



Copa Health Health Service Psychology Internship 2027 – 2028

I. INTRODUCTION

In 1957, nine families came together to create Marc Community Resources, an organization founded to advocate for and serve those with special needs. In 2009, services grew to include people with mental health challenges through collaboration with community partners in the founding of Partners in Recovery, now wholly owned by Marc Community Resources. In 2019, in line with the vision to continue to offer additional lines of service, a new name for the organization was chosen, **Copa Health**. Today, our organization remains committed to the principles defined by the founding families: Community integration and person-centered care.

Annually, Copa Health touches the lives of over 20,000 individuals in the state of Arizona. Our organization's growth has resulted in a substantial increase in our number of employees, our transportation fleet, and an expanding number of service lines that include housing and in-home supports, day treatment, employment, counseling, and integrated health services. As an organization that plans to provide services for many years to come, Copa Health will lead the way through advocacy, innovation and collaboration with community stakeholders.

Our purpose statement: We inspire health, hope and happiness by delivering world-class solutions to individuals, families and communities.

II. HEALTH SERVICE PSYCHOLOGY INTERNSHIP

A. DESCRIPTION OF THE PROGRAM

The Health Service Psychology Internship at Copa Health is an organized training program designed to provide the intern with a planned, programmed sequence of training experiences. The primary focus and purpose of the internship program is to assure breadth and quality of training via a curriculum aimed at skills enhancement and the development of a psychologist professional identity – transitioning from “intern” to “psychologist.” The Health Service Psychology interns (“interns”) are an integral part of the purpose of our organization, the provision of services by our integrated health clinics, and an active member of the client care team.

B. TRAINING AIMS

The training aims of the internship program are:

- Assist interns in developing their identities as “psychologists” through successfully integrating knowledge, skills, and attitudes for competence in nine core competency areas:
 - Research
 - Ethical and legal standards
 - Individual and cultural diversity
 - Professional values, attitudes, and behaviors
 - Communication and interpersonal skills
 - Assessment
 - Intervention
 - Supervision
 - Consultation and interprofessional/interdisciplinary skills
- Develop the intern’s clinical knowledge and skill to an advanced level in the treatment of clients with complex needs, including those with SMI designations and/or developmental disabilities.

C. PHILOSOPHY

The Copa Health Psychology Internship Program follows the Practitioner-Scholar training model proposed at the 1973 Vail Conference on Professional Training in Psychology in Vail, CO.

Training in this model is more strongly focused on clinical practice and skills, evidence bases for clinical work, and measuring the effectiveness of interventions. Other areas of skill development include client advocacy, consultation, and community outreach.

D. LENGTH OF PROGRAM

All internship positions for the training year 2027-2028 begin on Monday, August 2nd, 2027, and end on Friday, July 28th, 2028. The internship program is structured to be full-time and consists of 2,000 hours over 1 year (12 months). It encompasses on-site training, individual supervision, and didactic activities (case conferences, seminars, in-service training) designed to meet Arizona licensure requirements.

The internship year is a rigorous experience designed to be completed at the post-practicum/post-clerkship/post-externship level and precedes the granting of the doctoral degree. It is the capstone experience between being a psychology student and being a professional psychologist. The internship program uses a developmental model to meet the increasing skill level of the intern. The program is designed to prepare interns for entry-level practice. Our intern graduates consistently go on to secure post-doctoral fellowships in private hospitals, VA facilities, corrections, community mental health settings, neuropsychology practices, group private practices, school systems, and integrated care clinics.

E. INTERNSHIP POSITIONS

The Health Service Psychology Internship consists of a major rotation clinic (3-3.5 days per week) and a secondary rotation (about 0.5-1.5 days per week) with our community living

program (CLP/group homes), learning and development department, transitional living center, or ADHD/neuropsychological testing track. There are 7 internship positions for the training year 2027-2028.

