



**VERMONT
CARE
PARTNERS**

**VCP NETWORK INTERNSHIP
SUMMARY HANDBOOK**

**PATHWAYS TO PARTNERSHIP -
INTERNSHIP OPPORTUNITIES
IN THE VCP NETWORK**

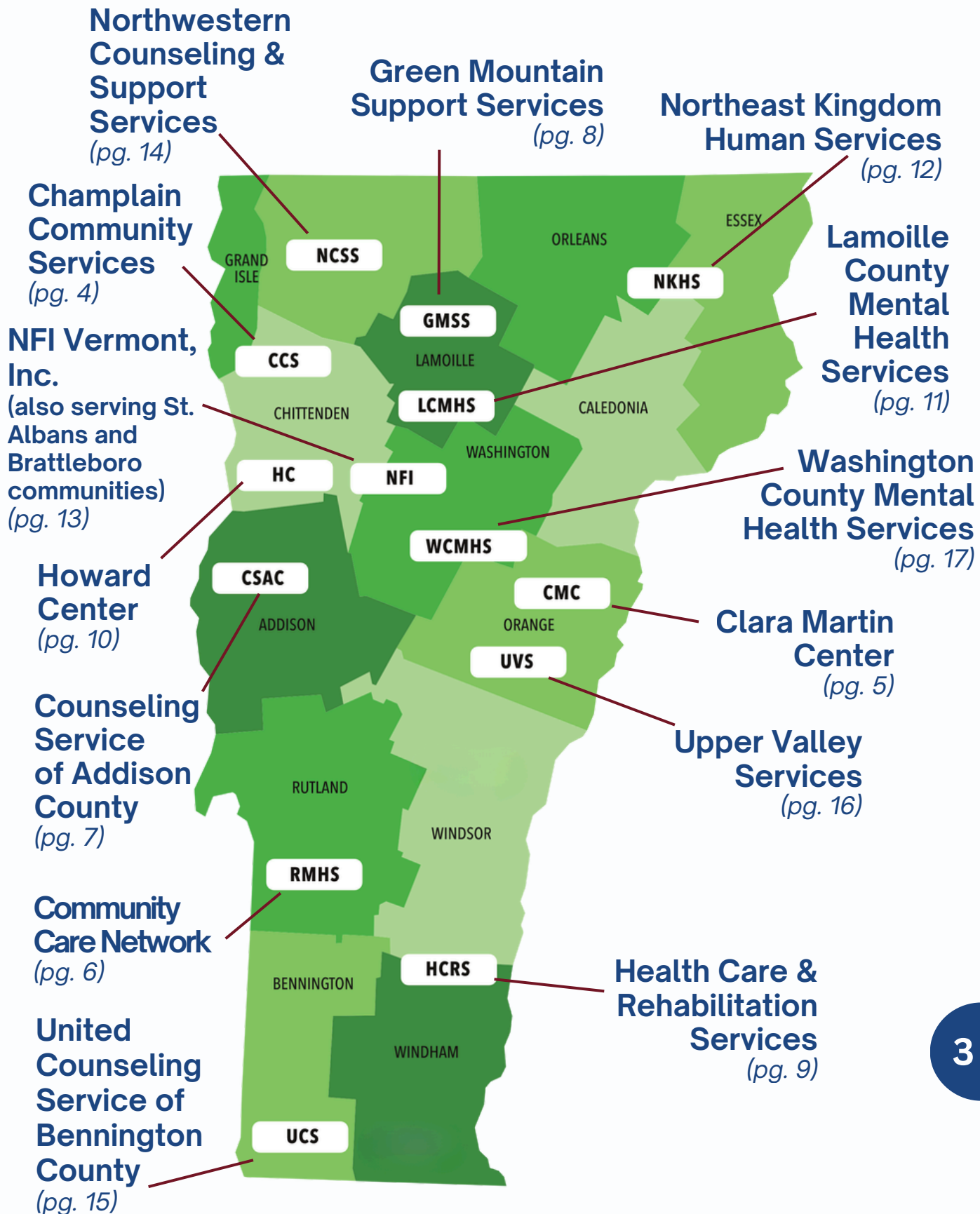
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WWW.VERMONTCAREPARTNERS.ORG

