

Behavioral Health Workforce Development Asset Map

Nevada Health Care Workforce and Pipeline Development Workgroup

Introduction

This Behavioral Health Workforce Development Asset Map documents behavioral health workforce development initiatives, programs, and resources throughout Nevada. It reflects the results of a 2022 statewide survey to identify existing workforce development efforts related to public health, behavioral health, and primary care, as well as additional research.

Assets are organized by stage of the workforce pipeline as shown in the table below: K-12, vocational training/higher education, and current workforce, and categorized by the type of service or program. For example, initiatives targeting young people in kindergarten through high school are included in the K-12 section, under categories related to career outreach and exploration, and academic success/college and career readiness.

K-12	Vocational Training and Higher Education	Current Workforce
<ul style="list-style-type: none"> • Career Outreach and Exploration • Academic Success, College and Career Readiness 	<ul style="list-style-type: none"> • Career Exploration and Readiness • Associate, Bachelor, and Graduate Degrees • Financial Assistance • Professional Development, Internship, and Apprenticeship Opportunities • Residency and Fellowship Programs 	<ul style="list-style-type: none"> • Advocacy and Policy • Traditional Workforce Development Services • Recruitment • Governmental Public Health Employers • Loan Repayment Programs • Training and Continuing Education

The Map provides an overview of each asset’s services or programs, as well as a link to the appropriate website for additional information. This Asset Map is intended to be a living document and will be revised to include new workforce development resources and reflect changes in existing resources. If you have suggestions, additions, or updates, please contact Megan Comlossy at mcomlossy@unr.edu.

Nevada Health Care Workforce and Pipeline Development Workgroup

The Nevada Health Care Workforce and Pipeline Development Workgroup aims to improve, grow, and diversify Nevada’s public health, behavioral health, and primary care workforces and workforce pipelines to ensure the state has a workforce capable of meeting current and future health care needs.

It brings together stakeholders representing public health, behavioral health, primary care, traditional workforce development, K-12 and higher education, minority health and equity, and community-based organizations throughout the state to:

1. Enhance education and awareness of workforce development initiatives in Nevada, connect non-traditional partners, identify opportunities for cross-sector collaboration, and maximize resources statewide;
2. Identify and map workforce pipeline development initiatives in K-12 education, higher education, and the current workforce; and
3. Create and implement workforce pipeline development plans for public health, behavioral health, and primary care.

NEVADA BEHAVIORAL HEALTH WORKFORCE ASSETS

K-12

CAREER OUTREACH AND EXPLORATION 3

- Career and Technical Education (CTE) Health Sciences, Nevada Department of Education (DOE)
- High Sierra AHEC
- INBRE Tribal Academy of Health and Science
- NEPRIS for Nevada
- Nevada Health Occupation Students of America (HOSA)

ACADEMIC SUCCESS, COLLEGE AND CAREER READINESS 4

- Communities in Schools of Nevada
- Community Chest
- EmployNV Youth Hub
- Healthy Communities Coalition
- Leaders in Training
- NyE Communities Coalition
- Upward Bound Classic and Math and Science Programs



CAREER OUTREACH AND EXPLORATION	
Organization	Description
<p>CTE Health Sciences, Nevada DOE doe.nv.gov/CTE/Programs/Health_Science</p>	<p>Career and Technical Education (CTE) prepares youth for a wide range of careers with the goal helping individuals develop academic and occupational skills and complete diplomas, credentials, and certificates. In Nevada, the Health Science career cluster provides knowledge and skills in planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development. Areas of study include epidemiology, pathophysiology, health literacy, biostatistics, and environmental risks.</p>
<p>High Sierra AHEC www.highsierraahcec.org</p>	<p>High Sierra AHEC's K-12 initiatives serve Carson, Churchill, Douglas, Lyon, Storey, and Washoe Counties through:</p> <ul style="list-style-type: none"> • <u>Care Heroes Camp and Crime Scene Investigation Camp</u>: Tailored for fifth to eighth grade audiences, these camps provide the opportunity to explore interest in health and STEM. • <u>Project Prevent and Project R.O.A.R.R.</u>: Outreach targeting Title I and rural schools, providing a comprehensive and engaging curriculum focused on developing a workforce that is able to meet the diverse needs of their communities. • <u>Level Up</u>: CHW I certification program for high school students (ages 16 and older).
<p>INBRE Tribal Academy of Health and Science med.unr.edu/inbre/programs-and-projects/student-training-programs/inbre-tribal-academy-of-health-and-science</p>	<p>The Nevada INBRE Tribal Academy of Health and Science was created as a specific pathway dedicated to assisting Native Americans through the process of education and career development in biomedical and health science fields. Its mission is to assist in career development toward students' goals, and to provide culturally relevant support as early as high school.</p>
<p>NEPRIS for Nevada nevada.nepris.com</p>	<p>Nepris for Nevada is a unique, web-based tool for teachers that makes it easy to connect with industry professionals. Through this program, industry professionals can share their expertise and experience with students and teachers and help integrate academic skills with the soft skills and industry-specific competencies that drive the 21st-century workforce. Utilizing virtual matches, the platform links students and teachers to the world of work.</p>
<p>Nevada Health Occupation Students of America (HOSA) nevadahosa.org</p>	<p>HOSA provides students with a unique program of leadership and skill development to help them become better health science leaders. Nevada HOSA provides students with the 21st-century employability skills to serve the following health science industries: health science, human services, and STEM.</p>

