

**PSYCHOLOGY DOCTORAL INTERNSHIP**

**TRAINING PROGRAM**

**Brochure**

**2025.2026 Training Year**

**Application deadline November 5, 2025**

**Interview Notification date November 26, 2025**

**Internship Dates: August 18, 2026 through August 17, 2027**

**Kirsten Kloock, Psy.D., LP**

**Training Director**

**Psychology Doctoral Internship Training Program**

**Jefferson Center**

**70 Executive Center**

**4851 Independence St.**

**Wheat Ridge, CO 80033**

***303-425-0300***

**Association of Psychology Postdoctoral and Internships Center Member**

**JEFFERSON CENTER**

*Building Hope Changing Lives Strengthening Community*

**Accreditation Disclosure Statement**

Jefferson Center is accredited by the Office of Program Consultation and Accreditation American Psychological Association and participates in the APPIC Internship Matching Program.  Applicants must complete the APPIC on-line [APPI](http://www.appic.org/). ​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.

**Questions related to Jefferson Center Internship program accreditation status should be directed to the Commission on Accreditation:**

Office of Program Consultation and Accreditation American Psychological Association
750 First Street, NE, Washington, DC 20002
Phone: (202) 336-5979

Email:  apaaccred@apa.org
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

**All other questions about the internship program may be directed to:**

Kirsten Kloock, Psy.D., LP

Psychology Doctoral Internship Training Director

Email: kirstenk@jcmh.org

Phone: 720.591.3300

Jefferson Center

4851 Independence St.

Wheat Ridge, CO 80033

Phone: 303.425.0300

**Non-Discrimination Statement**

Jefferson Center is committed to a policy of providing educational opportunities to all qualified students regardless of economic or social status, and will not discriminate on the basis of race, color, religion, sex, marital status, beliefs, age, national origin, sexual orientation, physical or mental disability or any other legally protected category. Jefferson Center is a Drug-Free and Tobacco Free Workplace.

***Jefferson Center’s Mission***

To inspire hope, improve lives and strengthen our community by providing mental health and related solutions for individuals and families.

***Jefferson Center’s Vision***

A community where mental health matters and care is accessible to all.

**Overview of Jefferson Center**

Jefferson Center (Jefferson Center) is a private 501(c) (3) not-for-profit community mental health center in Colorado serving Jefferson, Clear Creek and Gilpin counties for 65 years. Jefferson Center’s programs and services are designed to foster recovery and resilience for individuals of all ages who have mental health problems. As a private non-profit, Jefferson Center served more than 27,000 people in 2022. Located in the Denver metro area, our services are provided through numerous clinical locations in our three-county service area, in addition to schools, nursing homes, senior centers, and other partner locations throughout our community.

Jefferson Center recognizes that physical and mental health are linked. Research indicates that better integration of behavioral health and physical health care can have a positive impact on quality, costs and outcomes while also reducing health disparities. Since 1995, Jefferson Center has provided integrated health care to benefit clients through our successful partnerships with health care entities and organizations such as substance abuse providers, school-based health clinics, and community primary care practices. Our wellness ***now!*** prevention program offers individualized coaching and classes.

Jefferson Center’s clinical programs are grounded in the values of resiliency and recovery, and the entire organization strives toward being trauma-informed in view of the high prevalence of trauma among the populations we serve. Jefferson Center services are person-centered and promote hope through care that supports achievable positive outcomes.

**Diversity, Equity, and Inclusion Statement**

At Jefferson Center, it is our policy and our mission to be inclusive and mindful of the diversity of everyone who comes through our doors. We are passionate about building a community where mental health matters and equitable care is accessible to all races, ethnicities, abilities, socioeconomic statuses, ages, sexual orientations, gender expressions, religions, cultures, and languages.

Outlined below are the principles which guide our commitment to developing a vibrant, sustainable, and resilient mental health care community.

**We believe** in the dignity of all people and creating a culture where diversity is valued.

**We respect** and affirm the unique identity of each member of our community.

**We aim** to inspire hope, improve lives, and strengthen our community by providing quality mental health and related solutions to everyone who comes through our doors.

**We advocate** at the local, state, and federal levels to promote equitable access to mental health care resources and improve the lives of community members.

**We strive** to dismantle systems and policies that create inequity, oppression, and disparity while promoting diversity, equity, and inclusion in all that we do.

**We pursue** an organizational mindset that values cultural humility, recognition, and accountability in order to improve our ability to offer individualized care.

**We encourage**all to share their cultural experiences and identities to enrich our community.

**We are committed**to placing diversity, equity, and inclusion practices at the center of our daily work to create a brighter future for everyone.

**Clientele Served**

Jefferson Center serves clients that are predominantly low-income, with health coverage through Medicaid, or who are uninsured or underinsured. Jefferson Center targets those most in need. Jefferson Center serves clients that are predominantly low-income, with health coverage through Medicaid, or who are uninsured or underinsured. Jefferson Center targets those most in need.

In CY 2022, 48% of clients served had Medicaid, 50% had serious mental illness, and 45% of clients were under the age of 18. However, Jefferson Center serves individuals of all income strata, with the full range of difficulties from mild or moderate to severe, and across the lifespan.

In CY22 Jefferson Center’s population served was 45% children/adolescents, 51% adults, and 5% seniors. Clients self-identified as 45% male, 55% female. Clients self-identified 45% white, 21% Hispanic, 3% biracial, 2% Black, and 44% declined/unknown. In response to sexual orientation, 55% preferred no label or declined to answer. 37% identified as heterosexual and 8% identified as LGBTQ+. Most clients have multiple diagnoses with 65% reporting depressive disorders, 25% substance use disorders, 17% anxiety disorders, and 13% trauma related disorders.

At Jefferson Center, it is our policy and our mission to be inclusive and mindful of the diversity of everyone who comes through our doors. For all clients, regardless of the program in which they are enrolled, Jefferson Center provides an array of services based upon individual needs: individual, group and family therapy, case management, medication evaluation and management, and emergency services, as needed. Through our Speaker’s Bureau, the evidence-based Mental Health First Aid classes, wellness classes and other community outreach presentations, we raise awareness and dispel myths about mental illness, provide tips and tools for mental wellness, and help inform the community about ways to access help, including the wide variety of services that the Center offers (e.g. wellness classes, specialized programs for children/youth, outreach to older adults, etc.).

**Training Philosophy**

The Jefferson Center Psychology Doctoral Internship Program seeks to train interns to become clinical psychologists with a firm foundation in health services psychology. Our philosophy is three-fold: (1) that training in health services psychology is a continual developmental process, (2) that providing a broad range of training opportunities is optimum for the growth of developing clinical skills, and (3) that clinical health services psychology is a science-based discipline, and it is important to apply research to inform practice.

First, our philosophy emphasizes the continual professional development of our interns. Jefferson Center seeks to build on the skills developed during the doctoral education and practicum placements through systematic assessment and training. As interns progress through the internship rotations, they are given more and more complex cases in therapy and assessment. By the end of the internship year, interns should graduate as competent entry-level clinical psychologists who can function in a variety of settings and continue to develop professionally throughout their careers. Thus, our developmental approach ensures that training for practice in clinical psychology is sequential, cumulative, and graded in complexity.

Second, our philosophy provides a broad range of training opportunities for optimum development of clinical skills. Jefferson Center offers a broad range of training sites that cover the entire developmental spectrum. Through two major and three minor rotations, interns practice in a variety of settings that gives them a diverse set of clinical experiences and prepares them for work in a variety of professional positions.

Finally, our philosophy is that health services psychology must be a science-based discipline. We seek to further develop the appreciation of science as the foundation for the practice of clinical psychology throughout our training program. Research informs the practice of psychology at Jefferson Center from our use of the evidence-based Partnership in Change Outcome Management System, to our use of evidence based treatment practices (EBPs) throughout our programming, and ongoing research in our Innovation department. Our internship program exposes interns to ongoing use of research to inform treatment across all rotations and gives them experience in participating in research focused on the delivery of effective services.

**Training Program Description**

Our internship program provides comprehensive training that is broad and general, developmental, and anchored in the practitioner-scientist model. Our training focuses on profession-wide competency areas derived through a multi-step process that is expected for entry-level practice. Ongoing evaluation of intern functioning in specific competency areas allows us to track progress and address areas that may require further training. Interns are evaluated on their demonstration of appropriate knowledge, skills, and attitudes in the key competency areas.

Intern training is enhanced by early identification of individual training needs and interests. During the first month of training, all interns complete a self-assessment that provides information to develop an individualized training plan to address not only individual differences in prior training, but also clinical interests and career goals. Various training approaches are utilized across settings, including direct supervision by experienced clinical supervisor psychologists, direct observation (either live or video/electronic) of the intern, participation in co-therapy, utilization of role-play and enactment, observational learning, formal didactic training, and promotion of reflective practice through self-reflection and self-evaluation to facilitate continuous improvement of professional performance.

By incorporating a mentoring model coupled with experiential training under close supervision, our program is designed to nurture interns toward success. Training is sequential, cumulative, and increasing in complexity over the course of the internship. Interns are expected to move toward professional independence as they progress through the training year. This ensures that interns will be able to demonstrate the levels of competency that are necessary for entry-level practice or post-doctoral training at the end of their training.

