behavioral Health Intervention	20-25
Consultation & Systems Collaboration	5-10
Assessment	3-5
Didactic	2-3
Site Specific Focus Area	3-5

CO-PIC Training Sites

The consortium includes the following sites:

Bright Future Foundation (Eagle County, CO)

2 Full-Time Funded Positions

232412 - Bright Future Foundation General Track (1 position)

232418 - Bright Future Foundation Latinx Focus (1 position)

General Information

Location: Bright Future Foundation is situated within the Colorado's mountain resort community of the Eagle River Valley; most commonly referred to as the Vail Valley or Eagle County. Eagle County is located 100 miles West of Denver International Airport and spans approximately 1,700 square miles of mountainous terrain within the central Rocky Mountains. We are most well known as home to two World Class Ski Resorts: Vail Resorts and Beaver Creek Resort Company. Eagle County is comprised of 12 towns that range in population from 15 to 10,266. Most recent census data indicates a total population of 55,127. Over half (62%) of the county's population identifies as Hispanic or Latino. Approximately 31% speak a language other than English in their home.

Bright Future Foundation provides outpatient services at a variety of settings including: our counseling offices, our safehouse/emergency shelter, local hospital/medical facilities, law enforcement agencies, and the justice center. Bright Future Foundation maintains two office locations: 1) Executive Administrative Office-located in Avon, 2) Bright House Office-located in Gypsum. Interns may be placed at either office for their internship year. Although local transit options are available, Bright Future Foundation requires interns to have reliable transportation to travel between sites as needed. Local transportation options can be limited and time consuming, especially given the geographical breadth of our service population.

Organization:

Incorporated in 1984, Bright Future Foundation has been serving survivors and families impacted by interpersonal violence in Eagle County for almost 40 years. In 2017 and 2020, Bright Future Foundation was named Eagle County's Nonprofit of the Year by the Vail Valley Partnership. In 2021, Bright Future Foundation was also named Eagle County's Organization of the Year. As Eagle County's only domestic violence and sexual assault survivor response agency, Bright Future Foundation strives to break the generational cycle of violence by delivering services that provide immediate relief to families and individuals in need. Specifically, we provide services to survivors and families impacted by interpersonal violence, which includes: Gender-Based Violence, Interpersonal Violence, Domestic Violence, Emotional Abuse, Sexual Assault, Stalking, Child Maltreatment, Human Trafficking, Dating Violence, and Bullying. All interns gain substantial experience providing clinical services to survivors impacted by acute, chronic, and cyclical abuse.

Bright Future Foundation utilizes proactive and culturally sensitive services that create sustainable emotional, behavioral, and community change. Core services are available in both English and Spanish and include: 24/7 Crisis Hotline, Counseling/Psychological Services, Bright House/Emergency Shelter, Victim Advocacy, Legal Advocacy, School-Based Violence Prevention, Transitional Housing Program, Youth Advocacy, and the Buddy Mentorship Program.

Direct clinical services include individual psychological services for adults, adolescents, and occasionally families. Bright Future Foundation has been elected as the only non-profit in the 5th Judicial District to provide court-appointed parenting classes that focus on parenting through divorce, conflict resolution, and collaborative parenting.

Bright Future Foundation places strong importance on the development of a work/life balance. As such, we provide opportunities (as available) to attend social and cultural events held in the community, such as the Bravo Music Festival, the International Dance Festival, as well as musical and musical theater productions.

Population Served

Survivors and Families Impacted by:

- ❖ Gender-Based Violence

- ❖ Interpersonal Violence
- ❖ Domestic Violence
- ❖ Sexual Assault
- ❖ Stalking
- ❖ Human Trafficking
- ❖ Dating Violence
- ❖ Bullying
- ❖ Acute, Chronic, and Cyclical Abuse

African American 3 %; American Indian 1 %; Asian American 1 %; Euro-American 21%; Hispanic American 75%; Mid-Eastern American %; Gay/Lesbian/Bisexual 15%; Rural clients: 100%.

Eagle County provides a unique field placement opportunity, as a large number of clients are undocumented or temporary visa workers and often encounter gender-based violence in which their immigration status is directly threatened. Additionally, many of our clients experience substantial, chronic trauma in their country of origin, including terrorism and genocide. Due to our site's resort community location, we also have cases directly involving human trafficking.

The Internship Experience

There are two fully funded internship positions at Bright Future Foundation. Both tracks will have the training experience outlined below. Please note that the Latinx Focus will primarily, if not exclusively, serve the Latinx population. For this track, applicants are required to be **Bilingual (Spanish/English)**. The internship experiences at Bright Future Foundation offer similar comprehensive training and service delivery. The differentiation between the General Track and the Latinx Focus Track is that the Latinx Focus Track specifically works with members of the Spanish-speaking community, many of whom are monolingual. This track emphasizes providing patient-centered, culturally competent care tailored to the unique needs of the Latinx population. As such, the Latinx Focus Track requires applicants who are proficient in Spanish to ensure effective communication and high-quality service delivery.