TABLE OF CONTENTS

- 3 Internship Agency Map
- 4 Champlain Community Services
- 5 Clara Martin Center
- 6 Community Care Network
- 7 Counseling Service of Addison County
- 8 Green Mountain Support Services
- 9 Health Care and Rehabilitation Services
- 10 Howard Center
- 11 Lamoille County Mental Health Services
- 12 Northeast Kingdom Human Services
- 13 NFI Vermont, Inc.
- 14 Northwestern Counseling & Support Services
- 15 United Counseling Service of Bennington County
- 16 Upper Valley Services
- 17 Washington County Mental Health Services
- 18 Vermont Care Partners

INTERNSHIP AGENCY MAP



To find information about all the agencies in the VCP Network please visit: www.vermontcarepartners.org/agencies/.

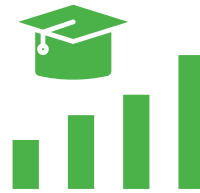
About Our Internship Program

Our interns are accepted on a case-by-case basis, we decide based on capacity of those who will supervise on a semester by semester basis.

Quick Facts



0-5
placements
each year



Host Degree
Level(s):
**ASSOCIATE
BACHELOR
MASTER**



0-5
interns hired
each year



Program
Area(s):
I/DD

Are Interns Paid? Yes! *Starting at \$20/hour*

Both paid and unpaid opportunities available. Interns can be paid if they are filling a current position and if that role can be used as their internship.

Contact Information



Karen Ciechanowicz
kciechanowicz@ccs-vt.org



512 Troy Avenue
Colchester, VT 05446



[www.ccs-vt.org/
internships-at-ccs/](http://www.ccs-vt.org/internships-at-ccs/)

About Our Internship Program

Graduate internships are available in Adult, Substance Use Disorder (SUD), and Children's programs at various locations, depending on the availability of clinical supervisors. Roughly half of our internships are with current staff who shift positions internally to do their internship. Those typically all stay on post graduation. Of the interns who come here just to do their internship, we usually hire 25% or 1/4.

Quick Facts



3-5
placements
each year



Host
Degree
Level(s):
MASTER



2-4
interns hired
each year



Program Areas:
Adult Outpatient
Children & Family
SUD

Are Interns Paid? **Yes!** Starting at \$17.24/hour

Interns can be fully paid if they fill a current open position & use that as their internship. Hourly interns must be paid for billable hours / services per the FLSA.

Contact Information



Jena Trombly
jtrombly@claramartin.org



Clara Martin Center
P.O. Box G
Randolph, VT 05060



www.claramartin.org/about-us/careers/#internships

About Our Internship Program

We accept internship applications year-round through a general posting on our website. Priority consideration is given to current staff members completing internship requirements for their degree programs. Remaining placement opportunities are offered to external applicants, with the goal of supporting future professionals who may choose to begin their careers with us after graduation. We host Associate's, Bachelor's, and Master's level interns across a variety of programs.

Quick Facts



11-15
placements
each year



Host Degree Level(s):
ASSOCIATE
BACHELOR
MASTER



0-5
interns hired
each year



Program Area(s):
Adult Outpatient **MEDICAL**
Administrative **I/DD**
Children & Family **SUD**
Emergency Services **Head Start**

Are Interns Paid? Yes! *Starting at \$14.42 /hour (for billable services only)*

We have both paid and unpaid internship programs.

