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Behavioral Health Education, Retention, & Expansion Network of Nevada

Legislative Report



BeHERENV
Behavioral Health Education, Retention,
& Expansion Network of Nevada

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Photo taken by BeHERE NV Staff

Background



Photo taken by BeHERE NV Staff

For many years, Nevada has ranked 51st in the nation when it comes to the prevalence of mental illness and access to mental healthcare ([Mental Health America](#)). Shortages in workforce numbers across multiple mental health disciplines have been documented throughout the state ([Office of Statewide Initiatives; HRSA Health Professional Shortage Areas](#)). It is estimated that about 85% of Nevada residents live in a federally designated mental health professional shortage area ([Office of Statewide Initiatives](#)).

Other states experiencing the same issues, especially in rural and frontier areas, are implementing a “grow our own” model of workforce development through legislative action. In 2009, the Nebraska Legislature passed LB 603 which created the Behavioral Health Education Center of Nebraska ([Nebraska Revised Statutes § 71-830](#)). Similarly, Illinois passed and signed the Health Care and Human Services Reform Act into law in 2021 that established the Illinois Behavioral Health Workforce Center. In 2023, in collaboration with the University of Nevada Las Vegas (UNLV), the Nevada Rural Regional Behavioral Health Policy Board sponsored Assembly Bill 37 (AB 37). The bill outlined the creation of a statewide behavioral health workforce development center with the Nevada System of Higher Education (NSHE). The 82nd Nevada Legislature unanimously passed AB 37 and Governor Joe Lombardo approved it in June 2023.

In July 2023, UNLV submitted a proposal to NSHE to establish the behavioral health workforce development center in accordance with AB 37. The proposal included a name for the center - Behavioral Health Education, Retention, and Expansion Center of Nevada (BeHERE NV). The proposal went before the NSHE Board of Regents at their quarterly meeting in September 2023. It was approved by the Board, and implementation began on October 1, 2023. It is administratively housed in the Department of Psychiatry and Behavioral Health in the Kirk Kerkorian School of Medicine at UNLV.

Executive Summary

ACKNOWLEDGEMENTS



Photo taken by BeHERE NV Staff

BeHERE Nevada would like to thank the Nevada Rural Regional Behavioral Health Policy Board for creating and sponsoring Assembly Bill 37 in the 82nd Nevada Legislature (2023). We want to acknowledge the Nevada System of Higher Education and Board of Regents for their support and oversight in establishing BeHERE Nevada. We express our gratitude to the University of Nevada Las Vegas and Kirk Kerkorian School of Medicine at UNLV for their ongoing support in serving as our administrative location. BeHERE Nevada also wishes to acknowledge our partnership with the Office of Statewide Initiatives and the Community Behavioral Health Collaborative at the University of Nevada Reno.

Executive Summary

GOALS

Modeled after the Behavioral Health Education Center of Nebraska (BHECN), BeHERE NV aims to focus on a “grow our own” model of workforce development. The following are the goals of BeHERE NV:

Provide outreach and education about behavioral health professionals to K-12 and adult learners in Nevada.

Highlight education pathways within the Nevada System of Higher Education for behavioral health skills training, certificates, and degrees.

Expand behavioral health training within higher education with an emphasis on building a diverse workforce.

Increase post-graduate internship opportunities and supervisors.

Retain the existing Nevada behavioral health workforce through outreach and technical assistance.

Additionally, the establishment of our center is highlighted as a goal in the Silver State Health Improvement Plan 2023-2028 published by the Nevada Division of Public and Behavioral Health (2004).

Executive Summary

Summary of Early Implementation and Accomplishments

Administration/Staffing: BeHERE NV successfully established its administrative hub within the Kirk Kerkorian School of Medicine at the University of Nevada, Las Vegas. Dr. Sara Hunt, Associate Professor within the Department of Psychiatry and Behavioral Health was named the Executive Director of BeHERE NV. To date, 5 additional staff have been added to the team and a Graduate Assistant position has been established.

Marketing: In order to set roots across the state, BeHERE NV prioritized the development of a logo and branding strategy. The brand centers on the color green as the identified color for mental health awareness, and the logo features the outline of multiple people within the shape of Nevada to signify our workforce development network.

Grant development: In February 2024, BeHERE NV received a notice of award from the Nevada Division of Public and Behavioral Health to fund a proposal to establish a two-year scholarship program (BeHERE Scholars). Fully executed, the grant will fund scholarships for 24 students attending one of six Master's level mental health programs at UNLV and UNR.

Technical assistance and training: BeHERE NV initiated a one-year contract with the Behavioral Health Education Center of Nebraska (BHECN) for BeHERE NV to receive consultation and technical assistance in our development. Our team was able to complete two onsite visits to Nebraska to meet with BHECN staff and observe their programs. We continue to have follow-up meetings as needed.

Data and Evaluation: BeHERE NV initiated a contract with the University of Nevada, Reno (UNR) Office of Statewide Initiatives to create and oversee a plan for ongoing workforce data collection and analyses as well as program evaluation.