Interns placed at Bright Future Foundation are engaged in a variety of services offered by our organization. The intern's primary clinical responsibilities are within our counseling and psychological services program. This includes individual and, occasionally, family therapy, as well as the completion of psychological assessments. Interns will have the opportunity to create and facilitate therapy groups, if they so choose. Interns will actively participate in a multidisciplinary team and are thoroughly trained and supervised on therapy cases and psychological assessments to ensure a high level of competence. Additional intern responsibility includes providing coverage for our 24/7 crisis line, crisis response for forensic and sexual assault nurse exams, community-based consultation services, facilitating community trainings/workshops, and facilitating court-appointed workshops focusing on "Parenting through Divorce."

Bright Future Foundation embraces an integrative view with regard to the therapeutic approach to clinical work that frequently incorporates modalities such as Feminist Theory, CBT, CPT, ACT, Mindfulness, Relational, and Intergenerational Trauma Transmission Awareness. Bright Future Foundation strongly supports continuing education and training. We also encourage and provide alternative therapy treatments such as art therapy.

Interns will receive a minimum of two hours of individual supervision each week from their primary supervisor (licensed psychologist). An additional 2 hours of supervision will be provided by appropriately licensed professionals and may include individual and/or group supervision. Interns also participate in weekly didactics with the CO-PIC intern cohort. Supplemental weekly individual supervision may be provided by other appropriately credentialed professionals and by supervisors of elective focus area experiences, as needed. Additionally, interns will participate in our agency's weekly multidisciplinary case consultations.

In addition, our organization employs advocates who are bilingual/ bicultural. These individuals are available for supervision, as well as consultation services. Additional training opportunities focused on cross-cultural foundations of trauma are provided throughout the academic year through consortium didactic training.

Interns will receive assessment experience with both child and adult populations. Bright Future Foundation provides two types of assessment services:

1. (Major Focus) Psychological evaluations for asylum and immigrant populations seeking documentation status through VAWA Visa, U-Visa, or T-Visa.
2. (Minor Focus) School-Based Threat Assessments, which focus on evaluating the level of risk for school-based threats and recommendations for support.
3. (Minor Focus) Academic/attention-based disabilities assessments, which focus on the identification of ADHD or mood disorders.

The intern will receive supervision and training on all assessments utilized at Bright Future Foundation which may include, but are not limited to: Wechsler Intelligence Scale for Children (WISC-V), Wechsler Adult Intelligence Scale (WAIS-IV); Minnesota Multiphasic Personality Inventory (MMPI-III), Millon Adolescent Clinical Inventory, Thematic Apperception Test (TAT), Projective Drawings, Sentence Completion, Trauma Symptom Checklist for Children (TSCC), Behavioral Assessment System for Children (BASC), Multidimensional Anxiety Scale for Children (MASC-II), Children's Depression Inventory (CDI), CAPS-5, PCL-5, PHQ-9, GAD-7, BAI, BDI, Full Clinical Interview, and Mental Status Exam.

Elective Focus Areas:

The intern will have the opportunity to create and focus on 1-2 elective focus areas during the internship year. Elective focus areas are selected based on intern interest and community need. Examples of previously created specialty areas are:

- ❖ School-based Intervention

- ❖ Primary Prevention Campaigns/Social Norm Campaign/Youth Outreach Services
- ❖ Crisis Counseling and Emergency Response
- ❖ Grant Writing/Program Development
- ❖ Trial Consultation/Expert-Witness Testimony/Legal Response
- ❖ Law Enforcement Consultation/Training
- ❖ LatinX Community Outreach
- ❖ Suicide Prevention Training, Assessment, and Leadership
- ❖ Legislative/Policy Development
- ❖ Healing Trauma Through Activism Trainings
- ❖ Anti-stigma Campaigns
- ❖ LGBTQ+ Outreach

Additional Areas of Focus:

In addition to direct client service, interns may have the opportunity to provide weekly individual clinical supervision to a masters or doctoral level extern. Interns receive supervision on the provision of supervision and are exposed to didactic discussions that focus on the theories of supervision, reflective supervision, and ethical responsibilities of supervisors.

Psychology trainee qualifications needed

Interest and experience in social justice, trauma treatment, gender-based violence, and crisis intervention are strongly recommended.

Code-4 Counseling (Lone Tree, CO)

2 Full-Time Funded Positions

232417 - Code-4 Counseling, General Track (2 positions)

General Information:

Code-4 Counseling is located in the South Metro area of Denver (northern Douglas County directly adjacent to Arapahoe County), located 18 miles south of Denver's downtown. Code-4 Counseling provides mental health services to local responder agencies including Douglas County Sheriff's Office, Arapahoe County Sheriff's Office, South Metro Fire Rescue, Lone Tree Police Department, as well as a number of additional responder agencies in the Denver Metro region and across the state of Colorado. Public transportation is easily accessible within Lone Tree with five Bus & Rail stops in Lone Tree; however, much of our work is done on-site for agencies outside of our physical office location; therefore, Code-4 Counseling requires interns to have reliable transportation to travel between sites and to respond immediately to crisis needs should they arise. Keep in mind that some travel may include mountain driving during winter months.

