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Developing and Expanding the Behavioral Health Workforce

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Presentation Overview

Behavioral Health Programs at Radford University

- Physician Assistant
- Psychiatric-Mental Health Nurse Practitioner
- Counselor Education
- School Psychology
- Social Work

Higher Education Mental Health Workforce Pilot Grant

Higher Education and the Behavioral Health Workforce Development Pipeline



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Behavioral Health Programs at Radford University



Physician Assistant (M.S.)

Overview of the Program: First PA Program in the Commonwealth (1997).

Delivery Mode: Face-to-face education for 15 months followed by 12 months of clinical education in the field.

Current Enrollment: 42 students per cohort

Graduate Outcomes: Graduates are qualified to work in the field of psychiatry; ~25% of graduates in 2023 are now employed at Carilion Clinic.

Program Highlights: 100% PANCE (Certification Exam) pass rate in 2023.

Preparation for Behavioral Health Care:

- Psychiatry Module
- Behavioral Medicine I and II
- Behavioral Medicine/Psychiatry Clinical Rotation
- All students complete a 1-month clinical rotation in Behavioral Medicine/Psychiatry (typically at Carilion Clinic or Lewis Gale Medical Center)

Psychiatric-Mental Health Nurse Practitioner (D.N.P. and Post-Graduate Certificate)



Overview of the Program: Established in 2016; Prepares RNs and advanced practice RNs for roles as PMHNPs.

Delivery Mode: Asynchronous didactic courses with evening Zoom sessions. In-person or telehealth clinical hours.

Program Highlights: Doctor of Nursing Practice (DNP) and graduate certificate tracks. Rolling admission (Fall, Spring, Summer).

Current Enrollment: 26 students

Graduate Placements: Mental health clinics, hospitals, community health centers, Substance Use Disorder Clinics, Telehealth, private practices.

Hands-on Learning: 540 clinical hours with local healthcare providers.

Collaborations with External Partners:

- Salem Veterans Affairs NP Residency Program
- Virginia Health Care Foundation

Counselor Education – Clinical Mental Health Counseling Concentration (M.S.)



Overview of Program: Graduate education program leading to a Master of Science in Counseling and Human Development.

Delivery Mode: The program is offered in-person on Radford University's main campus.

Current Enrollment: 48 current students, both full-time and part-time.

Program Highlights: 100% of student are employed; 100% pass rate on the comprehensive exam and licensure exam.

Graduate Outcomes: Approximately 90% of students remain in Virginia; approximately 80% remain in Southwest Virginia. Graduates are employed in hospitals, community service boards, school settings, private practice, non-profit organizations, correctional facilities, higher education settings, substance abuse treatment, crisis response, suicide intervention/prevention.

Clinical Services Offered: Practicum and Internship

Collaborations with External Partners:

- 53 MOUs with community sites for experiential learning
- Virginia Tobacco Commission Revitalization Commission

Counselor Education – School Counseling Concentration (M.S.)



Overview of Program: The school counseling program trains students to become knowledgeable, thoughtful and skillful counselors at K-12 levels. It prepares students for state licensure as school counselors in Virginia and similar states. Graduates of the program are prepared to be licensed by the state at the K-12 grade levels.

Delivery Mode: The program is offered in-person on Radford University's main campus as well as at the Southwest Virginia Higher Education Center in Abingdon, VA.

Current Enrollment: 7 current students (full-time and part-time)

Program Highlights: 100% of student are employed; 100% pass rate on the comprehensive exam and licensure exam.

Graduate Outcomes: 95% of students remain in Virginia; graduates are employed in K-12 settings.

Clinical Services Offered: Practicum and Internship

Collaborations with External Partners:

- Virginia Tobacco Region Revitalization Commission



School Psychology (M.S. and Ed.S.)

Overview of Program: Established 1967, currently accredited by CAEP and NASP.

Delivery Mode: 3-year (74-credit) in-person program; earn M.S. and Ed.S. Degrees.

Current Enrollment: 28 Students Enrolled

Field Experiences: Clinic Practicum (RU CAPS - Spring 1st year); School-based practicum (250 hours, 2nd yr.); Internship (1200 hrs., 3rd yr.).

Innovative Instruction: Comprehensive Assessment Courses (e.g., Neuropsych, Autism); Academic, Behavioral, and Crisis Intervention Training.

