



Qualified Treatment Trainees Grants Program

State Fiscal Year 2022 Annual Report



University of Wisconsin
Whitewater

Center for Inclusive Transition,
Education and Employment

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Executive Summary

The QTT Grants Program is a statewide initiative to address and invest in the behavioral mental health workforce in the state of Wisconsin. The need for licensed behavioral mental health professionals is outpacing supply of qualified clinicians across Wisconsin. Agencies that hire and supervise licensed master's level candidates as qualified treatment trainees (QTTs) experience additional costs and administrative challenges compared to hiring a fully licensed clinician, including assuming additional supervision and administrative responsibilities, reduced client caseloads, while balancing the need to maintain billing requirements for agency solvency. Regardless, a period of supervised clinical experience remains a critical component for licensure as a clinician in social work, counseling, and marriage and family therapy.

The QTT Grants Program strives to alleviate these agency level challenges and add QTT positions using two strategies: 1) direct grants to agencies that hire and supervise QTTs and 2) investing in QTT supervisor professional development through a unique supervisory professional development initiative. Expanding Agency Awards, Emerging Agency Awards, Intern Awards, and Supplemental Accommodations Workgroup Awards were available during the state fiscal year 2022 to address the unique needs of agencies and QTTs. Grants of up to \$20,000 directly to agencies provides both the financial support to alleviate expenses associated with QTT supervision and allows the designated supervisor to participate in the six-month supervisory professional development initiative as required for the Expanding Agency Awards.

Highlights from the QTT Grants Program include:

- **QTT positions increased 29%** over FY21 QTT positions available among Expanding Agency Award recipients
- Distributed **over \$1.9 million** in grants to mental health agencies to invest in hiring and supervising QTTs
- Developed an **agency readiness checklist** for hiring QTTs who are Deaf/Hard of Hearing and provided support to **three Deaf MSW graduates** toward licensure as QTTs
- Developed and implemented **QTT supervision best practice tools**: Supervision Practice Profile, QTT Supervisor Tool Kit, and the Intern Supervisor Tool Kit
- Facilitated 6 months of professional development activities, including monthly community of practice meetings, with an **81.4% engagement rate** across Expanding Award recipients

The QTT Grants Program is administered by the Wisconsin Department of Health Services, Division of Care and Treatment Services, Bureau of Prevention, Treatment, and Recovery (DHS hereafter) and UW-Whitewater's Center for Inclusive Transition, Education and Employment (CITEE). The program is statutorily required and funded by general purpose revenue ([§ 146.618](#)) and received additional one-time Community Mental Health Services Block Grant (MHBG) (CFDA Number 93.958) funding in fiscal year 2022. The program will continue to provide QTT grants under the statutory commitment in future fiscal years.

Background

The Wisconsin Qualified Treatment Trainee (QTT) Grants Program is a statewide program to expand the number of Qualified Treatment Trainee (QTT) positions and invest in QTT supervisor development by providing grants to agencies providing outpatient mental health services. In the 2021-2022 state fiscal year, over \$2 Million was allocated for this program. This included \$410,000.00 of general purpose revenue ([§ 146.618](#)) and an additional \$1,900,000.00, using one-time Community Mental Health Services Block Grant (MHBG) supplemental funding authorized under the Consolidated Appropriations Act (2021) (CFDA 93.958). The SYF2022 was the second year of grant distribution under this QTT Grants Program.

The program is supported and administered between the Wisconsin Department of Health Services, Division of Care and Treatment Services, Bureau of Prevention, Treatment, and Recovery (DHS hereafter) and UW-Whitewater's Center for Inclusive Transition, Education and Employment (CITEE) with guidance from the QTT Grants Program Advisory Committee. The advisory committee consists of statewide stakeholders, including representatives of professional associations, mental health agencies, and advocates.

The QTT Grants Program has targeted two goals as methods to increase statewide mental health treatment capacity: 1) expand the number of available QTT positions and 2) increase QTT supervisory capacity through professional development and support. State statutes provide two definitions of a QTT: a graduate student who is enrolled in an accredited institution in psychology, counseling, marriage and family therapy, social work, nursing, or a closely related field; and a person with a graduate degree from an accredited institution and course work in psychology, counseling, marriage and family therapy, social work, nursing, or a closely related field who has not yet completed the applicable supervised practice requirements. ([DHS 35.03\(17m\)](#))

In order to address the comprehensive scope of the targeted goals of the QTT Grants Program, four grants were administered in fiscal year 2022, each with unique objects and deliverables designed to meet the needs of agencies supervising QTTs. The Expanding Agency, Emerging Agency, and Supplemental Accommodations Award grants continued from fiscal year 2021. The Intern Agency Award was added in fiscal year 2022 for agencies supporting a graduate level intern QTT positions. This report will provide a summary of these programs, detail program outcomes, and outline recommendations for future program years.

Stakeholders

Throughout the planning and implementation of the QTT Grants Program, multiple stakeholders participated and contributed. [1] Stakeholders fell into three major categories:

- Core team members
- Advisory Committee members
- Representatives from previous award recipient agencies

The core team consisted of the Department of Health Services, Division of Care and Treatment Services (DHS-DCTS) and UW-Whitewater's Center for Inclusive Transition Education and Employment (CITEE). This team provided overall management and administration of the grants program. Members of this team also facilitated the initial workshop and Community of Practice meetings with designated supervisors.

The Advisory Committee advised the core team on the development of all grants program materials, applications, and grant selection priority criteria. Members supported the outreach efforts of the program and reviewed applications for completion of priority criteria recommendations. Members of the Advisory Committee included representatives of the following groups:

- DHS 35 clinics
- Federally Qualified Health Centers (FQHCs)
- Previous QTT grant awardees
- Wisconsin Department of Health Services
- Professional mental health care provider and/or professional associations
- UW-Whitewater Social Work Department
- Deaf/Hard of Hearing

The QTT Grants Program agency award recipients representative the following grants:

1. Post-graduate award
2. Intern award
3. Supplemental accommodations workgroup

Awardees included agencies that currently employ or plan to employ QTTs with the support from QTT grants: mental health service providers, community social service agencies, and other clinical settings.

[1] A complete list of individuals representing each stakeholder group is in Appendix II – Stakeholder List.

Applicant Criteria

Priority Areas

To garner a diverse pool of applicants best qualified to meet the targeted program outcomes, the core team and the Advisory Committee collaborated to develop priority areas for the three grants. Members of the Advisory Committee representing statewide professional organizations noted several concerns that were developed into priority applicant criteria areas. It was deemed critical that small agencies be competitive in this grants program alongside large agencies with the resources to dedicate to grant applications, that agencies which acknowledged the distinct needs and dedication of resources to the supervisory process be able to demonstrate that distinction, and that agencies embedded in under-served communities or providing services to under-served portions of the population be given priority.

In order to operationalize these priority areas, the application was designed to minimize the need for qualitative statements and explanations. Instead, applicants were asked to provide specific data regarding their current practices, targeted services, agency qualifications and personnel, and Medicaid billing levels. CITEE then translated this information into weighted scores according to the priorities developed with the Advisory Committee.

