

# CCBHC-T Workforce Career Accelerator Program

## Employment Site (Clinic) Handbook

### Introduction

The CCBHC-T Workforce Career Accelerator program, designed after the [National Mental Health Workforce Acceleration Collaborative](#), also known as the ‘Accelerator,’ serves to address the behavioral health workforce gaps for licensed behavioral health clinicians (see [Appendix A](#) for a state by state list). The program aims to accelerate pursuit and obtainment of licensure for clinicians-in-training through targeted interventions that address common barriers. For recent graduates, obtaining licensure can take as long as two years based on the required clinical supervision hours, typically 3,000 – 4,000 hours.

This program pairs financial incentives, valuing up to \$8,500, and professional development to participating clinicians-in training (candidates) and Technical Assistance (TA) to their employer. i.e., current or aspiring Certified Community Behavioral Health Clinics (CCBHC) to ensure successful completion of licensure and to enhance retention in employment.

The CCBHC-T Workforce Career Accelerator program offers the state and clinics a framework of candidate and employment technical assistance to meet state and community needs for increasing a trained behavioral health workforce.

**For questions or support** as a CCBHC-T Workforce Career Accelerator Employment Site, contact the National Council at [CCBHCTWorkforce@thenationalcouncil.org](mailto:CCBHCTWorkforce@thenationalcouncil.org)

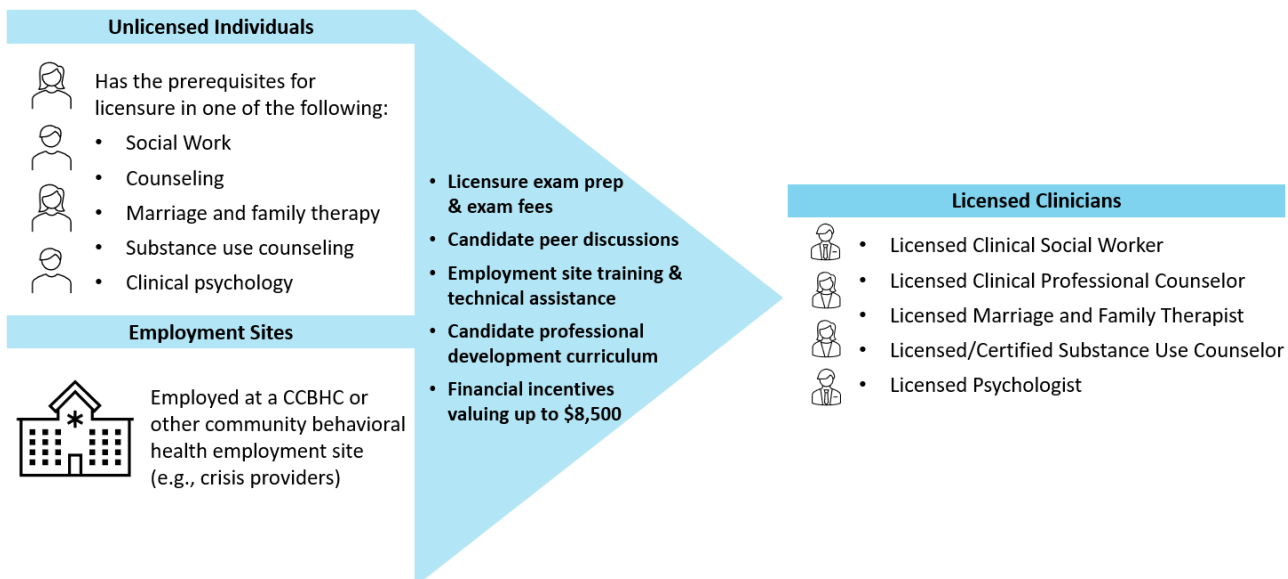
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## Workforce Career Accelerator CCBHC-T Model