ACADEMIC SUCCESS, COLLEGE AND CAREER READINESS	
Organization	Description
Communities in Schools of Nevada www.cisnevada.org	Communities in Schools places full-time site coordinators within school campuses of participating schools, and site coordinators work directly with students, in group or one-on-one meetings, or simple drop-ins. Site coordinators work directly with each school's administration, parents, and students, providing resources to help students graduate on time, and prepare for college, career, and life.
Community Chest communitychestnevada.net	Community Chest provides youth programs for those aged 2 to 18, including before and after school programs, summer programs, full-day early childhood education, pre-K geared towards helping youth be successful in SEL, STEAM, or workforce development. It also provides workforce development programs for adults and out-of-school youth.
EmployNV Youth Hub employnvyouthhub.org	Employ NV Youth Hub provides training scholarships for eligible youth ages 16 to 24 who want to work in high demand careers and gain industry recognized credentials. It helps young people upgrade their skills to move forward along their career pathway.
Healthy Communities Coalition healthycomm.org	Healthy Communities Coalition places Safe School Professionals, including Community Health Workers, BSW, MSW and LCSW within schools to provide substance use prevention services, behavioral health and resources directly to students one on one or in group settings and provide supports to students at-risk of not graduating. HCC also provides a summer Comstock Youth Works program, recruiting 40 at-risk youth to engage in workforce development, substance use prevention education and enrichment activities, connecting each youth with an employer who also serves as a mentor. The youth are paid through HCC and on completion of the program, students earn one full credit toward graduation.
Leaders in Training www.litlv.org	Leaders in Training (LIT) is a community-based program that operates as an after school non-profit organization located in east Las Vegas. It offers high school, post-secondary, and alumni programs to support students' academic success and leadership skills. LIT is free to join and there are no requirements except student members being the first in their family to graduate from college and completing all requirements while in program.
NyE Communities Coalition nyecc.org/workforce-development	The NyE Communities Coalition provides employment and training services, job training, coaching and financial support for young adults ages 16 to 24.
Upward Bound Classic and Math and Science Programs www.unr.edu/upward-bound	Upward Bound Classic and Math and Science Programs provide free college preparatory services and support to develop the skills and knowledge essential for successful admission, persistence, and completion of postsecondary education. These programs collectively serve 246 students from eight target schools within the Lyon and Washoe County School Districts.

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VOCATIONAL TRAINING AND HIGHER EDUCATION

CAREER EXPLORATION AND READINESS..... 7

- College Career Hubs
 - Great Basin College (GBC) Career Services
 - Truckee Meadows Community College (TMCC) Career Hub
 - University of Nevada, Las Vegas (UNLV) Career Services
 - University of Nevada, Reno (UNR) Nevada Career Studio
- INBRE Tribal Academy of Health and Science
- Leaders in Training
- One Stop Career Center

CERTIFICATIONS 8

- Adult Mental Health First Aid Training, UNR
- Center for the Application of Substance Abuse Technologies (CASAT), UNR School of Public Health
- Nevada Certification Board

ASSOCIATE, BACHELOR, AND GRADUATE DEGREES 8

- College of Southern Nevada (CSN)
 - Social & Behavioral Sciences
- Great Basin College
 - Human and Social Services
- University of Nevada, Las Vegas
 - Department of Counselor Education, School Psychology, and Human Services
 - Department of Psychiatry and Behavioral Health, Kirk Kerkorian School of Medicine
 - Department of Social and Behavioral Health, School of Public Health
 - School of Integrated Health Sciences
 - School of Social Work

ASSOCIATE, BACHELOR, AND GRADUATE DEGREES, CONT..... 9

- University of Nevada, Reno
 - Counseling Program, College of Education and Human Development
 - Department of Psychology, College of Science
 - School of Public Health
 - School of Social Work
- Truckee Meadows Community College
 - Social Sciences
- Western Governors University
 - Psychiatric Mental Health Nurse Practitioner

FINANCIAL ASSISTANCE 10

- NyE Communities Coalition
- Graduate Medical Education, Office of Science, Innovation and Technology (OSIT)
- Western Region Public Health Training Center