Organization:

Code-4 Counseling, LLC was founded by Dr. Sara Metz and her husband, Nick Metz (retired Chief of Police) in September 2017 with a mission of supporting the people and organizations that serve and protect our communities each day. Direct clinical services include both individual psychological services for sworn and civilian responder personnel (law enforcement, fire, EMS) and their family members (adolescent dependents, spouses/partners) as well as couples counseling. In addition, we respond to agencies that require assistance following a critical incident (officer-involved shooting, line-of-duty death, or other traumatic event impacting personnel). Code-4 Counseling also offers customized consulting and training mental health services to emergency responders and front-line healthcare professionals across the state of Colorado, and beyond. Training and consulting opportunities may include providing mental health training to personnel, assisting in the completion of an agency wellness program needs assessment, facilitation of psychoeducational webinars for personnel and their families, etc.

Population:

Emergency Responder and Frontline Healthcare Professionals in need of support managing issues related to:

- ❖ Work-related trauma exposure
- ❖ Post-trauma stress symptoms
- ❖ Substance abuse
- ❖ Grief and Loss
- ❖ Suicidal Ideation
- ❖ Relationship distress

The Internship Experience:

Interns placed at Code-4 Counseling are engaged in a variety of services offered by our organization. The intern's primary clinical responsibilities are within our counseling and psychological services program. This includes individual and couples counseling, as well as occasional family counseling. Responsibilities will also include phone intakes, safety plan development, and follow-up care for new clients, some of whom may be in crisis. Interns will also have the opportunity to assist with training if they choose and if they are determined to be both comfortable and skilled at public speaking. Interns are thoroughly trained and supervised on therapy cases to ensure a high level of competence. Additional intern responsibility may include crisis response for critical incidents or clients in crisis (these can occur 24/7 so reasonable flexibility is needed), engaging in "ride-along" opportunities with police and fire personnel, fire station and dispatch center visits and wellness checks, facilitating psychoeducational workshops and therapy groups, developing handouts, and assisting with wellness needs assessments (one-on-one interviews, facilitating focus groups, report writing, etc.).

Code-4 Counseling, LLC embraces an integrative view with regard to the therapeutic approach to clinical work that frequently incorporates modalities such as Cognitive-Behavioral Therapy, Dialectical Behavioral Therapy, Solution-Focused Therapy, and Cognitive Processing Therapy. Additionally, Code-4 emphasizes the Gottman Institute when working with couples and offers the opportunity for interns to receive specialized training

in this approach if they choose. We have a strong focus on training and providing trauma-informed care given the exposure to trauma the majority of our clients experience. We also encourage alternative therapy treatments such as canine-assisted therapy (Code-4 has two therapy dogs, Elton and Lync, that are often available to both clients and clinicians at the office).

Interns will receive a minimum of two hours of individual supervision each week from their primary supervisor (licensed psychologist) and at least one additional hour of group supervision and case consultation with our entire team. Interns also participate in weekly didactics with the CO-PIC intern cohort. Supplemental weekly individual supervision will be provided by other credentialed professions and by supervisors of elective focus area experiences as needed.

Elective Focus Areas:

Interns will have the opportunity to create and focus on an elective focus during the internship year. Elective focus areas are selected based on intern interest and agency need. Examples of specialty focus areas may include:

- ❖ Suicide Prevention and Intervention Training
- ❖ Responder Relationship Support Workshops
- ❖ LGBTQ+ Outreach for responder and healthcare personnel
- ❖ Post-trauma Growth initiatives
- ❖ Substance Abuse support groups
- ❖ Crisis Counseling and Emergency Response
- ❖ Responder and Healthcare Wellness Program Needs Assessments

Additional Areas of Focus:

In addition to direct client service, interns will have the opportunity to provide weekly individual clinical supervision to a masters or doctorate level extern. Interns receive supervision on the provision of supervision and are exposed to didactic discussions that focus on the theories of supervision, reflective supervision, and ethical responsibilities of supervisors.

Psychology trainee qualifications needed:

Interest and experience working with responder and/or front-line healthcare professionals is strongly recommended. Experience providing trauma-informed care is required.

Your Hope Center of Eagle River Valley (Eagle County, CO)

1 Full Time Funded Position

232416 - Your Hope Center- Child and Adolescent Track (1 position)

General Information

Location: Your Hope Center is situated within the Colorado's mountain resort community of the Eagle River Valley; most commonly referred to as the Vail Valley or Eagle County. Eagle County is located 100 miles West of Denver International Airport and spans approximately 1,700 square miles of mountainous terrain within the central Rocky Mountains. We are most well known as home to two World Class Ski Resorts: Vail Resorts and Beaver Creek Resort Company. Eagle County is comprised of 12 towns that range in population from 15 to 10,266. Most recent census data indicates a total population of 52,197. Over half (62%) of the county's population identifies as Latinx. Approximately 31% speak a language other than English in their home.

Through a collaborative effort with our community partners, Your Hope Center extends a beacon of hope to those in emotional crisis and offers a continuum of comprehensive care. Your Hope Center's 24/7 crisis response team responds to various locations in the community to conduct crisis assessments, interventions, recommendations, and follow-services. These locations include Vail Health Hospital, The Eagle County Detention Center, Medical offices and community residences. At times, law enforcement dispatches the crisis clinician to community locations as well including Hotels and business establishments. The Hope Center School Based team provides outpatient services within 14 schools in Eagle County.