The Workforce Career Accelerator provides support to graduates working in clinical settings and pursuing licensure in social work, professional counseling, marriage and family therapy, and substance use counseling, and psychology. Additionally, we are supporting candidates who pursue a certification in addiction counseling to expand access to co-occurring treatment. See [Appendix A](#) for state-specific details on candidate types. Selected candidates can receive up to \$8,500 in benefits and milestone-based financial incentives, including cash stipends and professional development reimbursement. As a part of this program candidates will access licensure prep courses, peer-peer discussions with other candidates, professional development curriculum for practicing in community behavioral health, and financial incentives to minimize the barriers in pursuit of their clinical license. Additionally, the Workforce Career Accelerator works with designated employment sites, current or aspiring CCBHCs, to provide training and technical assistance on best practices in retention and supervision of clinicians.

## CCBHC-T Workforce Career Accelerator Model of Support



The Workforce Career Accelerator has five key roles working in partnership to ensure successful implementation of the program within CCBHC-T.

Role	Responsibility
Program Administrator: 	Oversee and manage design and implementation including employment site preparation and support, candidate recruitment, application, and selection process, administration of candidate professional development support and financial incentives.
State CCBHC-T Team	Advise the implementation design of the Workforce Career Accelerator model.

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State Workforce Advisor	Determined by the State Core Team, serve as a state-workforce subject matter expert, offering state, clinic, and candidate context to implement and maintain a responsive program.
Employment Sites	Employ Workforce Career Accelerator candidates and receive training and technical assistance on building organizational capacity and fostering culture for the recruitment, development, and retention of licensed clinicians.
Candidates	Participate in the Workforce Career Accelerator and pursuing behavioral health licensure while employed at current/aspiring CCBHC, crisis center, or designated collaborating organization (DCO).

The National Council team, as the Program Administrator, will orient and onboard selected employment sites to help recruit eligible candidates. Candidates will apply through an online process, identifying their eligibility and commitment to pursuing behavioral health licensure. Once selected, candidates will enroll through the National Council’s Navigator platform and receive access to on-demand professional development and additional information on accessing the program’s full benefits. This includes information on enrolling in required licensure exam preparation programs or optional virtual supervision.

Candidates will be supported throughout their licensure journey through courses on the Navigator but also through facilitated discussions with other candidates to foster shared learning and collegial support. Throughout their participation, candidates will receive milestone-based financial incentives and professional development reimbursement, leading to the completion of their licensure exam.

**Key milestones to support employment sites and candidates through the Workforce Career Accelerator:**



**Employment Sites Participation & Responsibilities**

Employment sites are critical to the success of a clinician-in-training’s journey towards full licensure. The Workforce Career Accelerator will facilitate clinical licensure attainment for existing and new staff of participating employment sites. Candidates from employment sites will receive training, professional development, and monetary incentives through participation in the program. Supervisors and other staff from employment sites will have the opportunity to attend technical assistance and training activities on recruitment, retention, and supervision offered through the CCBHC Transformation program.

**Participation:** States will advise the selection of employment sites, with a focus on CCBHCs, aspiring CCBHCs, crisis centers, and DCOs. Interested employment sites can contact [cbhctworkforce@thenationalcouncil.org](mailto:cbhctworkforce@thenationalcouncil.org) to learn more about their specific state’s selection process.

Selected employment sites must:

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- Complete a registration form and onboarding survey, [Appendix B](#) and [Appendix C](#), that demonstrates their ability to support Workforce Career Accelerator candidates (existing and/or newly hired behavioral health professionals) in their professional development towards licensure and to provide a safe and conducive learning environment
- Participate in one virtual onboarding session as a Workforce Career Accelerator Employment Site
- Participate in at least two CCBHC-T Clinic TA sessions focused on building organizational capacity and fostering culture for the recruitment, development, and retention of licensed clinicians
- Participate in periodic surveys to monitor performance metrics for the program

Workforce Career Accelerator employment site benefits include:

- Support for staff that are accepted into the Workforce Career Accelerator program
- Free organizational training and technical assistance to support strategic planning for clinician recruitment, retention and burnout prevention and to enhance supervision structures
- Virtual supervision support for clinicians-in-training, if needed, to alleviate current capacity constraints

**Candidate Employment and Support:** Employment sites must provide candidates with employment and related compensation, including salary and benefits. Employment sites will maintain candidates' schedules and facilitate access to direct clinical hours. Employment sites are required to offer administrative supervision to candidates; employment sites are encouraged to provide on-site clinical supervision. If clinical supervision is inaccessible to the candidate through the employment site, virtual supervision will be provided by the Workforce Career Accelerator program. Employment sites may implement employment commitment agreements with employees as a part of program participation, however, these will be created and maintained by the employment site and not the Program Administrator.