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VOCATIONAL TRAINING AND HIGHER EDUCATION

PROFESSIONAL DEVELOPMENT, INTERNSHIP, AND APPRENTICESHIP OPPORTUNITIES 11

- CASAT, UNR School of Public Health
- Comagine Health/AHEC Scholars
- Community Chest
- Child/Family Community Mental Health, Division of Child and Family Services (DCFS), DHHS
- Division of Public and Behavioral Health, (DPBH), DHHS
- Family Support Center
- Healthy Minds
- High Sierra AHEC
- NV Community Health Worker Association
- Northern Nevada Hopes
- NyE Communities Coalition Youth Werk

RESIDENCY AND FELLOWSHIP PROGRAMS 12

- Behavioral Health Group
- Child and Adolescent Psychiatry Fellowship, UNLV
- Department of Psychiatry and Behavioral Sciences, UNR
- Forensic Psychiatry Fellowship, UNLV
- Psychiatric Residency Program, DPBH



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CAREER EXPLORATION AND READINESS	
Organization	Description
COLLEGE CAREER HUBS	
GBC Career Services www.gbcnv.edu/career/careerresources.html	The GBC Career Services page is available for all students, alumni, and community members. Up-to-date resources are offered in career assessment, career planning, and Nevada job offerings in order to help with career and job search needs.
TMCC Career Hub www.tmcc.edu/career-hub	The TMCC Career Hub prepares students at any stage with the skills needed to be successful in the world of work. The TMCC Career Hub provides assistance and training to help students prepare a resume and polish interviewing skills.
UNLV Career Services www.unlv.edu/careerservices	Career Services at UNLV is a source for resume building, interview preparation, and a wide variety of job and internship opportunities for career success.
UNR Nevada Career Studio www.unr.edu/career	The Nevada Career Studio connects students, educators, and employers to meet the workforce development needs of the state, nation, and global community by building student career readiness from early engagement, graduation and beyond.
INBRE Tribal Academy of Health and Science med.unr.edu/inbre/programs-and-projects/student-training-programs/inbre-tribal-academy-of-health-and-science	The INBRE Tribal Academy of Health and Science was created as a specific pathway dedicated to assisting Native Americans through the process of education and career development in biomedical and health science fields. It aims to help individuals move toward career goals and provide culturally relevant support starting as early as high school.
Leaders in Training (LIT) www.litlv.org	The LIT postsecondary program supports students in college, career training, or certificate programs as well as students who serve in the United States military. It ensures students have the support, skills and knowledge to persist and graduate. Postsecondary members participate in zoom calls with their cohort and engage with LIT through volunteering, engaging with their mentor and cohort, and attending events.
One Stop Career Center www.nvcareercenter.org	The One Stop Career Center provides a wide array of employment services and connects job seekers to work-related training and education. Businesses can find skilled workers and access other supports, including education and training for their current workforce.

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CERTIFICATIONS	
Organization	Description
Adult Mental Health First Aid Training, UNR www.unr.edu/counseling/outreach/adult-mhfaz	Mental Health First Aid for Adults is training that explores the risk factors and warning signs of mental health disorders, common concerns, and strategies for offering support.
Center for the Application of Substance Abuse Technologies, UNR School of Public Health www.casat.org	CASAT offers undergraduate certificates in addiction treatment services and peer support specialist.
Nevada Certification Board nevadacertboard.org	The Nevada Certification Board offers: <ul style="list-style-type: none"> • Certified Community Health Worker • Certified Prevention Specialist • Doula Certification • Peer Recovery and Support Specialist Certification • Peer Recovery and Support Specialist Supervisor Certification
ASSOCIATE, BACHELOR, AND GRADUATE DEGREES	
CSN - Social and Behavioral Sciences www.csn.edu/socialarea	Programs and majors in social and behavioral sciences can lead to careers as a behavior analyst, behavior support specialist, case manager, clinician, correctional counselor, counselor, mental health counselor, mental health specialist, mental health therapist, or therapist.
GBC - Human and Social Services www.gbcnv.edu/programs/programs.html	Programs offered includes: <ul style="list-style-type: none"> • Associate and Bachelor of Applied Science in Human Services • Bachelor of Social Work • Post-Baccalaureate Certificate Substance Abuse and Addiction Medicine Counselor Training • Certificate of Achievement in Human Services • Certificate of Achievement for Substance Abuse Counselor
UNIVERSITY OF NEVADA, LAS VEGAS	
Department of Counselor Education, School Psychology, and Human Services www.unlv.edu/csh	Degree programs include: <ul style="list-style-type: none"> • Addiction Studies: Minor in Addiction Prevention and Treatment, Minor in Problem Gambling • Humans Services: BS in Human Services and Minor in Human Services • Advanced Graduate Certificate in Addiction Studies and Mental Health Counseling • Master of Science in Clinical Mental Health Counseling • Master of Education in School Counseling • Educational Specialist, School Psychology • PhD in School Psychology

