ACADEMY FOR COMMUNITY BEHAVIORAL HEALTH
CALL FOR COLLABORATORS: MOTIVATIONAL INTERVIEWING

The Academy seeks 1-2 experienced Motivational Interviewing (MI) trainers and curriculum developers to help strengthen its comprehensive MI learning programs for NYC non-profit social service and behavioral health care providers.

This is a consultant role expected to take about 30 hours between Summer 2024-Winter 2025, with the possibility of extension (contingent on available funds).

The Academy will review applications on a rolling basis through August 11, 2024.

PROJECT BACKGROUND

The **Academy for Community Behavioral Health (the Academy)** at the CUNY School of Professional Studies partners with community-based organizations (CBOs) and other non-profit social service providers to improve access to compassionate, culturally responsive care. Established in June 2021 with funding from the Mayor's Office of Community Mental Health and Mayor's Office for Economic Opportunity, the Academy builds capacity for proactive behavioral health support through services that include:

a) **Free courses**. We aim to equip providers with actionable behavioral health skills and tools to manage the emotional demands of their work.

b) **Pilot programs.** We use participatory methods to co-develop and test community-based care models and surface new insights about what works.

The Academy's Motivational Interviewing (MI) courses have been designed to help individuals, teams, and organizations apply MI skillfully in their everyday work. In the past 3 years:

- 144 practitioners from non-profit community-based organizations, City agencies, and public hospitals completed the Academy's 6-week MI Foundations Course; 62% demonstrated MI competence or higher at course end.[1]
- 38 learners advanced to the Academy's 5-week MI Supervision and Coaching Course, where they gained skills to help others learn and use MI.
- 11 learners completed a 3-day Train the Trainer workshop (introduced in Spring 2024), gaining skills to facilitate an introductory MI training in their organizations.

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[1]Practitioners submitted recordings of real plays that were coded using the Motivational Interviewing Treatment Integrity (MITI 4.2) instrument.

- 9 organizations completed a structured 6-month MI Implementation course where they formed internal MI implementation teams, participated in cohort-wide workshops, and developed MI implementation plans with 1:1 support from expert instructors.

Starting in Summer 2024, the Academy seeks to revise its MI learning programs to:
- Incorporate lessons learned from implementation to date.
- More deeply explore how MI can be a helpful tool in the context of racial harms, and other forms of structural violence and discrimination, that social care providers routinely encounter and address. We seek to identify strategies that promote the use of MI to further racial equity, inclusion, and wellbeing among NYC communities disproportionately affected by structural violence.
- Further tailor programs to the particular strengths, needs, and implementation settings of NYC non-profit social service and behavioral health care providers, including through co-development activities.
- Align with relevant advances in MI research, adult learning, and implementation science, along with the Fourth Edition of Motivational Interviewing: Helping People Change and Grow.
- Produce new hybrid learning courses that extend program effectiveness and reach.

PROJECT DESCRIPTION

The Academy seeks skilled MI trainers and curriculum developers who, based on their experience, can share well-developed perspectives on how best to support MI learning and implementation among NYC non-profit social and behavioral health care providers.

MI consultants will join the Academy's experienced MI team to generate a plan for strengthening Academy MI courses, including by helping us reimagine overall program goals and strategies and update course content.

KEY TASKS AND TIMELINE

Final tasks and timeline will be determined between the Academy and selected consultants. We expect this role to include, but may not be limited to:

Phase I: estimated August-October 2024
- Project start may include activities to:
    - Establish goals, values, and processes within the MI working group
    - Learn from the experience and expertise each working group member brings, including approaches tried, outcomes achieved, and lessons learned
- Project planning may include activities to:
    - Determine a structure for NYC non-profit social service and behavioral health providers to help co-develop Academy programs
    - Identify the outcomes we seek to achieve through Academy MI programs

- Design specific strategies to achieve these outcomes (e.g. overall course structure; learning approach; specific learning activities; strategies to assess the learner experience and learner outcomes)
- Begin to consult on, or develop, specific learning activities or content

Based on available project funds and consultant interests and capacity, the Academy may determine to extend this consultation for some or all of the following activities:

Phase II (pending): estimated November 2024-January 2025

- Program development work may include activities to:
    - Consult on, or develop, specific learning activities or content
    - Review program materials
    - Consult on strategies to pilot and spread Academy courses. This may include a plan to recruit, train, and support additional instructors
    - Consult on program evaluation
    - Other activities

Phase III (pending): estimated January 2025-June 2025

- Piloting new courses may include activities such as:
    - Deliver training, coaching, and implementation support to Academy learners
    - Train and support other MI trainers
    - Participate in periodic quality improvement meetings to assess progress and adapt courses, as needed
    - Other activities

DELIVERABLES

Phase I deliverables are expected to include, but may not be limited to:
- Contribute MI expertise to MI working group meetings. This may include preparing to address specific questions before meetings; presenting materials or otherwise contributing expertise during meetings; co-developing agendas; facilitating activities; and/or follow-up tasks.
- Draft or review program materials, as needed (e.g. overall goals and strategies, logic model, course outlines, course curricula, specific learning modules or learning activities, readiness criteria for potential implementers)
- Review, synthesize, and recommend how best to integrate relevant evidence or best practices, as needed
- Determine a plan for Phase II/Phase III work, where possible based on project funds and consultant capacity and fit

BUDGET

We estimate up to 30 hours per consultant for Phase I tasks at a rate of $200-$225/hour, based on experience and responsibilities. Final budget and scope will be determined with selected consultants.

QUALIFICATIONS

We encourage you to review the qualifications below and apply if you believe you have the experience and expertise needed for this role. The ideal candidate may not have all qualifications listed, or may have other relevant qualifications.

Minimum Qualifications

- Demonstrated MI skillfulness, such as through one or more of the following:
  - Experience coding or otherwise receiving feedback on fidelity in your MI practice
  - MINT membership, or having received advanced training or coaching from a MINT member
  - Other demonstrated commitment to high quality MI practice and your own continued learning

- Expertise as an MI trainer, including:
  - Investment in your own training and development as an MI trainer (such as, but not limited to, MINT membership)
  - A thoughtful, evidence-supported teaching approach
  - Experience developing curricula for MI learning programs; experience with co-development strategies preferred
  - Experience providing training, coaching, and/or implementation support to help others learn and use MI
  - A record of assessing learner experience and learner outcomes
  - A commitment to integrating relevant evidence and new developments in the field into your training approach and curricula. This includes, but is not limited to, training from the 3rd and 4th editions of Motivational Interviewing by Miller and Rollnick

- A thoughtful, well-informed perspective on key topics related to the Academy's goals, including:
  - Why and how MI can be useful in NYC non-profit social service and behavioral health organizations
  - The specific conditions and supports needed to facilitate effective MI learning and practice in these settings
  - The role MI can play in countering racism and other structural harms that affect social service providers and the communities they serve
  - Integrating MI with other relevant approaches, including trauma-informed practice

- A commitment to ongoing learning in, and work that advances, racial equity

- Shared commitment to the Academy's vision, mission, and values

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We encourage applications from those who have developed their perspectives, knowledge, and skills in part through relevant lived experience, including from people of color who integrate lived experiences of navigating racism into your work to promote equity, healing, and belonging.

Preferred qualifications

- Experience adapting MI or MI training to specific populations, target outcomes, or implementation settings

- Experience training MI coaches, supervisors, or trainers

- Prior experience working in or with NYC community-based organizations, City agencies, community behavioral health clinics, or similar settings; experience providing MI training, coaching, or implementation support in these settings a plus

- Familiarity with implementation science and/or adult learning

- Experience creating or facilitating virtual or hybrid trainings

- Experience providing MI training in Spanish

We expect this to be a hybrid role that includes some in-person activities, virtual meetings, and independent work. The Academy cannot provide travel funds at this time. We may consider applications from qualified candidates outside NYC who can contribute remotely to this work.

TO APPLY

To apply, please send a brief cover letter and your resume or CV to academy4cbh@sps.cuny.edu with the subject "MI Call for Collaborators" no later than August 11, 2024. In your application materials, please address who you have trained in MI and the outcomes of your training, where available.

The Academy will review applications on a rolling basis. Select candidates will be invited to interview and present a work sample that demonstrates your expertise in one or more areas related to this project.