**Employment Site Circumstances:** Employment sites must contact the Program Administrator, the National Council for Mental Wellbeing [CCBHCTWorkforce@thenationalcouncil.org](mailto:CCBHCTWorkforce@thenationalcouncil.org), if changes arise with the candidates employment beyond the candidate's control. These changes include, but are not limited to:

- Organizational restructuring that eliminates or revises candidate position
- Organizational merger, acquisition, consolidation, etc.
- Organization location changes

Employment sites may contact the National Council to address situations that may affect the candidate licensure attainment. Additionally, employment sites may request additional TA to further develop and/or improve workforce practices within their clinic.

## **Candidate Recruitment, Selection, and Professional Development**

**Professional Types:** The certification and/or licensure pathway for the professional type will be unique to each state; the Workforce Advisor will advise on these pathways and the additional information that is needed for professional development. The current list of professional types to include in the Workforce Career Accelerator program are:

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- Licensed Clinical Social Workers,
- Licensed Professional Counselors,
- Licensed Marriage and Family Therapists,
- Licensed Substance Use/Addiction Counselors (and Certified Addiction Drug Counselors)
- Licensed Psychologists

**Participation Expectations:** Candidates are expected to:

- Have the prerequisites for the licensure (e.g., limited licenses, master’s degree, etc.)
- Demonstrate commitment to the licensure journey
- Engage in Workforce Career Accelerator learning and engagement activities
- Be employed or have a letter of employment commitment with a CCBHC or other behavioral health clinic (i.e., employment site) selected by the State
- A candidate can receive the full milestones payments even after licensure attainment, as long as they maintain employment with an approved employment site and continue to engage in learning activities provided by the Workforce Career Accelerator.

**Recruitment:** The Program Administrator is responsible for preparing State-specific recruitment strategies and materials, with input from the State Core Teams and Workforce Advisor. The state will drive recruitment efforts and dissemination of recruitment materials to employment sites, academic institutions, and professional associations, where relevant and agreed.

**Application & Selection:** The Program Administrator is responsible for leading candidate application and selection processes. State Core Teams and the Workforce Advisor can propose additional screening criteria to be included within the application and review process, [Appendix C](#).

Selection Prioritization criteria

- Recently obtained (within the past year) qualifying prerequisites (e.g., master’s degree) and is beginning to accrue licensure hours OR previously began working toward licensure but left the behavioral health field and has now re-entered with the intention of resuming pursuit
- Demonstrate financial need to obtain licensure or experience significant financial hardship in doing so without support from the accelerator program
- Other State Core Team proposed expectations

A “Selected Candidate” package will be provided to the State Core Team for final review prior to notification to candidates.

Requests for applications (candidate recruitment) will occur initially in Spring 2026, with the potential for additional recruitment and application process to occur throughout June 2028.

**Professional Development & Support:** Candidate professional development and support will be offered in several methods through the Workforce Career Accelerator program:

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- Virtual training through the National Council's Navigator program that provides support and content in delivering care in community behavioral health settings, like CCBHC. Content will be available to candidates through:
  - Asynchronous learning modules
  - Participation in the Navigator community forum when state-specific questions or topics are posted
- Inter-personal candidate support through regular office hours and peer discussions with candidates
- Professional development incentives with a value of up to \$1,500 will be provided to candidates as they achieve milestones to attain additional support in licensure attainment, such as licensure prep courses offered through vetted programs (i.e., Triad, AATB, etc.).