The program’s training model promotes appreciation and understanding of diversity by ensuring nondiscrimination in all training approaches, by addressing diversity as a focus of training, and by creating an environment that nurtures success for all interns.

In addition to experiential training, didactic seminars focus on providing current research-based education on the above goals. Interns participate in seminars related to professional development, ethics, culture and practice, theory of assessment, treatment of psychological disorders, and the relationship between psychological and physical health.

**Training Competencies**

The Psychology Doctoral Internship Program at Jefferson Center is committed to training that emphasizes both the professional and personal development of interns in a community mental health setting. After the completion of the internship year, interns will have the skills necessary to enter the field of psychology based on the following goals:

**Competencies** *1:*

Interns will achieve competence appropriate to their professional developmental level in the area of evidence-based practice in intervention.

**Competencies** *2:*

Interns will achieve competence appropriate to their professional developmental level in the area of evidence-based practice in assessment.

**Competencies** *3:*

Interns will achieve competence appropriate to their professional developmental level in the area of ethical and legal standards.

**Competencies** *4:*

Interns will achieve competence appropriate to their professional developmental level in the area of individual and cultural diversity.

**Competencies** *5:*

Interns will achieve competence appropriate to their professional developmental level in the area of research.

**Competencies** *6:*

Interns will achieve competence appropriate to their professional developmental level in the area of professional values and attitudes.

**Competencies** *7:*

Interns will achieve competence appropriate to their professional developmental level in the area of communications and interpersonal skills.

**Competencies** *8:*

Interns will achieve competence appropriate to their professional developmental level in the area of consultation/inter-professional/interdisciplinary.

**Competencies** *9:*

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

Each of these goals will be achieved through focus on specific objectives and the development of specific related competencies.

**Training Schedule**

The internship training year starts in mid August and concludes the mid August the following year (52 weeks, excluding Personal Annual Leave and holidays). Interns are expected to work 45 – 50 hours per week (approximately 25 - 50% of time is spent in face-to-face contact depending on the intern’s rotation). Interns must reach competency across goals and complete 2000 hours for successful completion of the internship program. The schedule below provides an *approximation* of the number of hours interns will spend each week in the following activities:

* **Major Clinical Rotations**

Each intern will participate in one 16 – 24 hour/week Major Clinical Rotation each six-month period. Time forteam meetings, group supervision,documentation and other paperwork is built into the rotation. The Internship Program will attempt to match the interns with their major rotation of choice during each six-month rotation.  In the event of competing interests, the desired rotations can be alternated at the end of the first six-month period, allowing interns to be matched with their area/s of interest.

There may be consideration of individualized programs that include specialty training in an intern’s area of interest while on a rotation. For example,

* + On Adult Outpatient rotation doing 1 day with the Older Adult Services team
	+ On Family Services rotation doing 1 day with the Early Childhood Family Services team

For interns wishing to do a year-long training experience with a specific age group, major rotations can be designed to allow for two 6 month training rotations with either children/youth or adults.  For example,

* + 12 month training experience with children/youth/family picking the two major rotations below:
		- 6 months with the Family Services Outpatient clinic
		- 6 months Spanish Language Services (for interns with bilingual/bicultural major competency)
	+ 12 month adult training experience picking two major rotations from below:
		- 6 months with Adult Outpatient Services
		- 6 months with Older Adult Services Outpatient
		- 6 months Spanish Language Services (for interns with bilingual/bicultural competency)

| **Major Clinical Rotation****Options** | **Description** | **Length of Rotation** | **Number of Hours per Week** |
| --- | --- | --- | --- |
| Adult Outpatient Services | Intakes, Individual and Group Therapy; DBT program, Substance Abuse  | 6 months | 16 - 24 |
| Older Adult Outpatient Services | Outpatient services:Intakes, Individual, and Group Therapy | 6 months | 16 – 24 |
| Family Services | Outpatient services:Intakes, Individual, Family and Group Therapy | 6 months | 16 – 24 |
| Spanish Language Services | Outpatient services: intakes, individual with Spanish speaking clientele. Must be bilingual/bicultural | 6 months | 16 – 24 |

* **Minor Rotations**

Each intern will participate in 3 minor rotations to provide experience in several key competencies of health services psychologists.

|  |  |  |  |
| --- | --- | --- | --- |
| **Minor Rotation** | **Description** | **Length of Rotation** | **Number of Hours per Week** |
| Crisis Services | Behavioral health assessment, crisis and emergency assessment and intervention | 6 months | 8  |
| Psychological Assessments | Psychological evaluation (testing, report writing, consultation and feedback). | 12 months | 6 - 8  |
| Innovation/ Research | Human centered design thinking skills and measurement-based outcome research using Center’s data | 12 months | 4  |

* **Supervision: 6 – 9 hours**
	+ **2 hours**                                 Individual with primary supervisors
	+ **2 hours**                                 Psychological assessment
	+ **1 hour**                                   Crisis rotation
	+ **1 hour**                                   Supervision of supervision
	+ **2 hours**                                 Research/innovations
	+ **1 hour/month** Reflective
	+ **1.5 hour biweekly**  Cultural Focus
* **Didactic Training and Seminars – 2 hours**
* **Committee Involvement - optional**

Interns are also encouraged to participate on one of several Jefferson Center committees, as an added value to their experience, time and interest permitting.

Jefferson Center uses multidisciplinary teams across all settings. Interns will have the opportunity to interact daily with staff from virtually all mental health disciplines including social work, psychiatry, nursing, licenses counselors, and peer specialists.

**Sample Weekly Schedule**

|  |  |  |
| --- | --- | --- |
| **Weekly Schedule** | **August – February****(6 Months)** | **March – August** **(6 Months)** |
| 16 - 24 hoursIncludes staff meetings, documentation, etc. | MAJOR CLINICAL ROTATION #1Adult Outpatient Intakes, DBT, Individual therapy | MAJOR CLINICAL ROTATION #2Family Outpatient servicesIntakes, Individual and family therapy |
| 8 hours | Crisis Rotation |  |
| 6 - 8 hours | Psychological Assessments\* | Psychological Assessments\* |
| 3 – 6 hours | Research/Innovation (3h) | Research/Innovation (6h) |
| 2 hours | Didactic / Seminars | Didactic / Seminars |

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*\* Each intern will be expected to complete 8 Psychological Evaluations (6 hours to administer full battery, 4 hours to score & synthesize, 2 hours to review with supervisor, 4 hours to final write up; 1 hour to give feedback to client, 2 hours to chart documentation, 1 hour to communicate with referral source = 20 hours total)*

**Supervision**

Each intern will be assigned a licensed psychologist as their primary clinical supervisor who will provide two hours per week of face-to-face, formal, individual supervision. After six months, interns will rotate supervisors to broaden their experience of supervisory styles. Supervision will focus on review of the intern’s caseload, discussion of specific cases, professional development, assessments, and evaluation of training progress. Interns will also receive supervision from on-site supervisors, specific to their major and minor rotations.

**Training Seminars**

Interns will attend at least two hours per week of didactic training. Foundational didactics are built to be sequential, graded in complexity, and cumulative. There are also topic specific seminars covering a variety of evidence-based approaches, psychological assessment, and professional development as well as didactics by professionals from different disciplines. (Please see sample schedule in Appendix)

Each intern is required to complete three presentations during the training year: 1) the intern’s dissertation /research based doctoral paper, 2) formal case presentation, and 3) the intern’s research from research/innovation rotation. Agency staff is invited to attend these presentations.

**Psychological Assessment**

The program recognizes that the ability to competently perform psychological evaluations is one of the distinctive features of practicing psychologists. Interns are expected to have acquired knowledge and technical skills in graduate school sufficient to accurately administer and score a full psychological battery of tests. The emphasis in the internship program is to further develop the intern’s ability to integrate data and to write succinct, high-quality reports.

Each intern will be required to complete six integrated psychological evaluations during the year. Assessment referrals may come from Adult or Family Services teams. Evaluations will generally include a clinical interview; administering, scoring and interpreting a full battery of intellectual and personality assessments, including projective and objective measures; writing a report and providing feedback to the person being tested (for children, including parent/guardian) and referral sources.

**Successful Completion of Internship**

In order for interns to successfully complete the program they must:

* Obtain ratings of at least a "3" (Performance at Exit Level for a psych Intern & Entry PD) on all items for each competency area on their end-of-year Intern Competency Evaluation
* Complete 8 integrated psychological assessments
* Present a case study utilizing evidence-based interventions or psychological assessments before the Psychology Doctoral Internship Training Committee
* Dissertation presentation to psychology panel
* Innovation/research presentation to Jefferson Center staff
* Not be found to have engaged in any significant ethical transgressions.

**Due Process for Intern Training Problems**

The training program at Jefferson Center is committed to maintaining a positive working environment. Effective communication between an intern, supervisor and/or Training Director is essential to fostering a respectful and courteous environment. It is the right and responsibility of the intern to report problems with training and/or supervision.

The Psychology Doctoral Internship is a program of Jefferson Center and as such, psychology interns are expected to abide by all agency policies, regulations and guidelines governing organizational practices and individual conduct. Interns are also expected to abide by the ethical standards and principles set forth by the American Psychological Association and Association of Psychology Postdoctoral and Internship Centers (APPIC). Alleged intern misconduct or violation of organizational practices will come under the jurisdiction of the training program. Interns are subject to remediation and are protected by due process (please refer to Section 2: Policies and Procedures, Psychology Doctoral Intern Manual).

