

National Mental Health Workforce Acceleration Collaborative Request for Georgia Site Applications: Cohort 3

Key Information

To address the mental health and substance use treatment workforce shortage and increase the number and diversity of licensed clinicians, the National Council for Mental Wellbeing, with funding from Kaiser Permanente, has launched the [National Mental Health Workforce Acceleration Collaborative \(NMHWAC\)](#) program. This document explains the application process for mental health and substance use treatment organizations interested in applying to participate in the Georgia NMHWAC program.

Timeline

Site Application Process	
Application open	Georgia: May 3, 2024
Program office hours	Georgia: May 9, 2024, at 1:00 p.m. ET Zoom Link
Application deadline	May 22, 2024 Extended to May 31, 2024
Selected site notification begins	May 31, 2024
Program Launch	
Initial onboarding activities with selected sites, including contract execution	June 1-30, 2024
Sites recruit and hire candidates	By July 19, 2024

Awards

See also: [Program Funding Details](#).

- Georgia: Up to 12 candidates will be funded at multiple sites for Cohort 3.

How to Apply

Interested sites should apply online:

- Georgia link - <https://www.surveymonkey.com/r/WK7MLWP>
- Application details are provided at the end of this document.
- **Questions?** Email Andrea Meyer Stinson at ameyerstinson@resilientga.org. Include “NMHWAC Cohort 3” in the subject line.



Background

Over 50 million Americans are experiencing a mental illness, but there is only one mental health provider for every 350 individuals in the U.S. This shortage of providers has contributed to nearly 55% of adults with mental illness receiving no treatment.¹ An important component of the workforce shortage is that 57% of people who earn master's degrees in mental health face financial, time and regulatory barriers to clinical licensure that force them to abandon licensure.²



To address the mental health and substance use treatment workforce shortage and to increase the number and diversity of licensed clinicians available to serve clients, the National Council for Mental Wellbeing launched the NMHWAC program through grant funding provided by Kaiser Permanente.

Program Overview

The NMHWAC program aims to increase the number of qualified licensed mental health and substance use treatment clinicians, while increasing diversity, equity, and inclusion (DEI) considerations in patient-facing mental health and substance use treatment positions. In partnership with Resilient Georgia and The Gina and Frank Day Health Institute at Metropolitan State University (MSU) of Denver, the program launched in September 2023 and will continue to expand through a cohort-based model.

Program Goals

1. Increase the percentage of master's degree graduates who become licensed in target states.
2. Increase the number of patients served by partially qualified pre- and post-master's associates.
3. Increase the diversity (in terms of race, ethnicity, sexual orientation, gender identity and expression, language, and culture) of fully licensed master's-level mental health professionals in participating states.
4. Improve Health Resources and Services Administration (HRSA) health professional shortage area scores in identified communities.

Program Candidates: Unlicensed Clinicians 	Program Site Placements 
<ul style="list-style-type: none"> ✓ Clinical social worker (LCSW) ✓ Marriage and family therapist (LMFT) ✓ Professional clinical counselor (LPCC) / Professional counselor (LPC) /Mental health counselor (LMHC) 	<ul style="list-style-type: none"> ✓ Academic medical institutions ✓ Federally qualified health centers ✓ Community health care clinics ✓ Other nonprofit providers ✓ Health care systems (preference to nonprofits)

¹ Reinert, M., Fritze, D. & Nguyen, T. (October 2022). *The state of mental health in America 2023*. Mental Health America. <https://mhanational.org/sites/default/files/2023-State-of-Mental-Health-in-America-Report.pdf>

² McCrickard, R. (2023). *The mental health therapist shortage starts at graduation: How to help the 57% that never attain licensure*. Motivo Health. https://motivohealth.com/whitepaper-the-57-percent-who-never-attain-licensure/?utm_campaign=0323-whitepaper&utm_source=website&utm_medium=banner



The NMHWAC program will support organizations (sites) in employing and retaining staff (candidates) who are on track to clinical licensure. This program overview provides information specifically for Cohort 3 candidates, who will start in July 2024.

Program Activities

The NMHWAC program aims to reach its goals through the following activities:

1. Monthly payments directly to sites to help support the salaries of candidates through September 2025.
2. Access to [virtual clinical supervision](#) provided through Motivo or funding to support in-house supervision for candidates.
3. Candidate access to [licensure exam preparation](#) materials through the Association for Advanced Training in the Behavioral Sciences (AATBS), a Triad Company.
4. Payment to cover final licensure costs. (Candidates who are required to receive their associate license prior to receipt of their final license are responsible for costs associated with the associate license.)
5. Training and technical assistance provided to sites and candidates to support candidates on their pathway to licensure.
6. Tracking candidate progress, including assessing barriers to and facilitators of clinical licensure.