Major Rotation

Integrated Health Clinics: Copa Health is home to 5 integrated health clinics in Maricopa County, 1 outpatient clinic in Maricopa County, and 1 integrated health clinic in Northern Arizona where interns work alongside primary care physicians, psychiatrists, nurses, pharmacy staff, case managers, program directors, clinical directors, employment support services, and other ancillary staff. Please note that interns are not currently placed at our Northern Arizona clinic nor in our outpatient (non-integrated) clinic. All clinics serve adults aged 18 and up. Our current enrollment at the clinics is roughly 8,500 SMI (Seriously Mentally Ill) members and 1,000 GMHSU (General Mental Health/Substance Use) members. The intern provides initial counseling assessments, treatment planning, individual therapy, family/couples therapy, group therapy, crisis intervention, risk assessments, consultation, and ongoing assessment of client issues and progress. Interns also provide brief consults as needed to clients receiving services from primary care physicians, psychiatrists, or other providers. All of our facilities are compliant with the Americans with Disabilities Act.

Minor Rotation (NOTE: the options below are examples of rotations offered during previous training years, and current placement opportunities may be different)

Cultural Competence Staff Training Project Rotation: Copa Health's People First Department (formerly Human Resources) provides human resources support and oversees the creation and implementation of agency-wide trainings at Copa Health, including New Employee Orientation, Clinical Week, and specialized staff certifications. Interns assigned to the Cultural Competency Staff Training Project rotation are responsible for developing and presenting trainings to clinical staff throughout the internship year based on agency needs. Training projects are expected to follow the ADDIE instructional model (Analyze, Design, Develop, Implement, and Evaluate) and interns are provided with technical and logistical support from the People First Learning and Development team. Interns on this rotation also provide assistance to all Copa programs in the event of a staff or member death in the form of individual and group support meetings.

Testing Rotation: Interns assigned to this rotation complete structured ADHD assessments for members referred by their prescribing psychiatrist or nurse practitioner. Interns are responsible for receiving and processing referrals, completing outreach for referred members, scheduling testing (max 3 per day), composing the summary of results, and staffing the diagnostic impression and recommendations with the referring provider, when requested.

- **Neuropsychology Rotation:** The minor rotation in neuropsychology provides an opportunity for the intern to develop their skills in providing abbreviated and comprehensive neuropsychological evaluations on patients with complex medical and psychiatric histories. The rotation will focus on training the intern to use common cognitive measures and to create flexible batteries that are deemed appropriate to answer the referral question. At a minimum, the intern will be able to function at the level of a board-certified psychometrist at the end of the rotation. Expectations in the

rotation include thorough medical record reviews, consistently testing patients in a standardized manner, accurate scoring and norming of testing data, integrating the information into a neuropsychological report, and giving feedback to the patient and/or referring provider. This rotation aims to produce an intern who can successfully function in an interdisciplinary setting and provide neuropsychological consultations. As a final component of this rotation, the intern will develop a neuropsychological case presentation for a member whose assessment they completed during the training year.

Pathways of Hope: Pathways of Hope (PoH) Transitional Living is a pioneering housing program that provides client-centered support for individuals who have received a formal Serious Mental Illness (SMI) designation and are experiencing homelessness. PoH is uniquely structured with 50 beds dedicated specifically to the SMI population and bridges critical gaps in care by combining stable housing with an integrated behavioral health approach. PoH participants have the option to engage in activities that strengthen essential life skills and promote successful community integration. Supportive education includes household management, workforce development, financial literacy, and additional safety and independent-living classes designed to empower individuals to confidently care for themselves and maintain long-term stability. A co-located integrated clinic offers psychiatric care, primary medical services, nursing, and counseling. Interns assigned to the PoH rotation will be responsible for designing and facilitating individual and group therapy on-site (for both the residential and clinic sides of the program) for interested participants, as well as providing crisis support, staff training and education, and contributing to treatment team meetings with the participants' assigned health homes.

