

Allina Health Postdoctoral Psychology Fellowship

About Allina Health

Allina Health, is a not-for-profit health care system that cares for patients from beginning to end-of-life with its 90+ clinics, 13 hospitals, specialty care centers and specialty medical services, home care, senior transitions, and hospice care. Our Mental Health and Addiction Service Line works to provide high-quality mental health services to a diverse population through offering clinical services in clinics and hospitals. In 2025, there were 82,000 surgical procedures, 547,355 health-related social needs screenings, 1.4m hospital visits, and 475,690 continuing care visits across the system.

OUR COMPASS

We are guided by **Our Compass**, - a strategic framework that ensures we stay on course.

OUR COMPASS		Allina Health			
Mission Why we exist	We serve our communities by providing exceptional care as we prevent illness, restore health and provide comfort to all who entrust us with their care.				
Vision Where we're going	Allina Health is our community's most trusted health ally, where all people can access expert specialty and preventive care when, where and how they need it.				
Values What's most important	 Compassion We serve with empathy & kindness	 Integrity We work honestly & ethically	 Excellence We deliver best-in-class care	 Teamwork We are all part of one care team	
Promise How our experience feels	All together better.				
Strategy How we will get there	Become a regional destination for expert specialty and preventive care driven by distinctive clinical programs and market-leading experience.				

Allina Health System's Postdoctoral Psychology Fellowship

Allina Health System's Postdoctoral Psychology Fellowship program offers **four** positions each year. These are full-time, one-year postdoctoral fellowships of 2,080 training hours. Our goal is to provide the training necessary to fully prepare you with the knowledge and skills necessary to have a successful career as a Health Service Psychologist.

You will receive experience in core clinical services with a diverse patient population.

Allina Health offers psychology trainees a well-rounded and unique training opportunity. We provide high-quality training in clinical therapeutic intervention, clinical assessment, and supervision.

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Aims

The aim of the Psychology Fellowship is to prepare you for practice in Health Service Psychology. We do this by:

- Providing you with a diverse clinical experience and client population
- Following a model of training that provides supervised experience in areas of assessment, intervention, and consultation
- Focusing on relevant research and evidence-based practices that can be incorporated into your postdoc fellowship experience through direct clinical services, didactic experiences, consultation, and/or supervision
- Valuing and focusing on your individual training needs and desires. As you become more familiar with your location and clients, gain experience, and develop professionally, closer supervision will transition to mentorship and eventually, relatively autonomous practice.

Allina Health's psychology postdoctoral fellowship values individual and cultural diversity. The training staff recognize that the services we provide our patients and the training you receive as a postdoctoral fellow is vastly improved when a compassionate view of human differences is adopted by all. Given such, it is the goal of the training staff to continuous development of cultural competencies. It is one of our top priorities to be a mentor to you in this continuous learning process.

While the pace of your training is based on your developmental needs, our commitment to you is to help you develop the core competencies listed below, which are needed for independent practice in Health Service Psychology.

Core Competencies

Research

You will display substantial knowledge of scientific methods, procedures, and practices while being able to critically evaluate and disseminate research with sensitivity to individual and cultural differences.

Ethical and legal standards

You will demonstrate knowledge of the “APA Ethical Principles of Psychologists and Code of Conduct”, and laws, regulations, rules and policies, professional standards and guidelines governing health service psychology.

Individual and cultural diversity

You will demonstrate the ability to conduct all your professional activities with sensitivity to human differences. This includes the ability to deliver high-quality services to an increasingly diverse patient population. As a postdoctoral fellow you will demonstrate knowledge, awareness, sensitivity and skill when working with patients and communities who embody a variety of cultural and personal background and characteristics.

Professional values, attitudes and behaviors

You will display behaviors that are consistent with the values and attitudes of the field of psychology. This includes self-reflection and the ability to incorporate feedback focused on improving your performance and professional effectiveness.

Communication and interpersonal skills

You will exhibit the ability to develop and maintain effective relationships with colleagues, supervisors, other staff members, and patients by implementing effective communication strategies.

Assessment

You will develop competence in evidence-based psychological assessment with patients and clients who have a variety of diagnoses, problems, and needs. Emphasis is placed on developing your competence in diagnostic interviewing as well as administration and scoring of psychometrically-valid instruments that assess cognitive functioning and personality.