Key Program Partners

The National Council for Mental Wellbeing

- **Role:** NMHWAC National Program Administrator. The National Council is responsible for operational oversight of the project, including finances, and collective engagement of key program partners, program monitoring and decision-making, and technical assistance.
- **Website:** The National Council is a membership organization that drives policy and social change on behalf of over 3,400 mental health and substance use treatment organizations and the more than 10 million children, adults and families they serve. The National Council advocates for policies to ensure equitable access to high-quality services, builds the capacity of mental health and substance use treatment organizations, and promotes greater understanding of mental wellbeing as a core component of comprehensive health and health care.



Resilient Georgia

- **Role:** State Co-chair for the NMHWAC program in Georgia. Resilient Georgia is responsible for the recruitment, selection, onboarding and technical assistance to sites and candidates in Georgia.
- **Website:** Resilient Georgia leads a Georgia-wide coalition of trauma-informed organizations that develops a closely aligned and trauma-informed public and private network working toward a united vision to create a birth-through-26-years-old integrated behavioral health system.



- Advancing the workforce is a key strategic priority for Resilient Georgia over the next two years (see [2023-25 Strategic Map](#)).



Metropolitan State University of Denver

- **Role:** State Co-chair for the NMHWAC program in Colorado. MSU Denver is responsible for recruiting, selecting, onboarding and providing technical assistance to sites and candidates in Colorado.
- **Website:** MSU Denver is a nationally recognized leader for social mobility, where students of all ages and backgrounds build a better, more equitable Colorado through innovative and transformative education. Founded in 1965, MSU Denver's mission is to provide a high-quality, accessible, enriching education that prepares students for successful careers, postgraduate education and lifelong learning in a multicultural, global and technological society. To fulfill its mission, our diverse university community engages the greater Denver population in scholarly inquiry, creative activity and the application of knowledge.



Colorado Behavioral Healthcare Council

- **Role:** Advisory partner for the NMHWAC program in Colorado.
- **Website:** Colorado Behavioral Health Council (CBHC) member organizations are the backbone of Colorado's not-for-profit behavioral health safety net, serving more than 200,000 Coloradans annually, with a focus on caring for individuals with severe mental illness and other vulnerable and high-priority populations.



The Georgia Association of Community Service Boards

- **Role:** Advisory partner for the NMHWAC program in Georgia.
- **Website:** The Georgia Association of Community Service Boards (GACSB) represents Georgia's 22 community service boards (CSBs). The Georgia General Assembly created CSBs and codified them in state law (OCGA 37-2-6) in 1994. They are the state's behavioral health safety net, ensuring all Georgians have access to high-quality care for mental health, substance use disorders, and intellectual/developmental disabilities services and supports in their community, regardless of their ability to pay.

motivo

Motivo

- **Role:** Clinical supervision partner for the NMHWAC program. Candidates can be connected to a clinical supervisor through Motivo at no cost to the site or candidate.



- **Website:** Motivo is a virtual clinical supervision platform that will connect therapists working towards licensure with vetted clinical supervisors. Motivo provides access to a diverse pool of clinical supervisors to support therapists who are looking for specific clinical needs, demographic preferences and areas of specialty.



The Association for Advanced Training in the Behavioral Sciences, a Triad Company

- **Role:** Clinical licensure support partner for the MHWAC. The Association for Advanced Training in the Behavioral Sciences (AATBS), a Triad Company, provides licensure exam prep for candidates.
- **Website:** AATBS seeks to enhance the skills of mental and behavioral health professionals through highly effective education on content and conceptual knowledge relevant to their professions. They specialize in preparation for mental health licensure examinations and continuing education.

Program Details

Placement Sites

NMHWAC placement sites agree to employ a newly hired full-time employee (candidate) who holds a master's degree and is a candidate for clinical licensure. Candidates may fill positions that are newly created or existing and unfilled. When identifying positions for candidates, sites should select those that allow candidates to obtain the number of hours of clinical experience required by their licensing board.

Sites will receive direct funding from the National Council to help cover a portion of a candidate's salary, supervision costs and license application fee. To ensure licensure success, the National Council has partnered with Motivo for virtual supervision services and AATBS for licensure exam support for all candidates.