Graduate Outcomes: 74% employment in Virginia schools over the past 5 years.

Center for Assessment & Psychological Services (CAPS): Serves 3-23 years of age; typically residing in the NRV. Services include Comprehensive Evaluations, Executive Function Coaching, Parent Consultation, Counseling (limited availability). Clinic averages 2,000-2,500 hours per year in direct services.

Collaborations with External Partners:

- Program maintains an advisory committee with school-based stakeholders
- Partner in UVA Virginia Partnership for School Mental Health Grant
- *King Grant partnerships with Radford City Schools:* Suicide Prevention and Intervention includes training, consultation and direct pro-bono suicide prevention focused treatment for students moderate to high risk (2023-2024; \$14,285)

Social Work (B.S.W. and M.S.W.)

Overview of Program: Radford University School of Social Work was fully accredited in 1976 (B.S.W.) and 1996 (M.S.W.). The M.S.W. online option accredited in 2023.

Delivery Mode: B.S.W. program is offered in-person on Radford's main campus and at the Roanoke Higher Education Center. M.S.W. program is offered in-person as well as fully online.

Current Enrollment: 58 B.S.W. students; 43 Pre-Social Work; 47 students in Health & Aging Minor; 66 students in Social Justice Minor; 73 M.S.W. Students

Program Highlights: The School of Social Work has a seamless pipeline from high school or community college to B.S.W. and then M.S.W. This includes an early assurance option for the M.S.W. program. School of Social Work students provided over 45,000 hours of service to their communities last year.

Graduate Outcomes: Vast majority of graduating students either continue working in human services within the region or obtain human service jobs within the New River Valley.

Collaborations with External Partners:

- Salem Veterans Affairs Medical Center
- New River Valley Community Services Board
- Carilion Clinic
- Child Welfare Stipend Program
- Over 200 affiliation agreements with local, regional, and interstate agencies



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Higher Education Mental Health Workforce Pilot Grant

Higher Education Mental Health Workforce Pilot Grant



Program Overview

- The 2022 Virginia General Assembly appropriated funds to support a two-year mental health workforce pilot program at public institutions of higher education to expand mental health services to students on campus; the program has been continued at current funding levels for FY 2025 and FY 2026 (\$1 million over the biennium).
- The State Council of Higher Education for Virginia (SCHEV), in consultation with the Virginia Health Care Foundation (VHCF), administers the program.
- Pilot institutions include Radford University, Christopher Newport University, George Mason University, James Madison University, Longwood University, and Virginia Tech.
- The pilot increases the mental health workforce pipeline by offering supervised clinical hours for the LCSW and LPC candidates.
- The pilot supports the salaries and benefits for graduates of Masters of Social Work (MSW) and Masters of Counseling (MoC) programs seeking licensure.

Higher Education Mental Health Workforce Pilot Grant



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Services at Radford University provided by the Mental Health Workforce Pilot Grant

- Individual Counseling
- Group Counseling
- Couples Counseling
- Crisis support
- Free up licensed counselors to deal with severe case
- Offer services to Athletic Teams

Radford University Key Data Points

- Number of Unique Students served – 157
- Total numbers of student sessions – 1,108
- Hours of Counseling Provided – 1,287.5



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Higher Education and the Behavioral Health Workforce Development Pipeline

The Role of Higher Education and Resources Needed to Expand the Pipeline



- Funding to recruit and retain faculty remains an issue for mental health programs. Licensed professionals make more money as a practitioner than they typically can as trainers of practitioners.
- The number of willing and qualified supervisors at practicum sites is currently limited. Programs lack funding to provide stipends or other incentives to recruit supervisors.
- Site supervisors also benefit from training and professional development. Programs lack funding to support faculty efforts to provide training and professional development.
- Support for travel for student practitioners is another area of need. Some students travel 45 minutes to one hour each way to their sites at least twice a week, which represents a significant cost to students. As programs try to grow, placement sites will be further and further away, so the need for travel support will increase.
- Programs need support to complete grant applications for funding opportunities. There have been cases where program faculty invested a good deal of time developing grant applications, but did not have the time to bring it across the finish line. State support for grant specialist(s) who can assist with both grant development and administration could help with securing state and other grant opportunities.



For Additional Information

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