

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/ODD 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/ODD 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

# WBs in Region	Maximum Award	Max Award if SUD/OD
Single WB Region	\$290,000	\$315,000
Multiple WB Regions	\$484,000	\$524,000

Target- Cost per Employment Outcome: \$7,500

Target Dates

Grant Schedule

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

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/ODD 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/OD) 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

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