

January 5, 2023

BCC Agenda Date/Item: _____

Board of County Commissioners
 Clackamas County

Approval of a Financial Assistance Application Lifecycle Form authorizing the Behavioral Health Division to apply for Behavioral Health HB2949 Workforce Incentive Funds. Anticipated grant award is approximately \$474,987 for 4 years. Funding is through the Oregon Health Authority. No County General Funds are involved.

Previous Board Action/Review	Issues January 3, 2023		
Performance Clackamas	Ensuring safe, healthy, and secure communities through the provision of mental health and substance use services.		
Counsel Review	Yes	Procurement Review	Yes
Contact Person	Mary Rumbaugh	Contact Phone	503-742-5305

EXECUTIVE SUMMARY: The Behavioral Health Division (BHD) of the Health, Housing, and Human Services Department requests approval to apply for Behavioral Health HB2949 Workforce Incentive Funds available through Oregon Health Authority (OHA). OHA issued a Request for Applications (RFA) to Community Mental Health Programs to support the recruitment and retention of behavioral health providers with associate, bachelor or master’s, or doctoral degrees or other credentials and to provide supervised clinical experience necessary for behavioral health providers to obtain a license to practice. Program goals include: 1) Increase access to services that are peer and community-driven and that provide culturally specific and culturally responsive services for people of color, tribal communities, and persons with lived behavioral health experience; 2) Increase access to services for rural and underserved communities, 3) Increase the number of individuals training for and entering the field of behavioral health and improve the recruitment and retention of behavioral health care providers, and 4) Provide supervised clinical experience to associates or other individuals who have the necessary education but need supervised clinical experience to obtain a license to practice.

BHD intends to submit an application to support clinical supervision for staff needing supervised clinical experience to obtain a license to practice. The funding available through this RFA is being distributed based on an equitable formula. The funding allocated to Clackamas County for clinical supervision is \$474,987.00. Funding is to be allocated by December 31, 2024; however, funds can be spent through December 31, 2026.

RECOMMENDATION: Staff recommends Board approval of this Request.

Respectfully submitted,

Rodney A. Cook

Rodney A. Cook, Director
 Health, Housing and Human Services

For Filing Use Only

Financial Assistance Application Lifecycle Form

Use this form to track your potential award from conception to submission.

Sections of this form are designed to be completed in collaboration between department program and fiscal staff.

If renewal, complete sections 1, 2 & 4 only. If direct appropriation, complete page 1 and Dept/Finance signatures only.

If Disaster or Emergency Relief Funding, EOC will need to approve prior to being sent to the BCC

****CONCEPTION****

Section I: Funding Opportunity Information - To Be Completed by Requester

Award type: Direct Appropriation (no application) Subrecipient Award Direct Award

Award Renewal? Yes No

Lead Fund # and Department:	Fund 240 H3S - Behavioral Health Division
Name of Funding Opportunity:	Request for Behavioral Health HB2949 Workforce Incentive Funds

Funding Source: Federal – Direct Federal – Pass through State Local

Requestor Information: (Name of staff initiating form)	Mary Rumbaugh
Requestor Contact Information:	maryrum@clackamas.us; 503-406-7005
Department Fiscal Representative:	Kim Russell; krussell@clackamas.us
Program Name & Prior Project #: (please specify)	Clinical Supervision (No prior project number as this is a new program)

Brief Description of Project:

The purpose of this investment to Community Mental Health Programs (CMHPs) is to a) support the recruitment and retention of behavioral health providers with associate, bachelor's, master's or doctoral degrees or other credentials and b) provide supervised clinical experience necessary for behavioral health providers to obtain a license to practice through grant monies associated with HB2949 (2021) and HB4071 (2022). To this end, the funding will be distributed by an equitable formula to Community Mental health Programs through new Grant Agreement/Intergovernmental Grant Agreements.