Although local transit options are available, Your Hope Center requires interns to have their own transportation. Local transportation options can be limited and time consuming, especially given the geographical breadth of our service population. The interns own transportation is necessary to respond immediately to agency needs.

Organization

The mission of Your Hope Center is that through a collaborative effort with our community partners, Your Hope Center extends a beacon of hope to those in emotional crisis and offers a continuum of comprehensive care. Your Hope Center provides both Mobile Crisis Co-Response Services and School-Based Intervention. Your Hope Center is an inclusive, professional agency that values and respects clients, families, community partners and employees. The organization recognizes the infinite worth of every individual, and we are honored to serve all community members.

Michelle Muething and Sandy Iglehart, along with other members of a visionary team, founded The Aspen Hope Center as a result of a needs assessment conducted in 2009 by the University of Colorado's Helen and Arthur E. Johnson Depression Center. The Aspen Hope Center was launched providing a mobile crisis program to assist first responders in diffusing crisis events creating a much needed resource for individuals experiencing a mental health crisis.

In October of 2018, Your Hope Center was created and has grown into an independent 501(c)3 as of January 2021 to build upon the model created in Aspen, CO and provide mental health support in the Eagle River Valley to meet the specific needs of our community. Your Hope Center partners with First Responders, Eagle County School District and organizations throughout the region to keep our community members safe.

In addition to crisis services and in partnership with Eagle County Schools, Your Hope Center school-based clinicians address the rise of socio-emotional challenges facing children and teens through access to walk-in therapeutic services in thirteen schools in our community. Students can receive counseling, at no charge, throughout the school day from Hope Center school-based therapists. Hope Center therapists work with teachers, administrators, and school counselors to provide direct support to students with individual or group counseling sessions.

We provide several training opportunities to interns throughout the academic year, including advanced suicide risk assessment, psychological autopsy training, threat assessment, crisis response, safety planning, and Trauma Focused CBT (TF-CBT). Interns will also have the opportunity to participate in additional trainings offered by our partner agencies.

Population Served

Your Hope Center provides crisis response services to all individuals across the lifespan experiencing a mental health crisis, regardless of race, ethnicity, culture, and gender identification. Your Hope Center's school-based services offer therapy services to school aged individuals so that they may receive comprehensive, barrier free access to therapeutic services. Additionally, the Hope Center typically serves individuals who experience barriers to access to treatment including financial difficulties as well as individuals lacking stable and appropriate housing.

The Internship Experience

Interns placed at Your Hope Center are engaged in a variety of services offered by our organization. Interns will receive a minimum of two hours of individual supervision each week from their primary supervisor (licensed psychologist). An additional 2 hours of supervision will be provided by appropriately licensed professionals and may include individual and/or group supervision. Interns also participate in weekly didactics with the CO-PIC intern cohort. Supplemental weekly individual supervision may be provided by other appropriately credentialed professionals and by supervisors of elective focus area experiences, as needed.

Child and Adolescent Track (1 Full-Time Funded Position) Formerly Your Hope Center School-Based Track

The Child and Adolescent Track has evolved from the original Your Hope Center School-Based Track to offer a more comprehensive range of services and robust training experience. The Child and Adolescent Track at Your Hope Center will be in partnership with Vail Health Behavioral Health. The track is designed to support the well-being of our youth and their families. Interns in this track will spend two days a week providing school-based clinical services to children and adolescents in elementary, middle, or high schools throughout the Eagle River Valley. School placements will be assigned based on the intern's experience and interests, and services will include individual, group, and family therapy, as well as psychological assessments, professional consultations, and systems collaboration. In addition to their school-based work, interns will also have an outpatient rotation to provide more structured outpatient services to children, adolescents, and their families. This rotation will be focused on the provision of individual, family, and group psychotherapy. Interns will dedicate one full day per week to didactics, supervision,

and training, and will collaborate closely with teachers, administrators, school counselors, psychiatrists, case managers, and pediatricians to support youth through individual and group counseling.

The intern will receive supervision and training on all assessments utilized at the Hope Center, which may include, but are not limited to measures of intelligence, achievement, objective measures of personality, projective personality measures, attention, motor integration, symptom checklists, full clinical interviews and mental status exams. Interns will gain supervised experience with assessment, report writing, feedback, family engagement, interventions, and consultation.

Elective Focus Areas:

The intern will have the opportunity to create and focus on at least 2 elective focus areas during the internship year. Elective focus areas are selected based on intern interest and community need. Examples of possible specialty areas are:

- ❖ School-based Intervention
- ❖ Primary Prevention Campaigns/Social Norm Campaign/Youth Outreach Services
- ❖ Crisis Counseling and Emergency Response
- ❖ Program Development
- ❖ Law Enforcement Consultation/Training
- ❖ Latinx Community Outreach
- ❖ Suicide Prevention Training, Assessment, and Leadership
- ❖ Anti-stigma Campaigns
- ❖ LGBTQ+ Outreach
- ❖ Community Stabilization Program

Additional Areas of Focus:

In addition to direct client service, intern may have the opportunity to provide weekly individual clinical supervision to a masters or doctoral level extern. Interns receive supervision on the provision of supervision and are exposed to didactic discussions that focus on the theories of supervision, reflective supervision, and ethical responsibilities of supervisors.

