VERMONT CARE PARTNERS

VCP NETWORK INTERNSHIP SUMMARY HANDBOOK

PATHWAYS TO PARTNERSHIP - INTERNSHIP OPPORTUNITIES IN THE VCP NETWORK

APRIL 2026

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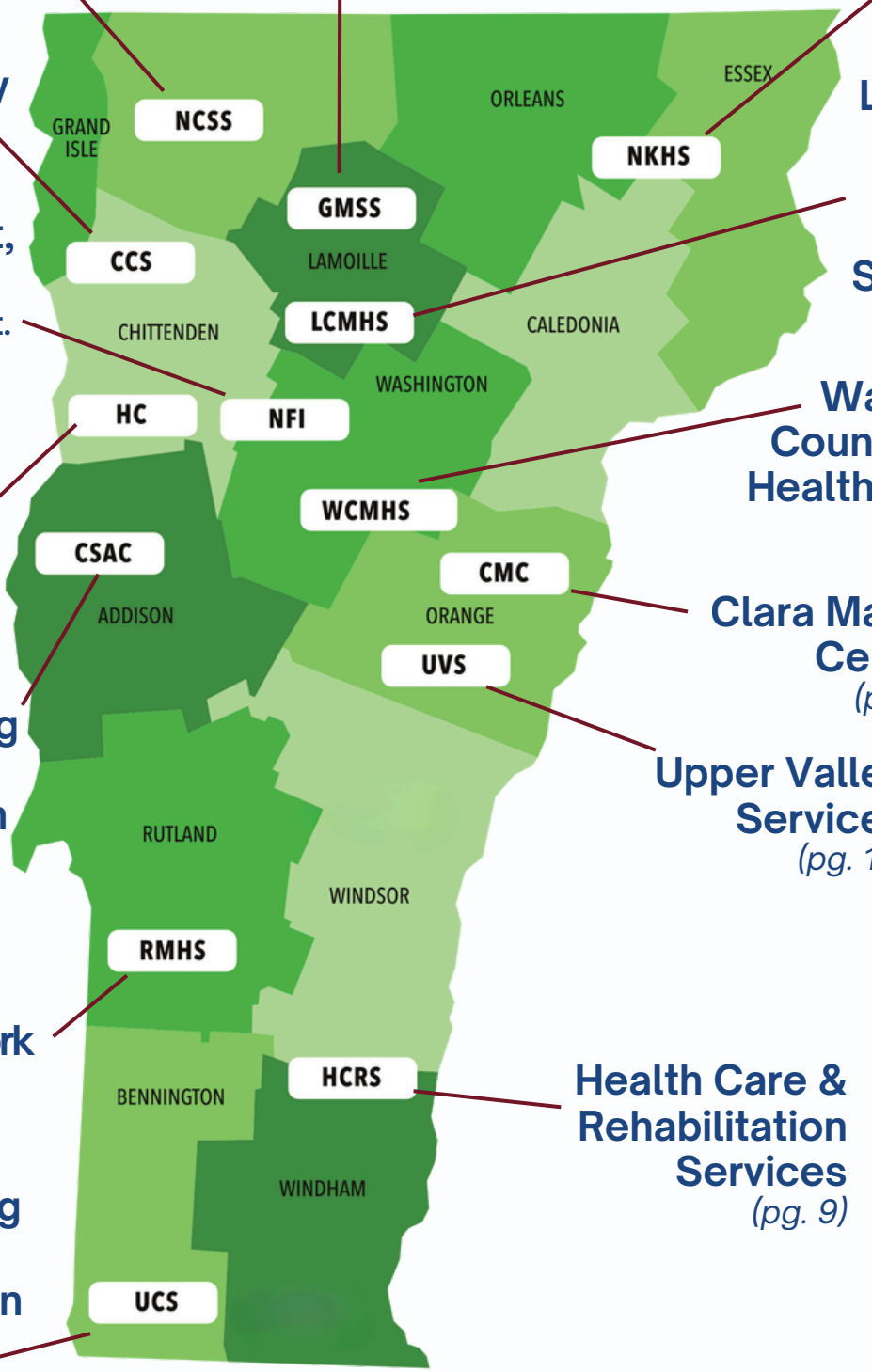
INTERNSHIP AGENCY MAP



Northwestern Counseling & Support Services *(pg. 14)*

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

Champlain Community Services

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/

Clara Martin Center

Clara Martin Center
People Helping People
deep roots • strong future

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

HIRED

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

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

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

Community Care Network

Community Care Network
thriving community, empowered lives

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
Administrative
Children & Family
Emergency Services
MEDICAL
I/DD
SUD
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@rmhsccn.org

78 S Main Street
Rutland, VT 05701

https://rmhsccn.e3applicants.com/careers/

Counseling Service of Addison County

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/

Green Mountain Support Services

About Our Internship Program

We evaluate all internship proposals individually and welcome individuals who are interested in advancing their skills in Intellectual and Developmental Disabilities, Eldercare, Nursing and/or Administration to communicate their interest in completing an internship with us.

Quick Facts

0-5
placements each year

0-5
interns hired each year

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

Program Areas:
Administrative
Eldercare
Nursing
I/DD

Are Interns Paid? In some cases.

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

Healthcare and Rehabilitation Services

HCRS

About Our Internship Program

HCRS 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/

Howard Center

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
Adult Outpatient
Administrative
Children & Family
I/DD
SUD
Medical

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

Integrated Recruitment Team
integratedrecruitment@howardcenter.org

208 Flynn Avenue
Burlington, VT 05401

www.howardcenter.org/career-opportunities/

Lamoille County Mental Health Services

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
Administrative
Children & Family
Emergency Services
I/DD
SUD

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

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

72 Harrel Street
Morristown, VT

www.lamoille.org/who-we-are/careers/

Northeast Kingdom Human Services

NKHS
Northeast Kingdom Human Services
We're All About Being Human!

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
Administrative
Children & Family
Emergency Services
MEDICAL
I/DD
SUD

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

NFI Vermont, Inc.

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 regurlarly.

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/

Northwestern Counseling & Support Services

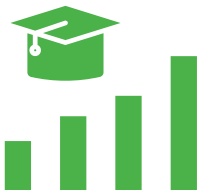
NORTHWESTERN COUNSELING
& SUPPORT SERVICES
we're here for you

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

General Internship Inquiries
careers@ncssinc.org

107 Fisher Pond Road
St. Albans, VT 05478

www.ncssinc.org/careers/ internships

United Counseling Service of Bennington County

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.

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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/

Upper Valley Services

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

Washington County Mental Health Services

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):
Adult Outpatient
Children & Family
Emergency Services

Are Interns Paid? No.

WCMHS considers requests for internships on a rolling basis depending on overall program needs and capacity of qualified internship supervisors.

Contact Information

Jeff Bickford
jeffrey.bickford@wcmhs.org

885 South Barre Road
Barre, VT 05601

https://www.wcmhs.org/careers

Vermont Care Partners

VERMONT CARE PARTNERS

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

0-2
interns hired each year

Host Degree Level(s):
ASSOCIATE
BACHELOR
MASTER

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