

SELECTION CRITERIA FOR INNOVATIONS In Behavioral Health Workforce Development¹

The five criteria below are used to consider the extent to which a behavioral health workforce development initiative is innovative:

- **Significance**: the degree to which the initiative successfully addresses an important element of behavioral health workforce development. For example:
 - To what degree does the initiative address a workforce issue or problem that is of national import and scope?
 - To what degree does the initiative directly impact the behavioral health workforce or persons in recovery and their families?
 - To what extent does the initiative address workforce needs or issues identified in reports issued by the Institute of Medicine, the U.S. Surgeon General, SAMHSA, or other federal agencies?
- **Novelty**: the degree to which the initiative demonstrates a significant departure from business-as-usual. For example:
 - Does the initiative involve a fundamental change in the process of developing the behavioral health workforce?
Does the initiative involve a fundamental change in the content or focus of behavioral health workforce development?
 - Does the program introduce a new resource or technology?
- **Transferability**: the degree to which others can replicate the initiative. For example:
 - To what extent is the initiative relevant to others?
 - To what extent is the initiative packaged and readily accessible to others?
 - To what extent does the initiative serve as a model that others will seek to replicate?
 - To what extent are the components, concepts, principles, or insights within this initiative transferable to other disciplines or fields?
- **Effectiveness**: the degree to which the initiative has demonstrated its utility by achieving tangible results. For example:
 - Has the initiative been formally evaluated or researched and found to be effective using either qualitative or quantitative methods?
 - Has an independent evaluation been conducted by persons other than those who developed the initiative?
 - Is there evidence of “satisfaction” with the initiative among persons in recovery, family members, students, educators, providers, or payers?
- **Sustainability**: the degree to which the initiative can and has been maintained over time. For example:
 - Has the initiative been implemented continuously for a significant period of time?
 - Has it had consistent financial support or revenues that have covered expenses?
 - Has the initiative proved to be adaptable and viable in a changing environment?
 - Has a realistic sustainability plan been developed and implemented?

¹These criteria were adapted from those used by the Harvard Kennedy School in selecting the *Innovation in Government Award* recipients, <http://ash.harvard.edu/selection-criteria>.