



Balancing the Need for Clinical Services amidst the Clinical Workforce Shortage: Building the Pipeline of Licensed Mental Health Providers. Renna Van Oot, CEO, JD, MSS, MLSP and Wendell Covell, Clinical Director, LCSW

*Presentation to The Network* | **May 7<sup>th</sup>, 2023**





# JFS Delaware Fellowship

Meet Our Fellows:

Sa'Myia and Moon

# How did we start? Federal Earmark

- ▶ Earmarks are funds provided by Congress for projects or programs that curtail the ability of the Executive Branch to manage critical aspects of the funds allocation process." — Office of Management and Budget.
- ▶ Federal money that can be set aside to add-on to grants, or carve out specific restrictions.
- ▶ Up until 2021 Earmarks were inactive for 10 years. They were re-acted in 2020, and Congress persons were invited to advocate for their needs.
- ▶ Congress persons put out invites for ideas that fell under a specific topic chosen for DE.

# How to Access Earmarks

- ▶ Make connections with politicians
- ▶ When there are a number of proposals, they will go with someone they know and trust
- ▶ State Senators and State Representatives
- ▶ Leverage relationships
  - ▶ Local senators and reps
  - ▶ Board members



# Our Why

- ▶ Waitlists Skyrocketed
  - ▶ Demand for mental health services increased exponentially following COVID
- ▶ Shortage of Licensed Mental Health Providers
  - ▶ Dozens of master's prepared were ready work but utilizing these clinicians proved challenging
- ▶ DE's population increased over 10% since 2010 and is 7<sup>th</sup> on the list of fastest growing populations.



## Our Solution:

- ▶ Increase the Number of Master's Prepared Clinicians On the Team to Serve Those on the Waitlist.
- ▶ Increase the QUALITY and QUANTITY of Training and Supervision.

## Anticipated Outcomes:

- ▶ Delaware will have 15-20 more licensed providers
  - ▶ 15- 20 tax paying professionals contributing to Delaware's economy
- ▶ 2,000 clients will be served, 14,000 individual, family, group sessions carried out

# Implementation

Recruitment & Staffing

Promotion & Marketing

Onboarding

Training

Supervision

Licensure Prep

Evaluation

Sustainability



# Recruitment & Staffing:

- ▶ Research Required
  - ▶ Licensing
    - ▶ Supervision & Direct Hour Requirements
    - ▶ Coursework and Accreditation Requirements
- ▶ What Are the Gaps?
  - ▶ Focus on Diversity
- ▶ Support Staff
  - ▶ Human Resources
  - ▶ Supervision
- ▶ Recruitment Strategy & Application Process
- ▶ Ongoing Recruitment

# Promotion & Marketing:

- ▶ Brand Awareness
  - ▶ Community Presentation Tour
  - ▶ Fellows Were Trained to Promote their Work; Publish
  - ▶ Press Release
  - ▶ Press Conference
  - ▶ Interview Acceptance
  - ▶ Social Media

# Onboarding Lessons Learned:

- ▶ All Hands on Deck
- ▶ Bring the Cohort in at the Same Time
- ▶ Involve Entire Agency
- ▶ Who is JFS and Why JFS
  - ▶ Agency & Jewish Values
  - ▶ Policies , Procedures & History
  - ▶ Full JFS Service Overview
- ▶ Listen to the Fellows – they have great ideas!!!

# Training, Training, and more Training

- ▶ Evidence Based Models
- ▶ Internal Placements
- ▶ External Placements

## Supervision Structure:

- ▶ Clinical Director
- ▶ Clinical Supervisors
- ▶ Task Supervisor
- ▶ Senior Staff



# Beyond Training...Preparing for Licensure

- ▶ Track hours
- ▶ Advocacy
- ▶ Support with Caseload Transition
- ▶ Test Prep
- ▶ Test Fee
- ▶ Licensure Fee
- ▶ Fellows Agreed to Serve Delaware Non-Profit Sector

# Evaluation:

- ▶ University of Pennsylvania
- ▶ Process: Is this model right?
- ▶ Program: Does it changes people's lives for the better?
- ▶ Design
  - ▶ Quantitative
  - ▶ Qualitative

# Sustainability

- ▶ Know the Insurance Options
- ▶ Advocate to the 3<sup>rd</sup> Party Payers
- ▶ Monetize Group Therapy Options in High Demand
- ▶ Leverage Strengthened Partnerships with Esteemed Collaborators
- ▶ Seeking Endowment: Naming Opportunity for Fellowship
- ▶ Renaming Fellowship to "Residency"
- ▶ Evidence Based Practices
- ▶ Ongoing Commitment to Fellowship Alumni





It will all fit  
together!



**DELAWARE**

Family Services For All

**THANK YOU!**