Contact Information



Kristina Booher, Human Resources
kbooher@rmhscn.org



78 S Main Street
Rutland, VT 05701



<https://rmhscn.e3aplicants.com/careers/>



About Our Internship Program

At CSAC, we believe a foundation in community mental health work is important for anyone joining the field. We primarily accept students in their second year of a masters or doctorate in social work, counseling or psychology, and we are sometimes able to accommodate students pursuing a first-year practicum as well as students seeking an internship for their bachelor's degree. The primary learning opportunity available for interns is clinical work (therapy) with individual clients, but we also offer crisis counseling, a variety of groups, family therapy and network meetings as described in the Collaborative Network Approach.

Quick Facts



15-20
placements
each year



Host Degree
Level(s):
BACHELOR
MASTER
DOCTORATE



0-5
interns hired
each year



Program Areas:
Adult Outpatient
Youth & Family
SUD
Emergency Services

Are Interns Paid? **Yes!** *\$14.42/hour*

Interns are paid the statewide minimum wage, paid hourly for all hours spent onsite or working on internship related activities (like service documentation) off-site. Interns at CSAC have weekly individual supervision, weekly group supervision, and monthly group supervision specifically for interns.

Contact Information



Lea Calderon-Guthe, Adult Mental Health
lcalderon@csac-vt.org

Emmy Harvey, Youth & Family
eharvey@csac-vt.org



89 Main Street
Middlebury, VT 05753



<https://csac-vt.org/careers/clinical-internship-opportunities/>

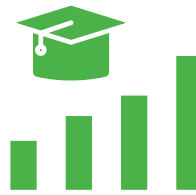
About Our Internship Program

Our internship program is a new initiative for us. We are in the process of determining the best approach and structure for its implementation and we will work together to find the best fit for students.

Quick Facts



0-5
placements
each year



Host Degree
Level(s):
H.S. DIPLOMA
ASSOCIATE
BACHELOR



0-5
interns hired
each year



Program Areas:
Administrative
Medical
I/DD

Are Interns Paid? **Yes!** *Ranging from \$16- \$20/hour*

High School diploma for Direct Support Professional internships/positions are possible.

Contact Information



Elz Townsend, HR Generalist
elz.townsend@gmssvt.org



93 James Road
Morrisville, VT 05661



<https://gmssvt.org/job-openings>

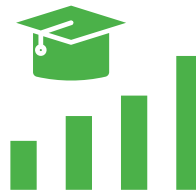
About Our Internship Program

HCERS is pleased to offer clinical internships to prospective candidates working within either our Adult Services or Children, Youth and Family Services Division. It is a robust experience with regular supervision and support and at a company that has been named one of Vermont's Best Places to work for five years in a row.

Quick Facts



6-10
placements
each year



Host Degree
Level(s):

MASTER



0-5
interns hired
each year



Program Areas:
Emergency Services
Adult Outpatient
Children & Family

Are Interns Paid? Yes! \$20/hour (for billable services only)

Contact Information



Megan Chapman, Compensation & Talent Acquisition Manager
mchapman@hcrs.org



390 River Street
Springfield, VT 05156



<https://hcrs.org/careers/>

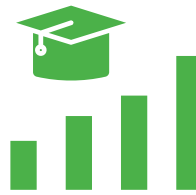
About Our Internship Program

Howard Center offers internships for students seeking undergraduate and graduate level internships. Most of the internships are direct client-facing in substance use, mental health, and developmental services. We have also hosted students in Human Resources, Finance and in our I.T. department.

Quick Facts



16 - 20
placements
each year



Host Degree
Level(s):
**ASSOCIATE
BACHELOR
MASTER**



6 - 10
interns hired
each year



Program Areas:
Emergency Services I/DD
Adult Outpatient SUD
Administrative Medical
Children & Family

Are Interns Paid? **No.**

Students interested in an internship at Howard Center should apply online at howardcenter.org. We continue to grow and develop our internship program.

