Behavioral Health Partnership Expansion Grants

Funded through the MassHealth Delivery System Reform Incentive Payment (DSRIP) Statewide Investments Program and RIZE Massachusetts Foundation, Inc.

Bidder’s Technical Webinar
September 9, 2021
Funding Source & Background Info

• Funding Source:
  – MassHealth DSRIP Statewide Investment Program
  – RIZE Massachusetts Foundation, Inc.

• Behavioral Health Background:
  – Workforce shortages & recruitment/retention challenges inhibit BH program operations & client outcomes
  – Community behavioral health organizations face constrained resources to train & onboard staff
  – Comm Corp, MassHealth, & RIZE Foundation are partnering to expand the reach of Healthcare Hubs, emphasizing community-based mental health and SUD/OUD workforce
Grant Initiative Goals

• Design & Implement the following:
  – Outreach & skills trainings capable of increasing the skills and number of individuals from underrepresented groups in the peer and entry- to mid-level community-based mental health and SUD/OUD workforce.
  – Resources to support clinical supervision time and mentorship strategies for master’s- and bachelor’s-prepared clinicians in need of supervision hours as they work toward licensure.
Four Strategies for Goal Achievement

• **Training & Placement Programs** [Option A]:
  – Deliver a program to support the training and placement of participants into new employment

• **Training & Advancement Programs** [Option B]
  – Deliver a program to support the training and advancement of participants at their current employer

• **Clinical Supervision & Mentorship Programs** [Option C]
  – Deliver a program to support the supervision and mentorship of master’s-prepared staff or bachelor’s-prepared staff

• **Regional Workforce Capacity Building** [Option D]
  – Support regional capacity building and planning activities
Target Populations

Grant funds may be used to train:
• Unemployed/Underemployed
• Current employees at MA employers
• Individuals seeking new employment
• Individuals seeking clinical supervision hours toward licensure

Prioritized Populations:
• Underrepresented groups among the behavioral health workforce
Funding Availability, Match, Duration of Contract

**Funding Availability:** Up to $3.25 million

**Match Requirement:** Waived

**Max Duration of Contract:** Sept 2021 – Dec 2022

Funds will be dispersed monthly on a cost-reimbursement basis
## Funding Range by Region

<table>
<thead>
<tr>
<th># WBs in Region</th>
<th>Maximum Award</th>
<th>Max Award if SUD/OUD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single WB Region</td>
<td>$290,000</td>
<td>$315,000</td>
</tr>
<tr>
<td>Multiple WB Regions</td>
<td>$484,000</td>
<td>$524,000</td>
</tr>
</tbody>
</table>

**Target- Cost per Employment Outcome:** $7,500
Target Dates

Grant Schedule

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Request for Proposals Released</td>
<td>September 3, 2021</td>
</tr>
<tr>
<td>Deadline to Submit Written Questions</td>
<td>October 15, 2021</td>
</tr>
<tr>
<td>All Answers to Questions Posted Online</td>
<td>October 22, 2021</td>
</tr>
<tr>
<td>Responses (Proposals) Due</td>
<td>October 27, 2021, at 5PM</td>
</tr>
<tr>
<td>Applicants Notified of Status (Anticipated)</td>
<td>October 2021 – November 2021</td>
</tr>
<tr>
<td>Anticipated Contract Start Date</td>
<td>October 2021 – November 2021</td>
</tr>
<tr>
<td>Anticipated Contract End Date</td>
<td>December 31, 2022</td>
</tr>
</tbody>
</table>

Proposal Details

Application Deadline: 10/27/2021 by 5:00 PM EST

Applications will be accepted & reviewed on rolling basis.

Encouraged to work with Comm Corp PM team to support building partnerships & preparations for submitting proposal.
Lead Applicants & Required Partners

**Lead Applicant:** MassHire Workforce Board, preferably the existing lead Workforce Board for their assigned region

**Required Partners:**
- MassHire Workforce Boards & Career Centers within region
- Minimum of One (1) Employer defined as a community-provider in Behavioral Health
Employer Partner Requirements

OPTIONS A – D

• Minimum of 1 employer partner defined as a community mental health employer or SUD/OUD employer
• Employers must submit signed MOA or letter
• Where applicable, participating unions must sign MOAs or LOCs
Prioritized Employer Partners

Community Health Centers (CHCs)

Community Mental Health Centers (CMHCs)

Substance Use Disorder/Opioid Use Disorder (SUD/OUD) Community Providers

*Large Hospital Systems may not receive funding directly
Additional Partnership Members

Some examples of prospective partners:

- Local service offices of public agencies
- Employer associations
- Labor organizations
- Institutes of higher education
- Vocational & technical education institutions
- Housing Agencies
- Non-profit education, training & service providers

These partners must submit a signed MOA or letter.
Training Program Design Requirements

- **Option A**: Training & Placement Program
- **Option B**: Training & Advancement Program
- **Option C**: Clinical Supervision & Mentorship
- **Option D**: Capacity Building
Option A: Training & Placement

**Goal:** Design & deliver training program(s) for a specific in-demand BH occupation(s)

**Some example target occupations:**
- Care Coordinator
- Residential Counselor
- Peer Roles
- Residential Rehabilitation Educator

**Proposing alternative occupations:**
- Must be a BH occupation
- Must cite:
  - LMI demonstrating demand
  - Employer demand
  - Credentials required for entry
Option A Program Design Requirements

**Target Population:**
- Unemployed/Underemployed individuals
- Individuals shifting careers to another BH occupation
- Current employees at MA employers
- Individuals from demographic groups underrepresented in BH workforce

**Elements & Services:**
- Recruitment, Assessment & Selection Process
- Occupational Training
- Employer Engagement
- Job Development Activities
- Supportive Services
- Credential Attainment, as applicable