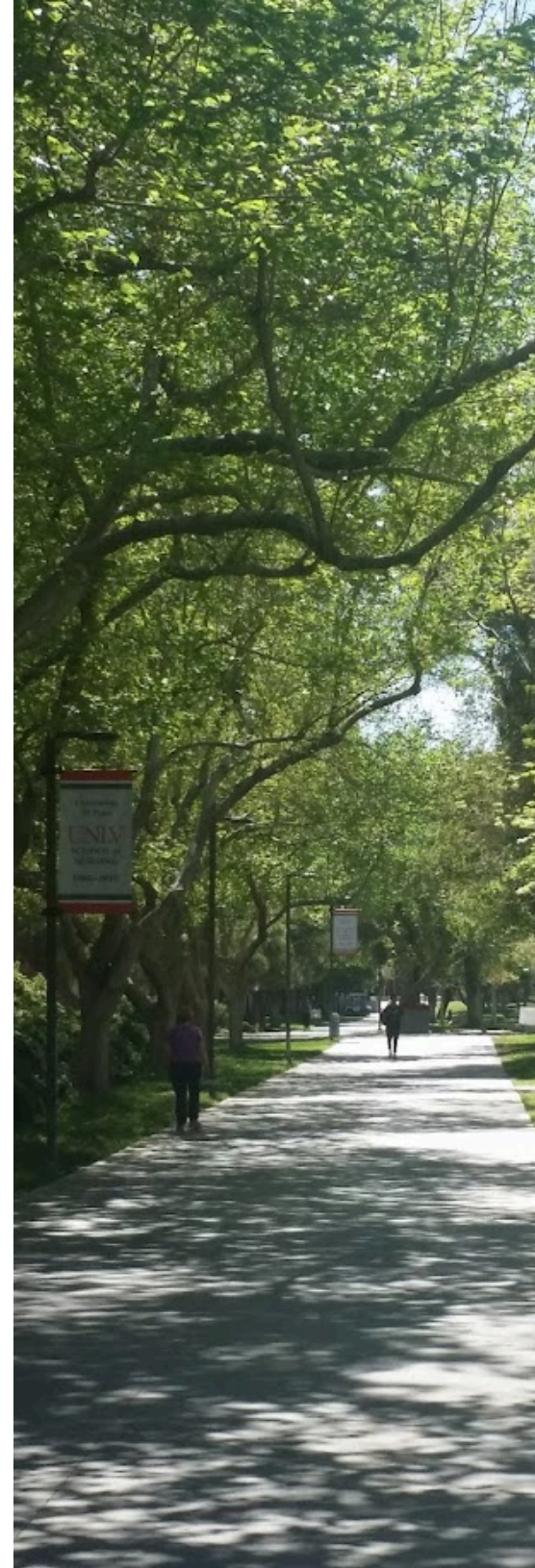


Photo taken by BeHERE NV Staff

Executive Summary

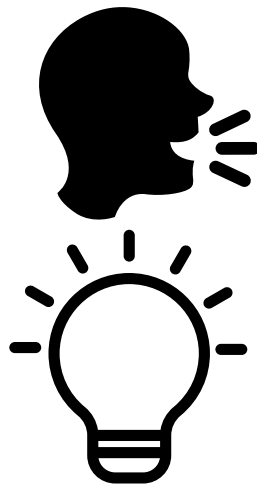


Photo taken by BeHERE NV Staff

Stakeholder Engagement

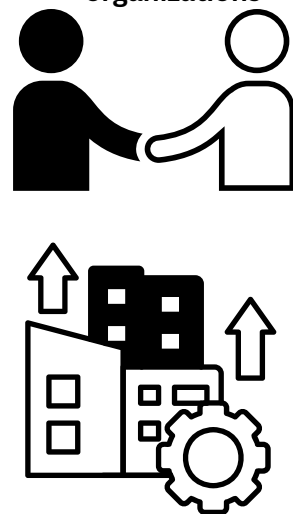
Upon implementation in October 2023, BeHERE NV staff have embarked on multiple listening tours with stakeholders to understand where the pipeline already exists, where there are gaps, and opportunities to build new sections. This listening tour included meetings with representatives at each of the NSHE institutions, organizations who focus on healthcare recruitment, licensing boards, and K-12 education institutions. Overall, stakeholders supported the goals of BeHERE NV, shared important insights, and supported connections to additional resources and stakeholders.

Listening Tours



Insights, new opportunities, and ideas emerging from the discussions

Collaboration and support from various stakeholders, institutions, organizations



Development and improvement of the pipeline

Executive Summary

Photo taken by BeHERE NV Staff



Recruitment

The K-12 curriculum has established a framework to focus on content and delivery. Early implementation accomplishments include:

Development and delivery of career workshops for Human and Social Services CTE students at Reed High School and UNR Upward Bound students

Representation at K-12 career fairs, reaching over 1,000 Nevada students

Distribution of over 700 "Health Care Careers in Nevada" books

Retention

BeHERE NV met with stakeholders to explore workforce retention. Key focus areas include:

Understanding connections between academic programming and licensing processes

Identifying barriers to training, licensure, and professional practice

Finding opportunities for collaboration to reduce these barriers

Conclusion and Next Steps

Meetings with stakeholders affirmed the importance of AB 37 and the behavioral health workforce development center. In 2024, BeHERE NV launched initiatives, formed partnerships, and began strategic planning to execute AB 37 directives. Activities for the next year are outlined to continue development and implementation.

Implementation

Staff



Sara Hunt
Executive Director



Jill Manit
Associate Director of
Education & Training



Roberta Miranda-Alfonzo
Associate Director of
Recruitment and Outreach



Ashley Noel Pruitt
Associate Director of
Technical Assistance &
Policy



Ruby Kelly
Senior Grant Specialist



Adriana Monroy
Administrative
Assistant III



Yuhan Bi
Graduate Assistant

As of December 31, 2024, BeHERE NV has six full-time staff and one graduate assistant. Staff reside in both northern and southern Nevada, and represent diverse professional backgrounds.

Implementation

Marketing



BeHERENV
Behavioral Health Education, Retention,
& Expansion Network of Nevada

Our name, logo, and color scheme were developed in collaboration with the marketing department at the Kirk Kerkorian School of Medicine at UNLV. We chose green, the color associated with mental health awareness, and our logo features multiple figures within the outline of Nevada to represent our workforce development network.

For the BeHERE NV marketing plan, we focused on social media engagement, publishing a monthly newsletter, and distributing branded promotional items. Our social media strategy includes weekly posts, often highlighting national holidays or awareness campaigns (e.g., Mental Health Awareness Month in May) and linking them to workforce-related data. We are active on LinkedIn, Instagram, and Facebook, with LinkedIn growing to over 132 followers, Instagram reaching 55 followers, and Facebook attracting 14 followers.

Our monthly newsletters feature updates from the Executive Director and staff, highlights of BeHERE initiatives, and the “Welcome to BeHERE NV” segment, which introduces new subscribers to AB 37 legislation and the development of BeHERE NV. From February 2024 to December 2024, our subscriber count grew to 244, with an email open rate of 62%. We consistently receive positive feedback from our readers, who appreciate the informative content and enjoy staying connected with BeHERE NV.

When selecting promotional items for BeHERE NV, we focused on practical, reusable products such as pens, push-pop stress relievers, USB drives, lip balms, tissues, pocket hand sanitizers, and our new clear drawstring bags - ideal for schools with clear bag policies. These products have been well received at events, with many people expressing appreciation for their usefulness and sharing them with friends and family, helping spread awareness of BeHERE NV. Furthermore, we often pair our promotional items with the [Health Care Careers in Nevada](#) reference guide at outreach events.



Implementation



Follow-up Presentations

Prior to the 2023 legislative session, Dr. Sara Hunt presented on the concept of a statewide behavioral health workforce development center to multiple stakeholders across Nevada. After Assembly Bill 37 passed, some of those same stakeholders as well as new ones asked for a follow-up presentation on the implementation of the BeHERE NV. Since October 2023, Dr. Hunt and staff members have presented to Nevada's five regional behavioral health policy boards, the Interim Health and Human Services Committee, the Interim Education Committee, the Patient Protection Committee, as well as to other community groups, state programs, and interested parties.