Contact Information



Abigail Brann
abrann@howardcenter.org



208 Flynn Avenue
Burlington, VT 05401

Integrated Recruitment Team
integratedrecruitment@howardcenter.org



[www.howardcenter.org/
career-opportunities/](http://www.howardcenter.org/career-opportunities/)

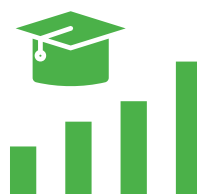
About Our Internship Program

Our interns are accepted on a case-by-case basis, we decide based on capacity of those who will supervise on a semester by semester basis.

Quick Facts



0-5
placements
each year



Host Degree
Level(s):
BACHELOR
MASTER
DOCTORATE



0-5
interns hired
each year



Program Areas:
Adult Outpatient I/DD
Administrative SUD
Children & Family
Emergency Services

Are Interns Paid? Yes! *Starting at \$20/hour*

We are in the process of restructuring our internship process with the hopes of having a direct line to the educational institutions with students closest to our area.

Contact Information



Robyn Daley, CYFS Outpatient
robyn.daley@lamoille.org



72 Harrel Street
Morristown, VT

Meg Bickerstaff, Adult Behavioral Health
meg.bickerstaff@lamoille.org



[www.lamoille.org/
who-we-are/careers/](http://www.lamoille.org/who-we-are/careers/)



About Our Internship Program

NKHS accepts applications for internships at the associate's, bachelor's and master's program levels. We are able to offer internships in a variety of NKHS departments/programs to satisfy internship requirements.

Quick Facts



6-10
placements
each year



Host Degree
Level(s):
ASSOCIATE
BACHELOR
MASTER



0-5
interns hired
each year



Program Area(s):
Adult Outpatient **MEDICAL**
Administrative **I/DD**
Children & Family **SUD**
Emergency Services

Are Interns Paid? **Yes!** *Ranging from \$16 - \$20/hour*

Pay depends on the type of internship and whether the intern is signing on as an employee and will also complete their internship while employed, or just completing internship hours without employment.

Contact Information



Dustin Kelley, HR Recruiter
dkelley@nkhs.net



<https://nkhs.org/careers> or
Submit an internship request [here](#).



Newport/Derby Office:
181 Crawford Farm Road,
PO Box 724
Newport, Vermont 05855

St. Johnsbury Office
2225 Portland Street,
PO Box 368
St. Johnsbury, Vermont 05819

About Our Internship Program

We have an application process that asks pertinent information about the length of internship, discipline, degree sought, etc. If there is a match between the preferred program for the intern applicant and the program's availability to take on an intern, the match is made. Applications are reviewed regularly.

Quick Facts



6-10
placements
each year



Host Degree
Level(s):
**BACHELOR
MASTER**



0-5
interns hired
each year



Program Area(s):
Children & Family

Are Interns Paid? No.

Interested students can submit an Internship Request form online at www.nfivermont.org/careers/internships/.

Contact Information



Human Resources
nfivthr@nafi.com



30 Airport Drive,
South Burlington, Vermont 05403



www.nfivermont.org/careers/

About Our Internship Program

At NCSS, internships are not just an extra set of hands — they are **intentional learning experiences** designed to support student development and strengthening our workforce. Interns gain real-world field experience, working alongside talented mentors who provide guidance and professional growth opportunities. Each application is carefully reviewed to ensure the best placement within the agency, aligning students with supervisors who match their educational background and career goals. Eligibility varies across programs based on capacity, though internship applications are accepted on a rolling basis throughout the year.

Quick Facts *We build future talent through meaningful hands-on learning!*



11-15
placements
each year



Host Degree
Level(s):
**HIGH SCHOOL
BACHELOR
MASTER**



0-5
interns hired
each year



Program Areas:
**Home & Community Based
Therapy
Administrative
Adult, Child, & Family Services**

Are Interns Paid? Yes! \$15/hour

Please visit our website for more information.

