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# **Behavioral Health Workforce Initiative (BHWI) Bonus and Housing Stipend Request for Grant Application (RFGA or RFA)**

November 16<sup>th</sup>, 2022



# Zoom Features for this Session



- **This webinar will be recorded.**
- **Feel free to use the chat box to submit questions.**  
**Questions will be addressed after the presentation.**
- **Use the hand raising feature to ask a question aloud.**

# Shared Language

Terms you may hear used throughout the presentation:

- **RFGA:** Request for Grant Application
- **RFA:** Request for Application (synonymous with RFGA)
- **OHA:** Oregon Health Authority
- **BHWI:** Behavioral Health Workforce Initiative
- **NOA:** Notice of Award



# Welcome!

Please introduce yourselves in the chat box:



- Name and pronouns (if comfortable disclosing)
- Organization

# Meet some of the Team

**Tim Nesbitt: OHA's Clinical Supervision  
Coordinator and Contract Administrator**

**Daniel Page: OHA's Contract and Program  
Support Specialist**

# Agenda

- **About the funding opportunity**
- **Eligibility**
- **Funding Guidelines**
- **Application**
- **Reporting and other Docs**
- **Important Dates**
- **Q & A**
- **Contact information**

# About the Funding Opportunity

- House Bill 4071 (formerly HB 2949) authorizes the Oregon Health Authority (OHA) to distribute funds to behavioral health care organizations for the purpose of providing incentives such as sign-on bonuses, retention bonuses, and housing stipends to help recruit and retain qualified behavioral health care workers.
- Up to \$2,000,000 in total funding will be awarded through this request for grant applications (“RFA”).

# Eligible Organizations

Applications will be accepted from the following behavioral health organizations:

- Urban Indian Health Programs (Native American Rehabilitation Association)
- Tribal Behavioral Health Programs
- Certified Community Behavioral Health Clinics
- Organizations operating Residential Treatment Facilities
- Private non-profit behavioral health care organizations that meet the following criteria:
  - Serve adults or youth, at least 50% of whom are any one of more of the following: uninsured, enrolled in the state medical assistance program (Medicaid), or enrolled in Medicare
- Private for-profit behavioral health care organizations that meet the following criteria:
  - Serve adults or youth, at least 50% of whom are any one or more of the following: uninsured, enrolled in the state medical assistance program (Medicaid), or enrolled in Medicare; and
  - Employ 25 or less full time equivalent (FTE) direct behavioral health care workers.



## Eligible Organizations

In addition to being an organization listed on the previous slide, an eligible applicant organization must be one that employs behavioral health care workers who have associate's, bachelor's, master's, or doctoral degrees or other behavioral health credentials, and that provide direct behavioral health care to Communities who are Underserved.

- “Communities who are underserved” include communities of color, Tribal members, LGBTQIA2S+ communities, refugees, immigrants, veterans, persons with disabilities, individuals with intellectual and developmental disabilities, individuals with limited English proficiency, individuals in custody, and rural residents.

# Additionally, an organization must:

- ▶ Be located in Oregon
- ▶ Abide by [OHA's nondiscrimination policy](#)
- ▶ Have or obtain a Unique Entity Identifier number (UEI#) from [sam.gov](http://sam.gov)
- ▶ Hold or be able to acquire professional liability insurance:
  - ▶ \$1,000,000 per occurrence and \$2,000,000 in aggregate
- ▶ Hold or be able to acquire commercial general liability insurance:
  - ▶ \$1,000,000 per occurrence and \$2,000,000 in aggregate

# Individuals Eligible for bonuses and/or stipends

- Licensed Clinical Social Worker
- Licensed Psychologist
- Licensed Professional Counselor
- Licensed Marriage and Family Therapist
- Clinical Social Worker Associate
- Psychologist Resident Associate
- Professional Counselor Associate
- Marriage and Family Associate
- Qualified Mental Health Professional
- Certified Alcohol and Drug Counselor
- Certified Gambling Addiction Counselor
- Qualified Mental Health Associate
- Certified Recovery Mentor
- Traditional Health Worker
- Certified Prevention Specialist
- Certified Gambling Recovery Mentor
- Registered Mental Health Associate (QMHA-R)
- Certified Alcohol and Drug Counselor Candidate (CADC-R)
- Licensed Certified Art Therapist
- Licensed Art Therapist
- Psychiatrist
- Nurse Practitioner
- Clinical Nurse Specialists

# RFA and Grant Terms

- This document is both the Request for Grant Application and the Grant Terms.
- RFA is first and outlined by roman numeral sections I.-XVII.
- Grant Terms are second and outlined by numbered sections 1.-22.
- After an organization is selected for an award and signs a Notice of Award (NOA) letter, then that organization is agreeing to the terms in this document.

# Funding Requirements

- Qualifying organizations can receive up to \$120,000.00 for a project period of 2 years.
- Maximum for an individual sign-on or retention bonus is \$10,000.00 per year (beginning as of initial bonus payment to employee) per qualifying individual.
- Minimum for an individual sign-on or retention bonus is \$3,000.00 per year (beginning as of initial bonus payment to employee) per qualifying individual.
- Bonuses may be paid across periodic increments (i.e. quarterly), as determined in the discretion of the organization.
  - If the qualifying individual leaves employment or otherwise ceases to qualify for the bonus prior to payment of the full amount, the bonus paid up until the disqualification of the individual will be deemed to satisfy the minimum above.
- Funding may not be used solely for retention bonuses.