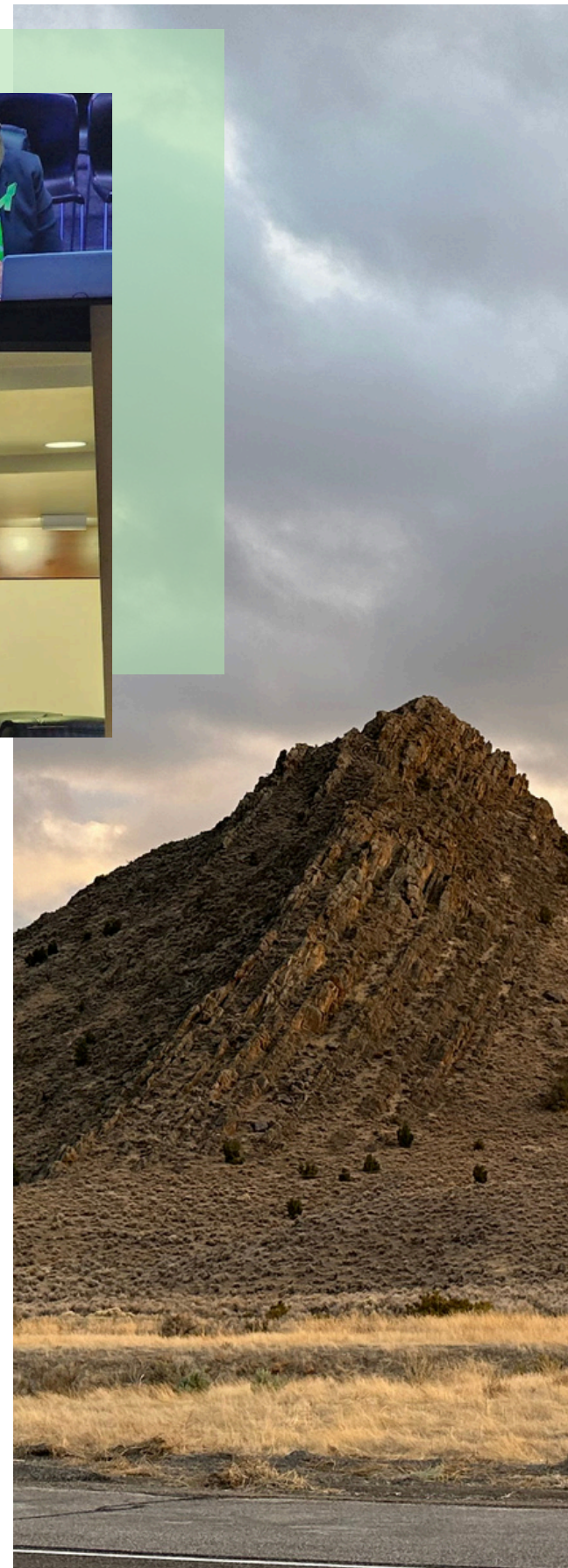


Photo taken by BeHERE NV Staff

Implementation

Meeting with Stakeholders

When UNLV submitted its proposal to NSHE to create this behavioral health workforce development initiative, BeHERE NV was referred to as a “network” versus a center. The idea behind this distinction was to highlight that this is a statewide endeavor and not one centralized location. It also reflects the importance and necessity of relationships and collaboration for a well-built workforce pipeline. Upon implementation in October 2023, BeHERE NV staff have embarked on multiple listening tours with stakeholders to understand where the pipeline already exists, where there are gaps, and opportunities to build new sections. We conceptualize the pipeline in three primary sections

Recruitment:

Outreach and education about behavioral health professions to K-12 students, adult learners, undergraduates; connect to higher education pathways;

Education:

Expand higher education behavioral health training; clear pathways between higher education institutions; and

Retention:

Strengthen bridge between graduation and state licensure; supervision support for post-graduate trainees; outreach to the existing workforce

Below we describe the stakeholders we have met with over the past year as well as share some initial impressions about our workforce pipeline.

Recruitment Stakeholder Outreach BeHERE NV values existing state workforce and education initiatives. Dr. Sara Hunt and Dr. Jill Manit met with representatives from NSHE institutions, High Sierra and Frontier Area Health Education Centers (AHECs), chapters of the National Alliance for Mental Illness (NAMI), and divisions under the Nevada Department of Education to learn about recruitment, training, and program efforts in mental and behavioral health. This “listening tour” helped BeHERE NV understand K-12 collaborations, existing pipelines, and new programs. Key themes emerged from these conversations:

Statewide support for BeHERE NV, with stakeholders eager to partner and facilitate connections

Shared concern about mental health access and a commitment to expanding the workforce

Support needed at every step of the behavioral health pipeline, including academic, financial, and professional development

Commitment to diversifying the workforce and supporting first-generation college students in behavioral health degrees

Implementation

Education Stakeholder Outreach BeHERE NV staff have met with administrators and faculty from Nevada’s higher education institutions, including College of Southern Nevada, Great Basin College, Truckee Meadows Community College, Western Nevada College, Nevada State University, UNLV, and UNR, as well as the Nevada System of Higher Education. These discussions focused on the success of mental and behavioral health programs and partnerships with community stakeholders, as well as new initiatives addressing the mental health workforce shortage.

However, there are opportunities for growth:

Graduate programs face cohort size limitations due to accreditation and faculty constraints.

Some two-year programs struggle to secure community placements for field experience.

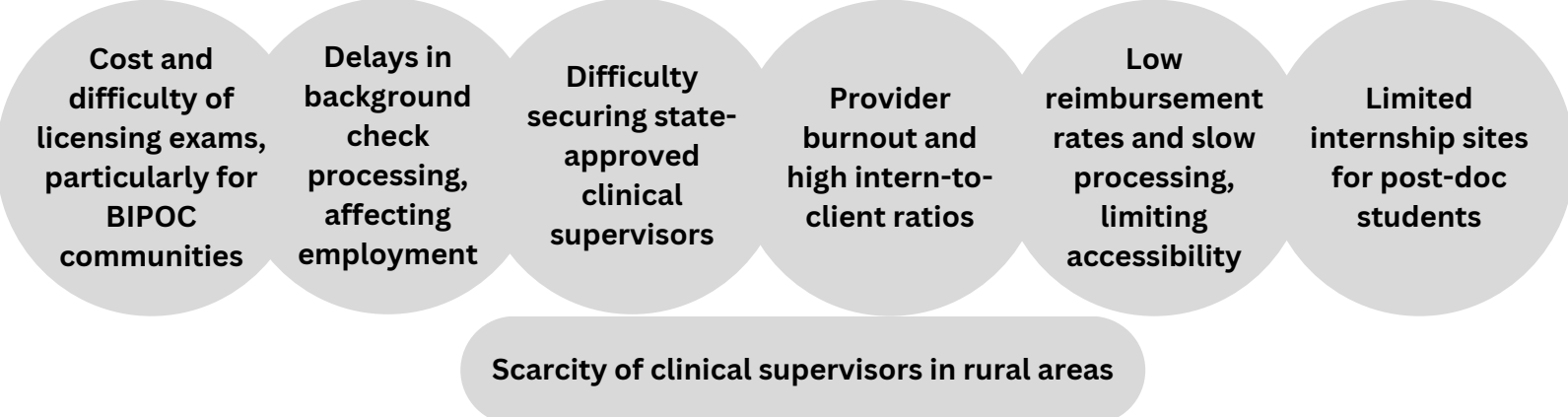
While 3+1 agreements help transfer students, certificate-level credits don’t always transfer smoothly.

There’s a lack of training in certain mental health specialties, prompting ongoing discussions to create new degree programs focused on children’s behavioral health.