**Supervision:** The Program Administer will ensure candidates receive supervision necessary to advance their licensure requirements. The Program Administrator will assess supervision adequacy of employment sites to ensure it meets necessary requirements. If the employment site is unable to supply sufficient supervision and/or the candidate would prefer non-employment site supervision, the Program Administrator will facilitate connection to a preferred partner Motivo who provides access to tele-supervision, whose costs can be supported by the professional development incentives offered to the candidate.

#### **Candidate Circumstances**

**Candidate Departure:** Candidates will not forfeit program enrollment or lose progress toward financial incentive milestones when they depart from their employer if they find employment at an approved employment site within 6 months of their departure. Progress will be paused until a candidate is with a new employment site, candidates can continue to engage in other no-cost program activities like training and technical assistance, peer learning and other resources to support their journey toward licensure. Candidates will also maintain access to the professional development funds available for reimbursement.

If a candidate departs from an approved employment site and does not resume employment at another approved employment site within 6 months, they will forfeit program enrollment and progress towards their milestone incentives.

Candidates are required to notify the Program Administrator of any changes in employment as soon as feasible at [CCBHCTWorkforce@thenationalcouncil.org](mailto:CCBHCTWorkforce@thenationalcouncil.org).

**Candidate Leave:** If candidates are placed on extended leave during their employment (e.g., extended medical leave, parental leave, unpaid leave, disciplinary leave), progress toward financial incentive milestones will be paused until they return to work. Employer-provided vacation, paid time off or holidays are exempt from this policy. Candidates on leave will continue to have access to professional development reimbursements and no-cost program resources and activities.

Candidates are required to notify the Program Administrator of any changes in employment as soon as feasible at [CCBHCTWorkforce@thenationalcouncil.org](mailto:CCBHCTWorkforce@thenationalcouncil.org).

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## Financial Milestones and Incentives

The Workforce Career Accelerator program provides funding to candidates as they advance their progress towards licensure/certification and incentivize retention in the community-based behavioral health workforce.

**Candidate Incentives:** Eligible candidates receive program funding directly through milestone-based financial incentives. Selected candidates will be offered up to \$8,500 value in benefits through incentive payments and professional development reimbursement after meeting four key milestones during their enrollment in the program.

**Incentive payments** support candidates with ancillary costs associated with pursuing licensure, participating in the Workforce Career Accelerator program, and maintaining employment, such as transportation, childcare, housing, and other necessities. These incentives are calculated using estimated time for candidates to participate in learning activities and time to develop skills in pursuit of their licensure and maintenance of employment as a clinician. Monetary incentives are delivered to candidates in four payments at 3-month, 12-month, 18-month, and full completion of the Workforce Career Accelerator program.

- Documentation for incentive payments is required at each milestone by the candidate. Namely, candidates will provide evidence they are still employed with the CCBHC employment site, i.e., employment verification; they will report the number of supervision hours completed at the time of reporting for the incentive payments; and the Program Administrator will verify completion of at least two Navigator courses. At the completion of the program or prior to, candidates will provide proof of licensure or certification attainment.

**Professional development reimbursements** reimburse candidates for out-of-pocket costs that support a candidate’s progress in achieving licensure, such as licensure prep course costs, textbook, journal subscription, licensure exam costs. Candidates can submit for professional development reimbursement at 12 months and completion of the program and must be demonstrated by invoice or receipt.

Incentive Overview	
Incentive payment	\$7,000
Professional development reimbursement, as expended	\$1,500
<b>Total</b>	<b>\$8,500</b>

Milestone	Incentive Payment	Professional Dev Reimbursement	Documentation Provided by Candidate
<b>Milestone 1</b> 3 months of program participation	\$800	\$450 Value for Triad Subscription	<ul style="list-style-type: none"> <li>• Completed paperwork with the Program Administrator</li> <li>• Participation in Orientation, Orientation Survey, and one other LMS Course</li> <li>• Employment Verification</li> <li>• Report on Supervision Hours</li> </ul>
<b>Milestone 2</b> 12 months of program participation	\$2,500	Up to \$1,050 reimbursement, including for	<ul style="list-style-type: none"> <li>• Employment Verification</li> <li>• Report on Supervision Hours</li> <li>• Participation in at least two LMS Courses</li> </ul>