Programs Goals:
 - Increase access to services that are peer and community driven and that provide culturally specific and culturally responsive services for people of color, tribal communities, and

Name of Funding Agency:

Notification of Funding Opportunity Web Address:

OR

Application Packet Attached: Yes No

Completed By: Mary Rumbaugh Date: 11/30/2022

**** NOW READY FOR SUBMISSION TO DEPARTMENT FISCAL REPRESENTATIVE ****

Section II: Funding Opportunity Information - To Be Completed by Department Fiscal Rep

Competitive Application Non-Competing Application Other

Assistance Listing Number (ALN), if applicable:	N/A	Funding Agency Award Notification Date:	November 16, 2022
Announcement Date:	November 16, 2022	Announcement/Opportunity #:	N/A
Grant Category/Title	Behavioral Health HB2949 Workforce Incentives Funds	Funding Amount Requested:	Up to \$474,987.00
Allows Indirect/Rate:	5 - 7%	Match Requirement:	N/A
Application Deadline:	December 16, 2022	Total Project Cost:	\$474,987.00
Award Start Date:	TBD	Other Deadlines and Description:	
Award End Date	December 31, 2024		
Completed By:	Mary Rumbaugh	Program Income Requirements:	N/A
Pre-Application Meeting Schedule:	N/A		

Additional funding sources available to fund this program? Please describe:

This would be one-time funding from OHA, they are using state ARPA funds and we would not continue funding the clinical supervision beyond this grant unless additional funding became available.

How much General Fund will be used to cover costs in this program, including indirect expenses?

No General Fund will be used within the program.

How much Fund Balance will be used to cover costs in this program, including indirect expenses?

No Fund Balance will be used within the program.

In the next section, limit answers to space available.

Section III: Funding Opportunity Information - To Be Completed at Pre-Application Meeting by Dept Program and Fiscal Staff

Mission/Purpose:

1. How does the grant/funding opportunity support the Department and/or Division's Mission/Purpose/Goals?

The Behavioral Health network has a severe workforce shortage. This RFGA has two funding opportunities: 1) workforce incentives to recruit and retain BH providers and 2) provide supervised clinical experience necessary for behavioral health providers to obtain a license through grant monies. H3S-BHD will only be applying for #2. While we are able to provide some clinical supervision for licensure, we have not had a budget to cover the additional cost of providing that in-house or contracting this out. A trained and stable workforce ensure that H3S meets one of our goals for safe and healthy communities.

2. Who, if any, are the community partners who might be better suited to perform this work?

We would both use the grant monies to cover the cost of county employees providing this clinical supervision and to pursue a contract with a licensed/certified clinician who could also meet this need.

3. What are the objectives of this funding opportunity? How will we meet these objectives?

Provide supervised clinical experience to associates or other individuals who have the necessary education but need supervised clinical experience to obtain a license to practice.

4. Does the grant/financial assistance fund an existing program? If yes, which program? If no, what is the purpose of the program?

No, while we have a few staff who can provide clinical supervision, this has not been a formal program and we have not had funding to backfill this duty as it takes the individual away from their day to day work, up to 3 hours a month.

Organizational Capacity:

1. Does the organization have adequate and qualified staff? If no, can staff be hired within the grant/financial assistance funding opportunity timeframe?

Yes, both in-house we have certified staff and can contract out.

2. Are there partnership efforts required? If yes, who are we partnering with and what are their roles and responsibilities?

We would partner with a licensed/certified clinician(s) who can provide this service.

3. If this is a pilot project, what is the plan for sun setting the project and/or staff if it does not continue (e.g. making staff positions temporary or limited duration, etc.)?

The funding has to be allocated by 12/31/2024 and we have until 2026 to spend down the funds and we would expect that we would need to go back to how we were providing clinical supervision prior to this funding opportunity unless additional state funding becomes available.

4. If funded, would this grant/financial assistance create a new program, does the department intend for the program to continue after initial funding is exhausted? If yes, how will the department ensure funding (e.g. request new funding during the budget process, supplanted by a different program, etc.)?

The funding has to be allocated by 12/31/2024 and we have until 2026 to spend down the funds and we would expect that we would need to go back to how we were providing clinical supervision prior to this funding opportunity unless additional state funding becomes available.

Collaboration

1. List County departments that will collaborate on this award, if any.

N/A

Reporting Requirements

1. What are the program reporting requirements for this grant/funding opportunity?

There are no program reporting requirements listed in the RFGA but would expect at least annual, if not a quarterly financial report on how funds have been spent to date.

2. How will performance be evaluated? Are we using existing data sources? If yes, what are they and where are they housed? If not, is it feasible to develop a data source within the grant timeframe?

We will track how many employees receive their license within the time frame of the grant.

3. What are the fiscal reporting requirements for this funding?

There are no fiscal reporting requirements listed in the RFGA but would expect at least annual, if not a quarterly financial report on how funds have been spent to date.

Fiscal

1. Are there other revenue sources required, available, or will be used to fund the program? Have they already been secured? Please list all funding sources and amounts.