Retention Stakeholder Outreach To gain pivotal information on academic programming, current licensing processes, and potential barriers to retaining behavioral health workers or students in the state of Nevada, Dr. Hunt and Dr. Roberta Miranda-Alfonzo initiated a retention-themed “listening tour” in May 2024, and engaged with the following entities:

- NSHE Institutions
- Nevada Licensing Boards (Social Work; Drug and Alcohol/ Problem Gambling; Marriage and Family Therapy/ Clinical Professional Counseling; and Psychology)
- Nevada Workforce Development Centers (Workforce Connections; NevadaWorks)
- Behavioral Health Employers
- Current State Interns
- Current Licensed Counselors
- Other stakeholders (e.g. NAMI, Foundation for Recovery, CASAT)

BeHERE NV staff found stakeholders to be open, informative, and eager to collaborate. Key barriers to licensure included:



Implementation

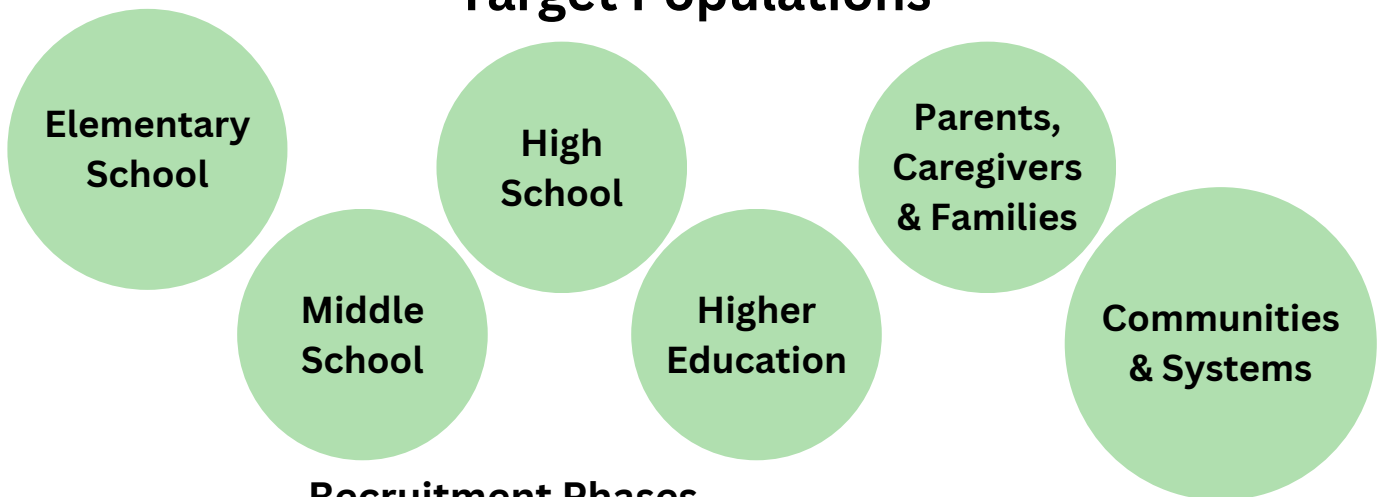
K-12 Outreach

K-12 Curriculum Development: After meeting with stakeholders to discuss entry into higher education and entry into the behavioral health workforce, the following aims to serve as a foundation for the design of the K-12 initiative:

Initial/Immediate Efforts: Our efforts in the first year primarily focused on infusing BeHERE NV K-12 outreach activities into existing efforts across the state. This included participating in events and opportunities led by other partners, career fairs, and Career and Technical Education (CTE) programs.

Long-Term Planning: In moving forward, our goal is to develop a comprehensive K-12 strategy with the aim to implement across the state. Such a strategy will be universal in moving students through a process of becoming aware of the behavioral health field through to a commitment to pursue the career pathway. Yet, critical to this strategy will be its flexibility and adaptability according to the needs and resources of each unique school system across the state.

Target Populations



Recruitment Phases



While the K-12 curriculum is still under development, its foundation rests upon the following elements:

Implementation

2024 K-12 Outreach Activities Our events targeted a range of educational levels, from middle school to college, and used various strategies to maximize outreach.

Event Types

- College & Career Fairs: Held across rural Nevada, these events allowed students to ask questions about career paths, education requirements, and job responsibilities in behavioral health. Students also received resources like the Healthcare Careers in Nevada book.
- Workshops: Workshops at Canyon Springs High School and with UNR Upward Bound focused on mental health topics, including mental health literacy and workforce shortages. Students engaged with BeHERE NV to learn about careers in the field and strategies for managing well-being.
- Field Trips: A field trip to the Discovery Museum Mental Health Exhibit in Reno gave Reed High School students a chance to connect with mental health professionals and gain industry insights in a real-world context.
- Information Dissemination: At events like the Junior Achievement Inspire Fair, BeHERE NV offered workshops and information tables, helping students learn about career pathways and steps to enter the behavioral health workforce.

23

number of outreach events BeHERE participated in to help students explore career opportunities in the behavioral health field

Photo taken by BeHERE NV Staff



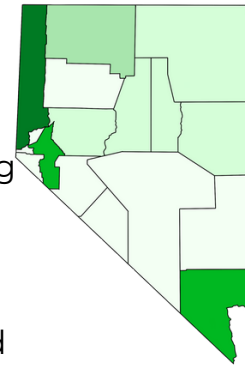
Photo taken by BeHERE NV Staff

Implementation

Target Populations

K-12 initiatives reached a number of counties across Nevada, engaging students from both urban and rural areas across the state. The outreach strategies used were either *Universal*, aiming to reach a broad audience, or *Targeted*, focusing on specific groups like high school students in health-related programs, undergraduate students, or middle schoolers. These strategies helped tailor the content and messaging to meet the needs and interests of different student groups.

Outreach Across Nevada



COUNTY	#
Washoe	7
Clark	5
Lyon	4
Humboldt	2
Churchill	1
Elko	1
Eureka	1
Lander	1
White Pine	1

The estimated reach includes:

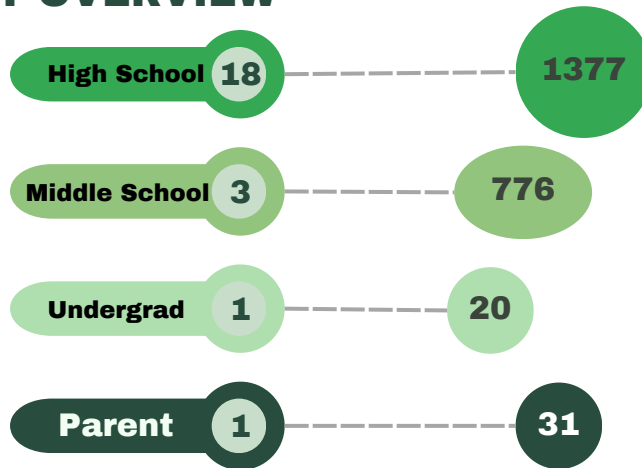
776 students, including those from programs like the Junior Achievement Inspire Fair at UNLV and the Washoe County School District Pathways to High School Success at TMCC where 8th graders explored career pathways in healthcare, including mental health.

1,377 students engaged through career fairs, workshops, and other events. These students had opportunities to learn about careers in mental health, such as psychology, counseling, and social work, and discover pathways to these fields.

EVENT OVERVIEW



Audience Groups



Parents and caregivers were engaged during outreach events, including Lowry High School Parent Night and Washoe County School District's Pathways to High School Success. Parents learned about mental health career options for their children, empowering them to support these career choices. Teachers, counselors, and school staff were also involved to expand support for students' career exploration.

