

## National Mental Health Workforce Accelerator Collaborative Request for Georgia Site Applications: Cohort 2

### Key Information

#### Timeline

Site Application Process	
Application Open Date	Friday, November 3, 2023
Program Office Hours	Monday, November 13, 2023 1 p.m. -2 p.m. EST. Zoom Link <a href="#">here</a>
Application Deadline	Monday, November 27, at 11:59 p.m. EST.
Selected Site Notification Begins	Monday, December 11, 2023
Program Launch	
Initial Onboarding Activities with Selected Sites, including Contract Execution	December 12-31, 2023
Sites Recruit & Hire Candidates	December 12, 2023 – January 31, 2024

#### Awards

See funding section within Program Details for more information

- Georgia: Up to 4 candidates total will be funded at multiple sites for Cohort 2

#### How to Apply

Interested sites should apply online through Survey Monkey:

[https://www.surveymonkey.com/r/GACohort2\\_NMHWAC](https://www.surveymonkey.com/r/GACohort2_NMHWAC)

More application details are provided at the bottom of this document. **Questions?** Please email Dr. Andrea Meyer Stinson [ameyerstinson@resilientga.org](mailto:ameyerstinson@resilientga.org) and include “NMHWAC Cohort 2” in the subject line of the email.



## Background

Over 50 million Americans are experiencing a mental illness. Yet, there is only one mental health provider for every 350 individuals in the U.S. This shortage of providers has contributed to nearly 55 percent of adults with mental illness receiving no treatment.<sup>1</sup>

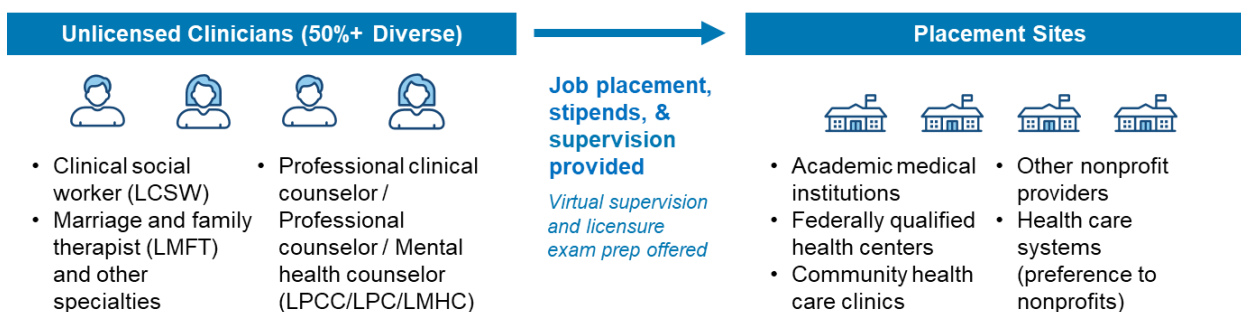
To address the mental health and substance use treatment workforce shortage and to increase the number of diverse licensed clinicians serving clients, Kaiser Permanente, in partnership with the National Council for Mental Wellbeing (National Council), Resilient Georgia, Metro State University – Denver, and Colorado Health Institute, we are launching the **National Mental Health Workforce Acceleration Collaborative (NMHWAC) Program**.

## Program Overview

The National Mental Health Workforce Acceleration Collaborative (NMHWAC) aims to increase the number of qualified licensed mental health and substance use treatment clinicians, while increasing diversity, equity, and inclusion in patient-facing mental health and substance use treatment positions. This program launched in September 2023 in Colorado and Georgia and will run through September 2025.

## Program Goals

1. Increase percentage of master’s degree graduates who become licensed in target states.
2. Increase number of patients served by partially qualified pre- and post-master’s associates.
3. Increase diversity (e.g., race, ethnicity, sexual orientation, gender identity and expression, language, and cultural) of fully licensed master’s level mental health professionals in targeted states.
4. Improve HRSA health professional shortage area scores in identified target communities.



The NMHWAC program will support organizations (sites) in employing and retaining staff (candidates) that are on track to clinical licensures. The program will progressively expand through September 2025 using a cohort-based model. This program overview intends to provide information only for “Cohort 2” candidates to start in January 2024.

<sup>1</sup> Reinert, M, Fritze, D. & Nguyen, T. (October 2022). “The State of Mental Health in America 2023” Mental Health America, Alexandria VA

## Program Participants

### Key Terms

- **Sites:** Organizations that participate in the NMHWAC program by employing candidates and participating in other program activities.
- **Candidates:** Newly hired employees of sites that are on the path toward clinical licensure in the mental health and substance use field.

## Program Activities

The NMHWAC program aims to achieve goals through the following activities:

1. Monthly payments directly to sites to help support the salaries of candidates through September 2025 (or earlier if the candidate achieves clinical licensure)
2. Funding to support clinical supervision of candidates, either provided directly to sites (for sites that have an internal staff member who will serve as the candidate's clinical supervisor) or Motivo (for sites that require an outside clinical supervisor for candidate) through September 2025 (or earlier if the candidate achieves clinical licensure)
3. Annual subscription for candidates to AATBS licensure examination preparation materials to support their licensure examination prep at no cost to the candidate or placement site.
4. Reimbursement for candidate's licensure application fee.
5. Training and technical assistance opportunities to sites and candidates to support a candidate in continuing their track to clinical licensure.
6. Tracking of candidate progress, including assessing barriers and facilitators to clinical licensure that can lead to state level advocacy and regulatory changes.