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		Licensure exam costs and fees	<ul style="list-style-type: none"> <li>• Invoices for professional development purchases</li> <li>• Employment Verification</li> <li>• Report on Supervision Hours</li> <li>• Participation in at least two LMS Courses</li> </ul>
<b>Milestone 3</b> 18 months of program participation	\$1,700		
<b>Milestone 4</b> Demonstrate obtained clinical licensure	\$2,000		<ul style="list-style-type: none"> <li>• Employment Verification</li> <li>• Report on Supervision Hours</li> <li>• Participation in at least two LMS Courses</li> <li>• Invoices for professional development purchases</li> <li>• Invoice of exam and licensure fees</li> <li>• Proof of Licensure</li> </ul>
<b>Total</b>	<b>\$7,000</b>	<b>Up to \$1,500</b>	<b>\$8,500</b>

**Virtual supervision subscription reimbursement** is available to candidates who need access to this service. Reimbursement will be provided as a component of a candidate’s professional development reimbursement for up to \$15,000 in virtual supervision costs through [Motivo Health](#). Candidates can submit for reimbursement at 3-months, 12-months, and 18-months, and completion of the program and must be demonstrated by supervision hours and invoice receipt.

**For questions or support** as employment site in the Workforce Career Accelerator program please contact the National Council at [CCBHCTWorkforce@thenationalcouncil.org](mailto:CCBHCTWorkforce@thenationalcouncil.org)

## Appendix A Workforce Career Accelerator Licensure Types by State

### Illinois:

- Licensed Clinical Social Worker (LCSW); [Licensing Information](#)
- Licensed Clinical Professional Counselor (LCPC); [Licensing Information](#)
- Licensed Clinical Psychologist (LCP); [Licensing Information](#)
- Licensed Marriage and Family Therapists (LMFT); [Licensing Information](#)
- Certified Alcohol and Other Drug Counselor (CADC); [Licensing Information](#)
- Certified Advanced Alcohol & Drug Counselor (CAADC); [Licensing Information](#)

### Kansas:

- Licensed Specialists Clinical Social Worker (LSCSW); [Licensing Information](#)
- Licensed Clinical Professional Counselor (LCPC); [Licensing Information](#)
- Licensed Clinical Psychotherapist (LCP); [Licensing Information](#)
- Licensed Psychologists; [Licensing Information](#)
- Licensed Marriage and Family Therapists (LMFT); [Licensing Information](#)
- Licensed Clinical Addiction Counselor (LCAC); [Licensing Information](#)

### Michigan:

- Licensed Master's Social Worker (LMSW); [Licensing Information](#)
- Licensed Professional Counselor (LPC); [Licensing Information](#)
- Master's Limited Psychologists (LLP); [Licensing Information](#)
- Licensed Psychologist (LP); [Licensing Information](#)
- Licensed Marriage and Family Therapists (LMFT); [Licensing Information](#)
- Certified Alcohol & Drug Counselor (CADC); [Licensing Information](#)
- Certified Advanced Alcohol & Drug Counselor (CAADC); [Licensing Information](#)

## Appendix B. Workforce Career Accelerator Employment Site Registration Form

The following questions will be completed by interested clinics to be selected as Employment Sites for the CCBHC-T Workforce Career Accelerator program.