Through these outreach efforts, we were able to distribute:



776

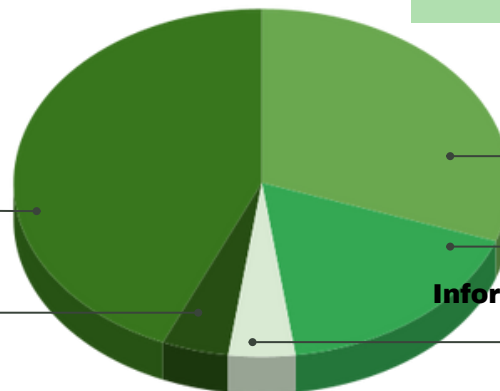
Healthcare Career Books Distributed

College & Career Fair

44%

Field Trip

4%



Event Type

Workshop

30%

Outreach

17%

Information Dissemination

4%

Implementation

Ongoing Support for Career and Technical Education (CTE) Programs

The K-12 initiative will also continue to support and enhance existing Career and Technical Education (CTE) programs, especially those focused on health and human services. A key priority for future activities will be strengthening the connections between educators, students, and industry representatives.

- 1. Facilitating Education-to-Industry Connections:** The initiative will work to provide students with more direct access to industry professionals in the mental health and healthcare sectors. This includes support in connecting teachers to field trip opportunities, where students can observe professionals in action, and experiential projects that give students hands-on opportunities to apply what they've learned in the classroom to real-world situations.
- 2. Connecting Teachers to Industry Representatives:** A crucial aspect of the ongoing effort is to serve as a broker between educators and industry professionals. By connecting teachers to mental health and healthcare representatives, the initiative will help educators gain insights into the latest trends and needs in the industry. This will enable them to update and tailor their curricula to better prepare students for careers in mental health.



Photo taken by BeHERE NV Staff

Implementation

Spotlight

BeHERE NV is proud to highlight its impactful partnership with Reed High School's Human and Social Services CTE program, led by Mrs. Roni Green, to create valuable learning opportunities for students pursuing careers in behavioral health.

Key Accomplishments:

Outreach Events: BeHERE NV and Mrs. Green collaborated at outreach events, connecting students with both the program and the career opportunities in the field.

Service Learning Project: BeHERE NV facilitated a partnership with Northern Nevada Child and Adolescent Services, where students will redesign bulletin boards, gaining hands-on experience while directly impacting clients.

Simulation Space: BeHERE NV is supporting the creation of a classroom simulation space for students to practice pre-professional skills, building their confidence and preparing them for careers in behavioral health.

Training and Micro-Credentials: We facilitated connecting Mrs. Green with organizations to provide specialized training to the CTE students:

- State of Nevada's Office of Suicide Prevention: Suicide prevention training.
- Nevada Public Health Foundation: Adverse Childhood Experiences and Trauma-Informed Care.
- High Sierra AHEC: Certified Community Health Worker training.
- CASAT: Addiction awareness and prevention training.



Reed High School's CTE teacher, Mrs. Roni Green, tables with BeHERE NV

Photos taken by BeHERE NV Staff

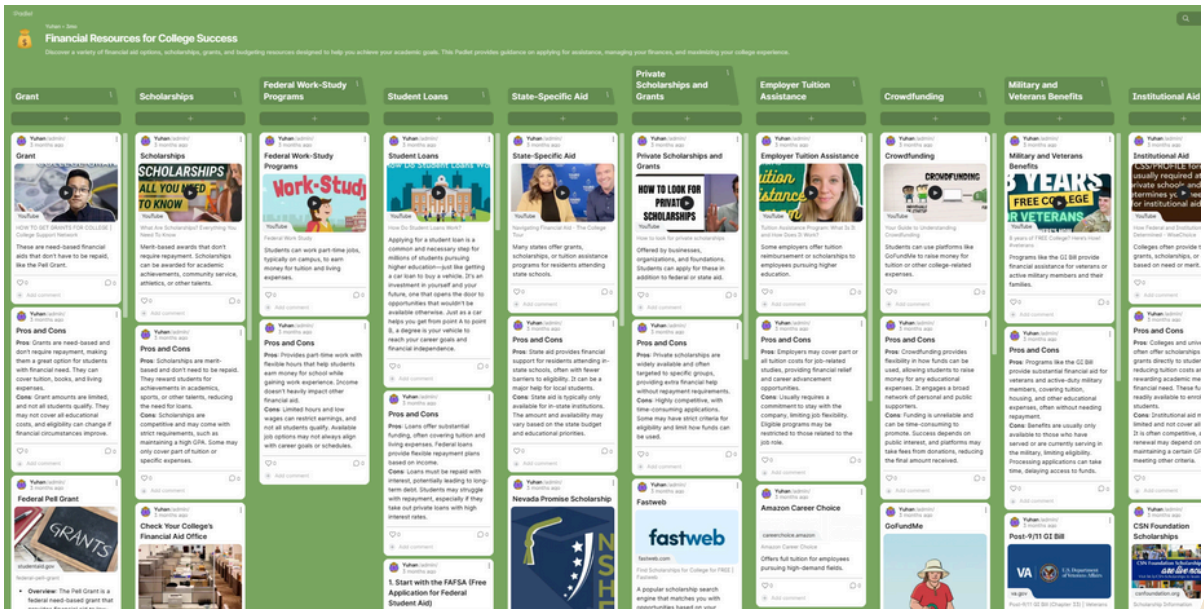
Implementation

Undergraduate Student Recruitment BeHERE NV developed a college-level module for CANVAS, the online learning management system widely used by NSHE institutions, to introduce students to various behavioral health and mental health career tracks. The module includes essential topics such as ethics, desirable counselor traits, and pathways to enter the field, and can be easily integrated into psychology, human services, and other related courses. Truckee Meadows Community College (TMCC) Social Sciences Department has expressed interest in implementing the module as early as the spring semester of 2025.



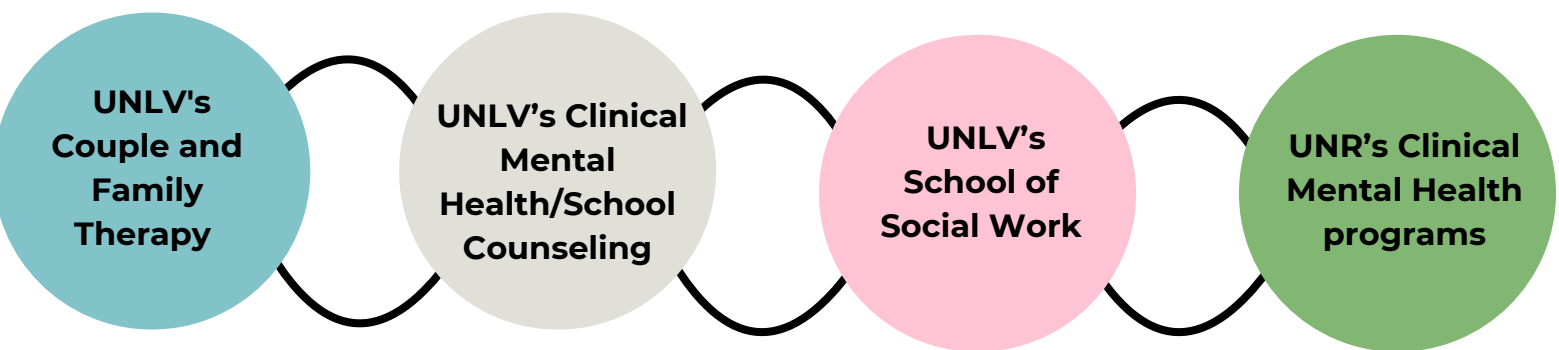
"I'm very excited for our students, I feel confident this will enrich their education in the social sciences and beyond."-
Professor Haley Orthel-Clark,
 Social Sciences Department Chair,
 Truckee Meadows Community College

