

COMMUNITY-BASED ORGANIZATION BEHAVIORAL HEALTH WORKFORCE GRANT PROGRAM

OCTOBER 6, 2022

Agenda

- **Welcome & CBO Behavioral Health Workforce Grant Program Purpose**
Caryn Rizell, Deputy Director
- **Grant Program Elements**
Anne Powell, Health Program Specialist II
- **Grant Program Provisions and Key Dates**
Ivanna Evans, Program Officer
- **Grant Application Scoring Criteria and Annual Report**
Kevin McInturf, Data Analyst
- **Questions & Closing Remarks**
Caryn Rizell, Deputy Director



The **HCAi** Vision

Every Californian should have access to equitable, affordable, quality health care provided in a safe environment by a diverse workforce — guided by objective health information that improves outcomes for all.

CBO Behavioral Health Workforce Grant Program: Purpose

To expand, retain, and train the behavioral health workforce in community-based organizations.

CBO Behavioral Health Workforce Grant: Eligibility

- CBOs are eligible to apply
- CBO definition for this grant program
 - 501 (c)(3) non-profit organizations based in the community that currently provide behavioral health services (mental health and/or substance use disorder services) exclusively or in combination with health and/or other services

CBO Behavioral Health Workforce Grant: Funding

Up to \$100 million is available to support:

- Scholarships, Stipends, and Loan Repayments for paid and unpaid employees in exchange for a 12-month service obligation
- Retention bonuses, recruitment bonuses, and recruitment activities

CBO Behavioral Health Workforce Grant: Program Provisions

- The funds can be used to support 25 employees or 25% of agency workforce, whichever is greater
- Staff selected to receive scholarships, stipends, and loan repayments need to apply using the HCAI Central Application

CBO Behavioral Health Workforce Grant: Grantee Settings

Include, but are not limited to:

- Federally Qualified Health Centers (FQHCs) / FQHC Look-Alikes (visit <https://bphc.hrsa.gov/funding/funding-opportunities/health-center-program-look-alikes> for more details)
- Community and Rural health clinics
- Mental health programs
- Substance use disorder (SUD) agencies
- Combined mental health and SUD services
- Other types of community-based organizations

Overview Questions?

- BHPrograms@HCAI.ca.gov

CBO Behavioral Health Workforce Grant Program: Awards

- **Award levels:** HCAI may award full, partial, or no funding to an applicant based on the applicant's criteria score and the amount of available funds.
- **Geographic distribution:** Award decisions will depend on application scoring results and geographic coverage across California.

CBO Behavioral Health Workforce Grant Program Provisions: Budget

- An **advance payment** equal to 25% of the grant will be awarded upon execution of the grant agreement.
- **Arrears Payments:** Remaining grant funds will be awarded annually in “arrears,” as expenses are incurred.
- **Administrative/indirect costs:** Up to 15% of grant funds may be used for administrative costs.
- **Non-Supplementation:** Grantees may not use HCAI funds to supplant funds the grantee has received from another source for the same purpose.

CBO Behavioral Health Workforce Grant Program Provisions: Budget Example

An organization was awarded \$100,000 in funding.

- Upon contract execution the organization will receive their advance payment of \$25,000 to begin their program.
- The remainder of their award, \$75,000, will be awarded in arrears annually after HCAI receives the organization's annual report for services.
- Up to \$15,000 of the \$100,000 awarded can be used toward administrative and indirect costs.
- The \$100,000 award may not be used to supplement any other program for which funding was received from another source for the same purposes.

CBO Behavioral Health Workforce Grant: Program Components

The grant period for the Grant Program is four years

- Undergraduate educational scholarships
- Clinical masters and doctoral graduate education stipends in partnership with graduate institutions
- Loan repayment
- Recruitment Bonuses and Retention Bonuses
- Recruitment activities (e.g., online hiring services)

A resource guide is available at

<https://hcai.ca.gov/document/cbo-bh-resource-guide/>

CBO Behavioral Health Workforce Grant: Program Component Amounts

Program Category	Funding Amount
Scholarships	Up to \$25,000 per employee
Stipends	Up to \$25,000 per employee
Loan Repayments	Up to \$25,000 per employee
Recruitment Bonuses	\$2,000 per employee
Retention Bonuses	Up to \$10,000 per employee
Recruitment Activities	\$1,250 annually per grantee