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UNIVERSITY OF NEVADA, LAS VEGAS, CONT.	
<p>Department of Psychiatry and Behavioral Health, Kirk Kerkorian School of Medicine</p> <p>www.unlv.edu/medicine/psychiatry-and-behavioral-health</p>	<p>The Department of Psychiatry and Behavioral Health within the Kirk Kerkorian School of Medicine enhances behavioral health in Nevada through education, community involvement, leadership, clinical service, and research collaboration. It encompasses hospital and clinic-based mental health services and educational programs in psychiatry, child and adolescent psychiatry, forensic psychiatry, and couple and family therapy. Programs include:</p> <ul style="list-style-type: none"> • Child and Adolescent Psychiatry Fellowship • Couple and Family Therapy • Forensic Psychiatry Fellowship • First Episode Psychosis Program
<p>Department of Social and Behavioral Health, School of Public Health</p> <p>www.unlv.edu/sbh</p>	<p>Degree programs include:</p> <ul style="list-style-type: none"> • Bachelor in Public Health • Masters in Public Health • PhD. in Public Health <p>Certificate programs include:</p> <ul style="list-style-type: none"> • Certificate in Public Health • Certificate in Infection Prevention
<p>School of Integrated Health Sciences</p> <p>www.unlv.edu/integratedhealth</p>	<p>The School of Integrated Health Sciences at UNLV houses various departments and degrees, such as:</p> <ul style="list-style-type: none"> • PhDs in Neuroscience and Interdisciplinary Health Science • Occupational Therapy and post-professional Occupational Therapy doctorates.
<p>School of Social Work</p> <p>www.unlv.edu/socialwork</p>	<p>Students are prepared to work in a variety of settings, including child welfare, mental health, criminal and juvenile justice, gerontology, domestic violence, health care, community development, policy practice, and research. A career in social work is concerned with matters of social justice and making a difference in peoples' lives and communities. Programs offered include:</p> <ul style="list-style-type: none"> • Bachelor of Social Work • Dual Degree: Master of Social Work & Juris Doctor • Master of Social Work
UNIVERSITY OF NEVADA, RENO	
<p>Counseling Program, College of Education and Human Development</p> <p>www.unr.edu/education/academic-programs/graduate-degrees/counseling-and-educational-psychology</p>	<p>This program educates competent, culturally aware, ethical counselors who will provide exceptional services in both public and private settings to meet the needs of a increasingly diverse society. Degrees offered include:</p> <ul style="list-style-type: none"> • Master of Arts in Counseling • PhD in Education: Counselor Education and Supervision • PhD in Education: Information Technology in Education

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<p>Department of Psychology, College of Science www.unr.edu/psychology</p>	<p>The Department offers an undergraduate degree with three tracks (general, research, and behavior analysis), as well as a minor. Graduate degrees include:</p> <ul style="list-style-type: none"> • MS and online MS in Behavior Analysis • PhDs in Behavior Analysis, Clinical Psychology, Cognitive and Brain Sciences, Social Psychology, and Neuroscience
<p>School of Public Health www.unr.edu/public-health</p>	<p>The UNR School of Public Health offers:</p> <ul style="list-style-type: none"> • BS in Kinesiology or Public Health • BS to MPH program, MPH and Online MPH, MD/MPH Program • MS in Health Analytics and Biostatistics, and Kinesiology • PhD in Public Health • Online Public Health Certificates
<p>School of Social Work www.unr.edu/social-work</p>	<p>The School of Social Work offers undergraduate and master levels accredited degree programs as well as an online Masters of Social Work.</p>
<p>TMCC - Social Sciences www.tmcc.edu/social-sciences</p>	<p>The Social Sciences Department at TMCC offers a wide variety of courses for first- and second-year college students that transfer for university credit. Programs of study include:</p> <ul style="list-style-type: none"> • Human Development and Family Studies • Psychology • Social Work • Sociology
<p>Western Governors University (WGU) www.wgu.edu/online-nursing-health-degrees/psychiatric-mental-health-nurse-practitioner-masters-program.html</p>	<p>WGU offers a Master of Science in Psychiatric Mental Health Nurse Practitioner specifically designed to prepare nurses who have a BS in nursing to become mental health practitioners.</p>
<p>FINANCIAL ASSISTANCE</p>	
<p>NyE Communities Coalition nyecc.org/workforce-development</p>	<p>The NyE Communities Coalition offers employment and training services, job training, coaching and financial support for young adults ages 16 to 24. It also offers paid work experience, paid internships, and financial support for college and technical school students.</p>
<p>OSIT Graduate Medical Education (GME) osit.nv.gov/GME/home/</p>	<p>The OSIT works to increase Nevada's physician workforce by increasing support for graduate medical training. It manages a competitive grant program to award GME funds to any institution accredited by the Accreditation Council for Graduate Medical Education in the state.</p>
<p>Western Region Public Health Training Center (WRPHTC) wrphtc-dev.site/student-project-stipends</p>	<p>The WRPHTC provides stipends to support public health and other health profession students conducting public health projects with public and non-profit organizations around the region through support from the Health Resources and Services Administration (HRSA). Stipends are subsistence allowances for students to help defray living expenses while completing their project, and are not provided as a condition of employment, or for tuition, fees, health insurance, or other costs associated with their project.</p>