**Outcome Expectations:**
- 80% Completion Rate
- 70% Employment & Retention Rate after 30 days

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Option B: Training & Advancement

**Goal:** Design & deliver training program for entry/mid-level employees to gain new skills and/or advance to a new job with *current employer*

**Some outcomes examples** (must be within time frame of program):  
- Skill Gains*  
- Wage Gains  
- Title Changes  
- Promotions at Current Employer

*Skill Gains:*
- Skill Gains that do not result in a wage gain/new job must be measured using business metrics  
- Technical Assistance will be available to support metrics selection
Option B Program Design Requirements

Target Population:
- Incumbent entry/mid-level workers working at their current community-based behavioral health employers

Elements & Services:
- Employer MOA to grow talent in-house
- Recruitment, Assessment & Selection Process
- Assigned Career Coach for participant support
- Supportive Services
- Training Sequences for Advancement/Wage Gain
- Documentation of Outcomes
- Credential Attainment, as applicable

Outcome Expectations:
- 85% Completion Rate
- 75% Earn Wage Gain and/or
- 75% report Growth in Identified Skill Areas
Option C: Clinical Supervision & Mentorship

**Goal:** Fund supervision & mentorship of master’s- or bachelor’s-prepared staff toward clinical licensure within a BH occupation

**Must demonstrate the following:**
- Employer demand for supervision/mentorship support
- Existing supervision/mentorship processes
- Cost & Time Allocations for providing supervision/mentorship

**Example Use of Funds:**
- Time & Support for Clinical Supervisors
- Time & Support for Supervisees (i.e. Master’s-prepared therapist)
Option C Program Design Requirements

**Target Population:**
- Employees at MA-based employer
- Employees Certified/Licensed in MA *regardless of residence*

**Elements & Services:**
- Employer MOA to grow talent in-house
- Recruitment, Assessment & Selection Process of staff pursuing licenses
- Ensure supervisors attain higher levels of cultural responsiveness and related skills to become better qualified as mentors and clinical supervisors
- Documentation of Supervision Metrics
- Documentation of Progression toward Licensure

**Outcome Expectations:**
- # Employees & Supervisors Engaged
- # Staff attaining Licensure
- Increased access to supervision and mentorship by individuals who are underrepresented in behavioral health services such as those identifying as Black, Indigenous, or other People of Color.
- Increased access to supervision and mentorship by individuals who speak a language other than English (e.g., Spanish, Haitian Creole)
Option D: Capacity Building

**Goal:** Develop and strengthen regional coordination for behavioral health occupational training capacity and promote strong regional partnerships

**Example Uses of Funds:**
- Longer-term regional planning, capacity building, and systems-change efforts like:
  - Support staff capacity
  - Understand employer demand
  - Understand target occupation skills, interests, assets
  - Explore licensure requirements & policies
  - Expansion of, or transition to Digital/Hybrid Instruction
Option D Capacity Building Requirements

Please Articulate the Following:
  – How regional planning/capacity building improves BH/SUD workforce
  – Detailed Work Plan to achieve capacity-building goals
  – *Applicants are encouraged to leverage their existing healthcare workforce hub partnership infrastructure*

Ideal Use of Funds:
  – Regional Labor Market Info Sharing
  – Employer Engagement in Design of Career Pipeline Strategy
  – Long-Term visioning and development of regional behavioral health workforce strategy
  – Build a model to improve recruitment, placement and retention of staff
  – Developing pre-training programs that prepare individuals for entry into existing programs with demonstrated past success as measured by certification, graduation, and placement rates

Outcome Expectations:
  – Increased diversity of behavioral health/SUD workforce
  – Increased selection of behavioral health training providers engaged with MassHire
  – Regular Behavioral Health Hubs meetings
  – Increased employee engagement in meetings/training programs
Administrative Requirements

Data Reporting
- Demographic Data
- Participant Outcomes
- Periodic Narrative Reporting
- Final Report

Program & Fiscal Monitoring
- Anticipate at least one fiscal review

Technical Assistance
- Advocates for Human Potential, Inc
Application Submission

Clarification Period: Up to 10/15/2021 5:00 PM EST

Electronic Submission

Following Info Required for Online Submission:

– Lead Applicant Organization Name
– Lead Applicant FEIN
– Lead Applicant DUA ID Number
– Total Funds Requested
– Lead Applicant Primary Contact
Application Package

Part 1: Application Summary Form
Part 2: Training Program Application Narrative Form
  – 2A: Form for Option A – Training & Placement
  – 2B: Form for Option B – Training & Advancement
  – 2C: Form for Option C – Clinical Supervision & Mentorship
  – 2D: Form for Option D: Capacity Building
Part 3: Budget & Budget Narrative Form
Part 4: MOA/LOC
Part 5: Certification of signatory
Evaluation Process

Step 1: Threshold Criteria Screening
Step 2: Compliance Screening
Step 3: Review Committee

Comm Corp reserves the right to consider:

• Applicant’s past performance
• Completeness
Evaluation Criteria

**Measurement:** Meets Standards or Does Not Meet Standards

**Options A – B**
- Track Record
- Clearly articulated target population, occupation, and need
- Evidence of engagement with community-based behavioral health employers
- Clear program design
- Strong MOAs/LOCs
- Reasonable and accurate budgets
- Clearly articulated, measurable outcomes at acceptable success rate

**Options C – D**
- Track Record
- Evidence of engagement with community-based behavioral health employers (C)
- Clear relevance to BH workforce strategies and alignment with regional planning (D)
- Clearly outlined work plan (D) and MOAs (C)
- Accurate budget consistent with work plan
Thank You

Address Questions to Kshack@commcorp.org