Question	Response Options
1. In what state do you provide behavioral health services? Organizations outside of these areas are not eligible at this time and will not be considered.	<ul style="list-style-type: none"> <li>• Illinois</li> <li>• Kansas</li> <li>• Michigan</li> <li>• None of the above states</li> </ul>
2. Organization Name	<ul style="list-style-type: none"> <li>• Dropdown menu of organization names by state</li> <li>• “Other” text box option</li> </ul>
3. Registration Form Point of contact	Name/Email/Role
4. Organization’s Human Resource Manager, Hiring Manager, or Personnel Point of Contact	Name/Email
5. Indicate the number of clinicians-in-training your employment site can support through the Workforce Career Accelerator (July 2025 – June 2028)	#
6. Which clinician type does your organization currently need more of to meet the needs of your community? (Select all that apply.)	<ul style="list-style-type: none"> <li>• Licensed Clinical Professional Counselor</li> <li>• Licensed Marriage and Family Therapist</li> <li>• Licensed Clinical Social Worker</li> <li>• Licensed Alcohol and Drug Counselor or Certified Alcohol and Drug Counselor (or similar)</li> <li>• Licensed Psychologist</li> </ul>
7. Which licenses are you capable of offering in-house supervision	<ul style="list-style-type: none"> <li>• Licensed Clinical Professional Counselor</li> <li>• Licensed Marriage and Family Therapist</li> <li>• Licensed Clinical Social Worker</li> <li>• Licensed Alcohol and Drug Counselor or Certified Alcohol and Drug Counselor (or similar)</li> <li>• Licensed Clinical Psychologist</li> </ul>
8. Do you offer clinicians-in-training group supervision or other peer-peer learning opportunities?	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

## Appendix C. CCBHC-T Workforce Career Accelerator Employment Site Onboarding Survey

Question	Response
1. List the total number of unique people served at your employment site in the 2025 calendar year (keeping consistent with the clinic baseline)	#
2. List the total number of employed staff at your employment site	#
3. List the total number of staff (admin and clinical) vacancies at your employment site	#
4. List the total number of licensed clinician vacancies applicable to this program (LCSW, LCPC, LMFT, LACD, LCP...etc.) at your employment site	#
5. Do you offer your clinicians-in-training any of the following other benefits? (Select all that apply.)	<ul style="list-style-type: none"> <li>• Health Insurance</li> <li>• Retirement match</li> <li>• Student loan forgiveness</li> <li>• Tuition reimbursement</li> <li>• Professional development</li> <li>• Specialized trainings</li> <li>• Continuing education credits</li> <li>• Mileage reimbursement</li> <li>• Other</li> <li>• None of the above</li> </ul>
6. Describe the effectiveness of your recruitment efforts for clinicians-in-training.	<p><b>Likert Scale 1-4</b></p> <p>1 – Our organization needs better processes for recruitment</p> <p>4 – Our organization is highly effective at recruiting clinicians-in-training</p>
7. Describe the effectiveness of your retention efforts for clinicians.	<p><b>Likert Scale 1-4</b></p> <p>1 – Our organization could improve retention efforts</p> <p>4 – Our organization excels at retaining clinicians</p>
8. Describe your organization’s policies and practices focused on employee wellbeing.	<p><b>Likert Scale 1-4</b></p> <p>1 – Our organization does not have any policies on employee wellbeing</p> <p>4 – Our organization has strong policies and practices focused on employee wellbeing</p>
9. Describe your organization’s pathways for clinician career advancement.	<p><b>Likert Scale 1-4</b></p> <p>1 – Our organization does not have clear clinician career advancement pathways</p> <p>4 – Our organization has clear advancement pathways used by our clinicians</p>
10. How likely do you think clinicians would recommend working at your organization to a friend or colleague?	<p><b>Likert Scale</b></p> <p>1 – Not at all likely</p>

<p>11. Please select all statements that describe your employment site.</p>	<p>4 – Very Likely</p> <ul style="list-style-type: none"><li>• Located in a rural area.</li><li>• Located in a Health Professional Shortage Area (HPSA) (see <a href="#">HRSA webpage</a> for HPSA finder tool).</li><li>• Our mission focuses on serving under-resourced populations in the community.</li><li>• Provides services in languages other than English or has providers with cultural/linguistic competencies that address community needs.</li><li>• Provides integrated or coordinated care with other community-based organizations, schools or primary care providers.</li><li>• None of the above apply.</li></ul>
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### Appendix D. Workforce Career Accelerator Candidate Screener and Application

The following questions will be completed by applicants and candidates on the eligibility screener and candidate application for the Workforce Career Accelerator program.