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PROFESSIONAL DEVELOPMENT, INTERNSHIP, AND APPRENTICESHIP OPPORTUNITIES	
Organization	Description
<p>CASAT, UNR School of Public Health http://casat.org/academic/practicum</p>	<p>CASAT offers a practicum in Addiction Treatment or Prevention Services as an opportunity to add a service learning experience for students who have completed the Addiction Treatment Services (ATS) Minor/Certificate. The Practicum provides an experiential, hands-on opportunity in an accredited substance use disorder treatment program, prevention services agency, or an approved behavioral health care site where students can apply skills and knowledge learned in previous CASAT courses, and gain a better understanding of the services offered in the community.</p>
<p>Comagine Health/Desert Meadows AHEC comagine.org/program/ahec</p>	<p>The Nevada AHEC Scholars Program is for undergraduate and graduate level clinical and nonclinical health profession students who wish to complement their education by further developing their leadership knowledge and experience in rural or underserved urban settings. AHEC Scholars participate in clinical and non-clinical, didactic, and community-based activities and projects with a focus on leadership development.</p>
<p>Community Chest communitychestnevada.net</p>	<p>Community Chest is a non-profit organization that hosts interns from higher education institutions, and it provides a variety of entry-level community health worker positions and training to grow the rural Nevada workforce.</p>
<p>Child/Family Community Mental Health, DCFS dcfs.nv.gov</p>	<p>This is a clinical training site for pre-graduate students in marriage and family therapy and clinical professional counseling. It hires licensed interns and provides on-site clinical supervision, works directly with UNR and is establishing relationships with behavioral health programs at UNLV.</p>
<p>Division of Public and Behavioral Health, DHHS dpbh.nv.gov/About/AdminSvcs/HR/Human_Resources</p>	<p>DPBH provides internship opportunities to undergraduate and graduate students interested in exploring careers at DPBH.</p>
<p>Family Support Center thefamilysupportcenter.org</p>	<p>The Family Support Center provides clinical internship opportunities for certified social worker interns. It also assists with the supervision of Master in Social Work interns to outside organizations.</p>
<p>Healthy Minds www.healthymindslv.com</p>	<p>Healthy Minds provides practicum and internships for master level mental health professionals. It is a training site for UNLV's psychiatry residents, child and adolescent psychiatry fellows, and an approved training site through the Board of Social Work. Healthy Minds works with various mental health licensing boards to ensure training meets licensing requirements.</p>

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PROFESSIONAL DEVELOPMENT, INTERNSHIP, AND APPRENTICESHIP OPPORTUNITIES	
Organization	Description
<p>High Sierra AHEC www.highsierraahcec.org</p>	<p>High Sierra AHEC's Student Ambassador Program is a team of diligent, enthusiastic community leaders who promote the mission of High Sierra AHEC and make a difference in our community. Opportunities include:</p> <ul style="list-style-type: none"> • Networking with other undergraduate students • Fostering connections with community organizations • Participating in programming for rural and underserved communities • Preparing for graduate or medical school • Strengthening employability skills and professionalism • Attending trainings and workshops with local professionals and community members
<p>NV Community Health Worker Association www.nvchwa.org</p>	<p>The Association provides education, support, and professional development opportunities focused on increasing access to health care and social services, and improving community wellness.</p>
<p>Northern Nevada Hopes www.nnhopes.org/about/careers</p>	<p>Northern Nevada hopes provides internship opportunities within its program areas including housing, teen health, harm reduction and LGBTQ support.</p>
<p>NyE Communities Coalition Youth Werk nyecc.org/workforce-development</p>	<p>This program provides no-cost eligible training programs, work related clothing and tools, transportation support such as gas vouchers, and pre-employment services such as job search assistance, career exploration and workshops. It also provides one-on-one coaching, GED and diploma assistance, decision making skills development, and leadership development.</p>
RESIDENCY AND FELLOWSHIP PROGRAMS	
<p>Behavioral Health Group (BHG) www.bhgrecovey.com</p>	<p>The BHG educates and trains medical students and residents in psychiatry and addiction, and is a member of several medical school and resident faculties.</p>
<p>Child and Adolescent Psychiatry Fellowship, UNLV www.unlv.edu/medicine/psychiatry-and-behavioral-health/child-adolescent-psychiatry-fellowship</p>	<p>The Kirk Kerkorian School of Medicine's Child and Adolescent Psychiatry Fellowship was created to combat the severe shortage of child psychiatrists in Southern Nevada. Its community-based training program focuses on training fellows to become skilled in working within community systems of care, both locally and with the skills to apply their knowledge nationally.</p>
<p>Department of Psychiatry and Behavioral Sciences, UNR med.unr.edu/psychiatry/residency</p>	<p>The Department of Psychiatry and Behavioral Sciences at UNR School of Medicine sponsors a fully accredited psychiatry program. The program has a high percentage of graduates who have passed examinations of the American Board of Psychiatry and Neurology.</p>