N/A

2. For applications with a match requirement, how much is required (in dollars) and what type of funding will be used to meet it (CGF, In-kind, local grant, etc.)?

N/A

3. Does this grant/financial assistance cover indirect costs? If yes, is there a rate cap? If no, can additional funds be obtained to support indirect expenses and what are those sources?

Yes, between 5-7% is allowable.

Other information necessary to understand this award, if any.

N/A

Program Approval:

Mary Rumbaugh

November 30, 2022

Mary Rumbaugh

Digitally signed by Mary Rumbaugh
Date: 2022.11.30 16:56:04 -08'00'

Name (Typed/Printed)

Date

Signature

**** NOW READY FOR PROGRAM MANAGER SUBMISSION TO DIVISION DIRECTOR ****

****ATTACH ANY CERTIFICATIONS REQUIRED BY THE FUNDING AGENCY. COUNTY FINANCE OR ADMIN WILL SIGN****

Section IV: Approvals

DIVISION DIRECTOR (or designee, if applicable)

Mary Rumbaugh

November 30, 2022

Mary Rumbaugh Digitally signed by Mary Rumbaugh Date: 2022.11.30 16:56:16 -08'00'

Name (Typed/Printed)

Date

Signature

DEPARTMENT DIRECTOR (or designee, if applicable)

Denise Swanson

Dec 7, 2022

Denise Swanson Digitally signed by Denise Swanson Date: 2022.12.07 09:00:00 PST

Name (Typed/Printed)

Date

Signature

FINANCE ADMINISTRATION

Elizabeth Comfort

12.8.2022

Elizabeth Comfort

Name (Typed/Printed)

Date

Signature

EOC COMMAND APPROVAL (WHEN NEEDED FOR DISASTER OR EMERGENCY RELIEF APPLICATIONS ONLY)

Name (Typed/Printed)

Date

Signature

Section V: Board of County Commissioners/County Administration

(Required for all grant applications. If your grant is awarded, all grant awards must be approved by the Board on their weekly consent agenda regardless of amount per local budget law 294.338.)

For applications less than \$150,000:

COUNTY ADMINISTRATOR	Approved:	Denied:
Name (Typed/Printed)	Date	Signature

For applications greater than \$150,000 or which otherwise require BCC approval:

BCC Agenda item #:

Date:

OR

Policy Session Date:

County Administration Attestation

County Administration: re-route to department at and Grants Manager at financegrants@clackamas.us when fully approved.

Department: keep original with your grant file.

In compliance with the Americans with Disabilities Act, this document is available in alternate formats such as Braille, large print, audio recordings, Web-based communications and other electronic formats. To request an alternate format, please send an e-mail to dhs-oha.publicationrequest@state.or.us or call 503-378-3486 (voice) or 503-378-3523 (TTY) to arrange for the alternative format.

Request for Behavioral Health HB2949 Workforce Incentives Funds



Request for Applications

Posted Date: November 16, 2022

Deadline: Applications must be received by December 16, 2022.

1. Background and Behavioral Health HB 2949 Workforce Incentives Description:

The purpose of this investment to Community Mental Health Programs (CMHPs) is to a) support the recruitment and retention of behavioral health providers with associate, bachelor's, master's or doctoral degrees or other credentials and b) provide supervised clinical experience necessary for behavioral health providers to obtain a license to practice through grant monies associated with HB 2949 (2021) (as updated by HB 4071 (2022)). To this end, the funding will be distributed by an equitable formula to Community Mental Health Programs through new Grant Agreements/Intergovernmental Grant Agreements.

Program Goals:

- Increase access to services that are peer and community driven and that provide culturally specific and culturally responsive services for people of color, tribal communities, and persons with lived behavioral health experience.
- Increase access to services for rural and underserved communities
- Increase the number of individuals training for and entering the field of behavioral health and improve the recruitment and retention of behavioral health care providers.
- Provide supervised clinical experience to associates or other individuals who have the necessary education but need supervised clinical experience to obtain a license to practice

2. Grant Eligibility.

Community mental health programs (CMHPs) described in ORS 430.640.

3. Requirements of the Applicants:

Applicants must complete Attachment 1 providing a description of a) how they intend to use the funds, b) the impact they expect to achieve and c) a cost estimate. Please keep the following requirements in mind:

Clinical Supervision:

There is one allocation of funding that is available for clinical supervision. You may use up to that amount for clinical supervision. If the cost estimate is below the amount allocated to you, those funds may be given to another CMHP applicant.

