

National Mental Health Workforce Acceleration Collaborative

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, Metropolitan State University – Denver, Colorado Health Institute, and the Colorado Behavioral Health Council are together launching the **National Mental Health Workforce Acceleration Collaborative (NMHWAC) Program**.

At this time, the **NMHWAC Program in Colorado** is seeking recent graduates from master's programs that lead to clinical mental/behavioral health licensure. Candidates must be interested in obtaining a job in Colorado and committed to eventual licensure in their field.

Awards

A total of 15 candidates in Colorado will be funded at multiple sites for Cohort 1. See program funding within the Program Details section for more information.



Candidate Eligibility

- Recent graduate in one of the following Master's programs:
 - Counseling Psychology
 - Marriage and Family Therapy/Counseling
 - Social Work
 - Substance Abuse/Addiction Counseling
- Seeking a full-time clinical job in their field (above)
- Intending to achieve clinical licensure and preferably just starting to collect licensure hours in their field

Candidate Selection Process

- Candidates submit an email indicating interest (see below)
- Candidates will be notified about application process
- Partner agencies (providers) will review and instruct on application and hiring process

How Candidates Apply

Interested candidates should send an email to mhwac@msudenver.edu to indicate their interest.

Please include the following information in the email **AND** submit a current resume:

- Clinical area of interest; if you are open to any clinical area, please so indicate
- Please specify if you have any limitation on geographical area (for example, Colorado Springs area) for employment.

Questions? Please email mhwac@msudenver.edu and include "Candidate" in the subject line of the email.

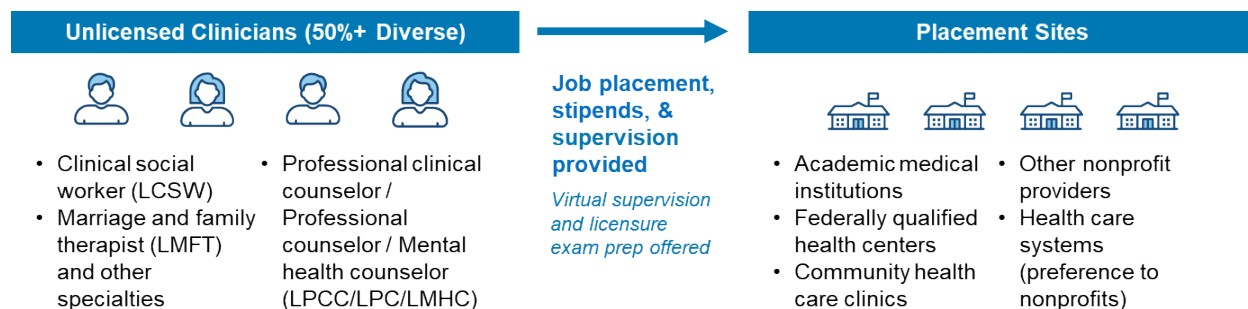


Program Overview

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 Benefits for Candidates

A full-time clinical position with a partnering agency (candidates must apply and be accepted for hiring by the agency).

Clinical supervision for licensure.

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).

Other opportunities to address workforce issues related to clinical licensure (e.g., NMHWAC Diversity, Equity and Inclusion (DEI) Committee, statewide and national convenings, etc.).

Project Timeline

Site Application Process	
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

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.



Metropolitan State University of Denver serves as a State Co-Chair for the NMHWAC program in Colorado. 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.



The Colorado Health Institute (CHI) serves as a partner for the NMHWAC program in Colorado. CHI is a nonprofit, mission-driven research and consulting group advancing equity and well-being in communities through deep expertise and implementational know-how. CHI simplifies the complex, provides context, and advance policies that make a difference. CHI was founded in 2002 to fill a need for nonpartisan, independent data and evidence-based analysis to support decision-makers and is a trusted and independent source for strategic planning, facilitation, complex modeling, evaluation, and strategic communication.



The Colorado Behavioral Healthcare Council represents community mental health centers and specialty behavioral health clinics across Colorado. 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.

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

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
- Federally qualified health centers
- Community health care clinics
- Other nonprofit providers
- Health care systems (preference to non-profits)

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.