Intervention

You will exhibit the ability to establish and maintain a therapeutic alliance with patients and clients while providing evidence-based interventions with sound clinical judgement and sensitivity to cultural differences.

Supervision

You will demonstrate the ability to identify evidence-based supervision models and engage in direct or simulated supervision.

Consultation and interprofessional/interdisciplinary skills

You will develop competence in the intentional collaboration of professionals in health service psychology with other individuals or groups.

Tracks and rotations

Postdoctoral fellows begin the year by completing a self-assessment that provides insight into current knowledge and skill in the areas of evaluation/assessment, the provision of psychological interventions, and other skills related to the program's competencies. A postdoctoral fellow's skill level, experience, interests and goals are taken into account in formulating a training plan for the year. The training plan for the year consists of goals and a plan by which to meet those goals. Individualized training plans can be modified throughout the year, depending on a postdoctoral fellow's needs. All training activities are structured according to a developmental model, with trainees initially being provided close and detailed supervision as appropriate, with opportunities to master fundamentals in assessment, interventions, supervision/consultation, and ethics. As the year progresses, more time is allocated to more focused skills and techniques/approaches. As the year progresses, training staff encourage postdoctoral fellows to use themselves and each other as resources more and supervisory relationships become increasingly consultative.

Supervised service delivery is the principal means by which skills are taught and integrated. Techniques such as observational learning, video recording, and role playing are used to facilitate the development of clinical skills. In addition, didactics and corresponding readings support clinical skill development.

TRACKS

Adult Primary Care - Champlin Clinic

- Fellows will gain proficiency in implementing evidence-based practices such as CBT, BT, ACT, IPT and mindfulness-based interventions as well as brief assessment. Besides providing short-term psychotherapy for mild to moderate psychiatric disorders, fellows will also implement an integrated health model, consulting with other on-site medical professionals. Fellows will provide health behavior assessments and interventions (e.g., diabetes management, smoking cessation, weight management, pain management). Fellows will gain skills in consultation between disciplines, honing diagnostic skills, and providing consultation services. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there might be opportunities for research and/or program development work. Please note that this position takes place at the Champlin Primary Care Clinic.

Health Psychology - Abbott Northwestern Hospital, Courage Kenny- Golden Valley, United Hospital

- Fellows will gain proficiency in implementing evidence-based practices such as CBT, BT, ACT, IPT and mindfulness-based interventions as well as brief assessment. Besides providing short-term psychotherapy for mild to moderate psychiatric disorders, fellows will also implement an integrated health model, consulting with other on-site medical professionals. Fellows will provide health behavior assessments and interventions (e.g., diabetes management, smoking cessation, weight management, pain management). Fellows will also gain skills in consultation between disciplines, honing diagnostic skills, and providing consultation services. Fellows will work in one of our medical specialty care clinics (e.g., Weight Management Clinic, Courage Kenny - Pain and/or Rehabilitation, etc.) as clinical and training opportunities become available. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there might be opportunities for research and/or program development work. As this is a newer Fellowship, you may also be asked to assist in other clinics/services, depending on the clinical needs of the organization. Please note that this position has different clinical settings where it can take place depending on the fellow's interest and supervisory availability.

Assessment- Buffalo Clinic

- Fellows will gain proficiency in conducting evidence-based psychological assessment of children and adolescents in an integrated primary care setting. Fellows will further develop consultation skills as they effectively relay testing results and recommendations to patients, families, and referring providers. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there might be opportunities for research and/or program development work. Please note that this position is in Buffalo, MN and requires in-person assessment administration.

Child / Adolescent Primary Care

- Fellows will gain proficiency in implementing evidence-based practices such as CBT, BT, ACT, IPT and mindfulness-based interventions as well as brief assessment. Besides providing short-term psychotherapy for mild to moderate psychiatric disorders, fellows will also implement an integrated health model, consulting with other on-site medical professionals. Fellows will provide health behavior assessments and interventions (e.g., diabetes management, smoking cessation, weight management, pain management.). Fellows will gain skills in consultation between disciplines, honing diagnostic skills, and providing consultation services. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there might be opportunities for research and/or program development work. Please note that this position takes place at the Champlin Primary Care Clinic.