The following application categories and subcategories were established:

- Consumer characteristics
 - Provision of service to populations at or below the poverty level
 - Provision of service to historically disadvantaged populations
- Service provider characteristics
 - Level and type of agency certification
 - Historical levels of Medicaid billing
 - Provision of service within under-served geographic regions
- Supervisory characteristics
 - Readiness to provide or move toward provision of qualified internal QTT supervision
 - Readiness to increase hiring of post-graduate QTTs
 - Distinct productivity standards for QTTs and QTT supervisors
- Organizational goals and commitments
 - Use of tele-behavioral health service provision
 - Demonstrated commitment to professional development
 - Diverse hiring practices
 - Description of overall grant impact

Grant Award Descriptions

In fiscal year 2022, the QTT Grants Program continued with three grants established previously: Expanding Agency Award, Emerging Agency Award, and Supplemental Accommodations Award, and added a new grant: Intern Agency Award. This new award was designed, using a one-time funding opportunity, to support agencies to cultivate more QTT positions for clinical graduate student interns and create new internship host agencies and intern supervisors to develop greater capacity for hiring post-graduate QTTs. All awards support the overall program goals of increasing the number of QTTs and developing supervisory best practices at their agency. Each award had a specific scope of work and deliverables required of recipients.

Expanding

The Expanding Agency Award supports agencies with a history of hiring postgraduate QTTs to increase their total of internally-supervised postgraduate QTT positions. Fifty-four \$20,000 Expanding Agency awards were distributed to agencies in FY22. Each agency selected a "Designated Supervisor," a clinical employee within the organization that directly supervised at least one postgraduate QTT position. The designated supervisor participated in the QTT Grants Program Professional Development Initiative which included monthly community of practice meetings, skills and practice development based on the QTT Supervision Practice Profile, attending to the supervisor-QTT working alliance, and collaboration with other QTT designated supervisors using an online learning platform.

Emerging

The Emerging Agency Award supports agencies that have not historically hired and internally-supervised postgraduate QTTs, so that that can complete preparatory activities to do so. Applicants submit a work plan detailing the activities necessary to prepare for and begin hiring and supervising postgraduate QTTs. These activities include addressing internal and external barriers to hiring a QTT. The QTT Grants Program allocated \$10,000 in FY22 for one or more Emerging Agency Awards for agencies selected based on their work plan and budget.

Supplemental Accommodations Workgroup

Originally, the Supplemental Accommodations Award was designed to address the priority to meet the needs of Deaf/Hard of Hearing clients by supporting Deaf/Hard of Hearing QTTs and their employing agencies through the QTTs clinical licensure. No eligible agencies applied for such an award during the application process despite targeted outreach. Anecdotally, stakeholders and advocates shared that there are limited-to-no Deaf/Hard of Hearing clinical graduate students or recent graduates in the state for agencies to hire. As a result, CITEE in collaboration with the Wisconsin Department of Health Services and the advisory committee, developed an alternative award designed to address agency readiness to hire Deaf/Hard of Hearing QTTs.

The Supplemental Accommodations Workgroup Award solicited agencies and individuals with lived experience and/or knowledge of the mental health workforce of potential Deaf/Hard of Hearing QTTs. A workgroup of agencies and individual advocates for the Deaf/Hard of Hearing

population was convened to assess organizational readiness for hiring and supervising Deaf and Hard of Hearing QTTs. Two awards were distributed to workgroup participants: \$20,000 agency awards for mental health service agencies with a goal of hiring and supervising a QTT with a communication-related accommodation and \$4,500 individual awards for advocates affiliated with the Deaf/Hard of Hearing population. The priority areas of the workgroup were to:

- Identify barriers and review existing resources/best practice materials
- Develop or implement a best practice guidance tool, review agency readiness and barriers in existing implementation efforts, complete and reflect upon a self-assessment tool

The workgroup met twice during the spring to engage in a facilitated process to achieve these goals. Participants also engaged in independent work, collection of resources and literature, and helped develop an agency self-assessment checklist intended to assess organizational readiness to hire a Deaf/Hard of Hearing QTT. At the conclusion, individual participants completed a final feedback evaluation on the workgroup process and agency award recipients completed the self-assessment checklist to assess their agency's organizational readiness to hire a Deaf/Hard of Hearing QTT.

Intern

The Intern Agency Award was created to support agencies that currently host and supervise a graduate level intern position or commit to implementing a plan to host a QTT intern position in the future. The QTT graduate level internship programs include accredited social work, professional counseling, and marriage and family therapy programs. Thirty-seven \$20,000 awards were granted for the Intern Agency Award. Agencies submitted documentation of a current internship placement or plans to create an internship placement. Agencies also submitted a plan to improve the quality of their internship program.

Applications and Awards

Applications for all grants were solicited August 23 through September 20, 2021 through a variety of dissemination methods, including communication through the Wisconsin Department of Health Services (DHS) contact lists, to members of professional associations by Advisory Committee members, and through CITEE contact lists. CITEE received 108 complete and eligible applications.

Scoring was completed in two parts. First, quantitative measures (e.g., agency type, historic Medicaid billing levels, etc.) were scored automatically according to the standards set by the core team and Advisory Committee. Next, qualitative measures (e.g., description of overall grant impact, distinct supervisory productivity standards, etc.) were de-identified and then scored by Advisory Committee members. Multiple reviewers scored each qualitative item for every application, which resulted in a mean score for qualitative items in each application. CITEE compiled final ratings after reviewing for quality, and provided a final list of recommendations to DHS for approval.

In total, 54 Expanding Agency Awards, 37 Intern Agency Awards, one Emerging Agency Award, and six Supplemental Accommodations Workgroup Awards were granted to agencies across Wisconsin. Overlap between agencies eligible for an Expanding Agency Award and an Intern Agency Award applicants was significant. Selection was completed for the top-scoring agencies for the Expanding Agency Award first. Afterwards, agencies were evaluated for the Intern Agency Award, with priority given to those that had not already received an award, in accordance with the overall goal of providing funding to the largest number of unique agencies possible.

Outcomes

Grant distribution. The QTT Grants Program received a significant increase in funding during state fiscal year 2022, distributed across four distinct grants: Expanding Agency Award, Emerging Agency Award, Supplemental Accommodations Workgroup, and Intern Agency Award. Priority scoring for applicants serving underserved and diverse geographic regions, as well as small and medium sized agencies, aligned with program targets.

Figure 1. Flow Chart of FY22 GPR and CAA Funds by DHS Area Admin. Region Distribution