**Administration of the Internship**

The Internship Training Director directs and organizes the organizational and administrative aspects of the training program and its resources, ensures the integrity and quality of the program, including the provision of quality care to clients. The Training Director maintains the internships’ documents, maintains interns’ training records; monitors and evaluates the training program’s goals and activities andseeks to ensure that the training program consistently meets APPIC and APA requirements. The Training Director is responsible for the minutes of the quarterly meetings and facilitating program changes that are identified during mid-year and end of year evaluations.

The Psychology Doctoral Internship Training Committee is comprised of the Training Director, primary supervisors, technical analyst, and adjunct supervisors. The Training Committee meets quarterly for ongoing planning, quality improvement, and training needs of the interns. The Training Committee also meets extensively in November, December, and January to screen new applicants, participate in interviews, ranking and the selection of the new internship class. As committee members, they are responsible for provision of primary supervision (including clinical responsibility for all the interns’ clinical work and cases), and for the operation of the training program, including the didactic training seminars.

**Stipend & Benefit**

Jefferson Center currently has two psychology doctoral internship positions budgeted. The current stipend for the internship is $45,000. Psychology interns receive a full benefit package, including the Center’s contributions toward health and dental insurance, a medical and dependent care flexible spending plan, life insurance, professional liability insurance, short and long-term disability insurance, an EAP program, 20 days of Personal Annual Leave (PAL) for vacation, personal, or sick leave, 5 floating holidays (holidays when the Center is open and the individual may take that day or a subsequent day off in order to respect diversity of cultural/religious practice), and 8.5 holidays when the Center is closed.

**Bilingual Salary Differential**

For interns who are bilingual and bicultural and doing a rotation with Spanish speaking clients, there is a bilingual salary differential of 10%. The incentive is part of a broader framework by which Jefferson Center seeks to attract and retain employees who possess skills critical to serving diverse consumer communities with responsive, respectful and effective care focused on eliminating disparities related to access, retention, and outcomes for marginalized and/or non-English speaking communities.

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| --- |
| **Internship Program Admissions** |
| **Date Program Tables are updated: 09/02/2025** |  |  |  |  |  |  |  |  |
| Jefferson Center and its Psychology Doctoral Internship Program are committed to the recruitment of culturally and ethnically diverse interns. We encourage inquiries and applications from all qualified individuals.Completed applications are to be received no later than **November 5, 2025** and are expected to meet the following requirements:* Doctoral student in an APA-accredited Clinical or Counseling Psychology program or in a re-specialization training program in Clinical or Counseling Psychology within an APA-accredited program
* Approval for internship status by graduate program Training Director
* Academic coursework completed by the end of the academic year preceding the start of internship
* Cumulative GPA of 3.4 or greater
* Completion of 4 integrated psychological reports (25 direct contact hours), including objective and cognitive assessments:
	+ - minimum of 1 WISC or WAIS administered
* Completion of at least 300 practicum intervention hours by the start of the internship including:
	+ adults/older adults
	+ children/adolescents
	+ evidence based practices
* Approval of dissertation proposal by application deadline
* A de-identified psychological assessment report is required with the application

*Preferred Candidates will have:** experience evaluating both adults and children.
* experience with the Rorschach (RPAS)
* their dissertation defended by the start of the internship

Applications are reviewed by members of the Training Committee. Our selection criteria are based on our practitioner-scientist model, and we look for applicants whose training goals match the training that we offer. The program looks not only at the total number of practicum hours but the quality of those hours in terms of the type of setting as well as experience with empirically supported treatments. If you have no Rorschach experience or limited Rorschach experience your application will still be considered as we look at your total assessment experience. All students who submitted a completed application will be notified of their interview status by **November 26, 2025**. Based on the quality of the application and the match between the applicant’s training goals and the internship program, approximately thirty applicants are invited for an interview. Interviews are conducted in January and all interviews will be conducted remotely via zoom. Interviews are conducted with individual applicants by a panel of no less than three psychology internship supervisors in a group format. Standardized questions are asked and scored for all candidates interviewed.Following the completion of the interviews, the Training Committee meets to rank order applicants, which is based on both the submitted application and the interview. The final ranking order is determined by consensus of the Training Committee. 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. Following the results of the APPIC Match, a letter confirming the match with Jefferson Center’s Psychology Doctoral Internship will be sent to the incoming intern with a copy to the DCT of their program. Results of the APPIC Match constitute a binding agreement between the matched applicants and the program. However, as stated in our listing in the APPIC directory, final appointment of applicants to the internship at Jefferson Center is contingent on applicants passing a criminal background check. A pre-employment background check is completed on all matched applicants. Felony assault convictions will be considered a failed background check.  Federal misdemeanors and misdemeanors are handled on a case-by-case basis.If not a US Citizen, you will be required to provide documentation to verify eligibility following match and before employment.Jefferson Center for Mental Health is committed to a safe, healthy, and productive work environment for all employees free from the effects of substance abuse. Abuse of alcohol, drugs, and controlled substances impairs employee judgment, resulting in increased safety risks, injuries, and faulty decision-making. Jefferson Center for Mental Health follows Federal Law regarding cannabis and other drugs.  We do not do a pre-employment drug test but all employees may be asked to submit a random urine drug screen should there be indications that substances may be affecting job performance.**Vaccine Requirement:**In partnership with Behavioral Health Entity (BHE), Jefferson Center is complying with a Colorado Department of Public Health and Environment (CDPHE) standard requiring facilities track and report flu vaccine immunization rates for staff and direct contractors and ensure that ninety percent (90%) have received the influenza vaccine during a given influenza season. All employees and new employees hired during the flu season (November 1 through March 31) shall provide Human Resources with proof of immunization, or a medical exemption within 30 days of hire. New employees who do not have proof of immunization are required to wear a surgical or procedure mask when in direct contact with clients and in common areas during influenza season.COVID 19 vaccinations are no longer required. |  |  |  |  |  |  |  |  |

**Application Process and Selection Criteria for 2025-2026 Training year**

**Direct Hour Requirements**

|  |  |  |
| --- | --- | --- |
| Total Direct Contact Intervention Hours | Yes | 300 hours |
| Total Direct Contact Assessment Hours | Yes | 25 hours |

**Financial and Other Benefit Support for Upcoming Training Year 2026-2027**

**Full time Interns (2)**

 

## Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

|  |  |
| --- | --- |
|  | **2021-2023** |
| Total # of interns who were in the 3 cohorts | 6  |
| Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree | 0 |
|  | **PD** | **EP** |
| Academic teaching | **PD =** 0 | **EP =** 0 |
| Community mental health center | **PD =** 2 | **EP =** 1 |
| Consortium | **PD =** 0 | **EP =** 0 |
| University Counseling Center | **PD =** 0 | **EP =** 0 |
| Hospital/Medical Center | **PD =** 0 | **EP =** 0 |
| Veterans Affairs Health Care System | **PD =** 0 | **EP =** 0 |
| Psychiatric facility | **PD =** 0 | **EP =** 0 |
| Correctional facility | **PD =** 0 | **EP =** 0 |
| Health maintenance organization | **PD =** 0 | **EP =** 0 |
| School district/system | **PD =** 0 | **EP =** 0 |
| Independent practice setting | **PD =** 3 | **EP =** 0 |
| Other | **PD =** 0 | **EP =** 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.

**Thank you for your interest in our internship program. Please feel free to contact Dr. Kirsten Kloock (kirstenk@jcmh.org) with any questions about the Internship Program.**

**Appendix**

* **Training Site Descriptions**

**Training Site and Rotation Descriptions**

The Psychology Doctoral Internship offers six major rotations, including a choice of specialty programs within the Family Services and Adult Outpatient rotations. There are three minor rotations.

**Major Clinical Rotations**

1. **Adult Outpatient – Independence office**

**Population:** Adult Outpatient Services (AOP) is the largest clinical network at Jefferson Center. It provides individual and group therapy to adults 18 – 60 years old who have been diagnosed with a Serious Mental Illness or Severe and Persistent Mental Illness, and who meet a level of acuity appropriate for a relatively brief episode of treatment (approximately 35 sessions annually). Most clients have co-morbid illnesses, including addictions, personality disorders, developmental disorders and medical illnesses, and treatment is integrated and comprehensive.

In Calendar Year (CY) 22, 8323 adult clients were served. The race/ethnic breakdown of clients was: American Indian/Alaska Native = 1.9%, Asian/Pacific Islander = 1.2%, Black/African American = 2.5%, More than One Race = 4.3%, Unknown/Declined = 10.5%, White = 79.6%. Hispanic/Latino Ethnicity = 24.7%

The sexual orientation breakdown of clients was: Heterosexual = 62.5%, Homosexual = 3.1%, Bisexual = 6.7%, Other = 3.6%, Prefer no Label/Declined = 24.1%

The highest represented diagnoses were Generalized Anxiety Disorder and PTSD. The five most common diagnosis breakdowns were as follows: PTSD (30.0%), Generalized Anxiety Disorder (27.9%) Major Depressive Disorder, Recurrent (18.3%), Borderline personality disorder (6.7%), and Bipolar Disorder (6.3%).

