

Certified Community Behavioral Health Clinic Transformation CCBHC-T Workforce Career Accelerator

Frequently Asked Questions

April 16, 2026

Employment Sites

Is there a limit on the number of employment sites and/or candidates can apply for the program?

No, the program does not limit the number of employment sites we engage with. We encourage you to share this opportunity with all eligible staff and we anticipate being able to accommodate most applicants as candidates.

I don't see my organization listed as an employment site in the [Registration Form](#)?

Please select "Other" in the drop down and indicate your organization's name when completing the form.

What are the key Employment Site responsibilities?

Below are the basic expectations of employment sites participating in the Workforce Career Accelerator:

- Employ and supervise clinicians in training participating in the Workforce Career Accelerator (these can be existing or new employees)
- 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 by June 2028
- Participate in periodic surveys to monitor performance metrics for the program. We anticipate this to be limited information recorded at half-way and at the end of the program.

[Email us](#) for a copy of the Employment Site Handbook, which contains all requirements.

If an employment site provides supervision for candidates accepted into the program, would the employment site be reimbursed for the supervision hours?

This program does not offer clinical supervision reimbursement to employment sites.

Are Designated Collaborating Organizations (DCOs) of CCBHCs eligible as an employment site?

Yes, partner organizations to CCBHCs, such as DCOs, are eligible employment sites. Contact CCBHCTworkforce@thenationalcouncil.org if you have questions about your eligibility as an employment site.

Are employment sites and/or candidates expected to use Motivo?

No, employment sites and/or candidates are not expected to use Motivo. We encourage employment sites to leverage on-site clinical supervision where available. The program has support available to a limited number of candidates to access virtual supervision when an employment site cannot provide it on-site. This includes supervision for substance use licensure. Candidates may use up to \$1,050 of their professional development funds for supervision.

To engage with supervision via Motivo, candidates may visit <https://motivohealth.com/therapist-clinical-supervision> or email community@motivohealth.com.

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If more financial support is necessary, candidates are strongly encouraged to reach out directly to the National Council at ccbhcworkforce@thenationalcouncil.org first.

Candidates

Where can I learn more about the program?

Please register for one of our candidate informational sessions below, where we will discuss more about the program and answer any questions

- **CCBHC-T Workforce Career Accelerator Candidate Informational Session #1**
 - Tuesday, 5/5, from 4-4:45 pm CT (5-5:45 pm ET) ([Register here](#))
- **CCBHC-T Workforce Career Accelerator Candidate Informational Session #2**
 - Wednesday, 5/13, from 5:30–6:15 pm CT (6:30-7:15 pm ET) ([Register here](#))
- **CCBHC-T Workforce Career Accelerator Candidate Informational Session #3**
 - Tuesday 5/19, from 12–12:45 pm CT (1-1:45 pm ET) ([Register here](#))

I’m a candidate interested in the program, how do I apply?

Please visit <https://ica.mentalhealthfirstaid.org/?program=ccbhct> to apply. You will be asked to enter your email and verify with a code to proceed. Applications close May 22nd, 2026 at 11:59 PM PST.

Why should I apply to the CCBHC-T Workforce Accelerator Program?

It’s long been known that achieving licensure is extremely difficult for many, and those obstacles have dissuaded many people from completing all the steps necessary to become licensed. [Motivo Health found](#) that more than half (54%) of master’s-level therapists and social workers never make it to licensure. The CCBHC-T Workforce Accelerator program addresses this challenge by making up to \$8,500 in financial benefits available to eligible candidates to help them reach licensure.

What are the program financial benefits?

Candidates can receive up to \$7,000 in direct financial benefits via milestone payments and up to a \$1,500 value of professional development. Professional development incentives include automatic enrollment in Triad test prep services throughout their participation in the program (a \$450 value) and the option to be reimbursed for up to \$1,050 for other professional development costs, such as licensure exam costs and fees.

What is the payment timeline?

Program Timeline	July 2026	October 2026	July 2027	January 2028	June 2028
Engagement	Program Start!	3-months Program Participation	12-months Program Participation	18-months Program Participation	24 months Program Participation
Incentive Payments <i>(total up to \$7,000)</i>		\$800	\$2,500	\$1,700	\$2,000
Professional Dev. Reimbursement <i>(total up to \$1,500*)</i>		*\$450 value for Triad (auto enrolled by National Council)	\$1,050 reimbursement for professional development, including Licensure Exam Costs and Fees		
Milestone Payment Requirements for all Candidates		<ul style="list-style-type: none"> • Completed paperwork with the Program Administrator • Participation in Orientation, Orientation Survey, and one other LMS Course • Employment Verification 	<ul style="list-style-type: none"> • Employment Verification • Participation in at least two LMS Courses • Invoices for professional development purchases 	<ul style="list-style-type: none"> • Employment Verification • Participation in at least two LMS Courses 	<ul style="list-style-type: none"> • Employment Verification • Participation in at least two LMS Courses • Invoices for professional development purchases
Milestone Payment Requirements at each Milestone, as appropriate and applicable to the Candidate		<ul style="list-style-type: none"> • Report on Supervision Hours** • Invoice of exam and licensure fees • Proof of Licensure 			

Are individuals eligible as candidates if they are already working toward their clinical license or individuals who are only interested in the test prep portion of the program?

Yes! We encourage them to apply.

If a candidate obtains licensure or certification prior to one of the time-based milestones (e.g., 18 months), are they still eligible for all four milestone incentives?

We are accepting eligible candidates who are currently pursuing licensure. A candidate can continue to participate in the program and 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.

What does a candidate need to provide to receive milestone incentive payments?