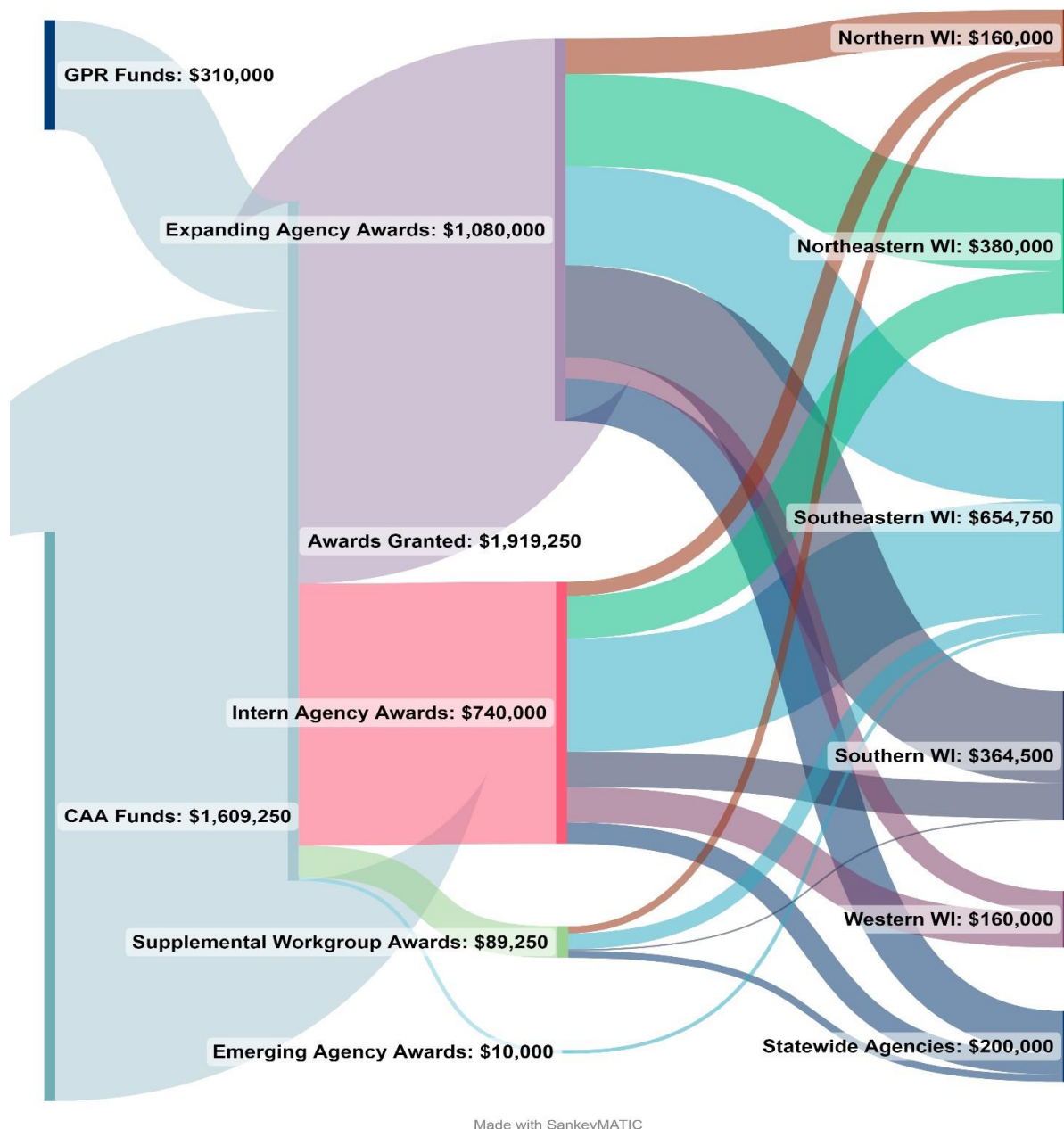
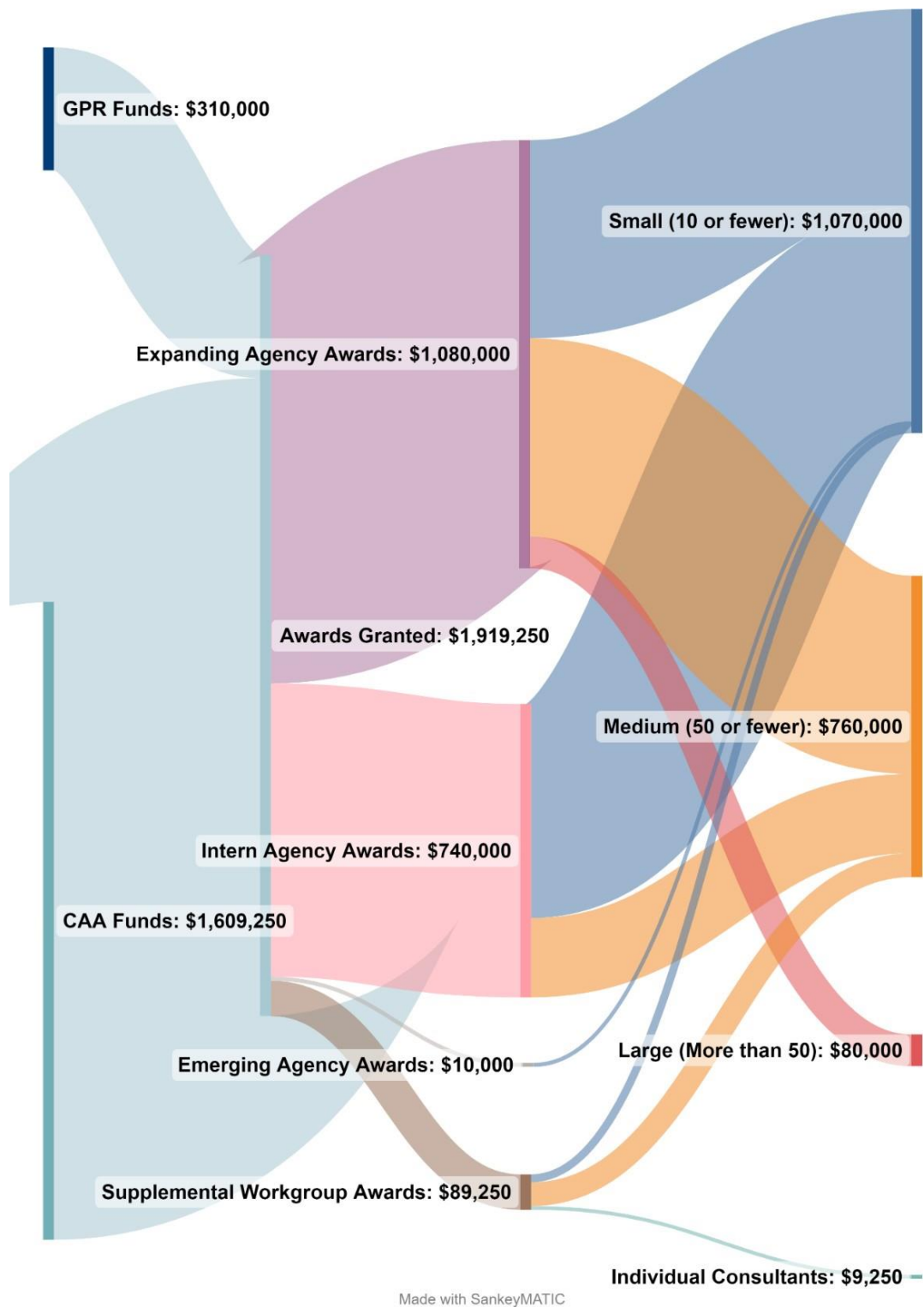


Figure 2. Flow Chart of FY22 GPR and CAA Funds by Grant Agency Size (# of Employees)



Successful agency characteristics. As a part of the application process, agencies were asked to describe the differentiation in day-to-day standards that are provided QTTs as they complete their supervised hours and to those designated as their supervisors. Possible areas of differentiated standards that could be described and scored included the following:

- Productivity standards
 - QTTs spend a set amount of time during their employment working up to a full standard of billable hours
 - Supervisors have a smaller portion of their workload designated to billable hours versus the standard of peers not providing supervision
- Additional Pay or Compensation
 - QTTs receive a wage increase periodically as they complete the supervisory period
 - Supervisors receive an increased wage or bonus during the supervisory period
- Release from Administrative or Other Duties
 - QTTs are released from certain required activities while completing the supervisory period
 - Supervisors are provided with assistance or release from billing, administrative, paperwork, or other duties that would otherwise be their responsibility
- Other
 - Any other differentiation that an agency described in detail and was accepted by the scorers

Agencies were evaluated based on the description of the four differentiation types provided. A clear distinction can be seen between the average scores for agencies that were selected to participate in the Expanding Agency Grant Program and those selected for the Intern Agency Grant Program.