## Key Program Partners

NATIONAL COUNCIL  
for Mental Wellbeing

**The National Council for Mental Wellbeing (National Council) serves as the National Program Administrator for the NMHWAC.** The National Council is a membership organization that drives policy and social change on behalf of over 3,300 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 serves as the State Co-Chair for the NMHWAC program in Georgia.** Resilient Georgia leads a statewide coalition of trauma-informed organizations in Georgia that develops a closely aligned



trauma-informed public and private network working toward a united vision to create a birth through 26-year-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](#)).



**[The Georgia Association of Community Service Boards, Inc. \(GACSB\)](#) serves as a partner for the NMHWAC in Georgia.** The GACSB is the representative state association of the twenty-two Community Service Boards (CSBs), created by the Georgia General Assembly in 1994 and codified in state law (O.C.G.A 37-2-6) as 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 Health](#) serves as the clinical supervision partner for the NMHWAC program.** Motivo offers services for sites that are unable to provide clinical supervision to program candidates. Motivo is a virtual clinical supervision platform that will connect therapists working towards licensure with vetted clinical supervisors to help them meet criteria. Motivo provides access to a diverse pool of clinical supervisors to support matching with therapists who are looking for specific clinical needs, demographic preferences and areas of specialty.



**[The Association for Advanced Training in the Behavioral Sciences \(AATBS\)](#), a Triad Company, serves as the clinical licensure support partner for the NMHWAC.** 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

Placement sites in the NMHWAC program agree to employ a newly hired full-time employee (candidate) that holds a master’s degree and is a candidate for clinical licensure (see below for details). Positions filled by candidates may be newly created or existing unfilled roles at the site. When identifying positions for candidates, sites should select positions that allow candidates to obtain required 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 and supervision costs, and license application fee. Critical to ensuring successful completion of licensure, the National Council will also leverage partnerships with Motivo Health for virtual supervision services (for placement sites that cannot provide the clinical support) 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 centers
- Community health care clinics
- Other nonprofit providers
- Health care systems (preference to non-profits)

## Site Requirements

1. Recruit, employ, onboard and retain a full-time employee that:
  - a. Holds a master's or doctorate degree from an accredited program in one of the following:
    - i. Counseling Psychology
    - ii. Marriage and Family Therapy/Counseling
    - iii. Social Work
    - iv. Substance Use/Addiction Counseling
  - b. Possess the appropriate license necessary to begin accruing the required hours needed for clinical licensure (e.g., LSW, LMSW, LPCC, APC)
  - c. Has an expressed intent to achieve one of the following clinical licenses:
    - i. Licensed Professional Counselor, Licensed Professional Clinical Counselor, Licensed Mental Health Counselor
    - ii. Licensed Marriage and Family Therapist
    - iii. Licensed Clinical Social Worker
2. Provide candidates/employees participating in the program a minimum salary of:
  - a. Georgia: \$38,842.62
3. Provide health insurance options to all full-time employees within the organization.
4. Gather and submit quarterly programmatic and impact data on a regular basis to track progress toward program goals as required by the NMHWAC program. Details on reporting requirements will be shared with selected sites with efforts to minimize administrative burden. Information gathered may include:
  - a. Data related to candidate progress to licensure – including caseloads, supervision hours received, etc.
  - b. Candidate surveys or engagement in activities to learn about their experience in the program and their track to licensure. Data may include self-reported demographic information and their perceived challenges and supports in obtaining licensure.



- Engage in NMHWAC program activities as requested (reasonable expectations), such as state-wide and national convenings that 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. An increase in payment will be made each calendar year to account for a 3.5% salary cost of living adjustment. Monthly payment amounts will be based on the following:

Georgia

Monthly payments per candidate: January 2024 – December 2024	
Salary Stipend	\$1,675.09
Supervision Stipend	\$621.30
Total to Site providing in-house supervision	\$2,296.39
Total to Site if Motivo is providing supervision	\$1,675.09
Monthly payments per candidate: January 2025 – September 2025	
Salary Stipend	\$1,733.72
Supervision Stipend	\$621.30
Total to Site providing in-house supervision	\$2,355.01
Total to Site if Motivo is providing supervision	\$1,733.72

**Clinical Supervision through Motivo.** The National Council will pay for candidate’s clinical supervision directly to Motivo Health when it is not provided by the site. Details on the process to enroll candidates with a Motivo supervisor will be shared with selected sites.

**Licensure Exam Prep through AATBS a Triad Company.** Candidates will have access to a free annual subscription to AATBS licensure examination preparation product. Details on how candidates can access 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. Details on this payment will be provided after the program launch.

## Site Application and Criteria

Interested sites should apply online through Survey Monkey:

[https://www.surveymonkey.com/r/GACohort2\\_NMHWAC](https://www.surveymonkey.com/r/GACohort2_NMHWAC)

### Site Criteria

Sites will be selected based on the following criteria:

- **Capacity for Launch:** Is the organization prepared to fully participate in the program and can they commit to all program requirements?
- **DEI Capacity & Supports:** Is the organization able to support and advance employees from diverse backgrounds (e.g., race, ethnicity, sexual orientation, gender identity and expression, cultural, etc.)?
- **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, etc.)?
- **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 Organization Information
- Demographics of Populations Served
- Organizations Partnerships
- Candidate Supports
- Capacity to Launch
- Additional Information

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