

# WORKFORCE SOLUTIONS JAM

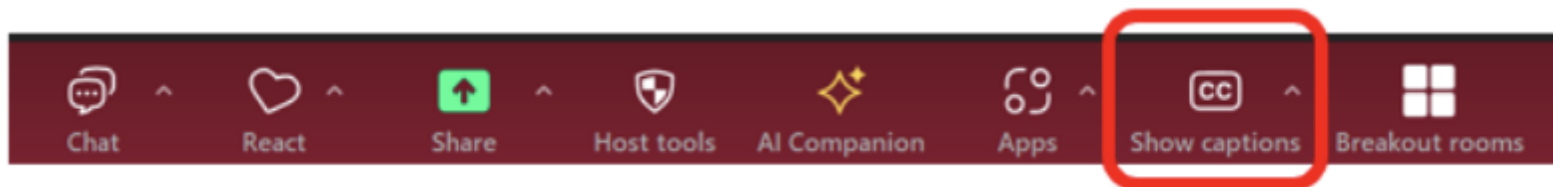
DECEMBER 17, 2024

Reducing Barriers to Licensure to Expand and Diversify the Behavioral Health Workforce



# Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- Engagement is encouraged – please share resources and reflections in chat!
- A recording and slides will be emailed to you within 48 hours
- ASL interpretation is being provided at this event - the ASL interpreter will be spotlighted
- Live captioning is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please directly message Srinidhi Alur to try to troubleshoot





NATIONAL COUNCIL  
*for Mental Wellbeing*

HMA

 The College for Behavioral  
Health Leadership



## What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through the Center for Workforce Solutions

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!

## **Poll – Let's hear from you!**

*Have you attended a previous Workforce Solutions Jam?*

- Yes – I have previously attended a Workforce Solutions Jam!
- No! This is my first Workforce Solutions Jam



# Agenda

Welcome

Policy Spotlight

Key Presentation

Panel Dialogue

Next Steps

**POLICY  
SPOTLIGHT**





**Dr. Karen Goodenough**

**Executive Director,  
National Association of Social  
Workers – Minnesota Chapter**

# **Policy Spotlight: Social Work Interstate Licensure Compact**



# Social Work Interstate Compact

Workforce Jam Update

December 2024

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Karen Goodenough, PhD, MSW, LGSW  
National Association of Social Workers  
Executive Director, MN Chapter & Licensure Taskforce Chair

# Interstate Compacts – Background

[compacts.csg.org](http://compacts.csg.org)

## Facilitate Multistate Practice

Legal contract between two or more states that allow states to:

- Cooperatively address shared problems
- Maintain sovereignty over issues belonging to states (preserve state authority over professional licensing)
- Respond to national priorities with one voice

# SW Compact Legislation Development

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Led by the Council of State Governments



Funded by the Department of Defense



Lead Partner - Association of Social Work Boards (ASWB)