Community Living Program: Copa Health's Community Living Services help members with an SMI designation to become as self-sufficient as possible within a home environment. Services focus on home and community integration, engagement in activities of daily living, lifespan issues, individual needs, strengths, abilities, and preferences. Small, 3-to-5 person group home settings provide an alternative living situation for individuals served by Copa Health. Orientation to community, health and wellness education, menu planning and meal preparation, environmental safety, advocacy, decision-making, and maintaining a home are skills taught in the homes. Members are provided with 16-24 hours of on-site support services by Copa Health staff. Interns assigned to the CLP rotation will be responsible for designing and facilitating in-home individual and group therapy to interested members and contribute to treatment team meetings with the members' assigned health homes. When needed, interns will also provide crisis support, staff training and education, and assistance during therapeutic outings (NOTE: interns will never be responsible for driving members anywhere). Interns are assigned to 2 or more homes that are located in close proximity to each other for the duration of the training year, travelling between them to provide therapeutic support (typically one home in the AM and another in the PM). In the event that a group home does not have need for an intern during a designated shift, the intern will report to Pathways of Hope to provide therapeutic support, instead.

F. FINANCIAL SUPPORT, BENEFITS AND ADMINISTRATIVE ASSISTANCE

Full-time interns receive a stipend of \$36,000 for the year of internship, paid on a bi-weekly basis. Interns are eligible for the following company-wide benefits:

- 10 paid holidays per year
- 10 paid time off (PTO) days
- Wellness program, including access to mental health resources
- Individual Coverage Health Reimbursement Arrangement (ICHRA) – A monthly, tax-free contribution to select a medical plan from the Health Insurance Marketplace
- Vision and Dental Insurance
- Group Life/AD&D and Short-Term Disability
- Long-Term Disability and Life/AD&D
- 403(b) retirement plan with company match
- Employee Assistance Program

Copa Health is an Equal Opportunity Employer – All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, disability status, protected veteran status, or any other characteristics protected by law. At Copa Health, we work to ensure that the workplace is accessible and supportive for employees with disabilities. Sites will provide office space, parking, equipment, and administrative assistance to meet the needs of interns with disabilities. Applicants who may have questions about access and accommodations or who require special accommodations should contact the Director of Clinical Training, Dr. Amanda McBride, at Amanda.McBride@copahealth.org early in the application process.

G. ELIGIBILITY & APPLICATION INFORMATION

Doctoral candidates in professional psychology graduate programs who have met the requirements for internship may apply to the Health Service Psychology Internship at Copa Health. Copa Health will only accept candidates from clinical or counseling psychology programs that meet Arizona licensure standards A.R.S. § 32-2071(A)(2). The Copa Health Doctoral Internship in Health Service Psychology follows traditional clinical psychology preparation requirements. These are the standards required by the State of Arizona Board of Psychology Examiners. The Psychology Training Program embraces the diversity of our interns, staff, and training activities. Interns are valued for the diversity of experiences and identities they bring to our organization. We are dedicated to providing a safe and welcoming environment for interns to explore their own intersecting identities and to understand the impact of culture and diversity on their clinical work during internship.

The following must be completed **by the start of internship, 08/02/2027:**

- At least three years of graduate school at a regionally-accredited, degree-granting clinical or counseling psychology program
- All graduate coursework
- 1,000 hours of practicum experience spread over two clinical practica, with a minimum of 300 direct, face-to-face intervention hours and 25 assessment hours
- Proof of liability insurance, effective the first day of internship (or before)

The following must be completed **by the application deadline, 11/01/2026:**

- Committee approval of dissertation proposal or similar project
- Successful completion of all Comprehensive Examinations
- Applicant is certified as ready to apply for internship by the Director of Training at their graduate program

A prospective Health Service Psychology intern must be a United States citizen who, by the beginning of the internship year, has completed all coursework and successfully proposed their dissertation (or capstone project) for their doctoral degree requirements from a regionally accredited institution of higher education in clinical or counseling psychology.

