



HB 4004 (2022 Regular Session) Workforce Stability Grant

Purpose

Oregon is in a behavioral health care workforce crisis. Challenges in delivering services in the high-risk COVID environment and the increasing need for behavioral health care have discouraged qualified individuals from seeking employment with providers serving Oregon's community members who are most vulnerable and impacted by health inequities and injustices. Workforce shortages directly impact the ability of behavioral health care providers to maintain full capacity which, in turn, reduces provider revenues and ability to meet payroll obligations.

Given the urgency of the crisis, House Bill 4004 authorizes the Oregon Health Authority to distribute grant funds to behavioral health care providers to increase compensation to the providers' staff and pay hiring and retention bonuses if necessary to recruit new staff or retain the providers' staff. Applicants must use at least 75% of the grant for direct compensation to staff in the form of wages, benefits, and bonuses, with the remainder (if any) spent on non-compensatory means to increase workforce retention or recruitment. To facilitate administration of the HB 4004 grant program, including the OHA reporting requirements described in this application, applicants will be required to expend all grant funds for authorized purposes by not later than December 1, 2022.

Applications will be accepted from the following providers:

- Mental health or substance use disorder crisis line providers; or
- Urban Indian Health Programs in Oregon; or
- Tribal Behavioral Health Program grant recipients in Oregon; or
- Behavioral health care providers (services and supports for individuals with mental health or substance use disorders) that meet the following criteria:
 - Serve adults or youth, at least 50% of whom are uninsured, enrolled in the state medical assistance program (Medicaid), or enrolled in Medicare
 - Are not hospitals; and
 - Qualify as one or more of the following:
 - Certified by Oregon Health Authority to provide behavioral health care
 - Provides behavioral health care through program contracting with or administered by the Oregon Youth Authority
 - Provides behavioral health rehabilitation services through a program contracting with or administered by the Department of Human Services
 - Licensed opioid treatment program
 - Provides withdrawal management services; or
 - Is a sobering center.

To receive funds for retention and recruitment applicants must provide the following information utilizing the link by May 4th at 5 pm (PST). The information necessary to complete the application is as follows:

- Attestation by an authorized representative that: (1) the applicant is an eligible applicant and the basis for such eligibility; (2) the applicant has reviewed, understands, and acknowledges the terms and conditions of receiving grant funds under HB 4004 as described in this application and the applicant agrees to comply with all terms and conditions; and (3) all information provided to OHA in connection with this application is true and correct, and the applicant agrees to notify OHA immediately in writing if the applicant becomes aware that any such information is inaccurate or incomplete.
- Total staffing costs (gross pay) for Oregon operations, including benefits, for one month. (Please do not include independent contractors who are not employees, such as consultants or contract nurse/providers).
- Include filled and vacant positions, including but not limited to the staffing categories below.
 - Executive Management
 - Physicians/Psychiatrists
 - Management (program managers, supervisors, leads)
 - Clinical/Medical staff
 - Non-clinical staff (including peers, billing, maintenance, environmental services, administrative support)
- Use the most recent month within Q1 2022 that has available data. Please specify the month for which data is being submitted.
- A description of any programs or other non-compensatory means to increase workforce retention or recruitment that the provider proposes to support with the grant and how such programs or other non-compensatory means are designed to increase workforce retention or recruitment.
- Providers receiving grant funds are encouraged by OHA to develop and set in motion innovative recruitment and retention strategies that serve to increase staff diversity and cultural responsiveness and expedite filling open positions. A one-page summary of the provider's recruitment and retention strategies will be required as part of the Interim Incentive Distribution Report due on August 1, 2022.

Any portion of a grant that is not spent as provided in this application and in Section 1 of HB 4004, which is incorporated into this application, constitutes an overpayment that OHA may recover from a provider. Please provide notification to OHA of any unspent funds by December 15, 2022. Two reports (an Interim Incentive Distribution Report and Final Report) must be submitted. Interim Incentive Distribution Report due August 1, 2022.

Information required:

Specific amounts provided as of July 31, 2022, to each category of staff listed below for recruitment and retention bonuses.

Executive Leadership

Physician/Psychiatrist

Management (program managers, supervisors, leads)

Clinical/Medical staff

Non-clinical staff

Number of vacant positions filled

Recruitment Strategy

Please provide a one-page summary of direct compensation to the provider's staff and programs or other non-compensatory means to increase workforce retention or recruitment that the grant has supported, and how those efforts impacted workforce retention or recruitment. If grant funds have not been fully expended,

please include a summary of plans to expend additional grant funds between August 1, 2022, and December 1, 2022.

Final report due December 30, 2022

Information required:

Number of unfilled positions as of April 1, 2022 (submitted on RFA)

Number of unfilled positions as of December 30, 2022

A final report accounting for all expenditures of grant funds, including the amount of grant funds expended on direct compensation to provider's staff and the amount of grant funds expended on other programs or other non-compensatory means to increase workforce retention and recruitment.

Please share your perspective on the degree to which this incentive

- Helped provider retain staff
- Helped provider recruit new staff
- Contributed to an overall sense of well-being and a supportive work environment for provider staff

Rating Scale:

- 1- No Impact
- 2- Mixed results, minimal impact overall
- 3- Mixed result, positive impact overall
- 4- Significant positive impact

Additional narrative to outline your organization's experience with specific examples of how this incentive:

1) Based on your answer above, please explain with specific examples how this incentive:

- Helped provider to retain staff
- Helped provider to recruit new staff
- Contributed to the overall sense of well-being and a supportive work environment for provider staff
- *Please limit to 500 words*

2) From a consumer perspective, please share specific examples of how this incentive did or did not enhance member experience (access, care coordination, engagement, etc.) *Please limit to 250 words*

Application Link: [HB 4004 Workforce Stability Funding Application](#)

OHA will supply a report template for all reports due to OHA associated with the funds awarded.

For questions, please contact Greg Bledsoe at gregory.b.bledsoe@dhsoha.state.or.us or you may contact Greg directly at 503-975-2025