**Training experiences:** Interns are responsible for doing same-day intakes to assess needs. Depending on interns’ training needs, they may either follow the case or transfer it to another clinician. Interns provide evidence-based treatments for a variety of behavioral health disorders and can participate in a dialectical behavior therapy skills group. Interns participate in team meetings and group supervision.

2. **Older Adult Services Outpatient – North Wadsworth and Independence offices**

**Population:** The Older Adult Services Program provides clinical services for older adults aged 60 years and older in a variety of settings, including home-based, traditional outpatient, and co-locations throughout the community. This program provides treatment to individuals with a broad range of clinical presentations including adjustment disorders, depression, anxiety, grief/loss, phase of life issues, loss or change of independence and identity, chronic health conditions, as well as older adults with Serious Mental Illness or Severe and Persistent Mental Illness. Through evidenced-based interventions, the mission of the Older Adult Services Program is to help older adults regain confidence, increase their ability to cope with everyday changes and assist with maintaining health and independence.

In CY22, 1131 clients were served. The race/ethnic breakdown of clients was: American Indian = .6%, Asian/Pacific Islander = 1.1%, Black/African-American = 1.4%, More than One Race = 2.8%, Unknown/Declined = 12.9%, White = 81.2%. Hispanic/Latino Ethnicity = 14.9%. The sexual orientation breakdown of clients was: Heterosexual = 76.9%, Homosexual = 1.6%, Bisexual = 1.7%, Other = 1.3%, Prefer no Label/Declined = 18.5%

The highest represented diagnoses were Depression and Generalized Anxiety Disorder. The five most common diagnosis breakdowns were as follows:

Generalized Anxiety Disorder (27.2), Major Depressive Disorder, Recurrent (21.2%), PTSD (17.3%), Bipolar Disorder (6.7%) and Adjustment disorder with mixed anxiety and depressed mood (5.3%)

**Training experiences:** Interns will have the opportunity to provide direct clinical services to older adults such as individual and group therapy. Interns will also be responsible for completing intake assessments for individuals who may either become a client or be transferred to another clinician/team, as appropriate. Other training experiences will include case management, leading wellness classes, and collaboration with various community (medical/social) agencies through meetings and presentations. Interns will also participate in team meetings and group supervision.

3. **Family Services Outpatient – Independence office**

**Population:** Clients arechildren, adolescents, and families.

The number of clients served in CY22 was 3226 clients. Of those served, 39.0% were adults and 61.0% were children or adolescents. The race/ethnic breakdown of clients was: American Indian = 2.3%, Asian/Pacific Islander = 1.5%, Black/African American = 2.2%, Native Hawaiian = 0.1%, More than One Race = 6.0%, Unknown/Declined = 19.5%, White = 68.4%. Hispanic/Latino Ethnicity = 39.0%. The sexual orientation breakdown of clients was: Heterosexual = 34.5%, Homosexual = 2.5%, Bisexual = 8.6%, Other = 5.3%, Prefer no Label/Declined = 49.1%

The most frequent diagnoses were Generalized Anxiety Disorder and PTSD. The five most common diagnosis breakdowns were as follows: Generalized Anxiety Disorder (26.2%), PTSD (26.7%), Major Depressive Disorder, Recurrent (23.4%), Depressive Disorder (19.5%), and ADHD (5.0%)

**Training experiences:** Interns are responsible for doing same-day intakes to assess the needs of children, adolescents, and their families. Depending on interns’ training needs, they may either follow the case or transfer it to another clinician. Interns provide evidence-based treatments for a variety of behavioral health disorders and can participate in a variety of groups. Interns participate in team meetings and group supervision.

4. **Spanish Language Services**

**Population:** For this rotation you must be fluent in Spanish and English. On the Centro Dones rotation interns work with consumers of all ages from early childhood to older adulthood.

In CY22, 527 clients were served: 77.2% adults and 22.8% children or adolescents. The race/ethnic breakdown of clients was: American Indian = 3.2%, Asian/Pacific Islander = 0.6%, Black/African American = 2.5%, More than One Race = 2.8%, Unknown/Declined = 30.9%, White = 58.6%. Hispanic/Latino Ethnicity = 52.9% The sexual orientation breakdown of clients was: Heterosexual = 59.2%, Homosexual = 3.4%, Bisexual = 5.1%, Other = 2.5%, Prefer no Label/Declined = 28.5%

The most frequent diagnoses were Generalized Anxiety Disorder and Major Depressive Disorder.

The five most common diagnosis breakdowns were as follows:

Generalized Anxiety Disorder (27.8%), Major Depressive Disorder, Recurrent (24.1%), Major depressive disorder, single episode (11.1%), Adjustment disorder with mixed anxiety and depressed mood (7.4%) and PTSD (4.6%).

**Training experiences:** Interns will provideindividual, group, family, case management, and community outreach services to a population that tends to be underserved in multiple ways by multiple services agencies. Consequently, serving consumers entails the provision of mental health interventions, identification, and treatment of the impacts of social determinants on health, promotion of well-being, and brokerage of other needed services. Interns will be offered culturally informed supervision with the aim of supporting the delivery of relevant, responsive, and effective care.

**Minor Rotations**

1. **Crisis Services – Crisis and Recovery Center**

**Population:** children**,** adolescents and adults in Jefferson, Gilpin and Clear Creek counties.

In CY22 the population using Walk-In Crisis services was 32.7% children or adolescents and 67.3% adults. The ethnic diversity was: American Indian = 2.0%, Asian/Pacific Islander = 1.3%, Black/African American = 2.8%, More Than One Race = 4.9%, Unknown/Declined = 15.1%, White = 72.1%, and Other = 1.9%. Hispanic/Latino Ethnicity = 20.1%. The sexual orientation breakdown of clients was: Heterosexual = 62.5%, Homosexual = 3.1%, Bisexual = 6.7%, Other = 3.6%, Prefer no Label/Declined = 24.1%

The most frequent diagnoses were PTSD and Depression. The five most common diagnosis breakdowns were as follows: PTSD (23.3%), Depressive Episode (16.9%), Major Depressive Disorder, Recurrent (13.2%), GAD(10.8%), and Bipolar Disorder (8.7%)

**Training experiences:**  Interns provide thorough evaluations on clients in crisis at the Jefferson Center’s Crisis and Recovery office and at the Juvenile Assessment Center. These evaluations are used to determine appropriate level of care. Evaluations are comprehensive and provide ample justification of their determinations and recommendations, which may include admitting the client to a hospital or alternative facility. Interns function as professionals alongside WIC staff at these various facilities. Many of these crisis evaluations involve use of Motivational Interviewing and a Solution-Focused approach to helping the client develop a safety plan, manage their crisis, and plan for follow-up services. Interns collaborate with clients, family members, and/or other interested individuals. Interns also conduct intakes on clients referred from local psychiatric hospitals.

1. **Psychological Assessment – Independence office – primary location**

**Population:** Referrals are for all age groups, children through adults for the purpose of differential diagnoses and for treatment recommendations in complex cases.

In CY22 the population using MH Evals/Assessments services was 21.8% children or adolescents and 78.2% adults. The ethnic diversity was: American Indian = 1.1 %, Asian/Pacific Islander = .4%, Black/African American = .8%, More Than One Race = 2.4%, Unknown/Declined = 51.2%, White = 42.9%, and Other = 1.1%. Hispanic/Latino Ethnicity = 13.5%. The sexual orientation breakdown of clients was: Heterosexual = 62.5%, Homosexual = 3.1%, Bisexual = 6.7%, Other = 3.6%, Prefer no Label/Declined = 24.1%

The most frequent diagnoses were Generalized Anxiety Disorder, PTSD and problems related to other legal circumstances. The five most common diagnosis breakdowns were as follows: PTSD (21.8%), GAD (16.8%), Problems relating to legal circumstances (9.9%), Major Depressive Episode, Recurrent (8.8%), and ADHD (8.8%).

**Training experiences**: Interns participate in assessment seminars and complete a minimum of 6 integrated batteries over the course of the year.

1. **Innovation/Research – Independence office**

**Training experiences**: Jefferson Center’s internship program supports the continued development and refinement of interns’ research skills through promotion of their identity as practitioner-scientists and the integration of research skills with clinical experience. The Innovation Research Rotation facilitates a well-balanced blend between academic research and real-world business applications of program evaluation. Interns will learn important program evaluation skills, such as dissemination and implementation strategies, human centered design thinking skills, and measurement-based outcome research.