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RESIDENCY AND FELLOWSHIP PROGRAMS	
Organization	Description
Forensic Psychiatry Fellowship, Department of Psychiatry and Behavioral Health, UNLV www.unlv.edu/medicine/forensic-psychiatry-fellowship	The Forensic Psychiatry Fellowship provides conceptual knowledge that will enhance psychiatric practice regardless of career path. The program was developed to recognize the wealth of training resources available in the Las Vegas metropolitan area. Its community-based training sites provide a solid foundation for fellows to learn and apply forensic psychiatric principles.
Psychiatric Residency Program, DPBH dpbh.nv.gov/uploadedFiles/dpbhnavgov/content/About/Overview/DPBH-Program-Guide.pdf	The Division's psychiatric residency program is administered in conjunction with the UNR School of Medicine. Residents in psychiatry complete educational and clinical practice rotations at the Dini Townsend and Rawson Neal Hospitals, as well as in Southern Nevada Adult Mental Health Services outpatient clinics.

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CURRENT WORKFORCE

ADVOCACY AND POLICY15

- Nevada Association of Counties
- NV Community Health Worker Association
- Nevada Hospital Association
- Regional Behavioral Health Policy Boards
- Nevada Rural Hospital Partners
- Nevada Statewide Coalition Partnership

TRADITIONAL WORKFORCE DEVELOPMENT SERVICES 15

- 3RNet
- Community Chest
- Community Services Agency
- Department of Employment, Training and Rehabilitation (DETR)
- EmployNV
- Healthy Communities Coalition
- Nevadaworks
- PACT Coalition
- Workforce Connections

RECRUITMENT 17

- NyE Communities Coalition
- School Based Mental Health Services Grant, Office of Safe and Respectful Learning Environment, Department of Education

GOVERNMENTAL BEHAVIORAL HEALTH EMPLOYERS 18

- Carson City Health and Human Services
- Childrens' Mental Health, Division of Child and Family Services, DHHS
- Division of Public and Behavioral Health, DHHS
- Southern Nevada Health District
- Washoe County Health District

LOAN REPAYMENT PROGRAMS 18

- Faculty Loan Repayment Program, Health Resources and Services Program
- National Health Service Corps (NHSC) Rural Community Loan Repayment Program
- NHSC Substance Use Disorder Workforce Loan Repayment Program
- Nevada Health Service Corps Loan Repayment Program
- Pennington Rural Health Services Loan Repayment Program, Office of Science, Innovation and Technology (OSIT)

TRAINING AND CONTINUING EDUCATION 19

- Center for the Application of Substance Abuse Technologies (CASAT), UNR School of Public Health
- Comagine Health/Desert Meadows AHEC
- High Sierra AHEC
- Institute for Health Impact and Equity, UNR School of Public Health

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ADVOCACY AND POLICY	
Organization	Description
Nevada Association of Counties www.nvnaco.org	The Nevada Association of Counties coordinates with county officials to explore workforce pipeline opportunities and address current workforce shortage concerns.
NV Community Health Worker Association (CHWA) www.nvchwa.org	The NV CHWA provides advocacy, promotion, education, support, and professional development opportunities focused on increasing access to health care and social services, and improving community wellness.
Nevada Hospital Association (NHA) nvha.net/advocacy-initiatives	The NHA is an advocate for Nevada’s hospitals, health systems, communities, and patients before legislative and regulatory bodies.
Regional Behavioral Health Policy Boards nvbh.org	Nevada’s Regional Behavioral Health Policy Boards enable stakeholders to develop a shared understanding of behavioral health issues facing each region, allowing for more effective planning and resource distribution across the state. Each Board is allocated one bill draft request each legislative session.
Nevada Rural Hospital Partners nrhp.org	Nevada Rural Hospital Partners offers a variety of programs, services, and initiatives designed to ensure the viability of Nevada’s 13 critical access hospitals. Advocating at the legislative and regulatory levels, it works to reduce cost, generate savings, enhance quality, share resources, and expand the use of technology.
Nevada Statewide Coalition Partnership healthiernv.org	The Nevada Statewide Coalition Partnership facilitates collaboration at the state level for the field of overdose prevention in conjunction with community coalitions that serve Nevada’s 17 counties. It also educates and advocates to key stakeholders and participates in state certification board for non-licensed professions.
TRADITIONAL WORKFORCE DEVELOPMENT SERVICES	
3RNet www.3rnet.org	3RNet is a job search resource for health professionals seeking careers in rural and underserved communities.
Community Chest communitychestnevada.net	Community Chest supports the development of the current workforce through various funded workforce development programs for both adults and out-of-school youth.
Community Services Agency www.csareno.org/Employment-Assistance-and-Training	Community Services Agency’s workforce development program empowers participants to build new skills and meet their employment goals. Eligible participants have an opportunity to benefit from a variety of services that support job skill development, enrollment in technical training, identification of career pathways, and removal of barriers to employment.