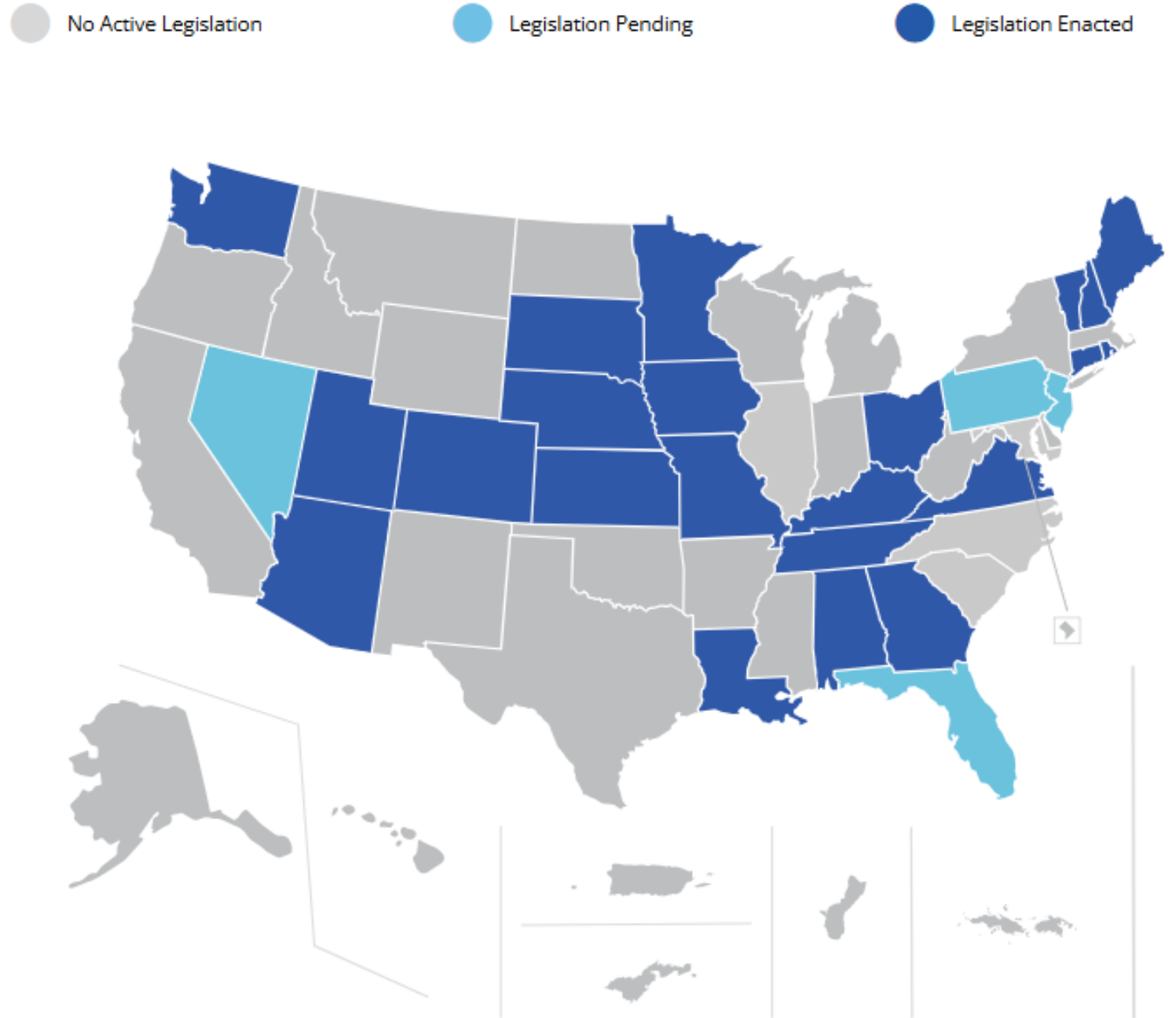


Contributing Organizations - National Association of Social Workers, Clinical Social Work Association, and several licensing boards

# Social Work Licensure Compact

Legislation as of  
December 2024

[SWcompact.org](http://SWcompact.org)



## Things to keep in mind...

\*\*\*1-2 years until SW Compact licenses granted

Legislation individual states pass to allow SW's to practice in any Compact state

Sets minimum requirements for states to participate

Doesn't change current licensing laws

Licensed Social Workers eligible if home state (domicile) in the Compact

Application through and must meet ongoing requirements of home state (CE, etc.)

Fees will be set by individual states (may differ from state to state)

Compact oversight & many rules TBD by Commission

Commission = 1 voting designee from each Compact state regulatory authority & rotating non-voting reps from SW Associations

# Many Efforts in Progress to Eliminate Barriers to Social Work Practice

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Exams

Alternate Pathways

Cost of Licensure

Automatic Disqualifiers

And more!


# Questions?

Reach out to the NASW Chapter in your state!




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Dr. Karen Goodenough  
[Kgoodenough.naswmn@socialworkers.org](mailto:Kgoodenough.naswmn@socialworkers.org)



today:

**Reducing Barriers to Licensure to  
Expand and Diversify the Behavioral  
Health Workforce: *Creating a More  
Inclusive and Effective Workforce***





NATIONAL  
COUNCIL  
*for Mental*  
Wellbeing

# National Mental Health Workforce Acceleration Collaborative

Emmaly Perks, MA, CCRP  
Director, NMHWAC

# Accelerator Overview

- Began June 2023 in CO and GA
- Expanded in 2024 to HI, WA, SoCal, OR
- Program Vision: Increase the number of qualified, licensed clinicians while enhancing diversity, equity and inclusion in patient-facing mental health and substance use treatment positions.