Table 1. QTT Grant Recipient Standard Differentiation Scores by Award Type

FY22 Grant Type	Average for QTTs (0 to 4)	Average for Supervisors (0 to 4)
Intern Award	0.89	1.08
Expanding Award	2.22	2.44

Targeted populations/communities. To prioritize agencies making intentional efforts to serve underserved populations or communities, applicants listed and described their specific targeted services offered and specific commitments to populations/communities. A specific commitment to serve a community was defined as a major part of an agency's mission, goal, or that funding priorities are targeted toward the provision of mental health services to that population or community. (Figure 3)

At least four agencies noted a specific commitment to serve each of the populations or communities listed and 29 agencies described specific commitments to a group not delineated in the application. A commitment to serving individuals living in poverty was noted most frequently. The category "any other under-served group," included some commonalities among applicants, particularly commitments to serving individuals involved with the justice system (11 agencies,) with additional specificity in serving one or more of the following related subpopulations: families of incarcerated individuals, perpetrators of domestic violence or sexual abuse, and individuals transitioning out of incarceration. Other notable specific populations included services to: children and families involved with the child welfare system, first responders, children aged 0 to 5, Spanish-speaking individuals and families, and the Hmong community. These responses will be reviewed and incorporated into future applications as applicable.

Agencies descriptions of the specific commitment submitted in the application were scored and compared across applicants. A clear distinction can be seen between the average scores for agencies selected to participate in the Expanding Agency Award and those selected for the Intern Agency Award. (Figure 3)

Figure 3. Specific Commitments to Communities/Populations by FY22 Award Type

Population/Community Descriptor	FY22 Award Type		Total
	Expanding	Intern	
Asian-American, Pacific Islander	5	2	7
Black, Indigenous, or People of Color	19	6	25
Deaf or Hard of Hearing	4	0	4
Immigrants or refugees	9	3	12
Intellectual or Developmental Disabilities (IDD)	12	3	15
LGBTQIA+	19	6	25
Native American or Tribal	5	1	6
Poverty	34	11	45
Rural	19	7	26
Unsheltered or Housing Insecure	10	4	14
Veterans	7	4	11
Any other underserved group	18	10	28
Total	161	57	218

Expanding Awards

After review of 108 applications from Expanding Award and Intern Award eligible applicants, 54 agencies were identified to receive an Expanding Agency Award. An interactive map of Expanding Agency Award recipients can be found [here](#).

Expanding Agency Award recipients were required to complete and provide documentation on a set of specific program activities:

- Participation in orientation webinar
- Participation in initial workshop
- Designated supervisor participation in CoP meetings
- Ongoing submission of Supervision Session Checklist by designated supervisor
- Documentation of an increase in the number of post-graduate QTT positions by one over the average number of positions in the two previous fiscal years

Table 1. Expanding Agency Award Recipient Agencies

Agency	City
Agnesian Healthcare, A Member of SSM Health	Fond du Lac
Anesis Center for Marriage & Family Therapy	Madison
Applied Therapies & Wellness Center, S.C.	Elm Grove
Benedict Center, Inc.	Milwaukee
Brave Spaces Counseling and Wellness, LLC	La Crosse
C. A. Counseling & Consultants, LLC	Williams Bay
Catalpa Health	Appleton
Empower Mental Health Clinic	Marshfield
Children's Service Society of Wisconsin	Marshfield
Compass Counseling, LLC	Portage
Connections Counseling LLC	Madison
CORE Treatment Services, Inc.	Manitowoc
Eclectic Counseling	Onalaska
Edmundson Counseling	Wisconsin Rapids
Family Service Agency of Waukesha County	Waukesha
Family Services of Northeast Wisconsin Inc.	Green Bay
Foundations Counseling Center, Inc.	Belleville
Foundations Health & Wholeness Inc.	Green Bay
Green Lake County Department of Health & Human Services	Green Lake
Guest House of Milwaukee, Inc.	Milwaukee
Healing Hearts Family Counseling Center, LLC	Sun Prairie
Hope for a Better Tomorrow	Waukesha
Innovative Counseling, Inc.	Green Bay
Innovative Wisconsin LLC	Green Bay
Integrative Psyche, LLC	Milwaukee
Jefferson County Human Services--Outpatient MH/AODA Clinic	Jefferson
Kimberley Welk and Associates LLC	Green Bay
Dynamic Family Solutions	Sturgeon Bay
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Appleton
Mindstar Counseling	Menomonee Falls
Multicultural Trauma and Addiction Treatment Center of WI, LLC	Milwaukee
Nooe Counseling & Consulting, LLC	Appleton
Oregon Mental Health Services, LLC	Oregon
Orion Family Services, Inc.	Madison
Pauquette Center for Psychological Services (DBA Community Service Associates, S.C.)	Whitewater
Professional Services Group	Kenosha
Rawhide, Inc.	New London

Reflections Mental Health LLC	Madison
RISE Wisconsin, Inc	Madison
Sebastian Family Psychology Practice, LLC	Glendale
Serenity Mental Health Services, LLC	Watertown
St. Vincent Hospital DBA Prevea Health	Green Bay
Stein Counseling and Consulting Services, LTD.	Onalaska
Stonehouse Counseling	Viroqua
The Caring Tree - Child & Family Counseling	Wausau
The Centre for Well Being, Inc.	Wausau
The Rainbow Project	Madison
CrossRoads Counseling Center	Janesville
Us 2 Behavioral Health Care, Inc..	Appleton
Wellpoint Care Network	Milwaukee
West Grove Clinic	Milwaukee
Westside Psychotherapy	Madison
Wisconsin Community Services	Milwaukee
Wisconsin Lutheran Child & Family Service, Inc. (Christian Family Solutions)	Germantown

Expanding Agency Award recipients have two priority outcomes: 1) add additional QTT positions and 2) invest in supervisory development.

Outcome Priority: Add QTT Positions

Expanding Agency Award recipients were asked to complete an “Additional Hire Documentation Form” to document an increase in QTT positions over previous fiscal years at their agency. The results of the additional hires by agency size are shown below. (Figure 4 and Table 2.)

FY22 QTT positions increased 29% over the FY21 total QTT positions available at Expanding Agency Award recipient agencies. From FY21 to FY22, agencies added a total of 77 QTT positions. Each agency must signify hiring at least one additional QTT position over the average of the previous two fiscal years combined as an expanding award deliverable, which creates the FY22 goal for each awarded agency.