2024.2025 Didactic and Seminar Schedule

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 8/15/2024 10 - 12:30p | Kirsten Kloock, PsyD | DKEFs Training Part 1 | Training will cover how to administer and score the DKEFS as well as a discussion of what this tool measures. | 1. Understand psychometrics of DKEFS2. Overview of subtests and what they are meant to measure3. Observe and practice administering subtests4. Scoring the DKEFS |
| 8/17/2024 1:00 - 3:00 | Kathy Baur, PhD | Legal and ethical issues for psychologists | Interactive training discussion of Colorado law regarding clinical practice and APA ethics code | Review, compare, and apply the following:1. APA Ethical Principles of Psychologists and Code of Conduct.2. Colorado Mental Health Practice Act (C.R.S. 12-43-101, et seq.).3. Colorado State Board of Psychologist Examiners Regulations (3CCR 721-1).4. Colorado State Board of Psychologist Examiners Policies. |
| 8/15/24 through 9/14/24 | Lane Pederson, PhD | 2 Day DBT Intensive | This intensive training explores DBT’s theoretical basis, specific DBT interventions, and how to teach skills in individual and group settings. Familiarity with these skills and techniques along with experiential exercises will enhance your clinical skills and professional development. | 1. Understand clinical process and content of DBT2. Learn essentials such as validation, dialectical strategies, & communication styles3. Apply DBT skills to assist clients in the change process |
| 8/20/2024 8:30 - 10:30 | Kirsten Kloock, PsyD | WRAML training | This training provides overview of the WRAML, psychometric properties, administration, scoring and interpretation | 1. Understand psychometric properties of WRAML and how to administer 2. Learn how to score and interpret |
| 8/20/2024 3:00 - 4:30 | computer based training | HIPPA  | HIPAA rules underlie every service related to behavioral health, and they change to meet evolving trends. There are potentially catastrophic organizational and individual consequences if the current HIPAA rules are not followed. This course will help you to identify potential legal and ethical issues related to HIPAA, improve your compliance approach, and develop more effective risk management strategies. | 1. Indicate the purpose of HIPAA and how it applies to behavioral healthcare providers.2. Recall at least three ways that the Privacy Rule impacts the day-to-day responsibilities of behavioral health providers.3. Identify at least three steps that behavioral health providers need to take to ensure compliance with the Security Rule. |
| 8/22/2024 2:30 - 4:30 | Esther Weiner, PsyD | Theories and Models of Clinical Supervision  | Review of current models of clinical supervision exploring similarities and difference. Learn the important differences in how clinical supervision differs from administrative supervision and how to strike a balance. Discuss supervisor transference and countertransference issues and how to explore them with supervisees. | 1. Identify the role of supervision in clinical work.2. Review existing models of clinical supervision.3. Explore developmental models of supervision.4. Understand the impact of culture and diversity factors in the supervision relationship. |
| 8/26/2024 1 - 3:30 | Tiffany Shelton, PhD  | DKEFs Training Part 2 | Presentation will cover how to administer and score the DKEFS as well as a discussion of what this tool measures. | 1. Understand psychometrics of DKEFS2. Overview of subtests and what they are meant to measure3. Observe and practice administering subtests4. Scoring the DKEFS |
| 8/30/2024 8:00 - 12:00p | Abi Donate Peralta | WAIS /WISC Spanish | This training provides overview of the WAIS & WISC Spanish version, psychometric properties, administration, scoring and interpretation | 1. Understand psychometrics of Spanish version WAIS / WISC2. Overview of subtests and what they are meant to measure3. Observe and practice administering subtests4. Scoring the WAIS / WISC Spanish version |
| September Online Training |   | CRS 27 - 65: Hold and Treat Process | Overview of Colorado Regulatory Statute 27-65 and the process for mental health holds. | 1. Learn the statutes for involuntary mental health holds and the commitment process.2. Learn the steps for placing an individual on a mental health hold and the appropriate paperwork.  |
| September Online Training |   | LGBTQ+ Inclusive Care Provider Training (2): Human Growth and Development | Understand the stages of identity development and how it might correlate to the tasks of childhood, adolescence, adulthood, and late adulthood. | 1.Identify and define key terms related to gender and sexual identity2.Explore evidence surrounding social and community norms and expectation as key influences to a person's gender an sexual development |
| September Online Training |   | LGBTQ+ Inclusive Care Provider Training (3): Professional Orientation and Ethical Practice | Using the principals of affirming clinical care, understand best practices for Documentation as it relates to use within Jefferson Center. | 1.Identify and define key terms related to gender and sexual identity2.Explore evidence surrounding social and community norms and expectation as key influences to a person's gender an sexual development |
| 9/4/2024 10:00 - 12:00 | Adam Maher, PsyD | ADOS training Part 1 | This training provides overview of the ADOS, psychometric properties, administration, scoring and interpretation | 1. Understand psychometric properties of ADOS and how to administer 2. Learn how to score and interpret |
| 9/14/2024 2:30 - 4:00  | Jamila Holcomb, Ph.D., LMFT | Understanding how Trauma impacts Black communities | Racism, whether unconscious or overt, has long-term impacts on the mental and behavioral health of Black communities. While COVID-19 and racial injustice protests may have brought on new trauma, years of systematic racism, discrimination, and microaggressions have forced Black communities to live in a constant state of high alert, causing traumatic stress. | 1. Understand how racial trauma affects the mental, emotional, and physical health of the Black community2. The impacts racial discrimination can have on Black youth and emerging adults3. Strategies to help clinicians and organizations better connect with their Black clients4. How organizations can help all staff members understand their own implicit bias |
| 9/5/2024 8:30 - 10:00 | Kathy Baur, PhD | Models and Theories of Clinical Consultation  | Consultation is one of the core roles of a clinical psychologist. An understanding of the underlying theories and models of consultation is critical to providing appropriate and effective service to the consultee. The importance of taking a contextual approach in consultation to provide culturally appropriate services will also be discussed.  | 1. Learn the basic theories and models of consultation as they relate to psychologists.2. Understand the application of consultation in a behavioral health setting.4. Discuss cultural and diversity issues as it applies to consultation – liaison services3. Identify perceptions of consultation by requesting parties in order to provide appropriate and effective service. |
| 9/5/2024 1:30 - 5:00 | Kathy Baur, PhD | Acceptance and Commitment therapy Part 1 | Acceptance and Commitment therapy is a cognitive behavioral approach with the goal of creating psychological flexibility rather than symptom reduction. Looking at Relational Frame theory as the underpinning of ACT, learn how the processes relate to change and practice strategies in class. | 1. Understand the underlying theory of ACT.2. Define the 6 processes of ACT and how they relate to therapy.3. Demonstrate application of ACT processes in therapeutic setting. |
| 9/11/2024 8:00 - 10:00 | Adam Maher, PsyD | ADOS training Part 2 | This training provides overview of the ADOS, psychometric properties, administration, scoring and interpretation | 1. Understand psychometric properties of ADOS and how to administer 2. Learn how to score and interpret |
| 9/12/2024 2:30 - 3:30 |   | LGBTQ+ Inclusive Care Provider Training (1): Social and Cultural Foundations  | Introductory course to increase awareness of social and cultural foundations for the LGBTQ+ community and current issues impacting this community. | 1.Develop an understanding of LGBTQ+ culture including the terms, symbols, cultural traditions, and rites of passage.2.Become familiar with the shared histories of LGBTQ+ people and recognize major events in the timeline of LGBTQ+ rights in the United States.3.Develop an understanding of current issues impacting LGBTQ+ people on a governmental, social, and personal level.4.Understand how the intersectionality of identities (race, ethnicity, religion) can create multiple and overlapping oppressions.5.Recognize the impact of minority stress on LGBTQ+ individuals and the risk of negative health and mental health outcomes.6.Understand a few steps you can take right now to become affirming and supportive as a provider. |
| 9/19/2024 2:30 - 4:30 | Tiffany Shelton, Ph.D. | Orientation to Leadership Seminar. What does leadership mean to you? How does leadership fit into your future goals? What would you like to learn about leadership through this course? | The Leadership Seminar is designed to enhance and build on interns' current leadership abilities. This seminar is intended to help interns explore their leadership capabilities and to expand their capacity to perform in leadership roles within organizations. This session will orient the interns to the monthly leadership seminar which is designed to help interns learn new leadership techniques, refine old skills, reflect on their own personal goals as a leader. | 1. Interns will identify their own personal definitions of leadership2. Interns will identify how leadership may fit into their future goals.3. Interns will identify current leadership goals they have for themselves. |
| 9/26/2024 2:30 - 4:30 |   | BHA Crisis Trainings | Continue work on completion of the BHA Crisis Training Requirement |   |
| Sept 3:00 - 4:30p | PITDOC | Intern Racial Identify Caucusing Session 1/6 | Interactive group process to explore racial identity as it pertains to internalized messages to improve inclusive communications and environments | 1. Build antiracist collectives that can work together to dismantle racism.2. Allow the two groups to better understand & deal with racism within our respective groups, larger institutions and the world.3. To improve wellbeing, communication, and inclusion among interns and faculty |
| 10/3/2024 2:30 - 4:30 | Jodi LovejoyPsyD Esther Weiner, PsyD .  | Exploring Post Doc options for after the internship year | Discussion of career goals and post doc options to assist in launching an early career psychologist | 1. Discuss pros and cons of formal and informal post docs 2. Explore how post doc year can support career goals 3.Iidentify important questions to ask at the post doc symposium to determine if a site is a good fit 4. Understand licensure requirements and DORA regulations |
| 10/7/2024 |   | Dissertation Research Work Hours |   |   |
|   | PITDOC | Intern Racial identify Caucusing Session 1/5 | Interactive group process to explore racial identity as it pertains to internalized messages to improve inclusive communications and environments | 1. Build antiracist collectives that can work together to dismantle racism.2. Allow the two groups to better understand & deal with racism within our respective groups, larger institutions and the world.3. To improve wellbeing, communication, and inclusion among interns and faculty |