Adult Inpatient and Hospital-Based Outpatient Clinic

Hospital-Based Clinic- Unity Hospital

- Psychology fellows will work with people who have a higher level of mental health acuity and/or are in need of specialized services. These patients may benefit from longer-term, evidence-based therapy and/or additional collaboration with other members of the treatment team. The fellow's team will include therapists, psychiatrists, registered nurses, and certified medical assistants. Clinical activities will include individual and group therapy and assessment. Fellows will gain exposure to diagnostic assessment and psychological evaluation as well as provide evidence-based therapies such as CBT, mindfulness-based, and IPT. These assessment opportunities will help fellows develop competence in diagnostic interviewing as well as administration and scoring of psychometrically- validated instruments that assess cognitive function and personality. Fellows also have the opportunity to co-facilitate group supervision for the Psychology Interns. Please note that this position will take place at Unity Hospital.

Trauma focused- Unity Hospital

- The psychology fellow at the Unity Hospital-based Clinic will work with adults who have a higher level of mental health acuity and/or are in need of specialized services. These patients may benefit from longer-term, evidenced-based therapy and/or additional collaboration with other members of the treatment team. The fellow's team will include therapists, psychiatrists, registered nurses, and certified medical assistants. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Clinical activities will include individual therapy and assessment as well as observing Allina's Trauma Recovery Program. Supervision will be provided by trauma-focused clinicians.
 - The Trauma Recovery Program is a 12-week, closed group. The program is geared towards people experiencing trauma-related intrusive memories, flashbacks, and nightmares. The program has two stages. Stage one is focused on preparation (education, coping skills, social support, etc.) for the processing of traumatic memories (five weeks). After completing the stage one group, patients can choose to continue on to the stage two portion of the program (7 weeks). During stage two, patients process traumatic memories using a group-based EMDR

protocol. Groups meet three days a week for one hour. All groups are in person. Ages 18 and older only. Please note that this position takes place at Unity Hospital.

- [Trauma Recovery Program | Assessment & Referral | Allina Health](#)

Inpatient- Unity Hospital/United Hospital

- The inpatient adult rotation occurs at Unity Hospital or United Hospital. The clinic's interdisciplinary staff specializes in the treatment of mental health disorders. Psychology Postdoctoral Fellows attend staff meetings, providing clinical assessment and interventions such as diagnostic interviews, individual therapy, presenting psychoeducational classes, co-facilitating psychotherapy groups, and completing documentation. There will be opportunities for training in individual and/or group supervision with intern psychology trainees. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there will be opportunities for research and/or program development work.

Child/Adolescent Inpatient and Hospital-Based Clinic

Hospital-Based Clinic- Unity Hospital

- Fellows will work with people who have a higher level of mental health acuity and/or are in need of specialized services. These patients may benefit from longer-term, evidenced-based therapy and/or additional collaboration with other members of the treatment team. The fellow's team will include therapists, adult and/or child adolescent psychiatrists, registered nurses and certified medical assistants. Clinical activities will include individual and group therapy and assessment. Fellows will gain exposure to diagnostic assessment and psychological evaluation as well as provide evidence-based therapies such as CBT, mindfulness-based, and IPT. These assessment opportunities will help fellows develop competence in diagnostic interviewing as well as administration and scoring of psychometrically validated instruments that assess cognitive function and personality. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Please note that this position takes place at Unity Hospital.

Inpatient- Abbott Northwestern Hospital

- The Inpatient adolescent rotation occurs at Abbott Northwestern Hospital. The clinic's interdisciplinary staff specializes in the treatment of mental health disorders. Psychology Postdoctoral fellows attend staff meetings, providing clinical assessment and interventions such as diagnostic interviews, individual therapy, presenting psychoeducational classes, co-facilitating psychotherapy groups, and completing documentation. There will be opportunities for training in individual and/or group supervision with intern psychology trainees. Fellows also have the opportunity to co-facilitate group supervision for the psychology interns. Last, there will be opportunities for research and/or program development work. Please note that this position takes place at Abbott Northwestern Hospital.