As a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC), we use the APPIC Application for Psychology Internships (AAPI) online service and participate in the APPIC Match. Please note that you must register for the Match to participate in the matching process. To register, visit National Matching Services Inc. <https://natmatch.com/psychint/>. Further information about the matching process and online AAPI can be found on the APPIC website <https://www.appic.org/>.

Background Check and Fingerprint clearance: In accordance with Copa Health policy, candidates who match with the Psychology Training Program at Copa Health must successfully complete a background check (including fingerprinting) prior to the start of internship. Final hiring for the internship is contingent upon clearing the background check and being able to obtain a fingerprint clearance card. Applicants and matched interns may contact the Director of Clinical Training to request a copy of the Copa Health Employee Handbook for more information on Background Checks (section 3.02), Criminal Convictions (section 3.03), and the Fingerprint Clearance Card (section 3.04) and/or contact Copa Health's People First Department at 480-969-3800 with specific questions.

Application Process

Application deadline is **Sunday, November 1st, 2026 (11:59pm – Eastern Standard Time)**. Copa Health's APPIC Match code is **252511**.

The application will be complete when the following materials are submitted via AAPI Online:

- Completed AAPI
- Cover letter describing your relevant experiences for an internship at Copa Health
- Current Vitae
- Transcripts of all graduate work
- Three letters of recommendation from individuals who are familiar with your clinical and professional work, **at least two of which must be from recent clinical supervisors (within the last three years)**

Please email Copa Health's Director of Clinical Training, Dr. Amanda McBride, at Amanda.McBride@copahealth.org, if you have any questions.

Application Timeline:

- Application deadline is **Sunday, November 1st, 2026** (applications will not be accepted after this date).
- Finalists invited for virtual interview via Zoom will be notified via email by **Monday, November 30th, 2026**.
- Zoom interviews will be conducted **Monday December 7th – Wednesday December 9th, 2026**, and **Monday December 14th – Tuesday, December 15th**.
- A Meet & Greet with current interns via Zoom (faculty not present) is tentatively scheduled to occur on **Friday, December 18th, 2026, from 2-4pm (AZ time)**.
- Match day is **Friday, February 19th, 2027**. Once matched, we will make formal offers per APPIC guidelines.
- If there are unfilled spots, we will follow APPIC's guidelines for Phase II and the Post Match Vacancy Service (PMVS).

Copa Health, a Full member of the Association of Postdoctoral and Psychology Internship Centers (APPIC), subscribes to APPIC guidelines and follows APPIC procedures. 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 applicant for internship.

The internship program at Copa Health is fully accredited by the American Psychological Association (APA). 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

Copa Health is an Equal Opportunity Employer – All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, disability status, protected veteran status, or any other characteristics protected by law.

H. DUE PROCESS, APPEAL PROCESS, AND GRIEVANCE PROCEDURE

Unprofessional conduct is defined as behavior inconsistent with the identity of a professional psychologist. If there are concerns with the Psychology Intern, those will be addressed with the intern during the course of the internship. All interns will be provided with the written Due Process and Appeal Process, which delineates our program's course of action for dealing with an intern's unprofessional conduct, as well as the Written Grievance Procedure.

I. CERTIFICATE OF INTERNSHIP COMPLETION

All interns who have successfully finished the internship year will receive a “Psychology Internship Completion” certificate.

III. CORE COMPETENCIES

Core competencies are required for all interns who graduate from programs in health service psychology. The Copa Health Service Psychology Internship is committed to building upon a trainee’s competencies in 9 core areas: (1) Research, (2) Ethical and legal standards, (3) Individual and cultural diversity, (4) Professional values, attitudes, and behaviors, (5) Communication and interpersonal skills, (6) Assessment, (7) Intervention, (8) Supervision, and (9) Consultation and interprofessional/interdisciplinary skills.

