



***SELECTION CRITERIA FOR INNOVATIONS  
In Behavioral Health Workforce Development<sup>1</sup>***

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?

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<sup>1</sup>These 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>.