

National Mental Health Workforce Acceleration Collaborative Request for Georgia Site Applications: Cohort 1

Key Information

Timeline

Site Application Process	
Application Open Date	July 21
Program Office Hours	TBD (July 26 – August 4) <i>Site applicants will receive separate communication when office hours are scheduled</i>
Application Deadline	August 8, 11:59PM EST
Selected Site Notification Begins	August 17
Program Launch	
Contracts Executed between Sites & National Council	August 18 – September 6
Sites Recruit & Hire Candidates	August 18 – September 30
Cohort 1 Program Launch	Late September

Awards

A total of 6 candidates in Georgia will be funded at multiple sites for Cohort 1. See program funding within the Program Details section for more information.

How to Apply

Interested sites should apply through the online [Survey Monkey application](#).

Questions? Please email srinidhia@thenationalcouncil.org and include “National MH Workforce Acceleration Collaborative” 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 and nearly 60 percent of youth with mental illness receiving no treatment.¹

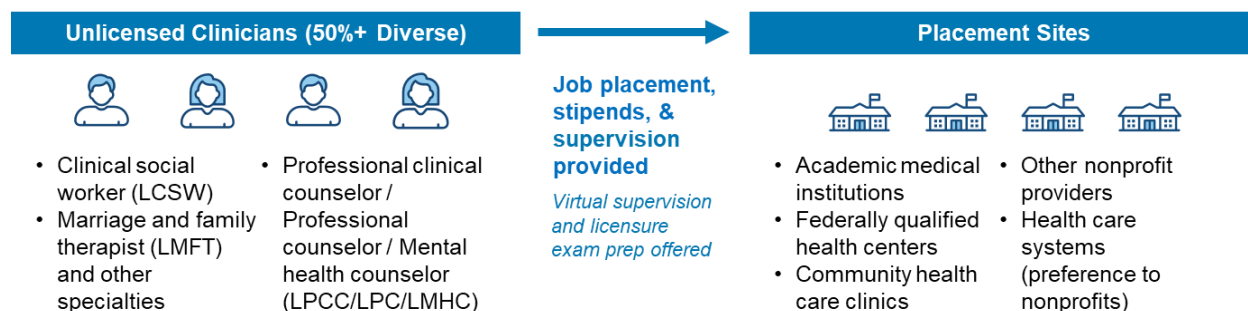
To address the mental health and substance use treatment workforce shortage and increase the number of diverse licensed clinicians serving clients, Kaiser Permanente, in partnership with the National Council for Mental Wellbeing (National Council), Resilient Georgia, Georgia Association of Community Service Boards, Metro State University – Denver, Colorado Health Institute, and the Colorado Behavioral Health Council are together 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 enhancing diversity, equity and inclusion in patient-facing mental health and substance use treatment positions. This program will launch in September 2023 in Colorado and Georgia and 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 candidates.
3. Increase diversity (e.g., race, ethnicity, sexual orientation, gender identity and expression, language, geographic and cultural) of fully licensed master’s level mental health professionals in target states.
4. Improve Health Resources and Services Administration (HRSA) health professional shortage area scores in identified target communities.



Source: Kaiser Permanente

¹ 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.

The NMHWAC program will support sites in employing candidates that are on the path toward clinical licensure. The program will progressively expand through September 2025 using a cohort-based model, with future cohorts launching in January 2024, July 2024, January 2025, and July 2025. This program overview intends to provide information only for “Cohort 1” candidates who will start in fall 2023.

Program Activities

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

For Sites

- Monthly payments provided directly to sites to help support the salaries of candidates through September 2025 (or earlier if the candidate achieves clinical licensure).
- 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).

For Candidates

- Annual subscription for candidates to Triad Behavioral Health to support their licensure examination prep at no cost to the candidate or placement site (estimated \$530 value).
- Reimbursement for candidate’s licensure application fee (estimated \$200 value, will depend on price the year of application).

For Both Sites and Candidates

- Training and technical assistance opportunities for sites and candidates to support a candidate in continuing their path toward clinical licensure.
- Tracking of candidate progress, including assessing barriers and facilitators to clinical licensure, that can lead to state level advocacy and regulatory changes.
- Other opportunities to address workforce issues related to clinical licensure (e.g., NMHWAC Diversity, Equity and Inclusion (DEI) Committee, statewide and national convenings, etc.).



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.





Triad Behavioral Health serves as the clinical licensure support partner for the NMHWAC. Triad Behavioral Health is an organization focused on supporting the mental health and substance use treatment community. They provide education and career resources for professionals, institutions, organizations and employers. Specifically, their products include licensure exam prep, a LinkedIn-style community platform called Triad Network solely for mental health and substance use professionals and a jobs marketplace to post open positions.

Program Details

Placement Sites

Placement sites in the NMHWAC program agree to hire a new 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 identify positions that allow candidates to obtain required hours of clinical experience as 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 Triad Behavioral Health for licensure exam support for all candidates.

Site Eligibility

Eligible sites must be one of the following:

- Academic medical institutions
- Community Service Board
- Federally qualified health centers
- Community health care clinics
- Other nonprofit providers
- Health care systems (preference to non-profits)

Program Requirements

1. To be considered for Cohort 1 this program, CANDIDATE(S) MUST:
 - a. Be a new employee with an official start date AFTER September 1, 2023
 - b. Possess a master's 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



- v. Be licensed at the appropriate associate license level, if necessary, prior to the start of employment with the site to begin accruing the required hours needed for clinical licensure (e.g., LSW, LCSW, LPCC, APC).
 - vi. Have expressed intent to achieve one of the following clinical licenses and preferably are early in path to collecting clinical licensure hours:
 - 1. Licensed Professional Counselor, Licensed Professional Clinical Counselor, Licensed Mental Health Counselor
 - 2. Licensed Marriage and Family Therapist
 - 3. Licensed Clinical Social Worker
2. To be considered for Cohort 1 this program, SITES MUST:
- a. Provide candidates participating in the program a **minimum salary** of \$38,842.62 (not including benefits).
 - b. Provide health insurance options to all full-time employees within your organization.
 - c. Gather and submit 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 later with selected sites, and we will seek to minimize the administrative burden. Information gathered may include:
 - i. Data related to candidate progress to licensure – including caseloads, supervision hours received, etc.
 - ii. Candidate surveys or engagement in activities to learn about their experience in the program and their path toward licensure. Data may include self-reported demographic information and their perceived challenges and supports in obtaining licensure.
3. SITES and CANDIDATES are expected to engage in NMHWAC program activities as requested (reasonable expectations), such as statewide and national convenings, trainings, and a DEI Committee that share learnings and recommendations to best support people in their path toward 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 stipend** cost-of-living adjustment. Sites are not required to provide a cost-of-living adjustment at this level each year to candidates. Monthly payment amounts will be based on the following:

Monthly payments per candidate: September 2023 – December 2023	
Salary Stipend	\$1,618.44
Supervision Stipend	\$621.30
Total to Site providing in-house supervision	\$2,239.74



Total to Site if Motivo is providing supervision	\$1,618.44
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 Triad. Candidates will have access to a free annual subscription to Triad’s 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 sites that cover the candidate’s licensure application fee. Details on this payment will be provided after the program launch.

Site Application and Selection Criteria

Interested sites should apply through the online [Survey Monkey application](#).

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, language, geographic and cultural)?

- **Supports for Candidates:** Does the organization have supports in place to assist with employee retention efforts (e.g., offers health insurance options to full-time employees*, 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 Considerations

Questions? Please email srinidhia@thenationalcouncil.org and include "MH Workforce Acceleration Collaborative" in the subject line of the email.