## 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.

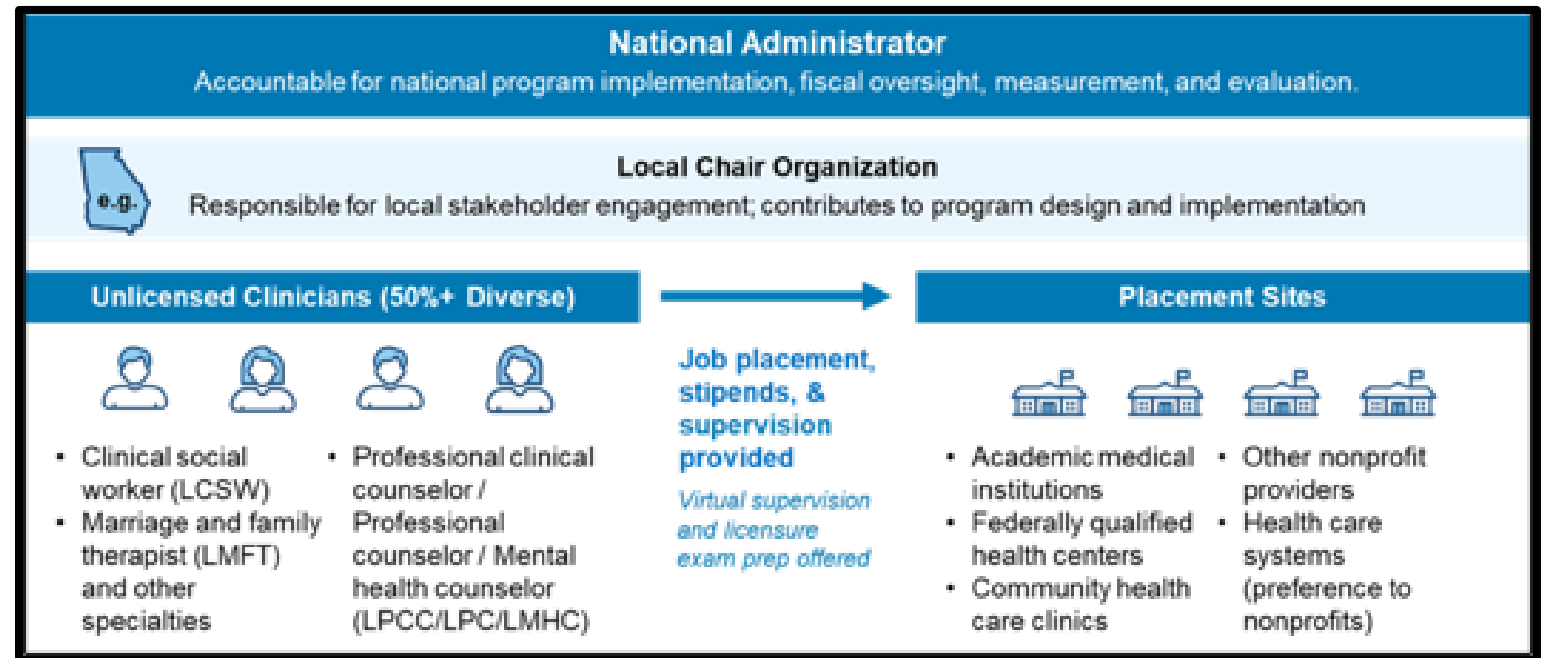


3. Increase diversity (e.g., race, ethnicity, sexual orientation, gender identity and expression, language and cultural background) of fully licensed master's level mental health professionals in targeted states.



4. Improve Health Resources and Services Administration (HRSA) health professional shortage area scores in identified target communities.

# Program Structure



# Accelerator Overview

## Current Program Activities and Supports:

- Pre-master's fellowship program and post-master's licensure programs; monthly payments to support candidate salaries and supervision costs
- Exam prep support through Triad and payment to cover final licensure costs
- Remote clinical supervision and group supervision through Motivo
- Training and technical assistance
- DEIE committee and recommendations for program refinements
- Learning Collaborative for co-chairs
- Candidate Ambassador Group; candidate attendance at NatCon
- Full-scale program evaluation with American Institutes for Research

# Program Impact To Date

## Goals:

- Increase % licensed providers
- Increase number of patients served
- Increase diversity of licensed providers
- Improve HRSA shortage scores

To date, the Accelerator Model has been successful in meeting interim targets for primary goals:



20,651 Clinical Hours  
Accrued



2,562 Supervision  
Hours



5,272 Clients  
Served

Greater than **85%** candidate retention rate to date

Projected # of Total Candidates by 2027: **205 Candidates**

# WORKFORCE LOUNGE



# Meet Our Panelists



**Amy Conway, MPH**  
Director of Community Health,  
Kaiser Permanente



**Dr. Andrea Meyer-Stinson**  
Director of Workforce Strategy &  
Initiatives, Resilient Georgia



**Julia Pavon, MS, NCC**  
Mental Health Counselor,  
Ser Familia



**Amy René, LCSW**  
Vice President of Community  
Operations, Hillside

# **DISCUSSION**

**LET'S TALK**

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# **TAKEAWAYS & REFLECTION**

**Poll – Let's hear from you!**

*How likely are you to refer a colleague to a future session?*

# We want your feedback!



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/Dec17JamEval>

# Have a suggestion for a future presentation?



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/workforcesolutionsjam>

JOIN US AT THE NEXT WORKFORCE  
SOLUTIONS JAM!

*January 21, 2024*

*at 10:00am PT / 1:00pm ET*

**Bridging the Gap: Advancing a  
Diverse and Resilient SUD Workforce**