

Training Facility Framework

Overview of a (faith- based optional) training facility.

The facility exists to:

1. Provide affordable (faith-based optional) counseling to the community. Counseling is provided primarily in person, but virtual options are available as needed.
2. Provide training and equipping to the next generation of counselors.

Who is the Model for?

Affordable counseling is nearly impossible to find, so we set out to provide quality treatment to the community. We also know that finding quality work and training for counselors, especially post-graduates/associates, can be extremely difficult. Our model uses experienced counselors who provide excellent supervision for MFT, MHC, and LSW trainees to ensure the clients' needs are appropriately met and counselor training and employment are effectively accomplished. For the model to work, a larger organization subsidizes the overhead cost, a wide referral network is needed for any client beyond student/associate scope of practice, and all parties must be committed to the model.

How does the model work?

A student may begin at the practicum or intern level or join as an Associate. We have ongoing existing relationships with many academic programs, specifically those that are faith-based, although we are happy to partner with secular programs as well. Additionally, students are often referred by word of mouth from peers in their cohorts or through the Indianapolis community. Many of our associates were prior practicum students or interns, but others find us when looking for a training program with this type of focus.

What does the model do?

Associates and students participating in the model receive regular individual and group supervision, receive additional training and group opportunities, and also will be taught to supervise and/or run an organization such as this, if they opt to pursue those opportunities. At the point when the counselor is fully licensed, they'll be ready to launch into their own or another's practice, or to find a place in the mental health sector, with a complete, non-provisional license. In addition to quality supervision and a

healthy work environment, students and associates will have the support of leaders who have worked through the licensing board process many times with many students, and therefore can offer guidance and assistance.

Key Elements:

- Initial Appointment Process and strong referral options.
- Insurance is not taken; self pay; sliding scale.
- Sliding scale starts VERY low to meet community needs and bring clients in for students, see scale below.
- Practicum students and Interns do not receive pay for sessions but receive a small stipend for a successful semester.
- Counseling Associates are paid according to their level of expertise and have opportunities for increased pay. Pay begins at 50% of counseling fees and is increased based on certifications, caseload, leadership, favorable evaluations, and more.
- Counseling team (practicum students, interns, and associates) learn and assist with administrative tasks and perform these tasks weekly (checking phones, emails, etc.).
- Robust referral options for clients beyond student/associate scope of practice. The referral network has been created from past students who completed our program and are now working in the field, through researching and interviewing providers to ensure we have a referral for almost every kind of counseling need, and by recommendations through those connected to the counseling center.
- Trainees assist with academic referrals and relationships
 - Website and marketing materials must be updated highlighting what the program offers

Needs (Provided by Organization):

- Director (f/t)
- Assistant Director or Clinical Director (f/t or p/t)
- 1 Supervisor per 3 students
- Office Space, Technology Hardware, utilities, overhead provided by organization
- W-2 for Residents/Associates provided by organization

Counseling Center (Pays for the following based on income from session fees):

- Supervisors: (first supervisor is Director; 2nd supervisor could be Asst./Clinical Director). Additional supervisors are contracted with 1099. Additional supervisors could provide counseling if desired.
- EHR, scheduling software, online marketing,
- Office updates, office supplies.
- Counselor trainings/Continuing Ed.
- Manages financial records of counselor fees/client payments.
- Resident/Associate Counseling Income.

Sliding scale:

The scale is based on annual household income reported at the time of initial appointment.

Practicum/Intern Sliding Scale:

Income	Session Fee
\$25,000 & below	\$10
\$26,000 - \$35,000	\$15
\$36,000 - \$45,000	\$20
\$46,000 - \$55,000	\$25
\$56,000 & above	\$30

Resident Sliding Scale Fee:

\$40,000 & below	\$45
\$41,000 - \$50,000	\$55
\$51,000 - \$60,000	\$65
\$61,000 - \$70,000	\$75
\$71,000 & above	\$85