Figure 4. Number of Expanding Agency QTT Positions by Fiscal Year

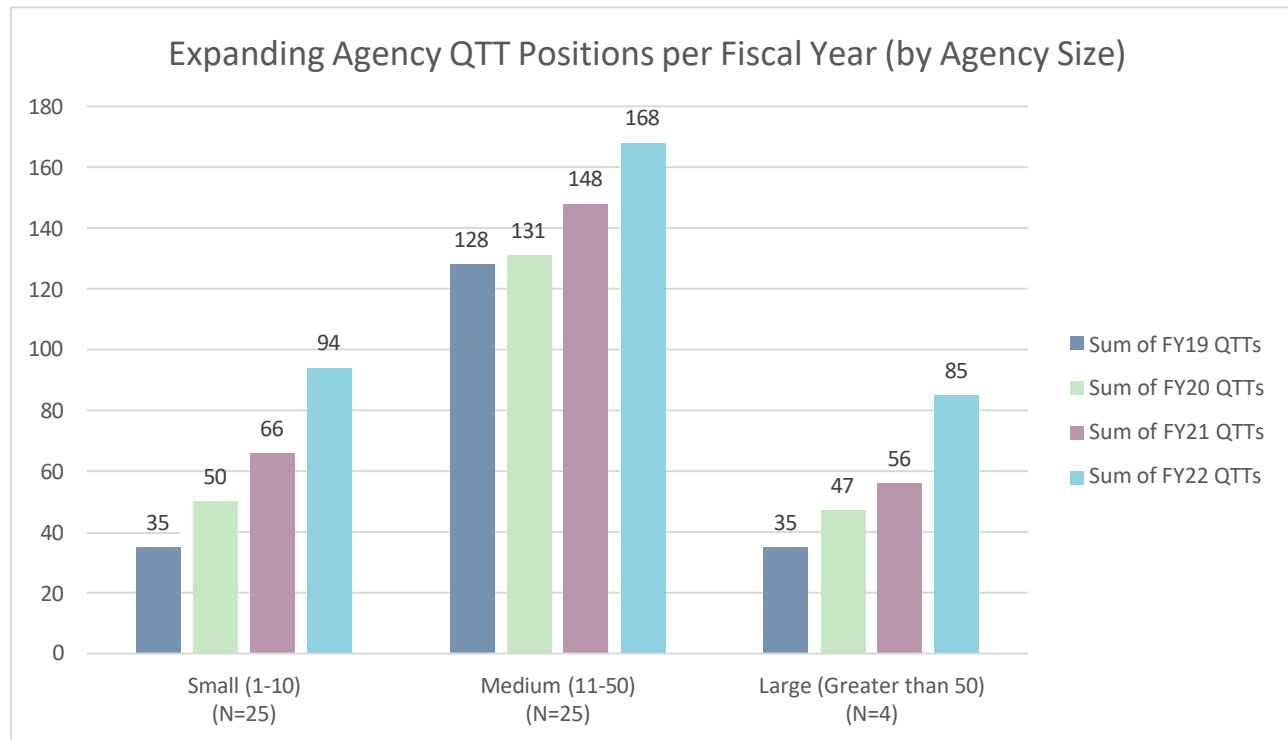


Table 2. Summary of QTT Positions by Agency Size (Expanding Awards) by Fiscal Year

Agency Size (Number of Mental Health Professionals)	FY19 QTTs	FY20 QTTs	FY21 QTTs	FY22 QTTs	Increase FY21 to FY22
Small (1-10)	35	50	66	94	28
Medium (11-50)	128	131	148	168	20
Large (Greater than 50)	35	47	56	85	29
Total	198	228	270	347	77

Outcome Priority: Invest in Supervisor Professional Development

A second goal of the QTT Grants Program was to invest in supervisor professional development. Each Expanding Agency Award Recipient selected a designated supervisor to participate in professional development activities and implement supervisory practice items with selected trainees under their supervision. The professional development experience took place over six months, including an initial workshop introducing the Supervision Practice Profile (Prock, Drechsler, & Hessenauer, 2020), and then six-monthly community of practice meetings. Other supervisory resources and toolkits were shared with designated supervisors to help engage in these new supervisor practices throughout the process.

Supervisory Development Activities

Supervisor Professional Development Initiative (Caldwell, 2022) included specific supervisor education and practice opportunities, summarized here.

Initial Workshop. Supervisors attended a six-hour workshop (November 2021) to learn about the supervisor practice profile and tool kit. The workshop included structured discussions about effective supervision and the importance of trainee skill development. Supervisors had opportunities to practice OARS+I skills to exemplify how use of those skills enhances the supervisory alliance, and ultimately, improves client outcomes (Miller & Moyers, 2021).

Community of Practice. Supervisors engaged in monthly one-hour community of practice meetings (December 2021 – May 2022). Each meeting focused on a specific process and component of effective supervision, as described in the supervisor practice profile, with emphasis on QTT skill development. The community of practice was designed to foster participation, evoke supervisor expertise, provide opportunities for practice, and encourage self-reflection.

The campus-provided learning management system, Canvas, was utilized by supervisors and facilitation team members as a hub for resources and communication. Supervisors accessed materials such as the supervisor practice profile, supervisor toolkit, trainee practice profile, and selected readings through this online platform.

Supervision Session Checklist. This checklist was created for the initiative and represented the processes, components, and tools of effective supervision described in the supervision practice profile. Supervisors completed the checklist following each session with selected trainee(s). Based on completed checklists, in-session activities were summarized and results were provided to each supervisor at time 1 (February 2022) and time 2 (April 2022) as feedback on the extent to which activities were completed. Checklist completion instructions normalized that completing all checklist activities was probably not possible or even appropriate.

Supervisory Working Alliance Inventory (SWAI). A strong supervisory alliance is essential to trainee skill development because it increases trainee psychological safety, encourages experimentation with new ways of working, and leads to positive learning outcomes (Borders, et al., 2014; Rothwell et al., 2021; Watkins, 2014). Trainee and supervisor self-assessment of the supervisory working alliance was based on the SWAI (Efstation et al., 1990). The SWAI (brief version) comprised a 5-item scale with questions for trainees (and a parallel supervisor version) related to the relationship with supervisor and related to the focus of session. The SWAI was

administered at time 1 (December 2021) and time 2 (March 2022) with a summary of results provided to each supervisor.

Direct observation of practice with structured feedback. One of the hallmarks of effective supervision for developing trainee skills is periodic direct observation of work samples with structured review and supportive performance-based feedback (Borders et al., 2014; Miller & Moyers, 2021; Rothwell, et al., 2021; Schriger et al., 2020). Supervisors conducted an assessment of trainee practice using a structured observation of motivational interviewing skills (OARS+I, from the supervisor tool kit). Assessment of trainee skills was completed by supervisors at time 1 and time 2.

Learning plan. Supervisors created a learning plan to guide an individualized professional development process. Specific practice goals were set, periodically reviewed, and revised based on feedback and self-reflection.

Emerging

After review of four applications, one applicant was granted a \$10,000 Emerging Agency Award. The award supported staff and supervisory time to develop a training plan for the 3,000 clinical training hours required for a potential QTT position. In addition, the grant recipient planned to create a strategy to recruit candidates for the QTT position that reflect the populations served. These goals align with the purpose of the Emerging Agency Award to support an agency to add a new QTT position at an agency that has not previously hired and supervised QTTs.

Table 3. Emerging Agency Award Recipient Agency

Agency	City
Navarro Professional Counseling Services, LLC	New Berlin

Supplemental Accommodations Workgroup

After review of six applications, four agencies and two individual awards recipients were identified for the Supplemental Accommodations Workgroup Focusing on the Development of and Organizational Readiness for Deaf and Hard of Hearing QTTs.

Table 4. Supplemental Workgroup Award Recipient Agencies & Individuals

Award	Agency	City
Agency	AMRI Counseling Services	Milwaukee
Agency	Edmundson Counseling (DBA Clinical Services)	Wisconsin Rapids
Agency	Jewish Family Services of Milwaukee	Milwaukee
Agency	Pauquette Center for Psychological Services, Community Services Associates DBA, S.C.	Portage
Individual Consultant	Alice Sykora	Madison
Individual Consultant	Katy Hagmeyer (Deaf Inspire, LLC)	Oak Creek

The Supplemental Accommodations Workgroup Focusing on the Development of and Organizational Readiness for Deaf and Hard of Hearing QTTs had two priorities 1) Identify barriers, review existing best practice resources/guides/tools 2) Create best practices guide/document/checklist, debrief agency implementation efforts, review self-assessment tool.