| 10/10/2024 |   | Reducing Suicide in Adolescents and Transition Age Youth | In 2020, suicide was the third leading cause of death for young people ages 15 to 24 (Centers for Disease Control and Prevention [CDC], National Center for Injury Prevention and Control [NCIPC], 2020). Rates of suicide among youth continue to increase, making it essential for behavioral health clinicians and other professionals working with adolescents and transition age youth to understand the dynamics of suicide among young people.After providing a foundation on how widespread the problem is and the prevailing theories about the drivers of suicidal behaviors, this course will teach you about how to effectively screen potentially suicidal youth and ways you can intervene to lower their risk. | 1.Describe the core principles and treatment strategies used in DBT. 2. List primary applications where DBT is effective. 3. Explain how the 4 psychosocial skills modules are used in DBT. |
| 10/10/2024 2:30 - 4:30 | Relias | LGBTQ+ Inclusive Care Provider Training (2): Human Growth and Development | Understand the stages of identity development and how it might correlate to the tasks of childhood, adolescence, adulthood, and late adulthood. | 1.Identify and define key terms related to gender and sexual identity2.Explore evidence surrounding social and community norms and expectation as key influences to a person's gender an sexual development |
| 10/17/2024 2:30 - 4:30 pm | Tiffany Shelton, Ph.D. | Leadership Seminar - Mentorship | Mentorship enhances professional development and gives one the opportunity to learn firsthand by observation and implementation. For developing psychologists, learning about mentorship has many faces including learning about the benefits of receiving optimal mentorship from other senior psychologists, as well as learning about the benefits of serving as a mentor to colleagues and potentially even clients. The nuances of both these roles is an important discussion as it pertains to developing leadership skills as a psychologist.  | 1. Interns will identify their perspective of receiving mentorship and reflect upon their own experiences of mentorship.2. Upon reflection of these experiences, interns will assess their own qualifications for the most valuable mentor experiences.3. Interns will reflect upon and discuss their perspective of themselves as developing mentors to their peers and clients.  |
| 10/24/2024 2:30 - 4p | Dustin Shivar, LCSW | Models of Integrated Care | Integrated care has vastly improved accessibility to mental health care by providing services where people are more likely to receive care. This seminar reviews the basic principles of integrated care in a variety of medical settings. | 1. Review history of integrated care 2. Learn models of integrated care in current practice. 3. Discuss ongoing challenges of conducting integrated care and how to maintain and grow these services. 4. Review latest related research.  |
| October 25, 2024 2:00 - 4:00 | Post Doc Training Directors in Colorado | Post Doctoral Panel: Post Doc opportunities in Colorado | Panel of all post doc training directors in Colorado answering questions about their training program and application process | Learn about formal post doc options in Colorado |
| 10/31/2024 2:30 - 4:30 | Esther Weiner, PsyD | White Racial Identity in the Therapy Room | This training will allow participants to further explore their racial identity, learn research on White normativity, discuss implications of and ways to navigate White clinician-White client dyads, and identify tools to use in continuously building an antiracist lens in their professional and personal practice. |  1. Participants will be able to define White normativity and identify 3 ways it impacts the field of psychology.2. Participants will be able to apply concepts and tools to a clinical vignette.3. Participants will be able to describe one goal for applying knowledge and tools in their clinical work. |
|   | Relias | LGBTQ+ Inclusive Care Provider Training (2): Human Growth and Development | Understand the stages of identity development and how it might correlate to the tasks of childhood, adolescence, adulthood, and late adulthood. | 1.Identify and define key terms related to gender and sexual identity2.Explore evidence surrounding social and community norms and expectation as key influences to a person's gender an sexual development |
|   | Relias | LGBTQ+ Inclusive Care Provider Training (3): Professional Orientation and Ethical Practice | Using the principals of affirming clinical care, understand best practices for Documentation as it relates to use within Jefferson Center. | 1.Identify and define key terms related to gender and sexual identity2.Explore evidence surrounding social and community norms and expectation as key influences to a person's gender an sexual development |
|   |   |   |   |   |
| 11/7/2024 2:30-4:30 | Kirsten Kloock, PsyD | Being a Psychologist IRL | Discussion of different careers a licensed psychologist may find themselves in | 1. Pros and Cons of different settings 2. Beginner's understanding of Insurance billing |
| 11/14/2024 2:30 - 4:30 | Jodi Lovejoy PsyD | Professional Development Transition from Graduate School to the Professional World |   |   |
| 11/21/2024 2:30 - 4:30 | Tiffany Shelton, Ph.D.  | Leadership Seminar - Setting Boundaries | Healthy boundaries are a necessary component for self-care and are often not taught in the professional environment. Within this seminar, interns will reflect on their own personal comfort/discomfort with setting boundaries, learn new techniques for creating professional boundaries, and identify areas where they can begin practicing setting professional boundaries in their current positions. | 1. Interns will reflect on their own personal comfort/discomfort with setting boundaries. 2. Interns will learn new techniques for creating professional boundaries.3. Interns will identify areas where they can begin practicing setting professional boundaries in their current positions. |
| 11/28/2024 |   | Thanksgiving Break |   |   |
| 12/3/2024 3:00 - 4:30 p  |   | intern racial identify caucausing 2/5 | Interactive group process to explore racial identiy as it pertains to internalized messages to improve inclusive communications and environments | 1. Build antiracist collectives that can work together to dismantle racism.2. Allow the two groups to better understand & deal with racism within our respective groups, larger institutions and the world.3. To improve well being, communication, and inclusion among interns and faculty |
| 12/5/2024 2:30 - 4:30 | Adam Maher, PsyD | Collaborative Assessment and Management of Suicidality (CAMS) |  Training in CAMS framework |  1. Understand the CAMS Framework: Trainees will gain knowledge with the key components and principles of the CAMS Framework for assessing and managing suicidal thoughts and behaviors. 2. Implement Collaborative Assessments: Trainees will learn details of how to effectively implement CAMS framework and structure. 3. Develop and Implement Safety Plans in conjunction with CAMS: Trainees will learn how a safety plan is used with CAMS and how to monitor suicide risk with CAMS framework. |
| 12/12/2024 2:30-4:30 | Kirsten Kloock, PsyD | Introduction to the WAIS-5 | Training to update and familiarize interns with the new version of the WAIS | 1. Understand differences between WAIS IV and WAIS 5 2. Learn how to administer new subtests of the WAIS-5 3. Learn how to score and interpret WAIS-5 |
| 12/19/2024 2:30 - 4:30 | Tiffany Shelton, Ph.D. | Leadership Seminar: Vulnerability in Leadership | This seminar explores the facets of how vulnerability can aid one's leadership style and development. Discussion of related concerns, fears, and professional expression of vulnerability will help interns develop how they incorporate vulnerability into their own leadership style.  | 1. Interns will reflect upon their own world view related to the importance of vulnerability when leading. 2. Interns will determine how various leadership styles conflict with the prescription for vulnerability such as authoritarian styles, and brainstorm how to reconcile these conflicts.3. Interns will identify areas where they can begin practicing vulnerability within their own leadership development. |
| Holiday Break training | Computer based Training | TF-CBT | TF-CBT addresses the multiple domainsof trauma impact including but not limited to Posttraumatic Stress Disorder (PTSD),depression, anxiety, externalizing behavior problems, relationship and attachmentproblems, school problems and cognitive problems. TF-CBT includes skills forregulating affect, behavior, thoughts and relationships, trauma processing, andenhancing safety, trust, parenting skills and family communication. | 1. Complete online training to be certified in TF-CBT. |
| Holiday Break training | Computer based Training | CPT | CPT is a manualized therapy used by clinicians to help people recover from posttraumatic stress disorder (PTSD) and related conditions. It includes elements of cognitive behavioral therapy (CBT) treatments. CPT has proven effective in treating PTSD across a variety of populations, including combat veterans, sexual assault victims, and refugees. CPT can be provided in individual and group treatment formats. CPT incorporates trauma-specific cognitive techniques to help individuals with PTSD more accurately appraise these "stuck points" and progress toward recovery. | 1. Complete online training to be certified in CPT |
| 1/9/2025 | Dissertation Research Work Hours |   |   |   |
| 1/16/2025 2:30-4:30 | Sharon Stremel, PhD | Professional Development - Careers in community mental health | Dr. Stremel will discuss career paths in community mental health. Dr. Stremel has over 20 years experience working in CMH | 1. Interns will be able to identify benefits and drawbacks of working in a community mental health setting. 2. Interns will be able to identify ways in which a career path in community mental health differs from a career path in the private sector. |
| 1/23/2024 | Computer based Training - Relias | Identifying and Managing Symptoms of Major Neurocognitive Disorder in Older Adults | This course offers a detailed examination of major neurocognitive disorder, designed for behavioral health professionals. Through real-life scenarios, participants will explore the etiologies, characteristics, symptoms, and behavior patterns commonly seen in older adults with major neurocognitive disorder. Learners will also recall key screening tools, management strategies, interventions, and appropriate referral options. In addition, the course highlights effective approaches to working with and supporting caregivers as they navigate the complexities of cognitive decline. By the end of this course, you will be equipped with practical skills to provide compassionate, informed care that positively impacts clients and their families. | 1. Identify the potential etiologies, characteristics, symptoms, and behavior patterns commonly experienced by older adults with major neurocognitive disorder. 2. Recall screening and management strategies and interventions associated with major neurocognitive disorder, along with appropriate referral options. 3. Indicate effective ways to work with and support caregivers of older adults with major neurocognitive disorder. |