# Funding Requirements cont.

- Maximum for an individual housing stipend is \$10,000.00 per calendar year.
- Minimum for an individual housing stipend is \$3,000 per calendar year.
  - Housing stipends may only be paid to behavioral health care workers that:
    - Move to a rural area for employment; OR
    - Are recruited to any area in Oregon from outside the state of Oregon.
  - Housing stipends may be combined with bonuses
  - Housing stipends may be paid across periodic increments (i.e. quarterly), as determined in the discretion of the organization.
    - If the qualifying individual leaves employment or otherwise ceases to qualify for the stipend prior to payment of the full amount, the stipend paid up until the disqualification of the individual will be deemed to satisfy the minimum above.
  - Housing stipends may only be used for the recruitment of new behavioral health care workers filling vacant direct behavioral health care worker employment positions.
  - Fully “telehealth” positions are not eligible for housing stipends.
  - Part “in-person” and part “telehealth” positions are eligible for housing stipends.

# Funding Requirements cont.

- Funding from this grant will only be used for clinical staff providing direct behavioral health services. Non-clinical staff (including leadership positions) are not eligible for benefits funded by this grant.
- Funding may not be used to supplement existing/other bonus programs.
- Funding may only be used for providing bonuses and/or stipends to behavioral health care workers employed full time.
- Funding awarded to an individual behavioral health care worker for any bonus or stipend may not be required or requested by the employer to be returned.
- Funding may only be used for bonuses and/or stipends for permanent employment positions that the applicant organization expects to maintain indefinitely on a full-time basis (e.g., not temporary or seasonal positions).

# Application

- Please make sure to read the entire RFA and Grant Terms document before applying
- Applications are to be completed online via Smartsheet.
- The link can be found imbedded in the [RFA/Grant Terms](#) document or on the program [webpage](#).
- There is a required attestation
- There are several required fields with important information from the RFA that will need to be confirmed as reviewed



# Application cont.

- Please attach insurance documents if you have them or note that this insurance will need to be obtained and proof given to OHA if selected for an award.
  - *Being selected for an award and not being able to obtain insurance within 10 days may result in funding delays or canceling of the award.*
- Fill in contact info, type of organization\*, positions that have been vacant for 8 or more weeks since 7/1.
- Confirm if the applicant org currently offers bonuses, and if “yes”, will the funds be used to supplement current bonus offering (this is not permitted).
- Amount of funds being requested

# Essay Question (limit 500 words)

- Please indicate what amounts to be allocated from the requested funds will be used per credentialed individual, how they will be scheduled to be paid, what distance can be considered a fair commuting distance for individuals awarded housing stipends, and other general parameters the organization believes will be effective
- Please pay attention to the “encouraged” statements, as OHA will likely use this during the award selection process.

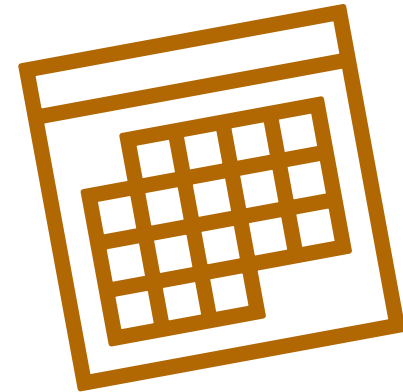
# Reporting

- Project performance plan (within 45 days of Notice of Award)
- Annual and quarterly reports that will include measurable outcomes, project status updates, and expenditure reporting.
- Final status report due 30 days after termination of the grant

## Other Required Documents (Due within 10 days of NOA)

- Proof of insurance for commercial general liability and professional liability
- Risk Self Assessment Form
- Federal Funding Accountability and transparency Act (FFATA) Form

# Important Dates



SCHEDULE	
WEBINAR #1	November 16, 2022
Q&A or FAQ Doc posted	November 18, 2022
Application Deadline	December 7, 2022, at 3:00pm
Issuance of Notice of Award (Approx.)	December 15, 2022

**Grant Q&A time!**

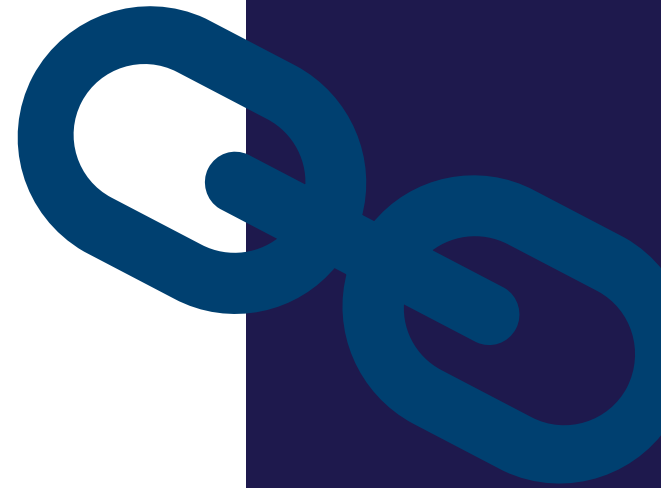
# Contact

For questions regarding the RFA:

**Tim Nesbitt, Behavioral Health Workforce  
initiative**

telephone: (503)551-9040

email: [tim.r.nesbitt@dhsoha.state.or.us](mailto:tim.r.nesbitt@dhsoha.state.or.us)



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**Thank You**

The logo for the Oregon Health Authority. It features the word "Oregon" in a smaller, orange, serif font positioned above the word "Health". "Health" is written in a large, blue, serif font. Below "Health", the word "Authority" is written in a smaller, orange, serif font. A thin blue horizontal line is positioned just above the "Authority" text, extending from the left side of the "H" in "Health" to the right edge of the "Authority" text.

**Oregon**  
**Health**  
**Authority**