Priority 1: Barriers

During the two workgroup meetings the participants identified barriers in three broad areas:

1. Workforce pipeline
2. Agency considerations
3. Professional development

Workforce pipeline. There were not enough Deaf/Hard of Hearing individuals pursuing graduate degrees to have new QTTs to hire. National licensure exams required to become a QTT were a notable barrier for Deaf/Hard of Hearing graduates, which is a necessary step in the career

pathway of QTTs. This included cross-cultural considerations, linguistic differences in syntax and reading comprehension when written English is a second language, as well as requesting and receiving accommodations for the exam. Gallaudet University's existing preparatory social work licensure exam course (SWK-716 Social Work Licensure Preparation, 2021) which was offered online due to the COVID-19 pandemic, arose as a resource for Wisconsin masters of social work graduates needing additional preparedness for the exams. Additionally, NASW Wisconsin Chapter routinely facilitates exam preparation trainings, which happen to be delivered by an QTT Advisory Committee faculty member with the UW-Whitewater Graduate Social Work Program. Dr. Kathy Drechsler revised the existing training and offered in person, with ASL interpretation to three graduates with masters of social work degrees. Offering the preparation course with these accommodations will hopefully result in up to three new QTTs in Wisconsin available for hire. Another aspect of the licensure exam discussed was the accommodations process.

Agency considerations. Agencies serving the Deaf/Hard of Hearing population and hiring a Deaf/Hard of Hearing clinician/trainee has capacity considerations. The provision of qualified mental health ASL interpretation can be a challenge for agencies serving clients and employing QTTs, based on factors such as limited interpreter availability due to workforce shortages, supervision of a Deaf QTT using an interpreter, ethical considerations among Deaf interpreters, clients, and clinicians, and qualifications of interpreters in mental health settings. Discussion of new Qualified Mental Health Interpreter (Q-MHI) certification requirements was lengthy, given the absence of these training programs in Wisconsin and the existing shortage of ASL interpreters regardless of additional qualifications. Supervision of Deaf/Hard of Hearing QTTs was a concern among agencies due to requirements on the qualifications of the clinical supervisor for the unique trainee by profession. This might result in it being more difficult to find an agency with an internal supervisor that can provide supervision for QTT training hours.

Professional development. The third area the workgroup identified is professional development opportunities surrounding working with the Deaf/Hard of Hearing population. While some training opportunities were previously offered it was noted how this type of training would benefit from ongoing professional development such as a community of practice model. The Wisconsin Department of Health Services, Behavioral Health Initiative is sponsoring six one-hour modules focused on introductory work in this area. Another focus of the professional development process is ensuring access to trainings that are designed for different target audiences (i.e. community, clinicians, and trainees).

Priority 2: Readiness

To address the second priority area the workgroup developed a 10-item checklist that could be used as an agency self-assessment tool to determine readiness for hiring and supervising a Deaf/Hard of Hearing QTT and/or serving the Deaf/Hard of Hearing community. Each agency award recipient completed the checklist for their agency as part of the final deliverable survey.

Figure 5. 10-item Checklist developed by Supplemental Accommodations Workgroup

Deaf/Hard of Hearing Agency Readiness Checklist	
Consider each of these items by the level of concern for your agency/clinic using the rating scale: 1) not a challenge, 2) small concern, 3) quite a bit of concern, or 4) serious challenge.	
Clinic considers and is sensitive to Deaf culture.	1 2 3 4
My agency has a policy and process to contract with ASL interpreters for clients and/or clinician accessibility.	1 2 3 4
I can find qualified mental health interpreters willing to meet client/clinician needs.	1 2 3 4
Clinicians at the agency are competent and confident working with Deaf and/or Hard of Hearing clients.	1 2 3 4
Agency administration and management is knowledgeable about accessibility and accommodations for Deaf and/or Hard of Hearing clients and is engaged in creating cultural and linguistic access.	1 2 3 4
Agency provides comprehensive access to services based on need (e.g., access to psychiatric services with accommodations, as we would for hearing clients).	1 2 3 4
Cost for accommodations/interpreting is provided by agency and does not fall upon staff and/or clients.	1 2 3 4
Agency has policies and procedures to ensure compliance with ADA guidelines on employment accommodations for Deaf/HoH clinicians.	1 2 3 4
Agency employs a Deaf clinician that could provide direct services to Deaf clients and/or provide supervision to other Deaf clinician trainees.	1 2 3 4
Policies and procedures, training materials, and other employment information is made available in an accessible and culturally relevant format.	1 2 3 4

Intern

After reviewing and scoring 108 applications, from Expanding and Intern eligible applicants, 37 agencies were identified to receive a QTT Intern Agency Award. (Table 5). QTT Intern Agency Award recipients were required to provide documentation supporting their completion of both:

- a current QTT internship or plan for a master's level QTT internship placement for a social work, counselor, or marriage and family therapist student
- a summary (one page or less) on agency letterhead of agency's plan to improve the quality of their intern program components

Table 5. Intern Agency Award Recipient Agencies

Agency	City
American Relaxation Counseling Services, LLC	Brown Deer
Arbor Place, Inc.	River Falls
Autism Treatment for Children, LLC	New Berlin
Be the Change Health & Wellness	Pewaukee
Church Health Services, Inc.	Beaver Dam
Community Health Systems, Inc.	Beloit
Cornerstone Clinic	Plover
Enigma Psychological, Inc.	Fall Creek
Epic Care Adult Daycare, Inc.	Milwaukee
Family and Children's Center	La Crosse
Findley Foundation, Inc.	Wauwatosa
Fleming Psychological Services	Kenosha
Insight Counseling & Wellness, LLC	Madison
Kenosha Community Health Center, Inc.	Kenosha
Lad Lake, Inc.	Milwaukee
Life Changing Ministries Substance Abuse Services	Milwaukee
Lockett Enterprises for Behavioral Services, LLC	Milwaukee
Lutheran Counseling and Family Services of Wisconsin, Inc.	Wauwatosa
Marriage and Family Health Services, Ltd.	Eau Claire
MD Therapy	Milwaukee
Menominee County Human Services Department	Keshena
Mental Health America of Wisconsin, Inc.	Milwaukee
New Beginnings APFV	Elkhorn
Open Door Center for Change	Madison
Oshkosh Marriage and Family Therapy Center, LLC	Oshkosh
Ozaukee Community Therapies	Grafton
Pathways Counseling Center II, LLC	West Allis
Peaceful Solutions Counseling, Inc.	Wausau
Positive Outlook Clinical Services, LLC	Milwaukee
Reach Counseling Services	Neenah
RISE Youth & Family Services	Wauwatosa
Compass Behavioral Health Clinic	Janesville
St. Joseph's Health Services, Inc.	Hillsboro
Stateline Mental Health Services	Beloit
When Life Is A Puzzle Counseling and Consulting, LLC	Wautoma
Whole Life Services, LLC	Spooner
Wings of Eagles Counseling Clinic	Green Bay

All 37 intern award recipients reported a successful current intern placement or provided documentation of planned intern placements in the future including a plan for recruitment, contact with university partners, and agency preparations to begin an internship program.