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TRADITIONAL WORKFORCE DEVELOPMENT SERVICES, CONT.	
Organization	Description
<p>Department of Employment, Training and Rehabilitation (DETR)</p> <p>detr.nv.gov</p>	<p>DETR is Nevada's lead workforce development agency offering workforce development and related assistance, job placement and training, services for people with disabilities, investigation of claims of discrimination, and more. DETR services are designed to address assessment, training, treatment, and job placement for Nevadans with disabilities. The Division places primary emphasis on providing necessary services to help clients work and live independently.</p>
<p>EmployNV</p> <p>www.employnv.gov</p>	<p>EmployNV is the state's largest database of job seekers, enabling established employers to post job openings and individuals to post resumes and search for opportunities. EmployNV offers various types of assistance to employers at no cost and can serve as an extension to a hiring department. It also serves as a statewide career hub, providing services to individuals at locations throughout the state or virtually, including assistance with resume and interviewing skills and financial assistance to those who need training.</p>
<p>Healthy Communities Coalition</p> <p>healthycomm.org</p>	<p>Healthy Communities Coalition places Safe School Professionals, consisting of Community Health Workers, BSW, MSW and LCSW within schools to provide substance use prevention services, behavioral health and resources directly to students one on one or in group settings and provide supports to students at-risk of not graduating. HCC also provides a summer Comstock Youth Works program, recruiting 40 at-risk youth to engage in workforce development, substance use prevention education and enrichment activities, connecting each youth with an employer who also serves as a mentor. The youth are paid through HCC and on completion of the program, students earn one full credit toward graduation.</p>
<p>Nevadaworks</p> <p>nevadaworks.com</p>	<p>Nevadaworks is Northern Nevada's Local Workforce Development Board. It provides funding to qualified service providers who work directly with a diverse population of individuals who are seeking employment or skills upgrading, or who are entering the workforce for the first time.</p>
<p>PACT Coalition</p> <p>drugfreelasvegas.org</p>	<p>The PACT Coalition provides professional training, expands current certifications for existing professionals, and helps grow the field with bridged employees to other organizations that cannot provide support to expanded employee capacity.</p>
<p>Workforce Connections</p> <p>nvworkforceconnections.org</p>	<p>Workforce Connections is Southern Nevada's Local Workforce Development Board. It is responsible for the operation of the One-Stop Delivery System in the Southern Nevada Local Workforce Development Area. Its geographic jurisdiction includes the Clark, Esmeralda, Lincoln, and Nye Counties. The remaining counties are served by Northern Nevada's LWDB, Nevadaworks.</p>

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RECRUITMENT	
Organization	Description
NyE Communities Coalition nyecc.org/workforce-development	NyE Communities Coalition helps locate desired applicants for openings locally and statewide. It also accepts applications, pre-screens applicants, and hosts hiring events for companies. An on-the-job-training 50 percent wage reimbursement program is available to qualified employers.
School Based Mental Health Services Grant, Office of Safe and Respectful Learning Environment, Department of Education doe.nv.gov/layouts/Page_Style_1.aspx?id=334252	The Office of Safe and Respectful Learning Environment within the Department of Education received a 5-year grant to improve school based mental health services. The project is focused on recruitment, retention and re-specialization of school counselors, school psychologists, school social workers, and other school mental health providers in order to increase the ratio of school based mental health professionals to students and strengthen the school mental health workforce.
GOVERNMENTAL BEHAVIORAL HEALTH EMPLOYERS	
Carson City Health and Human Services getthehealthycarsoncity.org	Carson City Health and Human Services is an accredited health department hiring in the fields of clinical and behavioral health.
Children’s Mental Health, Division of Child and Family Services, DHHS dcfs.nv.gov	Children’s Mental Health, Division of Child and Family Services, DHHS has two main offices serving northern and rural Nevada, and a southern location in Las Vegas, hiring all positions within its programs.
Division of Public and Behavioral Health, DHHS dpbh.nv.gov/About/AdminSvcs/HR/Human_Resources	The DPBH hires a wide range of behavioral health professionals including mental health counselors, clinical program planners, case workers and psychologists.
Southern Nevada Health District www.southernnevadahealthdistrict.org/about-us/employment-information	The Southern Nevada Health District (SNHD) is committed to improving the health and safety of the Southern Nevada community. The SNHD runs six adult mental health clinics and offers fulfilling behavioral health careers.
Washoe County Health District www.washoecounty.gov/humanresources/index.php	Washoe County Health District hires providers in mental health services including family support, addiction, general counseling, and psychiatric services.