The BeHERE team also created interactive Padlets (a digital bulletin board platform), which provide accessible information on loan repayment plans, financial assistance, and other support resources. These Padlets can be used as standalone tools or in conjunction with the module to enhance accessibility and engagement. Additional recruitment activities included participation in High Sierra AHEC's Pre-Professional Health Care Summit where BeHERE NV served on a panel discussion about integrated care and then tabled after the event to carry forward one on one conversations with undergraduate students who had attended the panel.

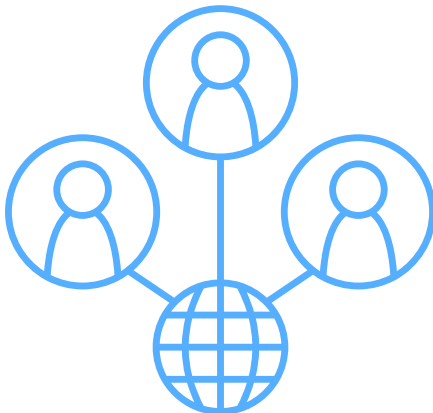


Implementation

Graduate Student Recruitment: BeHERE NV provided content at scheduled graduate program information sessions to share our resources, available scholarships, and support through the graduate application process and career planning.



Speaker's Bureau BeHERE NV has established the “Speaker's Bureau,” a network of professionals representing diverse disciplines within the behavioral health field. These experts are available to guest lecture in college courses or speak to K-12 students, sharing insights about their careers, educational journeys, and the vital work they do in mental health and addiction services. The Speaker's Bureau highlights individuals from varied backgrounds, offering students the opportunity to learn from diverse perspectives and inspiring the next generation of behavioral health professionals.



New Undergraduate Behavioral Health Provider Type In 2024, BeHERE NV staff participated in workgroups exploring a new behavioral health provider model based on other states' systems. In November, BeHERE NV's Assistant Director of Outreach and Recruitment, Dr. Roberta Miranda-Alfonzo, joined Nevada lawmakers and experts on a visit to the University of Oregon's Ballmer Institute. The trip provided insights into the Institute's bachelor's-level behavioral health program, which prepares graduates for immediate workforce entry. Discussions focused on creating a similar program in Nevada to address workforce shortages and expand career opportunities. This effort aligns with a proposed 2025 bill to establish a new state-approved provider type, strengthening Nevada's behavioral health workforce.

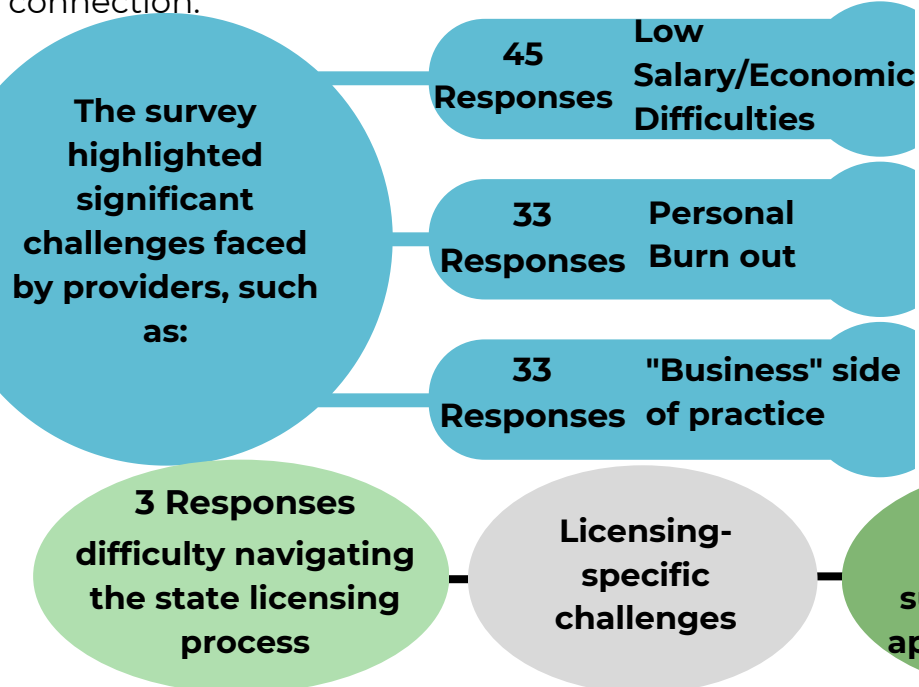
Community Outreach Recruitment BeHERE NV engaged in targeted outreach efforts to promote mental health and behavioral health career paths across Nevada. The BeHERE team participated in a number of outreach events, such as the NAMI Walk (Northern and Southern events), and the Hope Means Nevada Hope in Action Walk. At these events, the BeHERE NV team hosted informational tables and engaged with attendees, sharing resources, career opportunities, and pathways to entering the behavioral health field. These initiatives were designed to raise awareness, inspire interest in behavioral health professions, and address workforce shortages in Nevada's mental health and addiction services.

Implementation

Provider Survey To better understand the current climate among behavioral health providers in Nevada, BeHERE NV distributed an online survey to professionals across various disciplines. Notably, 83% of respondents indicated that their decision to practice in Nevada was inspired by considering the state their "home," reflecting a strong personal and community connection.



83
Responses



Additionally, 13 respondents reported dissatisfaction with expected earnings, while 11 cited the financial burden of continuing education units (CEUs).

Respondents also provided extensive feedback on potential solutions to improve support for Nevada's behavioral health workforce. Key recommendations included:

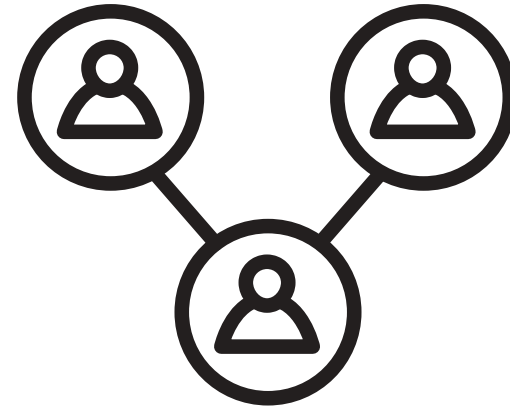
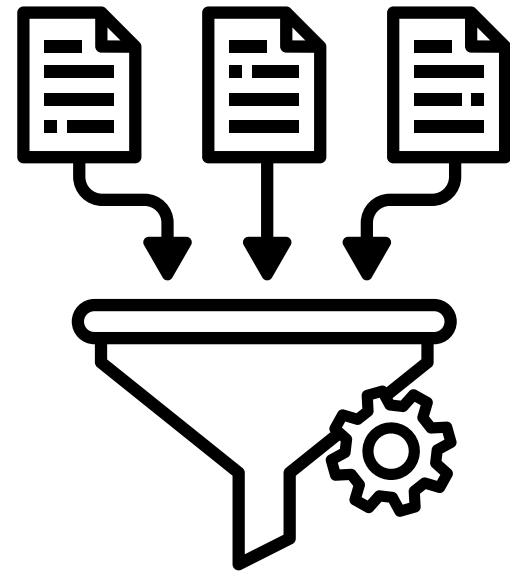
- Streamlining **licensure reciprocity** between Nevada and other states to attract out-of-state providers.
- Allowing **licensing exams in the test taker's primary language**, particularly Spanish, to support bilingual providers serving Spanish-speaking clients.
- **Increasing state and local financial support** for behavioral health professionals, similar to that for teachers and first responders.
- Creating a **state-subsidized Psychotherapy Fellowship** to recruit clinical supervisors and provide free supervision for post-graduate interns.
- Addressing **insurance issues** such as low reimbursement rates, credentialing delays, clawbacks, and claim denials.
- **Reforming** the supervision process to make it more affordable and accessible for interns, with fair compensation for supervisors.
- Hosting **community events and CEU opportunities** to enhance networking and professional support.
- Establishing **oversight of behavioral health agencies** to ensure ethical practices and prevent financial hardship for interns and employees.
- Enhancing **graduate education and training** with a focus on business management, decolonized practices, and private practice preparation.

Implementation

Supervisor Recruitment: BeHERE NV is collaborating with the University of Nevada, Reno's UNR's Community Behavioral Health Collaborative to pilot a 3-credit college course for new clinical supervisors in Nevada. This course is designed to meet the training requirements for both the Clinical Professional Counselor (CPC)/Marriage and Family Therapist (MFT) licensing board and the Nevada Board of Examiners for Alcohol, Drug, and Gambling Counselors.

The course accommodates up to 30 participants, potentially adding 30 new clinical supervisors to the state's workforce, with a particular emphasis on addressing critical needs in rural areas. To ensure accessibility, the course will be offered online, making it available to any eligible licensed professional in Nevada. BeHERE NV is sponsoring 10 students for this pilot program. Sponsored students will also be paired with a supervisor mentor to provide additional guidance.

Additionally, BeHERE NV will engage in ongoing surveys with participants to evaluate the course's impact on Nevada's behavioral health workforce, ensuring continuous improvement and data-driven decision-making. This initiative represents a significant step toward strengthening the state's clinical supervision capacity and expanding access to quality care, especially in underserved areas. To help gather pertinent information for this project, BeHERE NV conducted a survey to licensed counselors in Nevada regarding their interest in pursuing supervision status.



Problem Gambling Workforce Recruitment BeHERE NV is actively engaging in roundtable discussions to address Nevada's problem gambling workforce challenges. As a statewide behavioral health workforce development center, BeHERE NV is coordinating conversations with the state, academic programs, and the licensing board to explore strategies for expanding the workforce based on insights from these discussions.

Implementation

BeHERE NV Clinical Supervision Survey This survey was conducted by BeHERE NV to assess the current landscape, interests, motivations, and concerns of behavioral health providers in Nevada regarding clinical supervision roles. The findings will inform initiatives to expand the behavioral health workforce, particularly by increasing the number of state-approved clinical supervisors.

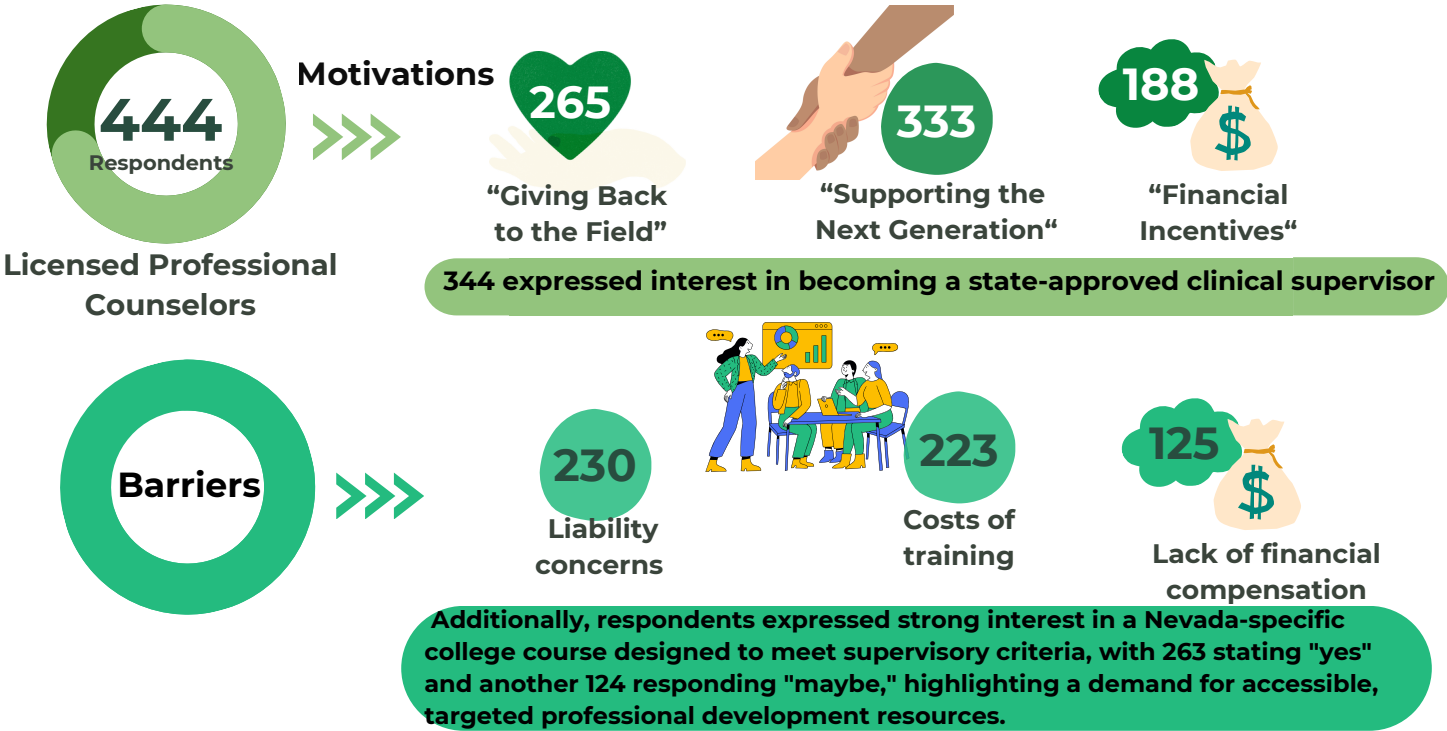
Clinical Supervision Fees in Nevada



Key Findings:

The survey results revealed important trends among licensed professional counselors in Nevada.