Contact Information



Stacey Remillard
sremillard@ncssinc.org



107 Fisher Pond Road
St. Albans, VT 05478

General Internship Inquiries
careers@ncssinc.org



[www.ncssinc.org/
careers/ internships](http://www.ncssinc.org/careers/internships)

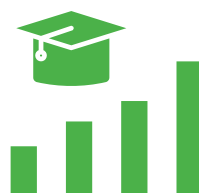
About Our Internship Program

At United Counseling Service of Bennington County, we love our interns! Whether you are an undergraduate or graduate student in the mental health field, we have a placement for you. Our services are diverse which provides a wide variety of experiences during your internship. As an intern, you will be supervised by an experienced clinician. A three-to-four-month application process is preferred since background clearances and other paperwork is required.

Quick Facts



6-10
placements
each year



Host Degree
Level(s):
MASTER



1-5
interns hired
each year



Program Areas:
Adult Outpatient
Children & Family
Substance Use Disorders
Emergency Services

Are Interns Paid? Yes! *Ranging from \$18 - \$20/hour*

We have both paid and unpaid internship programs. We have paid internship programs and unpaid practicums.

Contact Information



Human Resources
HR-Dept@ucsvt.org

Susan Wright, Clinical Supervisor
swright@ucsvt.org



100 Ledgehill Road
Bennington, VT 05201



[www.ucsvt.org/
careers/](http://www.ucsvt.org/careers/)

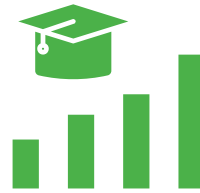
About Our Internship Program

We consider interns on an individual basis. Let us know what your interests are, and we'll work with you to determine if we have a match.

Quick Facts



0-5
placements
each year



Host Degree
Level(s):
**ASSOCIATE
BACHELOR
MASTER**



0-5
interns hired
each year



Program
Area(s):
**I/DD
Administration**

Are Interns Paid? Yes! *Ranging from \$16 - \$20/hour*

Open to both unpaid and paid opportunities.

Contact Information



Kelley Wright & Jill Duggins
hr@uvs-vt.org



1540 VT-66
Randolph, VT 05060



[www.uvs-vt.org/
join-us](http://www.uvs-vt.org/join-us)

About Our Internship Program

WCMHS considers requests and accepts interns on a case-by-case basis and offers internships at various programs across the agency based on capacity and availability of supervision and administrative supports.

Quick Facts



6 - 10
placements
each year



Host Degree
Level(s):
MASTER



0 - 5
interns hired
each year



Program
Area(s):
**Children & Family
Emergency Services**

Are Interns Paid? **Yes!** \$20+/hour

Open to both unpaid and paid opportunities. In the absence of a formal internship program, WCMHS considers requests for internships and accepts interns on a case-by-case basis.

Contact Information



Diane May
recruitment@wcmhs.org



885 South Barre Road
Barre, VT 05601



<https://www.wcmhs.org/careers>

About Our Internship Program

VCP represents and supports our statewide network of 16 agencies specializing in mental health, substance use, and intellectual and developmental disability services and supports in your community." to this instead: "VCP represents and supports our statewide network of 16 agencies specializing in mental health, substance use, and intellectual and developmental disability services in your community.

Quick Facts



0-2
placements
each year



Host Degree
Level(s):
**ASSOCIATE
BACHELOR
MASTER**



0-2
interns hired
each year



Program
Area(s):
**Policy
Marketing**

Are Interns Paid? Yes! *Hourly rate is dependent on position.*

Open to both unpaid and paid opportunities. In the absence of a formal internship program, VCP considers requests for internships and accepts interns on a case-by-case basis.

Contact Information



Cathy Aikman
cathy@vermontcarepartners.org



13 Baldwin Street
Montpelier, VT 05602



<https://vermontcarepartners.org/>



**VERMONT
CARE
PARTNERS**

For questions, please contact:

Cathy Aikman, VCP

Operations and Grant Manager

cathy@vermontcarepartners.org