The program requires candidates to participate in at least two live or on-demand learning opportunities, which average about an hour in length, between each milestone payment. Milestone payment periods vary in length but are all greater than 3 months. They will also be asked to participate in infrequent, brief surveys (no more than 2 times during participation in the program).

Participants must also report employment status and proof of payment of professional development costs for which the individual is seeking reimbursement.

Candidates who are currently pursuing clinic licensure or certification must also report the clinical supervision hours obtained at the point of milestone reporting.

How are candidates selected?

National Council for Mental Wellbeing will select candidates using the following criteria:

- Has the prerequisites for the certification/licensure (e.g., limited license, master's degree, etc.). For each state this includes:

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](#)
- Demonstrates commitment to the certification/licensure journey
- Be employed or have a letter of employment commitment with a participating employment site
- Prioritized for selection if they demonstrate financial need to obtain certification/licensure or experience significant financial hardship in doing so without support from the accelerator program

After selection, candidates will receive detailed instructions on the next steps to finalize enrollment within the program, including:

- Completing required paperwork with the National Council for Mental Wellbeing to facilitate milestone payments and reimbursements.
- Invitation to create an account with the Workforce Career Accelerator's Learning Management System
- Invitation for a candidate onboarding session

Employment sites will be notified of candidates selected from their organization.

Can you further describe “meet the qualifications to begin working toward your respective clinical licensure in your state” for Certified Addiction Drug Counselors, Licensed Addiction Drug Counselors, and Clinical Supervisors?

The Workforce Career Accelerator program will support pursuit towards licensure and/or certifications that expand access to treatment for people living with substance use disorders. The licensure and certification must include a component requiring supervised clinical hours to achieve licensure. These include:

Illinois:

- Certified Alcohol and Other Drug Counselor (CADC); [Licensing Information](#)
- Certified Advanced Alcohol & Drug Counselor (CAADC); [Licensing Information](#)

Kansas:

- Licensed Clinical Addition Counselor (LCAC); [Licensing Information](#)

Michigan:

- Certified Alcohol & Drug Counselor (CADC); [Licensing Information](#)
- Certified Advanced Alcohol & Drug Counselor (CAADC); [Licensing Information](#)

Please contact CCBHCTWorkforce@thenationalcouncil.org if you have any questions. Individuals seeking certification as a clinical supervisor should contact CCBHCTWorkforce@thenationalcouncil.org to discuss options to support this pursuit.

Are there parameters on the clinical services a candidate can be employed in to earn clinical hours?

The CCBHC-T Workforce Career Accelerator is focused on increasing clinical workforce in community based behavioral health services, aligned with and in support of the Certified Community Behavioral Health Clinic (CCBHC) model. Contact ccbhctworkforce@thenationalcouncil.org for any questions you may have about clinical services.

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Are Licensed Master Level Psychologists, who can then become clinically licensed as Licensed Clinical Psychotherapists, eligible as candidates?

Yes, we'll make corrections to our materials to reflect that Master Level Psychologists as eligible candidates. Contact CCBHCTworkforce@thenationalcouncil.org if you have any questions about candidate eligibility.

Could this program assist clinicians in pursuing a specific practice certification, rather than a clinical license? Examples of this would be play therapy, DBT or Accelerated Resolution Therapy.

No, the program's focus is to expand clinical licensure in mental health and substance use.

Is there a requirement for the number of weekly hours to participate in learning and support opportunities?

The program will require candidates to participate in at least 2 live or on-demand learning opportunities, which average about an hour in length, between each milestone payment. Milestone payment periods vary in length but are all greater than 3 months.

Does this program require an employment commitment for the candidate/employee?

No, the program does not require employment commitment for candidates beyond the program end date. However, a candidate must maintain employment while enrolled in the program to continue to receive milestone payments, including after licensure attainment if that occurs prior to June 2028.

Are there any associated costs for the candidates?

There are no direct costs for candidates to take part in the program, other than what would typically be expected of them to pursue licensure. To receive reimbursement for professional development opportunities outside of the provided free offerings, candidates must provide proof of payment to receive compensation.

Can candidates participate in the program if they are part-time employees?

We'll approve part-time candidates on a case-by-case basis. We encourage candidates to be full-time employees to pursue their clinical licensure by the end of the program. However, there will be scenarios where it will be acceptable to have part-time staff as candidates, for example, if a clinician-in-training provides 75% clinical services and 25% administrative supervision during their work week.

Do the candidates have to live within the licensing state for those in remote or hybrid roles?

The candidates do not necessarily need to live in IL, MI, KS - but must be pursuing clinical licensure at an employment site located within one of these states.

Will this program expedite the licensing process?

The program is intended to support clinicians-in-training to obtain their licensure as full-time employees, which typically takes around 2 years from start to finish.

Is this program only for individuals who have a limited license?

The CCBHC-T Workforce Career Accelerator is focused on post-master's graduates, with added support for those seeking additional certification to expand substance use care. Candidates must be eligible and meet state requirements for full clinical licensure in social work, professional counseling, marriage and family therapy, and substance use counseling, which may require a limited license as a prerequisite.

Will there be future opportunities for candidates to apply and enroll in the Workforce Career Accelerator?

We anticipate there will be future opportunities to recruit additional candidates and will communicate if another application period is open to each State and their provider networks.

What is the process to notify the National Council for Mental Wellbeing if a candidate separates from the organization prior to completing the program?

Please contact CCBHCTWorkforce@thenationalcouncil.org if a candidate departs your employment site prior to completing the program. Candidates must also notify the National Council for Mental Wellbeing of their departure as well.

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 department.

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.