CBO Behavioral Health Workforce Grant Program Provisions

- Begin individual scholarship, stipends, and loan repayments in June and/or December of FY 2023-24, FY 2024-25, and/or FY 2025-26
- Awardee service obligation activities are to be reported through FY 2026-27

CBO Behavioral Health Workforce Grant: Eligible Professions 1/2

- Associate or licensed clinical or health service psychologist
- Associate or licensed clinical social worker
- Associate or licensed marriage and family therapist
- Associate or licensed professional clinical counselor
- Licensed and certified substance use disorder (SUD) counselor (aka addiction, alcohol and other drug (AOD) counselors)
- Licensed occupational therapist
- Psychiatric mental health nurse practitioner
- Psychiatric nurse specialist

CBO Behavioral Health Workforce Grant: Eligible Professions

2/2

- Psychiatric registered nurse
- Psychiatrist (general, child and adolescent, addiction)
- Case worker seeking training or education for a promotional opportunity
- Peer personnel
- Other Behavioral Health Professionals
- Bachelor or master level social work student
- Certificate, associate, bachelor, master or doctoral level student in human services or a related major leading to a behavioral health profession

CBO BH Workforce Grant: Key Dates

Event	Date
Grant Application Release	September 30, 2022 at 3:00 pm
Grant Application Submission Deadline	November 30, 2022 at 3:00 pm
Notice Sent to Awardees	January 17, 2023
Proposed Grant Agreement Start Date	March 17, 2023

Please review the [Grant Guide](#) before starting the online application

Program Questions?

BHPrograms@HCAI.ca.gov

CBO Behavioral Health Workforce Grant: Key Application Information 1/2

- Percentages of non-English Medi-Cal threshold languages spoken by staff
- Overall staff race and ethnicity reflective of the communities served
- Percent of children and youth served
- Number and location of program sites
- Size and general make-up of behavioral health workforce
- Number of staff to be targeted for grant funds

CBO Behavioral Health Workforce Grant: Key Application Information 2/2

- Strategies to recruit and support staff from underrepresented communities
- Strategies to serve individuals in underrepresented communities
- Strategies to assure culturally responsive care is provided
- Grant activities timelines, including which specified award cycles to be used by the grantee (June and/or December of each year)
- Proposed budget
- Sign & upload the “STD 204” form in the application

CBO Behavioral Health Workforce Grant: Scoring Criteria

1/2

- Medi-Cal threshold languages spoken by CBO staff
- Payer mix at Service Sites
- Average Mental Health HPSA scores at Service Sites
- Children and Youth (0-25 years old) served at Service Sites
- Presence of Service Sites in rural/frontier areas

CBO Behavioral Health Workforce Grant: Scoring Criteria

2/2

- SUD Prevalence score at Service Sites (SUD CBOs only)
- Strategies to recruit and support employees from underrepresented communities
- Workforce in areas of unmet need strategies
- Strategies to implement culturally responsive care training into the program operations

CBO Behavioral Health Workforce Grants: Annual Program Reports

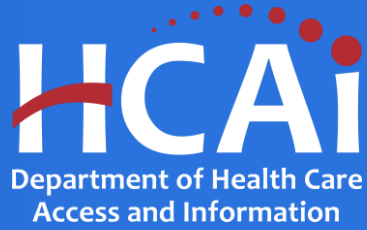
- Required to receive ongoing funding.
- Due July 31 after each fiscal year (July 1-June 30).
- Reports include:
 - Numbers and sociodemographic characteristics of grantee staff receiving each type of support (i.e., scholarships, recruitment and retention bonuses).
 - Expenditures and changes in annual budget within total grant amount awarded.
- HCAI will send grantees an online form annually for reporting the required information.

Application & Scoring Questions?

BHPrograms@HCAI.ca.gov

CBO Behavioral Health Workforce Grant: Application Basics

- Eligibility Quiz at <https://hcai.ca.gov/loans-scholarships-grants/eligibility/>
- PDF preview of the application: <https://hcai.ca.gov/document/cbo-application-pdf/>
- Please complete the online application at [CBO Behavioral Health Program Application 2022-23](#)



Thank You!

For further questions, please contact:

BHPrograms@hcai.ca.gov

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Please visit:

<https://hcai.ca.gov/mailing-list/>