The intern will build upon the aforementioned competencies by participation in the following:

- New Employee Orientation
- Clinical Skills Training Week
- Direct Client Contact
 - Interns will spend a minimum of 25% of their time providing face-to-face psychological services to our clients (a minimum of 10 hours per week, accruing at least 500 hours over the internship year).
 - Direct contact includes engaging clients in the initiation of services, developing treatment plans, delivering therapy services, providing crisis intervention, and consultation with other professionals
- Individual Supervision
 - 2 hours per week
- Group Supervision
 - 2 hours per week
- Didactic Training (see description in section IV)

A. PROGRAM EXPECTATIONS FOR INTERN PERFORMANCE & EVALUATION OF COMPETENCIES

Throughout the year, the primary supervisor and Director of Clinical Training will assist interns in building upon their core competencies. The intern’s primary supervisor will assess, both formally and informally, the intern’s areas of competence and provide feedback on an ongoing basis during supervision meetings. Informal (verbal) evaluations will occur at the end of the 1st and 3rd quarters of the internship year. Interns will receive formal written evaluations twice a year (during the 2nd and 4th quarters of the internship) and a copy will be sent to the intern’s graduate program. Intern evaluations will include live observation and/or audio/video recording of client sessions.

As Copa Health employees, psychology interns are expected to abide by organizational, state regulations, and by the Ethical Principles of Psychologists and Code of Conduct. All interns are

expected to report to their sites during working hours and carry themselves in a professional manner in their interactions with clients and co-workers.

Psychology interns will facilitate 1-2 formal case presentations during the year where they can demonstrate their skills and growth in case formulation, providing evidence-based support for their interventions. In order to demonstrate the student's ability to evaluate and disseminate research, Psychology Interns will also prepare and present a training on a diversity topic of their choice to their peers and supervisors.

IV. DIDACTIC TRAINING & TRAINING RESOURCES

The internship program requires interns to complete 100 hours of didactic training. These hours will be earned via participation in the following activities:

A. DIDACTIC TRAININGS

Didactic training is held weekly for 2 hours. The meetings are facilitated by the Director of Clinical Training, who is a licensed psychologist, as well as other psychologists and licensed mental health professionals from the community (as invited speakers). Some of the scheduled speakers for the upcoming training year are as follows:

Presenter	Topic
Esha Kaushik-Chakraborti, Psy.D.	Healing Financial Trauma
Nadia Lambert, LPC, LIAC	Empathy in Psychology
Korey Hawkins, Psy.D.	SMI Evaluation Process
Chris McBride, Psy.D.	Ethics of Sex in Therapy
Amanda McBride, Psy.D.	Grief and Loss
Katherine Spector, Psy.D.	Competency to Stand Trial Assessments
Maricela Smith, Psy.D.	Working with Couples in Therapy
Afroza Ahmed, Psy.D.	Treating Trauma in Community Mental Health
Wendy Bunn, Psy.D.	Accelerated Resolution Therapy
Sheryl Harrison, Ph.D.	Equine-Assisted Psychotherapy

B. TRAINING SEMINARS

The internship program requires interns to attend presentations or seminars offered locally or via Telehealth throughout the year.

C. LOCAL CONFERENCES

Interns attend a local conference during the training year: the Arizona Psychology Training Conference (held in February).

D. ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS (AZBoPE)

Interns will attend one meeting of the AZ Board of Psychologist Examiners as part of their training curriculum.

E. SUPERVISORY/TRAINING STAFF

Currently, there are 3 full-time licensed psychologists at Copa Health devoted to providing individual and group supervision to interns in the program. Dr. Amanda McBride, Dr. Maricela Smith, and Dr. Wendy Bunn. In addition, there is a fourth licensed psychologist working at Copa Health who can step in to provide supervision and training if needed (Dr. Maddison Savage).

F. TRAINING RESOURCES

All interns will be provided with a work laptop and cell phone. They will have access to companywide trainings (in addition to their formal training opportunities outlined above), clerical support, and facilities to provide services (e.g. integrated health clinics, day program center, or central office where didactic trainings are held).