Question	Response Options
<p>1. First and Last Name</p> <p>2. In what state are you employed and pursuing licensure?</p> <p>Please note you must be employed and accruing (or plan to accrue) clinical hours at an approved site in one of the following states: Illinois, Kansas, Michigan. Applicants outside of these areas are not eligible at this time and will not be considered.</p>	<ul style="list-style-type: none"> <li>• Open text box</li> <li>• Illinois</li> <li>• Kansas</li> <li>• Michigan</li> <li>• None of the above states</li> </ul>
<p>3. Do you hold a master’s degree from an accredited program in counseling psychology, mental health counseling, marriage and family therapy/counseling, social work or substance use/addiction counseling or a doctoral degree in psychology from an accredited program?</p>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No, but I will graduate before July 2026 with a graduate degree from accredited program in the program fields mentioned.</li> <li>• Other. I’m pursuing a CADC with a Bachelor’s or High School degree.</li> <li>• No</li> </ul>
<p>Please list your graduation date or expected graduation date from an accredited master's degree program</p>	<p>Date prior to July 1, 2026</p>
<p>What clinical license are you pursuing or planning to pursue?</p>	<ul style="list-style-type: none"> <li>• Licensed Clinical Professional Counselor (LCPC)</li> <li>• Licensed Marriage and Family Therapist (LMFT)</li> <li>• Licensed Clinical Social Worker (LCSW or LSCSW or LMSW)</li> <li>• Licensed Clinical Addiction Counselor or Certified Advanced Alcohol &amp; Drug Counselor (LCAC or CAADC)</li> <li>• Licensed Clinical Psychologist (LCP)</li> <li>• Master’s Limited Psychologists (LLP)</li> <li>• Licensed Psychologist (LP)</li> <li>• Certified Alcohol and Drug Counselor (CADC)</li> <li>• Other</li> <li>• None</li> </ul>
<p>Do you meet the qualifications to begin working toward your respective clinical licensure in your state?</p>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
<p><b>Acknowledgement Statement:</b> I understand that to be eligible for the program, I must meet the qualifications required by my state to begin working toward my respective clinical licensure or CADC credentialing at the date of hire or soon after the start of employment.</p>	<ul style="list-style-type: none"> <li>• Checkbox: I understand</li> </ul>

**APPLICATION QUESTIONS**

Candidates are expected to identify or hold employment at an approved employment site within their state. Please choose your employer from the list of sites.	<ul style="list-style-type: none"> <li>Open text box</li> </ul>
Do you currently have an associate license (e.g., LSW, LMSW, LAPC, LAMFT)? If so, please list it below. Please enter N/A if not applicable	Degree Credentials or N/A
Please enter the number of direct clinical hours you have accrued toward your clinical license.	#
Please enter the percentage of clinical supervision hours you have accrued toward your clinical license.	%
Provide Supervisor title and contact information, and organization if different from your employment site. If supervisor isn't identified yet, list the HR representative information	Name/Email
<b>OPTIONAL APPLICATION BACKGROUND QUESTIONS:</b>	
How would you describe your ability/disability status?	<ul style="list-style-type: none"> <li>I have a disability (e.g., vision, hearing or mobility impairment; dyslexia; chronic illness; mental health challenge).</li> <li>I do not identify as having a disability or impairment.</li> <li>I prefer not to answer.</li> </ul>
Do you identify as a person with lived or living experience of mental health and/or substance use challenges?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>
Are you a veteran of the military armed forces or a family member of a veteran of the military armed forces?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>
How would you describe the socioeconomic status of your family of origin?	<ul style="list-style-type: none"> <li>Low income</li> <li>Lower-middle income</li> <li>Middle income</li> <li>Upper-middle income</li> <li>High income</li> <li>Prefer not to answer</li> </ul>
Are you concerned about academic debt following graduation?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>
Are you the first person in your family to graduate from college?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>
Are you a parent or caregiver?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>
Are you fluent in two or more languages?	<ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Prefer not to answer</li> </ul>