The intern actively participate in coordinated community response meetings, as well as community outreach opportunities. Your Hope Center partners with multiple community partners including Community Paramedics, Law Enforcement Agencies, The Detention Facility, Vail Health, Speak up Reach Out, Hearts Rein, Bright Future Foundation, Eagle County School District, and the Department of Human Services. Specific areas of focus are determined based on community need and intern interest.

Psychology trainee qualifications needed:

Experience and interest in working with children and adolescents are strongly recommended for the school-based track. Bilingual (Spanish/English) students are strongly encouraged to apply.

STRIDE (Denver Metro Area)

2 Full Time Funded Positions

232414 - STRIDE Community Health Center (2 positions)

General Information

STRIDE is a nonprofit organization and federally qualified health center (FQHC) whose vision is individuals empowered to live the lives they want through personalized, compassionate healthcare. STRIDE prides itself in providing low cost healthcare in Colorado. Our network of services is spread across twenty-three health centers located throughout the metropolitan Denver area, in Arapahoe, Jefferson, Douglas and Adams Counties and in the Cities of Aurora, Lakewood, Edgewater, Englewood, Littleton, Centennial, Arvada, and Parker; essentially horseshoeing the city and county of Denver, Colorado. No families or individuals are ever turned away because of their inability to pay. STRIDE's mission is to *Partner with the Community to Provide Excellent, Culturally Sensitive Health Services to Meet the Needs of Each Individual...Every Touch, Every Time*. STRIDE is committed to expanding and creating an infrastructure that provides excellent healthcare and wraparound services to our communities.

Organization:

STRIDE is one of the largest Regional Care Collaborative Organization (RCCO) and Medicaid providers in the state. In fiscal year 2013, STRIDE served nearly 40,000 individuals; 74% of those served being at or below poverty level. An analysis of recent data revealed nearly 80% of accountable care patients assigned to STRIDE have a behavioral health component to their medical conditions. This highlights the continued need to integrate behavioral health while also addressing primary care needs. STRIDE has evolved over the last two decades to become a leader in providing integrated health care to its patients. As a result, patients with co-occurring disorders have experienced an increase in access to care and better health outcomes.

The Mission of the STRIDE Behavioral Health Team is to support the total health and wellness of individuals by providing collaborative care as a part of an integrated health care team through consultation, counseling, education, and advocacy. The Vision is to promote total wellness by improving behavioral health and relies on innovation, passion, respect, diversity, equality/equity, empowerment, and quality. Behavioral health providers (BHPs) provide the following core services to patients, staff, and the organization:

- ❖ Consultation with medical and dental providers;
- ❖ One-time encounters with patients in the exam room for resources/referrals or teaching of life skills;
- ❖ Meeting with patients before, during, or after a medical appointment for follow-up care;
- ❖ Meeting patients outside of medical appointments for individual or group counseling;
- ❖ Facilitation of mental health holds and crisis intervention;

❖ Case management and care coordination

STRIDE collaborates with four community behavioral health partners that provide the majority of the behavioral health staff at STRIDE. This relationship allows access to a breadth and depth of services and expertise that may not otherwise be available to STRIDE patients in a primary care setting. In addition, the relationship creates enhanced capacity for services at STRIDE and access to immediate behavioral health care all in one location for patients.

The Internship Experience

The interns at STRIDE provide an immersive experience into primary care and that highlights the integration of behavioral health and health psychology into a health care delivery system. The majority of the internship focus is on the delivery of integrated care services to patients and working side by side with medical and dental providers. In addition, there are opportunities to work with other interdisciplinary departments to provide direct and programmatic services to patients, staff, and community partner organizations. Interns can also expect to be exposed to principles of population health management, community-based care, and health system integration. While the majority of training may focus on adult care, there are opportunities to work with more specific populations such as older adult and pediatrics. Specific medical conditions/populations that will likely be opportunities for concentration include; diabetes, chronic pain/pain management, postpartum, obesity, and hypertension.

Elective Focus Areas:

- ❖ Crisis counseling and emergency response
- ❖ Program development and grant management.
- ❖ Life Skill development, grief & loss, and behavioral management
- ❖ Suicide prevention training and program leadership
- ❖ Special population focus such as diabetes management, chronic pain, geriatrics, pediatric, perinatal, etc.

