



CalOptima Health

Provider Workforce Development: Notice of Funding Opportunity Round 2: Training and Development Innovation Fund

July 22, 2024

Strategic Development

Our Mission

To serve member health with excellence and dignity, respecting the value and needs of each person.

Our Vision

By 2027, remove barriers to health care access for our members, implement same-day treatment authorizations and real-time claims payments for our providers, and annually assess members' social determinants of health.

Agenda

- Provider Workforce Development Initiative Overview
 - Stakeholder Engagement Process
- Brief Summary of Round 2 Notice of Funding Opportunity
 - Program Eligibility
 - Applicant Eligibility
 - Proposal Evaluation Criteria
- Application Process
- Round 2 Grant Opportunity Timeline
- Q&A – *Use the Raise Hand feature to ask a question*

Provider Workforce Development Initiative Goals

- CalOptima Health will invest up to \$50 million over five years in Health Care Provider Workforce Development
- The five-year initiative will support the education, training, recruitment, and retention of safety net providers in Orange County
- The three primary goals of the initiative are:
 1. Identify and address **shortages and gaps** in the Orange County health care workforce that serves the Medi-Cal population, including physicians;
 2. Aim to increase the **diversity** of the health care workforce; and
 3. Provide **economic support** to allow individuals to pursue a career in health care in service to CalOptima Health members in Orange County.

NOTE: Any CalOptima Health investments will avoid supplanting or replacing existing federal and state funding sources for workforce development initiatives.

Stakeholder Engagement Process

- CalOptima Health engaged in a robust stakeholder listening process to inform the design of the Provider Workforce Development Initiative design and approach.
- CalOptima Health completed three public listening sessions:
 - Community Organizations - October 16, 2023
 - Provider Organizations - October 18, 2023
 - Educational (Health Sector) Organizations - October 27, 2023
- Over 110 organizations attended the listening session series.

Round 2 Funding Opportunity:

Workforce Training and Development Innovation Fund

- The second round of funding will provide **up to \$5.0 million** in grant funding to develop **innovative workforce training and development solutions**.
- This provides an opportunity to propose innovative programs to be considered through a competitive review process.
- Focus will be on **health professional training programs and health career advancement solutions, or supportive programs designed in areas of non-physician primary care, behavioral health, and allied health** to address needs of Medi-Cal members in Orange County.
- This funding will **prioritize programs focused on increasing the behavioral health workforce**.
- Eligible proposals will be from **health systems, provider organizations and CBOs that encourage health professionals to serve Medi-Cal members in Orange County**
- Requests must avoid supplanting or replacing existing Federal, State, and/or CalOptima Health funding sources.

Eligible Programs

- Upskilling programs to increase capacity of advanced and highly-skilled health care workforce
- Training and certification programs for current health care professionals to advance in their careers
- Training and upskilling programs with added stipends for wraparound supports such as housing, childcare, coaching, and other supports
- Funding for clinical rotations, including practicum and internship programs that have a focus on the safety net and training in community health settings
- Retention incentives for high-need, shortage professions with high turnover rates

Examples of Potential Programs or Projects

Standard training with additional curriculum tailored to meet needs of Medi-Cal population (e.g. knowledge-based around new doula benefits, wellness coaches, health care navigation)

Career pathway/ladder program for higher-skilled positions for staff (e.g. mental health counselor to social worker; MA to LVN)

Certificate programs and online professional development classes (e.g. various areas of focus in mental health – perinatal, school-based)

Stipends for on-the-job learning costs (e.g. parking, gas, transportation, child-care, materials, etc.)

Tuition reimbursement for continuing education

Health career connection internship or fellowship program

Applicant Eligibility

- Eligible entities to receive this funding would be health systems, provider organizations or community-based organizations in Orange County.
- Grant funds may only be utilized for programs serving health care professionals in Orange County.
- Applicants can submit only one application per organization, with a *maximum* grant request of \$1.0 M.
- Applicants must propose projects or programs that align with the funding opportunity in this document and the Grant Application.
- Applicants that previously received funding from CalOptima Health must be in good standing with the terms of that contract or grant agreement to be eligible for new funding.
- Applicants are strongly encouraged to apply for funds when they are ready to implement the activity proposed for funding.