In addition to documentation of a current internship placement, award recipients provided a summary of the quality improvements to their internship program provided through the grant. Examples included modifying expectations and schedules for supervisory personnel to promote supervision responsibilities as a part of their workload and developing and implementing an internship orientation and training protocol. Agency recipients reported a broad commitment to the behavioral health care workforce through carefully crafted QTT internship experiences, recognizing that while interns may relocate, they will be well-positioned to meet the needs of their clients.

Those agencies that did not have a current placement would additionally need to provide documentation of plans for a future internship program. These award recipients invested in recruitment and outreach efforts for internships, contacted university partners to discuss becoming an internship placement site for their graduate programs, and made agency preparations to begin an internship program, such as developing a training program for new interns at the agency.

Supplemental to grant funding to agencies, funding was allocated to support the development of the *Intern Supervisor Tool Kit* in collaboration with the University of Wisconsin-Whitewater Social Work Department. Through their long partnership with host agencies, the Social Work Department identified critical components of a successful internship process between host agencies and educational institutions. That highlights the value of a best practice guide for supervising interns. The *Intern Supervisor Tool Kit* includes process considerations in working with a graduate program and hosting an internship placement as well as topics related to creating a valuable educational experience for an internship placement student. The UW-Whitewater Social Work Department disseminated the tool kit to existing field partners, UW-Whitewater CITEE, and the Wisconsin Department of Health Services for feedback to update the toolkit and share a finalized version with existing and potential new internship placement site agencies.

Summary and Recommendations

Fiscal year 2022 of the QTT Grants Program received a substantial increase in the funding through the one-time Community Mental Health Services Block Grant (MHBG) (CFDA 93.958). This allowed for a significant increase in the number of awards allocated and the creation of the new Intern Agency Award. Each award met unique goals and had several noteworthy findings from this year to guide the program moving forward.

The Expanding Agency Award is a critical investment for the program to directly meet the goal of expanding the number of QTT positions supported and supervised, along with investing in QTT supervisor development statewide. The 29% increase in QTT positions available among Expanding Agency Award recipients in fiscal year 2022 compared to fiscal year 2021 appears to signify that the capacity building focus of this program is successful. The Supervision Professional Development Initiative had 54 designated supervisors participating from each of the Expanding Agency Award recipient agencies, with an engagement rate of 81.4% attendance rate in the Community of Practice meetings. Feedback from these designated supervisors on the most valuable aspects of the professional development initiative, along with their levels of engagement with program activities, will be considered to improve the professional development initiative for future cohorts, while keeping the foundation of the program constant.

Finally, the QTT Grants Program has identified opportunities to support diverse and growing agencies. Most (93%) of the Expanding Agency Award recipients are small (1-10 employees) or medium (11-50 employees) sized agencies. These small or growing agencies provide services to priority populations and underserved areas, but given their size, have barriers to expanding their internal supervision of QTTs without this financial support. The QTT Grants Program will continue to prioritize and refine grant application and deliverables to promote equitable access to this opportunity for small and medium-sized agencies.

The Emerging Agency Award continues to encourage agencies to prepare for, hire, and begin supervising QTTs as intended. Work plans have consistently focused on investing in time to develop a training and recruitment plan for QTT positions. Six out of the nine (67%) agencies that received an Emerging Agency Award in fiscal year 2021 received an Expanding Agency Award in fiscal year 2022. This would indicate many Emerging Agency Award recipients became prepared to add a QTT position within a year of receiving the award.

The Supplemental Accommodations Award continues to evolve from the original conceptualization of the award due to lack of eligible QTTs/agencies. The Supplemental Accommodations Workgroup identified many barriers, opportunities, and developed the 10-item checklist along with new partnerships. Future funding cycles might support accommodations for licensing exam training or new education and professional development opportunities through partnerships with the DHS Behavioral Health Initiative, and the checklist could be used in future applications to identify agencies most prepared for the award or as a deliverable once awarded the grant.

The Intern Agency Award was a unique investment with the additional one-time funding in fiscal year 2022. The QTT Grants Program Advisory Committee discussed whether awards could be designed as a direct payment to the intern or stipulated through the Intern Grant Award. The funding source dictates the allowable recipients, which has not allowed direct payment students thus far. Dissemination and implementation of the *Intern Supervisor Tool Kit* to current and future QTT internship agencies that are also QTT grants recipients would support best practices in supervision beyond the grant recipients. The UW-Whitewater Graduate Social Work program has already shared the toolkit with agency internship partners to refine the toolkit. A final version one of the toolkit could be shared with Intern Agency Award recipients as a follow up to their grant work.

The QTT Grants Program continues to demonstrate investment in agencies that hire and supervise QTT positions has led to an overall increase in total QTT positions in the state of Wisconsin. Continuing the Expanding Agency Award with some minimal process improvements will serve to bolster the successful expansion of QTT positions, while continuing the Emerging Agency Award to cultivate recipient's readiness to quickly transition from preparatory activities into support of at least one new QTT position. The Supplemental Accommodations Award is best suited for flexibility and continued evolution in response to the current and emerging needs of this focus population. The Intern Agency Award served the purpose during one-time funding to spur future agency eligibility for the Expanding Agency Award and will be absorbed into the Expanding Agency Awards as there is significant overlap in eligibility. The QTT Grants Program will continue to explore new grants and deliverables in collaboration with DHS and the advisory committee as needs and/or funding changes.

Appendices

Appendix I – Stakeholder List

QTT Grants Program FY22 Stakeholders	
Role	Name
Department of Health Services, Division of Care and Treatment Services, Bureau of Prevention, Treatment and Recovery, Integrated Services Section	Kenya Bright, Section Chief
	Mike Van Sistine, Contract Administrator
	Scott Caldwell, Subject Matter Expert, CoP Facilitator
Advisory Committee Chair	Marc Herstand, National Association of Social Workers, Wisconsin Chapter
Advisory Committee Members	Leah Featherstone, Professional Services Group
	Alice Sykora, Mental Health Core Group for Services for Deaf, Hard of Hearing and Deaf/Blind
	Amanda Anderson, Wisconsin Association for Marriage and Family Therapy
	Dr. Maria Amarante, Multicultural Trauma and Addiction Treatment Center of WI, LLC
	Jennie Bowyer, Green County Human Services

	Mary Neubauer, Mental Health America of Wisconsin
	Molly Jones, Wisconsin Primary Health Care Association (FQHC representative)
	Judy Toppel, Racine County Human Services
	Kathy Markeland, Wisconsin Association of Family and Children's Agencies
	Tammy Makhoul, Children's Hospital
	Dr. Sarah Hessenauer –Professor and MSW Program Coordinator, Graduate Program Representative, UW-Whitewater
	Dr. Katherine Drechsler – Associate Professor and Field Coordinator, Graduate Program Representative (Alternate), UW-Whitewater
UW-Whitewater Center for Inclusive Transition, Education, & Employment	Ben Mompier, Project Coordinator
	Jessica Smith, Director
	Brenda Johansen, Data Manager
	Carole Carlson, Instructional Designer, CoP
	Aleyah Coleman, MSW field student

Appendix II – Supervisory Working Alliance Inventory Feedback Report

Supervisory Working Alliance Inventory Feedback Report

The purpose of this report is to provide a comparison of the results of your trainee and self-ratings from the *Supervisory Working Alliance Inventory* (SWAI) ¹ in Round 1 (December 2021) and Round 2 (March 2022). To interpret results, examine your trainee average results (reported only if there are at least two trainee respondents) and your self-ratings, then look at aggregate results from all trainee respondents and your QTT supervisor colleagues. As you examine results, please consider that results only offer a snap shot at a specific time with selected trainees and thus, should not be generalized to your global work as a supervisor.