***As an integrated primary care center, interns at STRIDE is required to have a TB skin test. The intern is also strongly encouraged to receive a flu vaccine during their internship year and ensure all vaccines are up to date. TB test and vaccine(s) will be provided by STRIDE at no cost to the intern.**

Vail Health Behavioral Health (Formerly Eagle Valley Behavioral Health; Eagle County, CO)

Offering 3 Full Time Funded Positions

232413 - Vail Health Behavioral Health- Integrated Care and Outpatient (1 position)

232415 - Vail Health Behavioral Health – Outpatient & Assessment (1 position)

232411 - Vail health Behavioral Health - High Acuity Track (1 position)

Location Information

Vail Health Behavioral Health (VHBH; Formerly Eagle County Behavioral Health) is a non-profit organization based in Vail, Avon, and Edwards, Colorado and provides services across Eagle County. Eagle County is an economically and ethnically diverse county situated in the mountains of central Colorado. The county includes the world-class ski towns of Vail and Beaver Creek, as well as the towns of Minturn, Avon, Edwards, Eagle, Gypsum, Basalt and surrounding areas. The annual population is currently 53,320. However, due to the influx of tourists and second homeowners, the resting population of our community can vary dramatically depending on the season. Our community is best known as home to two world-class ski resorts: Vail Resort and Beaver Creek Ski Resort. It is estimated that Vail alone receives over 1.6 million skier visits annually. Eagle County's population has increased 25% over the last ten years and is projected to increase to 60,579 (another 14%) by 2020. The local economy is driven by tourism, construction and ranching. The median household income level is \$72,214.

Organization:

The mission of VHBH is to lead community collaboration efforts to transform the Eagle Valley's behavioral health system. VHBH was created to integrate Eagle County's fragmented and inadequate behavioral health system. VHBH serves as a central hub for integration and coordination of all behavioral health resources, providers, and organizations, which previously operated autonomously lacking in formal or systemic collaborative structure. VHBH strives to eliminate barriers and increase access to behavioral health care targeting all segments of the social, environmental, and healthcare continuum. VHBH acts as the central backbone organization in the Eagle River Valley to develop strategic plans for funding, implementing and measuring the impact of behavioral health initiatives, while leading community collaboration to transform our valley's behavioral health system. Our vision is to imagine a day in Eagle Valley when we spend as much time, effort and resources on our behavioral health as we do our physical health. In addition to community collaboration and system consultation, VHBH coordinates an internal, psychologically-informed, culturally-responsive Employee Behavioral Health Assistance program (EAP) and provides organizational consultation support for behavioral health organizations and service providers across our community.

Population Served

African American 1 %; American Indian 1 %; Asian American 1%; Euro-American 40 %; Hispanic American 54%; Mid-Eastern American 3%; Gay/Lesbian/Bisexual 15%; . Rural clients: 100%.

The Internship Experience

Interns at VHBH are engaged in a variety of behavioral health services offered through our organization with major areas of focus that strongly align with the areas of focus within COPIC: Behavioral Health Intervention, Community Consultation and Systems Collaboration, Supervision, and Psychological Assessment. VHBH is a leader and coordinator of several behavioral health collaborations, work groups, community-based initiatives, and is viewed as a central hub for the integration and coordination of all behavioral health resources, providers, and organizations within our community. Interns at

VHBH have opportunities to engage in behavioral health systems collaboration at state and national systemic level through policy advocacy and leadership development with the Colorado Psychological Association. Interns will provide outpatient therapy through VHBH to the Eagle Valley Community. Additionally, there are **three separate tracks available for interns at VHBH**: outpatient and assessment (1 FT funded placements), integrated care and outpatient therapy track (1 FT funded placement), and high acuity (1 FT funded placement).

Vail Health Behavioral Health Outpatient Therapy Track (1 intern)

Interns placed with VHBH's Outpatient Therapy Track support the Vail Health Behavioral Health (VHBH) Outpatient Clinics. VHBH Clinics serve as the community mental health center for Eagle and Summit Counties serving patients from all backgrounds and presenting concerns. As a safety net facility, VHBH has a primary focus on treating patients with depression, anxiety, substance use, and trauma but interns will also get exposure to patients with chronic and persistent mental illnesses.

The intern;s primary clinical responsibilities include brief screenings and longer-term interventions including the provision of individual, family, and couples therapy with children, adolescents, and adults with a variety of presenting concerns. Interns will be responsible for facilitating a number of groups either in the outpatient setting or intensive outpatient program. There will be the opportunity to develop group curriculum based on intern interest or specialty.

Interns may also receive referrals for solution focused, short-term work from the employee assistance program (EAP) for Vail Health employees. In the VHBH Outpatient Clinic, interns will also participate in the psychological testing program completing comprehensive biopsychosocial assessments and conducting neuropsychological batteries.

The Outpatient Therapy Track also offers the unique opportunity to be involved in leadership roles in many Community Consultation Systems including but not limited to: Zero Suicide Committee, Rural Communities Opioid Response Program, Eagle County Crisis Response Debrief, Disaster Behavioral Response Committee, Critical Incident Debrief Team, and more. The Outpatient Therapy also services the Latinx Community of Eagle County offering multiple opportunities for community engagement, bilingual service delivery, and program development.

Vail Health Behavioral Health Integrated Care & Outpatient Therapy Track (1 intern)

Interns placed with VHBH's Integrated Care & Outpatient Therapy Track support the Integrated Behavioral Health program at Colorado Mountain Medical (CMM) and Vail Health Behavioral Health (VHBH) Outpatient Clinic. In the Integrated Care rotation, interns are embedded into the medical clinic supporting patients accessing primary care, dermatology, gynecology, endocrinology, urology, and pediatrics. Interns will field warm hand-offs from physicians, consult with medical staff, and provide brief, solution-focused interventions to patients, their parents, and families. Interns will also have the opportunity to attend physician meetings, build presentations for staff on treating behavioral health patients, and participate in the development of a specialty project related to primary care.