V. DOCTORAL TRAINING FACULTY

Amanda McBride, Psy.D.: Dr. Amanda McBride (she/her) is the Director of Clinical Training in the Clinical Education Department at Copa Health and a licensed psychologist in the State of Arizona. She received her M.A. and Psy.D. in Clinical Psychology from the Arizona School of Professional Psychology at Argosy University, Phoenix, in 2014. Dr. McBride completed her pre-doctoral internship at Talbert House in Cincinnati, Ohio, a community behavioral health agency, and post-doctoral residency with Southwest Behavioral & Health Services in Phoenix. She served in a dual clinical/administrative role at Southwest Behavioral & Health Services for over 6 years before joining Copa Health. Dr. McBride has extensive experience providing strength-based, solution-focused care to clients in the form of therapy, assessment and treatment planning, and psychological testing. She has been a primary supervisor for doctoral practicum students, pre-doctoral interns, and post-doctoral residents. Dr. McBride is passionate about supervision, education, and training; chronic pain management; grief and loss recovery; and animal-assisted psychotherapy. Since 2017, Dr. McBride has been a member of the planning committee for the Arizona Psychology Training Conference, which hosts an annual conference for psychologist supervisors and trainees. In 2024, she was appointed as a Board Member for the Arizona Psychology Training Consortium, which supports the training and supervision of post-doctoral residents in Arizona through its 20+ member sites.

Wendy Bunn, Psy.D.: Dr. Wendy Bunn (she/her) is the Senior Director of Clinical Education at Copa Health and a licensed psychologist in the State of Arizona. She earned her doctorate in Clinical Psychology from Argosy University/Phoenix in 2009 and has over 25 years of experience in community behavioral health settings within non-profit organizations. Dr. Bunn began her career working with children diagnosed with autism before transitioning to clinical roles serving children, adolescents, and families in schools and outpatient clinics. She completed her internship and post-doctoral training at Southwest Behavioral & Health Services, specializing in crisis stabilization and substance use treatment serving individuals designated with serious mental illness (SMI). Throughout her career, Dr. Bunn has held various leadership positions, including Program Director, Clinical Director, and Vice President overseeing housing programs and providing clinical oversight to interdisciplinary teams and doctoral students. Her contributions to the field were recognized in 2018, when she was awarded the Patriot Award.

Dr. Bunn remains actively engaged in professional organizations, serving on the board of the Arizona Psychological Foundation and maintaining membership in both the Arizona Psychological Association and the American Psychological Association. She is deeply committed to trauma-informed care, emphasizing compassion, collaboration, and community partnerships to ensure the highest quality of care for those she serves.

Nadia Lambert, LPC, LIAC: Nadia Lambert (she/her) is a Clinical Supervisor in the Clinical Education Department who oversees master-level interns. She is an independently licensed counselor and addictions counselor. She received her BS in Psychology and Master of Science Clinical Mental Health Counseling. She began her career in the family and children's system, providing behavior coaching to at-risk youth. She started her career with Copa Health over fourteen years ago, having experienced many roles ranging from case management to supervisory positions. She completed her internship at an intensive outpatient program for substance abuse recovery where her passion for working with individuals with co-occurring disorders began. She assisted Copa in developing their first Integrated Dual Disorder Treatment (IDDT) program where she provided individual and group therapy to members. She then helped develop Copa's first on-site counseling program where she provided Solution-Focused Brief therapy for our general population with an emphasis on working with high emergency department utilizers. She has a passion for providing quality and individualized care to the members she serves and ensuring all staff share the same vision to help our members improve their quality and meaning of life.