SWAI Feedback Report

SWAI (Brief Version) Item	Round 1 results (December 2021)				Round 2 results (March 2022)			
	Your trainee average	Trainee aggregate (N = 67)	Your self-rating	Supervisor aggregate (N = 38)	Your trainee average	Trainee aggregate (N = 47)	Your self-rating	Supervisor aggregate (N = 52)
1. I feel comfortable working with my supervisor.								
2. My supervisor welcomes my explanations about the client's behavior.								
3. My supervisor treats me like a colleague in supervisory session.								
4. I work with my supervisor on specific goals in the supervisory session.								
5. My supervisor's style is to carefully and systematically consider the material I bring to supervision.								

Response scale is 1 (almost never) to 7 (almost always). Higher scores are indicative of alliances that are more effective.

*Not reported because there was only one trainee respondent.

(N/A) – Indicates no data was available for this item at the time of the report.

SWAI Supervisor Subscale

SWAI Supervisor Subscale	Round 1 results (December 2021)			Round 2 results (March 2022)		
	Your self-rating	Supervisor aggregate (N = 38)	Normed results ¹	Your self-rating	Supervisor aggregate (N= 52)	Normed results ¹
Client Focus – emphasis on trainee understanding of client, case conceptualization, and focus on what will benefit clients.						
Rapport – efforts to show trainee support and to communicate encouragement.						
Identification – trainee identification with your theoretical orientation, consultation, feedback, and evaluation.						

¹ Efstation, J. F., Patton, M. J., & Kardash, C. M. (1990). Measuring the working alliance in counselor supervision. *Journal of Counseling Psychology*, 37, 322-329. Retrieved from: <https://psycnet.apa.org/fulltext/1990-27217-001.pdf>

Appendix III – QTT Supervision Session Checklist

QTT Supervision Session Checklist

Session Date

Session Format (In person, Phone, Online/video conference)

Session Type (Individual, Group, Other)

Session Duration (estimated minutes)

Which of the following processes occurred during this session?

Ongoing Supervisor Development

- Overall Session Supervisor Preparation
- Professional Ethics Session Preparation
- Specific Session Learning Activity Preparation
- Ongoing Learning Preparation

Initial QTT Supervision Planning

- Establish Supervision Contract
- Professional Development Planning
- Documentation

Establish and Maintain a Supervisory Alliance

- Engagement
- Open Questions
- Affirmation
- Reflective Listening
- Trainee Perspective

Focusing Supervision

- Agenda Setting
- Seeking Trainee Perspective
- Maintain Focus

Foster Trainee Development - Consultation

- Clinical Consultation
- Reflective Listening
- Sharing Expertise
- Ethics

Foster Trainee Development - Ongoing Learning

- Secondary Trauma and Self-Care
- Role Playing
- Documentation Review
- Observation of Practice
- Skill Discussion

Foster Trainee Development - Diversity Competence

- Facilitated Discussion
- Reflective Listening

Evaluation

- Completed Evaluation
- Evaluation Feedback

What went particularly well in this session?

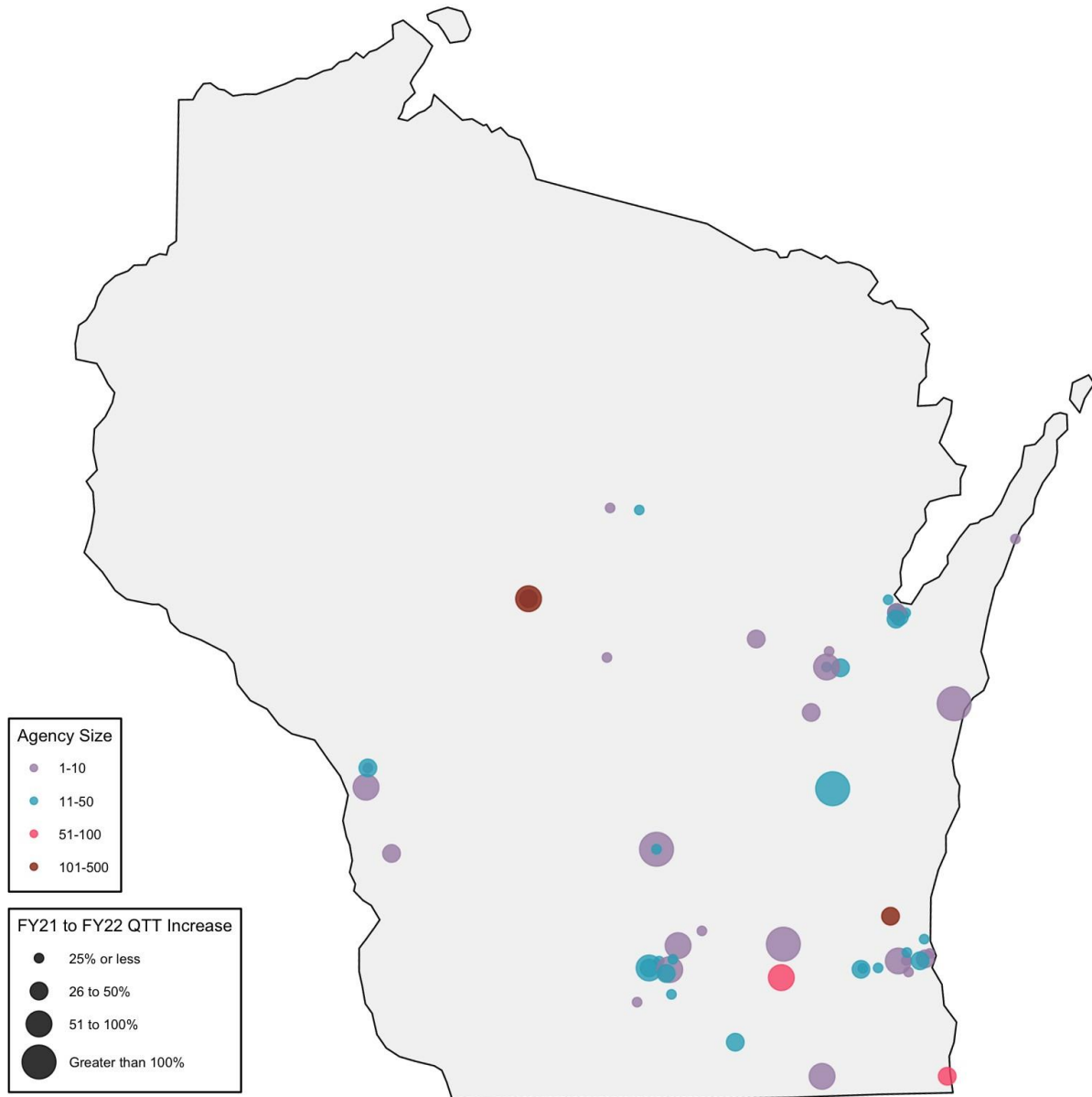
What was a challenge in this session?

What came up that you plan to follow up on in future sessions?

Appendix IV – Wisconsin Map: Expanding Agency Award Recipient QTT Position Increases

Increase in QTT Positions FY21 to FY22

FY22 Expanding Agency Award Recipients



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