While rotating through VHBH Outpatient Clinic, interns primary clinical responsibilities include brief screenings and intervention including the provision of individual, family, couples, and group therapy with children, adolescents, and adults with a variety of presenting concerns. Interns may also receive referrals for solution focused, short-term work from the employee assistance program (EAP) for Vail Health employees. In the VHBH Outpatient Clinic, interns will also participate in the psychological testing program completing comprehensive biopsychosocial assessments and conducting neuropsychological batteries.

Vail Health Behavioral Health High Acuity Track (1 intern) Formerly the Your Hope Center Crisis Track

In partnership with Your Hope Center, the Vail Health Behavioral Health High Acuity Track offers an immersive experience for interns dedicated to serving individuals with acute behavioral health concerns. This track has evolved from the original Your Hope Center Crisis Response Track to provide a broader scope of care. Interns in this track will spend two days a week in VHBH outpatient clinical services, providing individual, family, couple, and group psychotherapy for patients experiencing high-acuity behavioral health challenges. This will include participation in VHBH High Intensity Services Program. This program includes the VHBH Intensive Outpatient Program which offers 6 hours of group, weekly to adolescents, and 9 hours of group, weekly to adults. It also includes community-based stabilization for patients that do not require hospitalization. Interns will support in curriculum development, facilitation of group, and administrative support as well as safety planning, motivational interviewing, cognitive behavioral therapy (CBT), and communication skills training. Evening and weekend hours may be necessary to support the High Intensity Services programming.

In addition to high acuity outpatient, the interns will have the opportunity to rotate through additional high acuity service lines:

- Your Hope Center Crisis Co-Mobile Response: Working alongside law enforcement and paramedics to conduct risk assessments, facilitate de-escalation, and connect individuals to necessary resources. Weekend and evening hours may be required.
- Precourt Health Center: 28 bed inpatient psychiatric facility for acute behavioral health needs. Interns can perform individual, family, couples' sessions in the unit as well provide milieu and group interventions. Weekend and evening hours may be required.

Elective Focus Areas:

Elective training tracks are selected by the intern and can be selected for the year or on a semester basis for both tracks. Possible elective areas of focus include:

- ❖ Suicide prevention, mental health first aid, and community engagement
- ❖ Wellness, vicarious-trauma, and burn out prevention
- ❖ Early Childhood parenting classes, parent engagement, and psychological assessment
- ❖ Psychological Assessment (both adult and children available)
- ❖ Substance Abuse
- ❖ Community Outreach/Latinx Community Outreach
- ❖ Integrated Primary Care (CMM only)

- ❖ LGBTQ+ Community Engagement
- ❖ Research/Grant Writing/Development
- ❖ Orthopedic Surgery: Observation of orthopedic surgeries (Howard Head only)
- ❖ Alpine Skiing Events: Interns who are capable of skiing may provide consultation during alpine skiing events (Howard Head only)
- ❖ Pain Management

Consortium Contact Information

For more information about CO-PIC please visit www.co-pic.org or feel free to contact:

Paige Baker Braxton, Psy.D., LP
CO-PIC Training Director
paige.braxton@vailhealth.org

Supervising Faculty Contact Sheet

Bright Future Foundation

Primary Site Supervisor: Nina Campanile, Psy.D. - nina@mybrightfuture.org
Office: 970-414-2571

STRIDE Community Health Center

Primary Site Supervisor: Jody Ortman, Psy.D.- Jody.Ortman@stridechc.org
Office: 303-778-7433 Ext. 4751

Vail Health Behavioral Health

Primary Supervisor: Yolanda Garcia, Ph.D. - yolanda.garcia@vailhealth.org
Office: 970-445-2489

Primary Supervisor: Paige Baker-Braxton, Psy.D.- paige.braxton@vailehatlh.org
Office: 970-445-2489

Your Hope Center

Primary Site Supervisor: Teresa Haynes, Psy.D.- teresa@yourhopecenter.org
Office: 970-306-4673

Code-4 Counseling

Primary Site Supervisor: Sara Metz, Psy.D.- sara@code4counseling.com
Office: 303-517-1516

Secondary Site Supervisor: Cari Cornish, Ph.D.- Cari@code4counseling.com
Office: 303-887-1194

CO-PIC Didactic Policy

Attendance at the weekly Didactic seminar, group supervision, and other scheduled group training activities are mandatory for all interns in the Colorado Psychology Internship Consortium and are required for successful completion of the internship. Attendance at these scheduled activities take priority over other site obligations each week.

A schedule for didactics and supervisions will be distributed at the beginning of each training year and may be updated throughout the year. Attendance at each seminar and supervision meeting is tracked by CO-PIC. An intern is permitted no more than three absences during the calendar year. Missing one full day of scheduled didactics and supervision constitutes as one absence. Similarly, missing one hour of supervision or one hour of didactics in any given day may also constitute one full absence, unless previously approved by the Training Director as an exception. After the second absence, interns will receive a written warning from the Training Director. After the third absence, the Training Director will initiate the CO-PIC Due Process procedures. When missing a seminar, interns must discuss the absence with their Primary Supervisor and the Training Director via email, as soon as they are aware they will miss a didactic or didactic day.