Maricela Smith, Psy.D.: Dr. Maricela Smith (she/her) is a Supervising Psychologist in the Clinical Education Department at Copa Health. She is a bilingual (English/Spanish) licensed psychologist in Arizona and Utah. Dr. Smith earned both her Psy.D. and M.A. in Clinical Psychology from Midwestern University-Glendale. She completed her pre-doctoral internship at Southwest Behavioral & Health Services and her post-doctoral training in outpatient psychotherapy and clinical services at Copa Health's Gateway Clinic. After finishing her post-doctoral training, Copa Health retained her as a licensed psychologist. She now serves as a Supervising Psychologist, overseeing the clinical training and professional development of doctoral interns, practicum students, and post-doctoral residents. In addition to her role at Copa Health, Dr. Smith provides psychotherapy in private practice, working with individuals from both the serious mental illness (SMI) and general mental health populations. She is a strong advocate of a strength-based approach to therapy and is passionate about fostering the growth and development of future psychologists. Dr. Smith currently serves as the Vice President and President-Elect of the Arizona Psychological Foundation, is an active member of the Arizona Psychological Association, and received the Outstanding Early Career Psychologist Award from the Arizona Psychological Association (AzPA) in 2025.

Maddison Savage, Ph.D.: Dr. Maddison Savage (she/her) is a licensed psychologist in the State of Arizona. She is based out of the Metro Integrated Health Home, where she provides direct clinical services to members while also supervising doctoral students from Copa Health's Clinical Education Department. She received her M.A. in clinical mental health counseling and Ph.D. in the Combined Counseling and School Psychology Program from Northern Arizona

University in Flagstaff, Arizona, in 2021. Dr. Savage completed her pre-doctoral internship at Copa Health's Arrowhead clinic and her post-doctoral residency with Copa Health's Metro clinic. Dr. Savage has extensive experience with the SMI population, providing strength-based, solution-focused care. Dr. Savage provides Cognitive Processing Therapy for survivors of trauma and frequently works with survivors of interpersonal violence. Dr. Savage operates from a feminist perspective, empowering members to advocate for themselves, gain autonomy, and make informed choices in their care while incorporating methods to effectively navigate societal issues.

Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated: 08/18/2026

Program Disclosures

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

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:
Doctoral candidates in professional psychology graduate programs who have met the requirements for internship may apply to the Health Service Psychology Internship at Copa Health. Copa Health will only accept candidates from clinical or counseling psychology programs that meet Arizona licensure standards A.R.S. § 32-2071(A)(2). Prospective interns must have completed 3 years of graduate school at a regionally-accredited, degree-granting clinical or counseling psychology program, have completed all coursework by the start of internship, obtained 1,000 hours of practicum experience spread over two clinical practica with a minimum of 300 direct face-to-face intervention hours, received committee approval of dissertation proposal or similar project, successfully completed all Comprehensive Examinations, and be certified as ready to apply for internship by the Director of Training at their graduate program. The ideal candidate will be interested in working with adults who are part of the Seriously Mentally Ill (SMI) population, interested in the integrated health medical model, and have a desire to work with clients with complex needs. The Psychology Training Program embraces the diversity of our interns, staff, and training activities. Interns are valued for the diversity of experiences and identities they bring to our organization. We are dedicated to providing a safe and welcoming environment for interns to explore their own intersecting identities and to understand the impact of culture and diversity on their clinical work during internship.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:			
Total Direct Contact Intervention Hours	Yes		Amount: 300 hours
Total Direct Contact Assessment Hours	Yes		Amount: 25 hours

Describe any other required minimum criteria used to screen applicants:
All matches/offers are contingent upon successful completion of pre-employment drug screening and criminal background checks, which are required to provide services at Copa Health. The intern must be able to obtain a Level One Fingerprint Clearance Card issued by the Department of Public Safety. A pre-employment physical and TB test may also be required (as applicable per program requirements). Failure to comply with these requirements will result in immediate removal from the internship program.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$36,000	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	80	
Hours of Annual Paid Sick Leave	Included in PTO above	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	No
Other Benefits (please describe):		

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2022-2025	
Total # of interns who were in the 3 cohorts	24	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	5	
	PD	EP
Academic teaching		
Community mental health center	4	1
Consortium	4	
University Counseling Center	2	1
Hospital/Medical Center	1	
Veterans Affairs Health Care System	3	
Psychiatric facility		
Correctional facility		
Health maintenance organization		
School district/system		
Independent practice setting	1	2
Other		

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