

## **Program #1 Behavioral Health Workforce Incentive Program Overview**

In response to the growing need for behavioral health (BH) providers in community health center (CHC) settings, the Massachusetts League of Community Health Centers (MassLeague) is partnering with Mass General Brigham (MGB) to attract and retain BH providers and increase BH access in Black, Indigenous, People of Color (BIPOC) communities in Boston's Blue Hill Avenue corridor and other underserved communities across the state.

The **Behavioral Health Workforce Incentive Program (BHWIP)** offers CHC BH providers salary supplement incentives and unique learning opportunities in exchange for a two-year, full-time service commitment at their CHC.

### **Eligibility**

This program is open to Psychologists, Psychiatrists, Psychiatric Mental Health Nurse Practitioners (PMHNPs), LCSWs, LICSWs, LMHCs, LMFTs, and LADC1s working within a CHC. All applicants must commit to two years of full-time work, as defined by their CHC organization, while completing four clinical and leadership training sessions in year one, and Boston Medical Center's 12-part [Project Echo](#) in year two.

Any service obligation to the National Health Service Corp, the MDPH State Loan Repayment Program, or other loan repayment programs must be completed to be eligible for this program. If the provider is part of the Public Service Loan Forgiveness Program, the provider is eligible to receive this funding.

### **Salary Supplements**

Psychologists and Psychiatrists will be eligible for a salary supplement stipend of up to \$100,000 paid out in two \$50,000 disbursements over their two years of obligated service. PMHNPs, LCSWs, LICSWs, LMHCs, LMFTs, and LADC1s will be eligible for a salary supplement stipend of up to \$40,000 paid out in two \$20,000 disbursements over their two years of obligated service. Funds will be paid directly to the CHC to be disbursed to the awarded provider. The MassLeague will provide support and/or provide guidance should CHCs have questions regarding the mechanism of distributing funds to the providers.

### **Clinical and Leadership Training Sessions**

Over the course of the first year of obligated service, awardees will be required to attend four virtual clinical and leadership training sessions, for which CEUs will be provided. The sessions will cover a range of topics, examples including:

- Health equity
- Behavioral health/primary care integration
- Leadership development
- Emerging clinical training: i.e. EMDR training, nurse trauma, etc.

CHCs will receive \$900 in salary replacement per Psychologist and/or Psychiatrist and \$360 in salary replacement for PMHNPs, LCSWs, LICSWs, LMHCs, LMFTs, and LADC1s for each training session attended by the awarded provider throughout the first year of the program.

Providers will receive their first salary supplement stipend after the completion of their first year of obligated service, confirmation of attendance at the four training sessions and employment verification from their CHC. The salary supplement stipend will be sent to the provider's CHC organization which will be responsible for providing it directly to the awardee.

### **Project Echo**

In year two, all awardees will be required to register and attend Boston Medical Center's 12-part Project ECHO. The case-based, tele-mentoring program provides free training and support in addiction treatment with a focus on comprehensive care for patients with substance use disorders. Project Echo is free and technical assistance will be provided to ensure awardees' successful participation on the platform.

Participants will receive their second salary supplement stipend after finishing their second year of obligated service, providing proof of the completion of Project ECHO and employment verification from their CHC. The salary supplement stipend will be sent to the provider's CHC organization which will be responsible for providing it directly to the awardee. Following the completion of the second year of obligated service, the provider will be successfully discharged from the program.

### **Selection Criteria**

Providers interested in participating in this program must submit their application to the MassLeague at [BHWIP@massleague.org](mailto:BHWIP@massleague.org). Applications will be reviewed by a committee with representation from Mass General Brigham, MassLeague, and other experts in the field of community-based primary care and behavioral health. Selection criteria will include but not be limited to: commitment to a career working in community settings and work in communities of need; experience and demonstrated service to underserved communities or special populations; volunteer and leadership activities; geographic distribution of applicants with priority given to providers working within BIPOC communities; linguistic and cultural competency; and

availability of funds. The total number of awardees will vary based on application provider type and quantity/quality of applications received.

**Underrepresented providers representing a diverse population, including but not limited to, racial/ethnic minorities (i.e., Black or African American, Hispanic/Latinx, Asian American and Pacific Islander, Native American), individuals from rural communities, and providers who are linguistically diverse are encouraged to apply.**

### **Application Requirements**

To be considered for the BHWIP managed by the MassLeague, applications must be submitted to [BHWIP@massleague.org](mailto:BHWIP@massleague.org) by **Friday, August 26, 2022 at 5 PM.**

**Only complete applications received by the application deadline will be considered.**

### **Review Process**

Due to limited funding and high demand, the BHWIP is highly competitive. The review process includes:

- (1) Confirmation of receipt to the applicant that the application and supporting materials were submitted successfully. NOTE: this notification does *not* confirm that all materials were complete or supplied correctly.
- (2) Following the application deadline, an internal audit of all applications and materials will be conducted. NOTE: There will NOT be an opportunity to submit any missing information – if an application is submitted with missing or incomplete information, the applicant will not be eligible for review by the Review Committee.
- (3) Notification to the applicant of the Review Committee’s decision on the application.
- (4) For successful applications, processing of all official BHWIP required documents, including the contract.

<b><i>Application Deadline</i></b>	<b>Friday, August 26, 2022, by 5 PM</b>
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### **Implementation**

The BHWIP obligated service commitment start date will align with the date of the award announcement and will officially begin when the contract is signed and executed by the participant, their organization’s CEO or equivalent, and the MassLeague’s President and CEO or his designee. For those who have not yet begun their employment at an eligible organization, the service commitment will begin on the first day of employment. Applicants must have a start date at an eligible organization within six months of the application deadline. Providers will receive their first salary supplement stipend after finishing their first year of obligated service, confirmation of attendance at the four training sessions and employment verification from their CHC. Providers will receive their second salary supplement stipend after the completion of their second year of obligated service, providing proof of the completion of Project ECHO, and employment verification from their CHC. Salary supplement stipends will be sent to the provider’s CHC organization which will be responsible for providing them directly to the awardee. The MassLeague does not provide specific tax advice and the participant should

anticipate the need to seek independent tax advice to determine the tax status of the salary supplement.

### **Participant Requirements**

Under the BHWIP, it is required that participating providers commit to working at their CHC full-time, as defined by their organization, for a period of two years. Psychologists and Psychiatrists will be eligible for a salary supplement stipend of up to \$100,000 paid out in two \$50,000 disbursements over their two years of obligated service. PMHNPs, LCSWs, LICSWs, LMHCs, LMFTs, and LADC1s will be eligible for a salary supplement stipend of up to \$40,000 paid out in two \$20,000 disbursements over their two years of obligated service. The program aims to increase behavioral health access in Black, Indigenous, People of Color (BIPOC) communities in the Blue Hill Avenue corridor of Boston and other under-resourced Massachusetts communities served by CHCs.

### **Contact Information**

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