Workforce Incentives

There is another allocation of funding that is available for workforce recruitment and retention incentives. Flexibility exists as to how the monies can be used, but must stay within the CMHP allocations, as well as the incentives outlined in Attachment 1. If the total cost estimate is below the amount allocated to you for workforce incentives, those funds may be given to another CMHP applicant.

Administrative Costs

Between 5-7% of gross grant can be allocated towards staffing costs required to provide administrative support to these grant-funded programs.

ARPA Reporting:

Please note, the workforce development dollars associated with HB 4071 for this Biennium are American Rescue Plan (ARPA) monies and have specific reporting requirements associated with them until funds are exhausted. Quarterly reporting on how the monies are being used will be a requirement of awarded grant funds for Community Mental Health Programs.

4. Allowable Grant Activities

Clinical Supervision - These funds must be used to provide supervised clinical experience to associates or other individuals who have the necessary education but need supervised clinical experience to obtain a license to practice:

- (a) Psychology;
- (b) Marriage and family therapy, as defined in ORS 675.705;
- (c) Professional counseling, as defined in ORS 675.705;
- (d) Clinical social work, as defined in ORS 675.510; or
- (e) Another behavioral health care discipline as prescribed by the authority by rule.

Workforce Incentives - These incentives may be used to increase the number of individuals training for and entering the field of behavioral health and to improve the recruitment and retention of behavioral health care providers in this state. They may be used for recruitment and retention of providers with associate, bachelor's, master's or doctoral degrees or other credentials. Examples of incentives eligible for grant funding are listed below, using the letters corresponding to those incentives described in HB 4071 for reference. This list of incentives is not exhaustive, but any eligible incentives must be consistent with HB 4071.

(C) Housing Assistance- Housing stipends may be paid to behavioral health care workers that move to a rural area for employment **or** a behavioral health care worker that is recruited to any area in Oregon from outside the state of Oregon.

(E) Part-time and flex time opportunities- Incentives to increase recruitment and retention of behavioral health providers in part-time and flex time positions.

(I) Childcare Subsidies- This subsidy is to help parent(s) and or caregivers of children pay for childcare while attending classes, receiving clinical supervision in pursuit of certification and/or licensure in the behavioral health field, or unable to provide behavioral health services without childcare support.

(J) Subsidized Dual Certification with a Specific Focus on Rural and Vulnerable Populations and Pay Equity- Provide increase in wages for behavioral health care workers based upon dual certification pursuit or status, support dual credentialing for behavioral health care workers that may not be solely mental health or substance use disorder related (e.g., Music and Art Therapy licensees, or Rehabilitation related credentials (e.g., Certified Rehabilitation Counselor (CRC)), or offering to pay for testing preparation for professionals seeking dual credentialing.

(K) Tuition Assistance: - example Behavioral health professional is attending online courses and CMHPs would like to support them in their online program(s).

(L) Bonuses and Stipends for Supervisors of Interns- example Provide clinical supervision at no cost to clinical supervisees using monthly disbursements from funds allocated for this grant.

(O) Other Programs and Incentives: example- Health and wellness or recognition programs to promote retention of behavioral health professionals.

5. Funding Availability

Total CMHP Allocation

\$6,600,000 for Clinical Supervision

\$16,000,000 for Workforce Incentives

See attached for each county's allocation.

6. Grant Process

Entities interested in providing services under the Behavioral Health HB2949 Workforce Incentives Program may apply for grant funding by submitting the document described in Section 3 by December 14, 2022.

7. Application Submission, Evaluation, and Selection Process:

RFA Sole Point of Contact (SPC):

All communications concerning this RFA must be directed only to the sole point of contacts named below. Any unauthorized contact regarding this RFA with other State employees or officials may result in Application rejection. Any oral communications will be considered unofficial and non-binding.

Frederick D. Staten

OHA Health Systems Division

500 Summer St NE

Salem, Oregon 97301

Telephone: (503) 510-4382

Email: frederick.d.staten@dhsaha.state.or.us alfonso.ramirez@dhsaha.state.or.us

Closing Date for Submittal of Applications:

OHA must receive Applications by December 16, 2022 11:59 pm (PST). Applications received after the closing date and time are late and will not be considered. Applications must be sent via email to the RFA SPC at

frederick.d.staten@dhsaha.state.or.us

Application Evaluation:

OHA will receive Applications on an ongoing basis between November 16, 2022 and December 16, 2022 As Applications are received the applications will be reviewed.