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LOAN REPAYMENT PROGRAMS	
Organization	Description
Faculty Loan Repayment Program, Health Resources and Services Program bhwh.hrsa.gov/funding/apply-loan-repayment/faculty-lrp	The federal Faculty Loan Repayment Program is a competitive program available to faculty from economically and environmentally disadvantaged backgrounds with eligible health professions degrees or certificates who work at eligible academic institutions.
National Health Service Corps (NHSC) Rural Community Loan Repayment Program nhsc.hrsa.gov/loan-repayment/nhsc-rural-community-loan-repayment-program	The National Health Service Corps (NHSC) Rural Community Loan Repayment Program is for providers working to combat the opioid epidemic in the nation's rural communities.
NHSC Substance Use Disorder Workforce Loan Repayment Program nhsc.hrsa.gov/loan-repayment/nhsc-sud-workforce-loan-repayment-program	The NHSC Substance Use Disorder Workforce Loan Repayment Program supports the recruitment and retention of health professionals needed in underserved areas to expand access to substance use disorder treatment and prevent overdose deaths.
Nevada Health Service Corps Loan Repayment Program med.unr.edu/statewide/programs/nevada-state-office-of-rural-health/nevada-health-service-corps	This Program was established by the Nevada State Legislature in 1989 (NRS 396.899 to 396.903) to encourage health practitioners to practice in areas of Nevada with health provider shortages. Participating practitioners engage in full-time clinical practice in an assigned medically underserved community in exchange for loan repayment assistance. The program is administered by the Nevada State Office of Rural Health in the Office of Statewide Initiatives, UNR School of Medicine.
OSIT Pennington Rural Health Services Loan Repayment Program osit.nv.gov/Loan_Repayment/Loan_Repayment_Program/	This loan repayment program is available to certain health care professionals who engage in full-time clinical practice and reside in an assigned rural community in exchange for funding to repay qualified educational loans. Annual loan repayment ranges from \$10,000 to \$40,000 per year and requires a two- or three-year commitment.

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TRAINING AND CONTINUING EDUCATION	
Organization	Description
CASAT, UNR School of Public Health www.casat.org/learning	CASAT provides training to strengthen the allied health workforce as well as continuing education and professional development for behavioral health professionals. At CASAT, students have access to a catalog of self-paced, online video courses for behavioral health providers on topics such as ethics, suicide prevention, HIPAA, and more.
Comagine Health/Desert Meadows AHEC www.comagine.org/program/ahec/about-nevada-ahec	Comagine Health's programs align community interests, promote collaboration and apply objectivity, experience and innovation, helping to solve the most complex challenges in health and health care. Workforce development program goals include inter-professional development among collaborative organizations to develop a pipeline for other disciplines.
High Sierra AHEC www.highsierraahec.org	High Sierra AHEC provides cultural diversity training for the adequate provision of culturally competent care to our nation's growing minority communities.
Institute for Health Impact and Equity, UNR School of Public Health www.makinghealthhappen.org	The Institute for Health Impact and Equity amplifies the public health workforce through innovative research and skill-based education. By implementing a variety of training opportunities and prioritizing needs of the public health workforce, the Institute continues to address gaps and barriers within public health systems. Training relates to a variety of public and behavioral health topics.

Support for the Nevada Health Care Workforce and Pipeline Development Workgroup is provided by High Sierra AHEC and the Center for Public Health Excellence within the School of Public Health at the University of Nevada Reno (UNR) through funding from the Division of Public and Behavioral Health of Nevada’s Department of Health and Human Services.

High Sierra Area Health Education Center (AHEC) is a 501c3 public health non-profit organization, affiliated with the University of Nevada, Reno School of Medicine, dedicated to recruiting, developing, and strengthening the future healthcare workforce of Nevada. It is committed to providing equitable and comprehensive opportunities; engaging in outreach that exposes young people from groups underrepresented in the healthcare workforce to role models and mentors; further inspiring their pursuit and tangibility of a healthcare career. High Sierra AHEC’s nationally recognized programs target first-generation, low-income, and rural students in a six-county area, including Carson, Churchill, Douglas, Lyon, Storey, and Washoe Counties.

The Center for Public Health Excellence, UNR School of Public Health works to improve the health of all Nevadans by leading efforts to grow and diversify the public health workforce; facilitating and formalizing partnerships between public health agencies and institutions of higher education; working with public health authorities to improve quality and performance; and raising awareness among policymakers about the importance of public health and key policy challenges.

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