Attitudes toward Clinical Supervision Roles



Additional Recommendations from Survey Takers:

- **Financial Support Initiatives:** Offer scholarships, stipends, or financial aid to cover costs of training, application fees, and renewal expenses.
- **Accessible Training:** Develop and promote a free or low-cost Nevada-specific supervision course tailored to state licensing requirements.
- **Liability Support:** Provide risk management education and affordable liability coverage for supervisors.
- **Incentives:** Introduce tangible rewards, such as stipends, peer mentoring, or business startup assistance, to motivate new supervisors.

Implementation



BeHERE NV was awarded \$752,907 over two years through the ARPA Nevada Health Workforce Pipeline Grant

Grants

In January 2024, BeHERE NV responded to a request for applications (RFA) from the Nevada Division of Public and Behavioral Health for the American Rescue Plan Act (ARPA) Nevada Health Workforce Pipeline Grant. This RFA focused on providing funding opportunities that were intended to disseminate financial relief and incentivize individuals to pursue careers in health care in Nevada. BeHERE NV was awarded \$752,907 for two years to fund scholarships for students enrolled in Master’s level programs in Social Work, Marriage and Family Therapy, or Clinical Mental Health Counseling at both UNLV and UNR.

For Academic Year 2024-2025, we received 56 applications for our BeHERE Scholarship to provide two years of funding for Master’s students in the programs listed above. After reviewing applications, 12 students were selected to receive funding (6 at UNLV and 6 at UNR). The academic programs identified 6 community mental health professionals (3 in Northern Nevada and 3 in Southern Nevada) to provide ongoing mentorship over the next two years for the scholars. The mentors and scholars began meeting on a monthly basis in September. Throughout their training, the scholars will have an opportunity to learn about state and federal student loan repayment programs, and they will be surveyed on their intent to stay in Nevada after graduation. Scholars completed their first survey on their intent to stay in Nevada in October. At baseline, all 12 scholars endorsed “probably” or “definitely” staying in Nevada after graduation. The top reasons for their decisions were: 1) family (i.e., proximity to loved ones); 2) environment (i.e., sense of community, cultural events, etc.); and 3) recognition of a workforce shortage.



Implementation

Grants

We have currently sent out surveys to monitor the mentors and the mentees through this grant.

“I think this scholarship will shape my future in behavioral health because it allows me to focus on my education without having to worry so much about the finances of it.”-BeHERE NV Scholar

“Through this initiative, I can leverage my experiences to enhance my mentee's growth, enabling her to overcome obstacles and navigate the complexities of her academic and field education experience.”-Mentor

“This scholarship allows me to take steps in my career without financial stress. My biggest goal is to one day open my own practice that has all bilingual staff, from receptionist to providers.”-BeHERE NV Scholar

“It has been a great supportive resource for the mentees.”-Mentor



11 scholars completed Fall 2024; at least 111 course credit hours expected to be completed

Next year, BeHERE NV plans to fund scholarships for 12 additional students attending one of these programs for a total of 24 scholarships over the two years of the grant. BeHERE NV has also submitted grant applications to multiple foundations to fund additional scholarships, as well as to establish a fund to assist trainees and early career professionals with professional development costs (e.g., licensing exam preparation materials, exam registration costs, etc.).

Implementation

Photo taken by The Behavioral Health Education Center of Nebraska



Technical Assistance and Consultation

BeHERE NV has modeled its implementation approaches after the Behavioral Health Education Center of Nebraska (BHECN) model in Nebraska. This model has a 10-year history of behavioral health workforce development efforts. As such, BeHERE NV secured a technical assistance contract with BHECN through March 2025 in order to learn promising approaches in behavioral health recruitment and retention.

All BeHERE NV team members traveled to Omaha, Nebraska in early June 2024 to meet with BHECN staff. During the trip, the team received general training on the BHECN model which included discussions on program design, implementation considerations, lessons learned, and considerations for data tracking and evaluation. The trip also included an opportunity for BeHERE NV team members to present on their current and planned efforts, particularly focused on how those efforts are tailored to meet Nevada needs. This cross-sharing created a mutually beneficial partnership as each state continues to expand their behavioral health workforce. BeHERE NV staff have benefited from ongoing follow-up virtual meetings with BHECN staff.

Additional onsite technical assistance with BHECN occurred at the end of June 2024. This technical assistance specifically focused on recruitment of the K-12 population in rural areas. BeHERE NV staff were invited to observe implementation of BHECN's Frontier Area Rural Mental-Health Camp And Mentorship Program (FARM Camp). Taking place in the Nebraska panhandle, BeHERE NV staff learned the planning, logistics, and specific daily activities required to implement a camp and mentorship program for rural students interested in behavioral health careers.

Looking Forward

In the coming year and beyond, we will continue to grow and expand our recruitment efforts to K-12 students and adult learners. Planned activities in the coming year will further expand the reach of the program, enhancing the connections between education and industry, and providing students with more opportunities to explore various career pathways in behavioral health. One of the exciting new initiatives for 2025 is the introduction of a Behavioral Health Summer Camp. This camp will offer hands-on, immersive experiences for high school students interested in pursuing careers in behavioral health. Students will have the chance to engage in interactive learning activities, college readiness, and workshops led by mental health professionals and college students. By providing a structured environment where students can explore different aspects of behavioral health, the camp will encourage them to consider this critical field as a viable career option and help them understand the variety of pathways into the profession.

Concurrently, we will build on our collaborations with the mental and behavioral health training programs within the Nevada System of Higher Education and the professional licensing boards to strengthen the connection between recruitment and retention. A particular area of focus will be to increase the number of internship placements and supervisors across Nevada. BeHERE NV is exploring the creation of a dedicated fund to support supervision costs for pre-licensed interns, with the goal of launching in early 2025. The fund will cover a portion of supervision fees for eligible candidates, enhancing access to qualified supervision and expanding the counseling workforce in Nevada. The application process will include a streamlined online submission form, with clear criteria for eligibility, documentation requirements, and a review timeline. Funding allotments will be determined based on candidate need and program priorities, ensuring equitable access across the state.



Photo taken by BeHERE NV Staff



Photo taken by BeHERE NV Staff

Looking Forward

In 2025, the focus will also be on implementing new initiatives to continue fulfilling the requirements of Assembly Bill 37. First, a strategic plan is required to guide the recruitment, education, and retention of a qualified and diverse behavioral health workforce in Nevada with an emphasis on rural, frontier, and underserved communities. Second, and included in the strategic plan, an advisory consortium of various prescribed stakeholders will be established to develop and implement strategies to strengthen the behavioral health workforce in the five behavioral health regions. The final initiative that will be introduced is the development of a program within BeHERE NV to provide technical assistance for providers of behavioral health care regarding business development and operations in Nevada. This also includes a policy component as we track bills in the 2025 Nevada Legislative Session that pertain to mental and behavioral health workforce development. With regards to data, we will implement our contract with the UNR Office of Statewide Initiatives to create a plan for ongoing workforce data collection and analyses as well as program evaluation. Finally, we will continue to explore external funding opportunities to support scholarships, professional development for the workforce, and program growth.



Photo taken by BeHERE NV Staff



Photo taken by BeHERE NV Staff

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