Supervision

At least two hours of individual, face-to-face supervision are provided each week by rotation supervisors (licensed psychologists). One additional hour of weekly supervision is provided through group supervision by a licensed psychologist. Additional supervision is provided as needed.

Didactic Experience

To supplement your supervision and foster inter-professional education and experiences, didactic experiences are scheduled weekly for one hour. They provide a wide variety of clinical content from a variety of disciplines that support evidence-based practice. Topics may include but are not limited to: Suicide Risk Assessment and Safety Planning, Introduction to WAIS-V, Motivational Interviewing, ADHD Assessment, Exposure Response Prevention for Treatment of OCD, Trauma in medical settings, Working with Latinx populations, Medication management for Mental Health, Supervision Series, and Professional Development Series. An additional hour of didactic training occurs through a variety of meetings and learning experiences. Activities include but are not limited to, Regional Psychology meetings (case conferences), Regional Consultation meetings (e.g., Health Psychology Consultation, Trauma Informed Consultation, etc.), Grand Rounds (monthly), all staff clinic meetings (case conferences and in-service training), provider meetings (case conferences), and daily huddles. Please note that we have a hybrid of in-person and virtual learning opportunities. Psychology fellows also facilitate Journal Club for the psychology interns throughout the year. Last, postdoctoral fellows will do a didactic presentation for the psychology trainees (fellows and interns) and the psychology training staff.

Minimal levels of Achievement

Minimum levels of achievement

Postdoctoral fellows will receive ongoing and formal feedback three times per training year through a competency evaluation. Our training staff have identified minimal levels of achievements (MLAs) and identified ways in which postdoctoral fellows remain in good standing. These include:

- At the midyear point, fellows will obtain ratings of at least a "5," defined as "Periodic supervision required on challenging cases/projects and in new skill areas; most cases/projects need consultation only" for all items.
 - Items rated below a "5" will warrant a remediation plan.
- At the end of the year, fellows will obtain ratings of a "7," defined as "Sound critical thinking/ judgment is evidenced in advanced or specialized area(s). Consultation needed on very complicated cases/projects (postdoc exit level)" on all items.
 - Items rated lower than that would indicate that MLAs were not met and therefore the fellow did not successfully complete fellowship.
- Fellows must not be found to have engaged in any significant unethical behavior.

Salary, benefits and resources

The postdoctoral year begins in late August and continues for a full 12 months. The stipend for the 2026-2027 training year is set for \$55,000. Also included is the option for health insurance and 29 days of time away (including vacation, illness, personal appointments, outside educational opportunities, job interviews and other relevant activities). In addition, postdoctoral fellows are provided time off for these holidays: New Year's Day (or observed), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day (or observed). You also will be provided with the option for benefits including health insurance, long-term disability, dental, vision and life insurance. Medical Leave (including maternity leave) is processed per Allina Health's system-wide policy, which indicates all Allina employees working in benefit-eligible positions are entitled to working with HR regarding specific LOA policies, procedures, and benefits.

Postdoctoral fellows are provided office space or touch-down space in which to treat patients or work on documentation. Depending on location, a postdoctoral fellow may have a designated office, whereas in other rotations postdoctoral fellows have regular use of exam rooms or patient rooms to provide care. Additionally, each rotation includes support from support staff to ensure proper scheduling of patients, scanning of relevant

documentation, coordination of referrals, etc. Allina Health psychology postdoctoral fellowship program also maintains a small onsite library of resources for assessment and intervention. In addition, Allina Health maintains a larger system-wide library that allows access to journal articles and relevant research. This Postdoctoral fellowship also values live supervision and, in an effort, to incorporate such into the training experience, postdoctoral fellows are provided laptops with access to videotaping equipment to allow for recordings of sessions and subsequent review in supervision.

Application requirements

- Completion of doctoral degree in clinical, counseling, or school psychology within 90-days of the start of fellowship
- Applicants must have graduated from an APA/CPA-accredited program
- Completion of an APA/CPA accredited internship

Additional Information

Please email a copy of your cover letter, CV, and 3 letters of recommendation to the Training Director. Upon applying, please indicate in your cover letter the track(s) to which you are applying.

Contact Us

Please contact the Training Director with any questions related to the Psychology Postdoctoral Fellowship or application requirements.

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