Final Selection:

OHA will review applications as they are submitted and award grants based upon satisfaction of the terms of this application.

Negotiable Items:

OHA may negotiate the following items, with an apparent successful Applicant:

The description of Program Activities to be provided; and

The approved budget line items of the grant award.

Other terms and conditions of the award will be determined in the discretion of OHA and embodied in the final grant agreement.

Changes/Modification and Clarifications:

When appropriate in the sole discretion of OHA, OHA will issue revisions, substitutions, or clarifications as addenda to this RFA. Changes and modifications to the RFA shall be recognized only if in the form of written addenda issued by OHA.

Reservation of OHA Rights:

OHA reserves all rights regarding this RFA, including, without limitation, the rights to:
Amend or cancel this RFA without liability if it is in the best interest of the OHA to do so;
Waive any minor informality or non-conformance with the provisions or procedures of this RFA;
Seek clarification of any Application;
Negotiate the Program Activities described in this RFA;
Amend or extend the term of any Agreement that is issued as a result of this RFA;
Engage Applicant(s) by selection or procurement for different or additional Program Activities independent of this RFA process and any agreements entered into pursuant hereto;
Enter into direct negotiations to execute a Grant Agreement with a successful Applicant, in the event that the Applicant is the sole Applicant to this RFA, and OHA determines that the Applicant satisfies the minimum RFA requirements;
Enter direct negotiations to execute a Grant Agreement with any person, in the event that no successful Applicant applies for an activity described herein, and OHA determines that the person satisfies the minimum RFA requirements; and
Reject any Application upon finding that to accept the Application may impair the integrity of the solicitation process or that rejecting the Application is in the best interest of OHA.

Selection Notice:

The apparent successful Applicant(s) shall be notified in writing by the OHA.

Release of Information:

Except as required by the Oregon Public Records Law or other applicable law, no information shall be given to any Applicant (or any other individual) relative to its standing in relation to other Applicants during the RFA process.

Public Information:

After the Recipients are notified, the grant solicitation file is subject to public disclosure in accordance with the Oregon Public Records Law (ORS 192.311–192.478). If any part of a Application is considered a trade secret as defined in Oregon Revised Statutes 192.501(2) or otherwise exempt from disclosure under Oregon Public Records Law, the Applicant shall submit one additional copy of their Application that redacts only the exempt language. Any person may request copies of public information. However, copies of Applications will not be provided until the evaluation process has been completed and the Recipients are notified, except as required by the Oregon Public Records Law or other applicable law. Requests for copies of public information shall be in writing. Requestors will be charged according to the current OHA policies and rates for public records requests in effect at the time OHA receives the written request for public information. Fees, if applicable, must be received by OHA before the records are delivered to the requestor.

Cost of Applications and Obligation:

All costs incurred in preparing and submitting a Application in response to this RFA will be the responsibility of the Applicant and will not be reimbursed by OHA. All Applicants who submit a Application in response to this RFA understand and agree that OHA is not obligated to select any Applicant and, further, has absolutely no financial obligation to any Applicant arising from this RFA.

Grant Agreement Documents:

The completed application after any required changes negotiated between applicant and OHA shall act as the template for the Program Activities described in the grant agreement.

Attachment 1 (Represents the \$16 million dollars associated with Recruitment and Retention)

Projects or Services	Description	Expected Impact	Cost Estimate
(C) Housing assistance			
(E) Part-time and flex time opportunities			
(I) Childcare subsidies			
(J) Subsidized dual certification with a specific focus on rural and vulnerable populations and pay equity			
(K) Tuition Assistance			
(L) Bonuses and stipends for supervisors of interns			
(O) Other Programs and Incentives			
Additional Consideration: Assistance with Administrative costs associated with supporting these incentives	<p align="center">Funds can be used for Administration:</p> <ul style="list-style-type: none"> • Between 5-10% of gross grant can be allocated towards hiring additional staff to provide support to these incentives. <p>[OHA may be able to provide technical assistance with some of these incentives around how to operationalize to fulfill the requirements of these incentives.]</p>	This will enable CMHPs to create and manage programs surrounding the funds awarded to implement incentives with the end goal of increasing retention, hiring, and adding to the pipeline efforts for Behavioral Health professionals.	

Attachment 2 (Represents the \$6.6 million dollars associated with Clinical Supervision)

Projects or Services	Description	Expected Impact
Clinical Supervision		