Interns who miss didactic or supervision because of a serious emergency, or for a serious illness should alert the Primary Supervisor and Training Director as soon as possible via email. Whether these absences are counted towards the maximum of three allowable absences will be decided on a case-by-case basis. For all didactic absences, interns must submit a 1-2 page review of a research article related to the didactic or supervision topic. This review must be submitted to the Primary Supervisor and Training Director and is due one week from the absence.

Dissertation and Professional Leave Policy

The Colorado Psychology Internship Consortium is an intensive program which seeks to provide comprehensive training to doctoral interns and is devoted to intern's professional development. Interns are allotted five days of professional leave for dissertation defense, conference attendance, and other professional activities; provided that this leave does not prevent the intern from completing the 2000 hour training requirement. Dates of leave must be pre-approved by the intern's primary supervisor as well as the CO-PIC Training Director. Any specific questions regarding this policy can be directed to primary site supervisors and/or the CO-PIC Training Director.

Diversity and Non-Discrimination Policy

The Colorado Psychology Internship Consortium strongly values diversity and believes in creating an equitable, hospitable, appreciative, safe, and inclusive learning environment for its interns. Diversity among interns and supervisors enriches the educational experience, promotes personal growth, and strengthens communities and the workplace. Every effort is made by COPIC to create a climate in which all staff and interns feel respected, comfortable, and in which success is possible and obtainable. CO-PIC strives to make every effort to increase awareness, dispel ignorance, and increase comfort with multicultural experiences. CO-PIC's training program includes an expected competency in diversity training, and multiple experiences are provided throughout the year to be sure that interns are both personally supported and well-trained in this area.

CO-PIC welcomes applicants from diverse backgrounds. The training program believes that a diverse training environment contributes to the overall quality of the program. CO-PIC provides equal opportunity to all prospective interns and does not discriminate because of a person's race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other factor that is not directly relevant to success as a psychology intern. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship. If an applicant or intern requires accommodations, he or she should contact the internship training director to initiate this process.

Diversity Recruitment and Retention Plan

CO-PIC's Diversity and Non-Discrimination Policy states, "The Colorado Psychology Internship Consortium strongly values diversity and believes in creating an equitable, hospitable, appreciative, safe, and inclusive learning environment for its interns. Diversity among interns and supervisors enriches the educational experience, promotes personal growth, and strengthens communities and the workplace." In an effort to enhance the diversity of the training program, CO-PIC has created a formal Diversity Recruitment Plan to support the recruitment and retention of diverse interns and staff.

Interns

The CO-PIC Diversity and Non-Discrimination Policy states, "CO-PIC welcomes applicants from diverse backgrounds. The Consortium believes that a diverse training environment contributes to the overall quality of the program. CO-PIC provides equal opportunity to all prospective interns and does not discriminate because of a person's race, color, religion, sex, national origin, age, disability, or any other factor that is irrelevant to success as a psychology intern. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship." CO-PIC is also proactive about seeking diversity in its intern cohorts. In an effort to systematize its recruitment and retention of diverse applicants, COPIC will undertake the following:

- ❖ CO-PIC maintains its Diversity and Non-Discrimination Policy on its public website, and includes information about its focus on Diversity training in its Student Brochure.
- ❖ CO-PIC maintains a required competency in diversity issues in its training curriculum and multiple experiences are provided to each cohort to ensure that interns are both personally supported and well-trained in this area. These experiences include, but not be limited to, an emphasis on specific training experiences focusing on treatment of diverse populations and a required one hour weekly didactic multicultural seminar. The multicultural seminar addresses issues related to diversity, cultural sensitivity, and competence, including, but not limited to the racial/identity developmental models. It is intended to support continued development of multicultural competence by fostering an appreciation for culture and individual difference among clinicians; developing insight into clinicians' own multicultural identity and the limits of one's worldview; understanding of multiculturalism; facilitating better care to clients of the CO-PIC consortium sites by addressing cultural components of difficult cases; and creating a rich learning environment for continued progress toward multicultural competency. CO-PIC

evaluates its interns on their achievement of competence in this area through ongoing supervision as well as written evaluations.

Staff

CO-PIC places a high value on the representation of diversity within the staff of its training sites. In an effort to systematize its recruitment and retention of diverse staff, CO-PIC will undertake the following:

- ❖ CO-PIC will post staff openings on diversity-related listservs and newsletters, such as those of APA's Divisions 44 and 45.
- ❖ CO-PIC will maintain information on its public website (located on the welcome page) highlighting the program's commitment to and focus on diversity in its staff hiring practices, and will welcome interested applicants to contact the faculty to discuss openings.
- ❖ CO-PIC will create employment opportunities for its past interns, as positions are available and appropriate. The CO-PIC interns are drawn from a highly diverse applicant pool and several specific strategies are utilized to ensure the recruitment of diverse interns, as described above. This strategy will promote access to staff that are representative of the diversity that is sought in the intern recruitment process.
- ❖ CO-PIC will provide opportunities for experience and continuing education around topics of diversity for its staff as funding allows.