| 1/30/2025 2:30 - 4:30  | Tiffany Shelton, Ph.D. | The Infinite Game | This leadership seminar will explore the differences between an infinite mindset in leadership versus a finite mindset. This seminar will focus on identifying ways in which an infinite mindset can build stronger, more innovative, more inspiring organizations. This seminar will also begin discussing the leadership skills that help a team promote trust and cooperation. | 1. The interns will learn to identify the difference between finite and infinite games.2. The interns will identify their own finite games and infinite games (values/passions).3. Interns will identify opportunities where they can cultivate their leadership skills and incorporate some of these techniques that promote trust and cooperation in the organization. |
| 2/6/2025 2:30 - 4:30 | Kirsten Kloock, PsyD | Testing and Cultural Context Considerations | This training will address cultural considerations in testing. History of testing within cultural context is discussed. An overview of cultural issues still present today along with considerations needed is discussed. Cultural consideration made in newer tests is explored and discussed. Dicuss considerations that need to be taken with each client given concerns.  | 1. Be familiar historical context of test development and issues that may present in validity of tests in certain populations. 2. Learn general/common concerns that might be present in certain populations with today's test versions 3. Learn about cultural considerations that were taken with latest versions, and which have not been updated to reflect cultural considerations  |
| 2/14/2025 3:00 - 4:30p | organizer: PITDOC | intern racial identify caucusing 3/5 | Interactive group process to explore racial identity as it pertains to internalized messages to improve inclusive communications and environments | 1. Build antiracist collectives that can work together to dismantle racism.2. Allow the two groups to better understand & deal with racism within our respective groups, larger institutions and the world.3. To improve wellbeing, communication, and inclusion among interns and faculty |
| 2/13/2024 2:30-4:30 | Carman Ataman Kayla Walker | Dissertation presentation |   |   |
| 2/20/2025 2:30 - 4:30 | Tiffany Shelton, PhD | Leadership Seminar - Leadership and World Change | This leadership seminar examines the impact of leadership on world change. Discussion will focus on how psychologist can lead in a way than affects needed world change through micro and macro efforts. Interns are asked to explore their own perspective of psychologist leadership within the domain of world change and consider professional psychologist ethics and values that support their perspective.  | 1. Interns will identify leadership activities on a micro level through their client work as well as through a macro lens through efforts such as advocacy that can affect value driven world change.2. Interns will evaluate which psychologist ethics, codes of conduct, and professional values support psychologist leadership affecting positive world change.3. Interns will identify areas of opportunity to utilize leadership skills in their current positions to begin practicing professional development and leadership in the arena of affecting world change. |
| 2/27/2025 2:30-4:30 | Kelley Moore, MD | Psychopharmacology for children and adolescents | This class is an overview of psychopharmacology for adolescents and children with behavioral health disorders. Basic classes of medications will be reviewed along with the research supporting their use on and special concerns for younger populations. | 1. Understand the different classes of medication for behavioral health disorders.2. Learn the basic mechanisms by which these medications work, their contraindications, and special concerns with youth. |
| 2/28/2025 8:30-12:00 | Colorado Psychological Association | Threats to Clinicians and Their Professional Practices: Stalking, Harassment, and Cyber Threats | This workshop will explore the challenges clinicians face in balancing high-quality care with awareness of safety risks. The first session covers threat assessment, workplace violence, and balancing *Duty to Warn* and *Duty to Protect*, including the shift from caregiver to evaluator. The second session focuses on online threats, including social media harassment, cyber threats, and the legal guidelines for responding to negative online reviews. |   |
| 3/6/2025 2:30-4:30 | Esther Gbolie, PsyD | Gottman Method for Couples | The training introduces the Gottman Sound House Model, a research-based framework for improving communication and strengthening relationships. Participants will learn key interventions to help couples build trust, resolve conflicts, and enhance emotional connection. | 1. Understand the Sound House Model: Learn the seven levels and core principles of the model.2. Explore Gottman Interventions: Discover effective interventions for communication and conflict resolution.3. Apply a Systems Approach: Learn how to integrate a systems perspective into various forms of couples therapy. |
| 3/13/25 2:30 - 4:30 | Carman Ataman Kayla Walker | Case presentations | Interns' presentation of an assessment case in partial fulfillment of internship requirements |   |
| 3/20/2025 2:30 - 4:30 | Tiffany Shelton, Ph.D.  | Leadership Seminar: How to lead in a divided world | This leadership seminar examines how to navigate leadership in a polarized world. Discussion will focus on leading amongst a myriad of different political opinions, personal values, visions for the future, and religious beliefs. Interns will be asked to explore how they can show up with integrity and incongruence with who they are while also respecting others | 1. Interns will learn strategies for leading with tolerance and authenticity to their own values 2. Interns will evaluate how they can lead with integrity in polarized world 3. Interns will identify growth areas for leading with authenticity amongst a myriad of opinions.  |
| 3/27/2025 2:30 - 4:30 pm | Matt Balaguer, PhD | ACT with SUD/psychosis | This didactic will focus on using ACT for the treatment of substance use disorders and psychosis (both organic and substance-induced). We will start with an overview of ACT principles, including components of the ACT ‘hexaflex,’ touching briefly on both underlying theory and clinical application. In the latter half of this didactic, we will discuss how this approach can be applied to work with persons battling substance use or psychosis, including the use of vignettes and case examples. | 1. Participants will have a working understanding of core ACT theory and principles, including the ‘hexaflex’ 2. Participants will gain practical knowledge of how to apply these techniques in the treatment of substance use disorders and psychosis |
|   |   |   |   |   |
| 4/3/2025 2:30 - 4:30  | Chelsea Vibert, Intensive Family Services Coordinator | Psychological First Aid |  Psychological First Aid (PFA) is an evidence-informed modular approach to help children, adolescents, adults, and families in the immediate aftermath of disaster and terrorism. Individuals affected by a disaster or traumatic incident, whether survivors, witnesses, or responders to such events, may struggle with or face new challenges following the event. PFA was developed by the National Child Traumatic Stress Network and the National Center for PTSD, with contributions from individuals involved in disaster research and response. | At the end of this course you will be able to:•1. Identify the five early-intervention principles to keep in mind as you provide disaster care•2. Define what is PFA and list its basic objectives•3. Describe the eight strategies (Core Actions) of PFA•4. Identify general guidelines for providing PFA•5. Adapt PFA in diverse settings and with different populations•6. Identify ways to support workers well-being from an organizational and individual level |
| 4/10/2025 2:00-5:00 | Jennifer L. Reesman, PhD; Molly Colvin, PhD; Tannahill Glen, PsyD | Downstream Impacts of the COVID-19 Pandemic on Youth Development: Considerations for Assessments Now and in the Future | The prolonged and significant psychosocial changes during the COVID-19 pandemic altered the developmental trajectories of children and adolescents. We review the most recent data on cognitive, academic, social, and emotional functioning in the years following the COVID-19 pandemic. We discuss ways in which these factors should be considered in today’s evaluations but may also need to be considered in future evaluations especially for marginalized youth — including those with psychiatric and neurodevelopmental disorders. After this two hour presentation, Dr. Kloock will discuss with interns. | 1. Identify ways that COVID-19 pandemic educational disruption impacted learning, particularly in vulnerable youth.2. Identify characteristics of youth who were most impacted by psychosocial changes during the COVID-19 pandemic.3. Identify ways in which neuropsychologists may need to account for the impact of the COVID-19 pandemic on the functioning of adult patients in the future. |
| 4/17/2025 2:30 - 4:30 pm | Tiffany Shelton, Ph.D.  | Leadership Seminar: Authentic Leadership | This leadership seminar examines how to navigate leadership with authenticity. Discussion will focus on how authenticity can help lower stress as a leader and lead to more impact. Interns will be asked to continue to explore how they can show up authentically as a leader. | 1. Interns will learn strategies for leading with authenticity. 2. Interns will evaluate their own comfort levels with authentically leading. 3. Interns will identify strategies to further their authentic leadership skills.  |
| 4/24/2025 2:00 - 4:00 p | Sheila Stanley, PsyD | Forensic Psychology 101 | This introductory didactic offers an overview of forensic psychology for doctoral-level trainees, focusing on the unique considerations that arise when working at the intersection of psychology and the legal system. Attendees will explore key differences between clinical and forensic work, types of forensic evaluations, and settings where forensic psychologists practice. Emphasis will be placed on essential skills for success in forensic roles, including report writing, courtroom comportment, and navigating ethical challenges in adversarial systems.  | 1. Identify and describe at least three major types of forensic psychological evaluations and the settings in which they occur.2. Differentiate key features of forensic vs. clinical assessment, including ethical obligations, referral sources, and the role of the evaluator. |
| 4/30/2025 8:30am to 4:30 pm | PITDOC | Colorado Internship "Advocacy at Work" Symposium | This is a collaborative effort among 8 Colorado psychology internship programs. We aim to develop spaces to learn, discuss, and reflect on various ways psychologists can engage in advocacy efforts in our local communities. Please save the date and accept the invite so we can track attendance.  It will be in person. More details to follow. | TBD -  |
