



Provider Workforce Development Notice of Funding Opportunity

Round 2: Provider Workforce Training and Development Innovation Fund

CalOptima Health solicits grant requests to increase the provider workforce with a focus on training, recruitment, and retention of safety net providers in Orange County.

Application Deadline — 08/19/2024 (5:00 p.m. PST)

Background

CalOptima Health’s mission is to serve member health with excellence and dignity, respecting the value and needs of each person. Health care workforce shortages in Orange County and statewide are significant, and investment is needed to increase the number of health professionals in Orange County. To address these challenges, the CalOptima Health Board approved an investment of \$50 million over five years to create the Provider Workforce Development Initiative to increase the supply of safety net providers serving CalOptima Health members in Orange County. Through the Provider Workforce Development Initiative, CalOptima Health is committed to increasing the number of providers serving Orange County’s most vulnerable population.

CalOptima Health engaged in a robust stakeholder listening process to inform the design of the Provider Workforce Development Initiative strategy and plan. One of the key challenges highlighted through the stakeholder engagement process was the need for training, retention, and employment pathway programs to retain and develop the health care workforce. This funding opportunity will be **open for applications Monday, July 15, 2024 – Monday, August 19, 2024.**

Description of Grant Funding Opportunity

The second round of grant funding within the Provider Workforce Development Initiative will be available to support innovative programs and partnerships that are committed to training, retention, and development of health professionals in non-physician primary care, behavioral health, and allied health. This funding round will prioritize but not be limited to programs focused on increasing the behavioral health workforce serving CalOptima Health members.

Eligible programs to train, upskill, retain and develop the current health care workforce would include, but not be limited to:

- Upskilling programs to increase capacity of advanced and highly-skilled health care workforce.

- Training, internship, and certification programs for current health care professionals to advance in their careers.
- Training and upskilling programs that include wraparound supports.
- Funding for residency programs that have a focus on the safety net.
- Retention incentives for high-need, shortage professions with high turnover rates including salary increases, bonuses, and other financial retention strategies.

Eligible programs must be located in Orange County. Projects that include components that encourage health professionals to serve Medi-Cal members in Orange County will be prioritized.

Grant Amounts and Duration

This second round of funding will make available up to \$5.0 million. Applicants may only submit **one application per organization**. The requested grant amount should not exceed \$1,000,000.00. For awarded grants, payment will be made as defined in the fully executed grant agreement.

Any CalOptima Health investments will avoid supplanting or replacing existing Federal, State, and/or CalOptima Health funding sources for workforce development initiatives.

Entities Eligible to Apply

- Eligible entities to receive this funding would be health systems, health care provider organizations, and community organizations.
- Grant funds may only be utilized for supporting health care professionals in Orange County.
- 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.

Proposal Evaluation Criteria

Criteria		Max Points	Description of basis for assigning points
	Eligibility	Yes/No	<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 and Value Alignment	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.
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 and Program Capacity	10	<ul style="list-style-type: none"> Applicant has demonstrated experience needed to perform the program.

		<ul style="list-style-type: none"> • 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	<i>110 total points available with behavioral health weighting.</i>

Timeline

Activity	Date
NOFO Released and Portal Opens	7/15/2024 at 9 a.m.
Bidder’s Conference (<i>virtual</i>)	7/22/2024 at 3 p.m.
Q&A from Bidder’s Conference Session Published	7/23/2024-7/26/2024
Application Deadline	8/19/2024 at 5 p.m.
Internal 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 Dates	1/1/2025

Documents and Portal Access

All documents related to this Notice of Funding Opportunity and application portal access will be made available at this site:

<https://www.caloptima.org/en/About/CurrentInitiatives/WorkforceDev>

Bidder’s Conference Session

Join our Bidder’s Conference Session for this funding opportunity by registering below:

Bidder’s Conference Session

Date and Time: Monday, July 22, 2024, at 3 p.m.

Link: <https://us06web.zoom.us/meeting/register/tZAc-yvqTspGNSfByNLWJQ92v9ZBz56707C>

Questions about the funding opportunity or application? Contact Strategic Development at strategicdevelopment@caloptima.org