Evaluation Criteria

Criteria		Max. Points	Description of Basis for Assigning Points
	Eligibility	Pass/ Fail	<ul style="list-style-type: none"> • Must be a provider organization or community-based organization • Maximum of one application per organization • Does not supplant other available Federal, State or CalOptima Health opportunities/sources
1	CalOptima Health Core Mission, Value Alignment, & Investment	10	<ul style="list-style-type: none"> • Project aligns with the CalOptima Health mission, vision, and values statements. • Proposed program demonstrates value to the CalOptima Health membership and the Medi-Cal program. • Proposed program fills an unmet need within the CalOptima Health investment and grantmaking portfolio.
2	Provider Workforce Development Initiative Goals	20	<ul style="list-style-type: none"> • Proposes investments targeted towards identified shortages in the health care workforce serving CalOptima Health members including primary care*, behavioral health, and allied health. Priority will be given to projects that address behavioral health provider shortages. <i>Applications focused on behavioral health will receive a 1.5-point value weighting.</i> • Demonstrates how the project increases the number of health professionals in Orange County.
3	Proposed Program Design	20	<ul style="list-style-type: none"> • The proposed program is in alignment with the goals and objectives of the grant program as outlined in the Notice of Funding Opportunity. • The proposed program is clearly described, and addresses identified workforce shortages that are supported by data/evidence. • The proposed program includes innovative approaches to training, retention, or upskilling components that aim to increase the number of health professions in identified shortage areas. • The proposed program clearly outlines any needed partnerships to support program success. • The program includes elements that encourage or incentivize participants to remain in Orange County and serve Medi-Cal members.
4	Equity	15	<ul style="list-style-type: none"> • Project aims to increase representation of underrepresented groups in health professions. • Project considers the diverse needs of the Medi-Cal population and the workforce investments needed to improve access to care for underserved groups.

*Primary Care: Non-physician health care professionals in primary care setting (e.g. PA, NP, RN, LVN).

Evaluation Criteria (cont.)

Criteria		Max. Points	Description of Basis for Assigning Points
5	Project Implementation Plan & Performance Measures	10	<ul style="list-style-type: none"> • Provides a clear and complete implementation plan with well-defined project milestones and timeframes • Clearly states specific SMART objectives and defined measures of success for the project. • Clearly indicates that the program will be up and running within 6 months of grant award.
6	Budget & Financial Management	15	<ul style="list-style-type: none"> • Budget and financial plan are sound and aligned with the objectives and activities of the project. • Outlines direct and indirect costs, including partner budgets and expenditures. • Proposed budget prioritizes program activities that benefit participants and has a reasonable allocation for administrative expenses. • Project includes no more than 10% for indirect expenses.
7	Organization Experience & Program Capacity	10	<ul style="list-style-type: none"> • Applicant has demonstrated experience needed to perform the program. • Applicant is a stable organization and has demonstrated capacity to perform the functions of the program. • Identifies potential funding sources for sustainability of the project/program after the end of the grant agreement.
Total Earnable Points		100	

Grant Application Process



Submit application form online.

- <https://webportalapp.com/sp/workforcetraining>
- Create a new profile



Provide proposed program information*.

- Program Description
- Organizational information
- Implementation plan and budget
- Program objectives, key metrics, and results
- Overall impact on Workforce Development to serve Orange County and CalOptima Health members




Upload the following documents:

- Current Listing of Board of Directors
- Most Recent Audited Financial Statements
- Completed IRS W-9 Form
- Program Budget/Financial Plan

*This list is not exhaustive. Online form will require additional relevant information.

Round 2 Grant Opportunity Timeline

Activity	Date
Notice of Funding Opportunity Released and Application Opens	7/15/2024 at 9 a.m.
Bidder's Conference (<i>virtual</i>)	7/22/2024 at 3 p.m. 
Questions Posted from Bidder's Conference	7/23/2024 – 7/26/2024
Application Deadline	8/19/2024 at 5 p.m.
Application Review	8/20/2024 – 9/30/2024
CalOptima Health Board of Directors Meeting	11/7/2024
Announcement of Approved Grants	11/8/2024
Grant Agreements Processed	11/8/2024 – 12/31/2024
Grant Start Date	1/1/2025

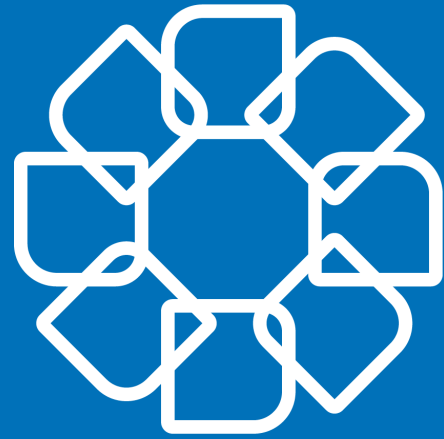
For more information on these funding opportunities and Provider Workforce Development please visit:
[Provider Workforce Development Initiative \(caloptima.org\)](https://caloptima.org)

Future Provider Workforce Development Initiatives

- CalOptima Health will also launch two new initiatives focused on expanding the physician workforce:
 - Physician Recruitment Incentive Program
 - Physician Loan Repayment Program
- CalOptima Health also plans to launch an Orange County Health Care Workforce Development Collaborative.
- More information on these initiatives will be forthcoming.
- For more information on these funding opportunities and Provider Workforce Development please visit:
<https://www.caloptima.org/en/About/CurrentInitiatives/WorkforceDev>

Q&A

Email: strategicdevelopment@caloptima.org



CalOptima Health

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