| 5/1/2025 2:30p - 4:30 p | Jodi Lovejoy, PsyD | Case Studies on Assessment and therapy with Neurodivergent clientele | Case sketches are from recently assessed and treated adults (age 21-34) with neurodivergence; attempts to connect/build rapport, ad-hoc inlusion of loved ones, and using therapy (MI, CBT, mindfulness strategies) to boost success. Each example case discussed reviewed some of the following: Co-morbid conditions including OCD, ADD, LD, seeking differential audiological testing for CAPD (allowed if patient is older than age 7), and considering speech and language delays including problems with expressive and receptive communication.  | 1. expand conceptualization of cases where neurodivergence is suspected or confirmed.2) verify evidence-based and established therapies used for other conditions which can typically run concomitantly with neurodivergence.3) discuss cases where clients were EITHER diagnosed OR seeking diagnostic clarification and neurodivergence was confirmed. Challenges and Successes.\*\*4) listen to the experience of assessment, ABA, and psychiatric medication management from age birth to 21 - from perspective of Neurodivergent mother.  |
| 5/8/2025 2:30 - 4:30  | Kira Armstrong, PhD; Kirsten Kloock, PsyD | A Case Highlighting Pink Flags in ASD Assessment | Along with Dr. Kloock, interns will view presentation by Dr. Kira Armstrong on diagnosing Autism without "gold standard" assessments. After this one hour presentation, Dr. Kloock will add to this presentation and discuss with interns |  1. Articulate the steps to an evidence-based assessment approach. 2. Identify the rule-in/rule-out criteria for diagnostic questions.3. Answer the referral questions within both an educational and clinical framework. |
| 5/16/2025 2:30p - 4:30p | Tiffany Shelton, Ph.D. | Leading Without Authority | This seminar explores the skills a leader can incorporate in order to help those around him/her cooperate and collaborate to reach their full potential. It will discuss how changing your mindset towards what Mr. Ferrazzi calls "co-elevation" (working to elevate those around you) can help everyone on the team. Drawing on emerging research in organizational and behavioral psychology, this seminar will discuss important components of leadership which include building trust, creating candor, and driving transparency and purpose. | 1. Interns will discuss and identify the difference between leadership that uses authority versus co-elevation.2. Interns will examine components of their own leadership style that they would like to improve upon in order to lead without authority.  |
| 5/22/2025 | Relias | Best Practices in Suicide Screening and Assessments | Suicide remains a leading cause of death in the US and across age groups it is the 10th leading cause of death. It is the first leading cause of death in individuals ages 10 - 34. From 2006 to the present time, suicide rates have increased by 2% a year underlining the importance of practicing effective assessment for suicide when working with clinical populations. | 1.Recognize risk and protective factors in suicide 2. Learn how to effectively screen and identify individuals at risk of suicide 3. Summarize major components of a comprehensive suicide assessment |
| 5/29/25 2-4p | Gerard Gioia, PhD; Kirsten Kloock, PsyD | Beyond the Big Bang: Differentiating Concussion from ADHD & Anxiety | Interns will view presentation by Dr. Gerard Gioia on making differential diagnoses using neuropsychological tests. After this one hour presentation, Dr. Kloock will discuss with interns and address questions. |  State the diagnostic criteria for concussion/mild traumatic brain injury. Identify tools to assist in evaluation and tracking recovery. Describe how to distinguish between concussion effects and other concerns. |
| 6/5/2025 2:30 -4:30 | Relias | Minimizing Vicarious Liability for Clinical Supervisors | Clinical supervision is an essential component of training and competency development for behavioral health providers and a primary vehicle for assuring that clients receive high-quality care. Liability issues can be among the more stressful aspects of providing clinical supervision. Supervisors need to be aware that they are subject to vicarious liability, where they are held responsible for the actions of their supervisee. This can expose the supervisor to licensing board complaints and potential lawsuits. In reviewing claims data, a liability insurance carrier found that allegations involving supervision were among the top three most common and costly types of adverse incidents affecting counselors (CNA and Healthcare Providers Service Organization, 2019). | 1. Identify common sources of vicarious liability2. Discuss ways that clinical supervisors can reduce their risks through effective supervision practices. 3. Explore the common factors that elevate risk and supervision strategies you can use to reduce your risk of vicarious liability.  |
| 6/12/25 2-4p | Abigail Donate-Peralta, Psy.D. | IEP's and Educational Evaluations | Overview of CDE, IDEA, and school psychology roles, specifically in school evaualtions and elegibility determinations. | 1. Inters will be able to differentiate roles of a school psychology and other mental health professionals in a school setting. 2. Interns wil learn about the steps needed for "elegibility dterminations" 3. Interns will be able to interpret IEP's, and how they can be used to inform therapy and evalautions.  |
| 6/19/2025 2:30-4:30 | Tiffany Shelton, Ph.D. | Inspiring Action | As a psychologist, an essential component of leading is the ability to inspire change within clients, communities, and professional settings. This leadership seminar will explore tools, mechanisms, and values associated with enacting leadership to inspire action that changes lives for the better. Interns will reflect upon their own education and experience related to being a catalyst for positive action, and evaluate leadership skills that are most effective in doing so. | 1. Interns will discuss and identify the difference between leadership that uses authority versus co-elevation.2. Interns will examine components of their own leadership style that they would like to improve upon in order to lead without authority.  |
| 6/26/2025 2:30 - 4:30 | Joy Wishtun, LPC | Parenting Skills: Discipline Strategies, Rituals and Routines, Taking Care of Yourself as a Parent, Part I | This training will explore ways that parents can manage their own day-to-day stress associated with parenting, as well as strategies that families can use to increase positive interactions and relationships with each other at home.  The focus of this class is helping caregivers feel supported, informed, and competent in trying new strategies at home. | After participating in this training, learners will be able to:Identify cues of typical and atypical child developmentConsult caregivers on at least three parenting techniques for positive behavior in their child(ren)Model self-care strategies to promote regulated parenting practices |
| 7/3/2025 2:30 - 4:30 |  Jaclyn Fleck, PsyD; Kirsten Kloock, PsyD | How to Bill for Services in Private Practice | Interns will view presentation by Dr. Jaclyn Fleck on Billing. After this one hour presentation, Dr. Kloock will add to this presentation with both testing and therapy billing, and discuss with interns. |  Demonstrate a thorough understanding of the most used CPT codes for therapy, neuropsychological and psychological testing, as well as best practices for submitting claims to private insurance companies. Identify the limitations to private insurance reimbursement and how to tailor policies and procedures of testing as needed. Explain why private insurances audit clinicians and their practices while learning how to minimize risk for your own audit. |
| 7/10/2025 2:00 - 4:00 pm | Sheila Stanley, PsyD | An Introduction to Sleep Disorders | In this session, we’ll break down the most common sleep disorders you’re likely to see in clinical work. We’ll talk through how to recognize them, why they matter, and what to actually do when sleep is part of the presenting problem. We'll also explore how sleep interacts with trauma and neurodivergence—and what that means for therapy and assessment. | (1) Get familiar with common sleep disorders and how to tell them apart.(2) Learn simple, practical ways to ask about and address sleep in your clinical work. |
|  7/17/2025 2:30-4:30PM | Tiffany Shelton, Ph.D.  | Leadership Seminar: Advancing your career | This seminar explores how to advance your career as a leader in psychology. Discussion will focus on how to navigate next steps in their psychology careers and how to begin to establish themselves as leaders in our field. Interns will be asked to create a working plan of how they will achieve their career aspirations, foster strong relationships, and lay the foundation as an impactful leader. | 1. Interns will learn strategies to support their career aspirations 2. Interns will gain leadership consultation for their specific working career plan. |
| 7/24/2025 1-2 | Kayla Walker, Carmen Ataman-Plascencia | Research presentation |   |   |
| 7/31/2025 | Joy Wishtun, LPC | Parenting Skills: Discipline Strategies, Rituals and Routines, Taking Care of Yourself as a Parent, Part II | This training will explore ways that parents can manage their own day-to-day stress associated with parenting, as well as strategies that families can use to increase positive interactions and relationships with each other at home.  The focus of this class is helping caregivers feel supported, informed, and competent in trying new strategies at home. | After participating in this training, learners will be able to:Identify cues of typical and atypical child developmentConsult caregivers on at least three parenting techniques for positive behavior in their child(ren)Model self-care strategies to promote regulated parenting practices |
| 8/7/2025 2:30 - 4:30p | Tiffany Shelton, Ph.D. | Reflection | This seminar is ended to help the interns reflect on what they have learned about themselves and the meaning of leadership in general. This seminar will be a reflective exercise that will allow the interns to identify how they have improved as a leader and how they can continue to grow as a leader within the field.  | 1. Interns will reflect on what they have learned about themselves and the meaning of leadership in general. 2. Interns will identify how they have improved as a leader and how they can continue to grow as a leader within the field.  |
| 8/6/2025 3p | All | End of Year Celebration | Graduation Party  |   |

**Vaccination Requirements**

COVID 19 vaccinations are no longer required by Jefferson Center.

***Flu vaccination requirement***

In partnership with Behavioral Health Entity (BHE), Jefferson Center is complying with a Colorado Department of Public Health and Environment (CDPHE) standard requiring facilities track and report flu vaccine immunization rates for staff and direct contractors and ensure that ninety percent (90%) have received the influenza vaccine during a given influenza season. All new employees hired during the flu season (November 1 through March 31) shall provide Human Resources with proof of immunization, or a medical exemption within 30 days of hire. New employees who do not have proof of immunization are required to wear a surgical or procedure mask when in direct contact with clients and in common areas during influenza season.