Site Eligibility

Eligible sites must be one of the following:

- Academic medical institution
- Federally qualified health center
- Community health care clinic
- Other nonprofit provider
- Health care systems (preference to nonprofits)

Site Requirements

1. Sites will recruit, employ, onboard, and retain a full-time employee who:
 - Holds a master's or doctorate degree from an accredited program in one of the following:



- Counseling Psychology
 - Mental Health Counseling
 - Marriage and Family Therapy/Counseling
 - Social Work
 - Substance Use/Addiction Counseling
- Is licensed at the appropriate associate license level, if necessary, prior to the start of employment with the site so they can begin accruing the hours required for clinical licensure (i.e. LCSW, LMFT, LPCC, LPC, LMH).
 - Has expressed intent to achieve one of the following clinical licenses and preferably is at the beginning of their path to accruing clinical licensure hours:
 - Licensed Professional Counselor
 - Licensed Professional Clinical Counselor
 - Licensed Mental Health Counselor
 - Licensed Marriage and Family Therapist
 - Licensed Clinical Social Worker
 - Is either a new employee at the organization (start date no earlier than June 1, 2024), or an existing employee who recently obtained a qualifying master's or doctorate degree and will start accruing clinical licensure hours.
2. Provide candidates/employees participating in the program a minimum annual salary of:
 - a. Georgia: \$40,202.11
 3. Provide health insurance options to all full-time employees within the organization.
 4. Provide a safe and equitable workplace environment with reasonable opportunities for mentorship and professional development, including time to participate in required NMHWAC program meetings and trainings.
 5. Gather and submit quarterly programmatic and impact data to track progress toward NMHWAC-required program goals. NMHWAC will share details on reporting requirements and will strive to minimize administrative burden.
 6. Engage in MHWAC program activities as requested, such as statewide and national convenings to share learnings and recommendations to best support people in their path to clinical licensure.

Program Funding Details

Monthly Payments to Sites. Sites will receive monthly payments following the first month of employment of candidates through September 2025. Monthly payments are made based on the number of candidates the site employs, and whether the site is providing clinical supervision or using virtual supervision through Motivo. Each calendar year, the payment will increase to account for a 3.5% cost-of-living salary adjustment. Monthly payment amounts will be based on the following:



Monthly payments to sites per candidate: July-December 2024		
	Salary	Individual Supervision
If site is providing supervision	\$1,675.09	\$417.96
If Motivo is providing supervision	\$1,675.09	\$0
Monthly payments per candidate: January-September 2025		
	Salary	Individual Supervision
If site is providing supervision	\$1,675.09	\$417.96
If Motivo is providing supervision	\$1,733.72	\$0

Clinical supervision through Motivo. Motivo will provide individual supervision for sites that request it and group supervision for all candidates in the program. The National Council will pay Motivo directly for those candidates' clinical supervision. All sessions are held virtually through a secure, HIPAA-compliant platform. Group supervision will allow candidates to receive feedback from both a clinical supervisor and peers in the program pursuing the same licensure pathway. Details on the process to enroll candidates with a Motivo supervisor will be shared with selected sites.

Licensure exam prep through AATBS. Candidates will have access to a free annual subscription to the AATBS licensure examination preparation product. Instructions for accessing the courses will be shared with selected sites and candidates after program launch.

Licensure application fee. The National Council will provide an additional payment through reimbursement to cover the candidate's licensure application fee for their full license application. Details on this payment will be provided after the program launch.

Site Application Criteria

Site Criteria

Sites will be selected based on the following criteria:

- **Capacity for launch:** Is the organization prepared to fully participate in the program? Can they commit to all program requirements?
- **DEI capacity and supports:** Is the organization able to support and advance employees from diverse backgrounds (such as race, ethnicity, sexual orientation, gender identity and expression, culture)?
- **Supports for candidates:** Does the organization have support in place to assist with employee retention efforts (e.g., health insurance*, tuition or mileage reimbursement, professional development)?



- **Shared vision of success:** Is the organization invested in shaping and advancing the mental health and substance use treatment workforce?

**Required for program eligibility*

Application Sections

- General Site Information
- Demographics of Populations Served
- Site Partnerships
- Candidate Supports
- Capacity to Launch
- Site Role Details
- Supervision and Capacity to Launch
- Diversity, Equity, Inclusion, and Engagement
- Additional Georgia Questions

