

Behavioral Health Workforce Salary Supplement Program PROGRAM OVERVIEW

The Massachusetts League of Community Health Centers (MassLeague) has partnered with the Department of Public Health (DPH) to work towards the goal of eliminating the impact of racism and its effects on important behavioral health outcomes. DPH has provided \$1,000,000 in funding to the MassLeague and their community health center (CHC) members to increase behavioral health access to underserved and rural communities. The mission of the Behavioral Health Workforce Salary Supplement Program (BHWSSP) is to increase access to behavioral health services by increasing and retaining the number of behavioral health providers working within rural CHC settings, aligning directly with the behavioral health roadmap in advancing health equity and offering training to clinicians to support efforts to provide culturally competent care through the use of salary supplement incentives. Through this programming, the MassLeague will utilize the document found [here](#) and created by the Massachusetts State Office of Rural Health when determining the rurality of a community health center site.

General Description

The Behavioral Health Workforce Salary Supplement Program (BHWSSP) aligns directly with key behavioral health roadmap goals of advancing health equity and offering training to clinicians to support efforts to provide culturally competent care through the use of salary supplement incentives for Masters level behavioral health clinicians. These providers will be eligible for a salary supplement stipend of up to \$50,000 paid out in one \$50,000 disbursement with a requirement of two years of obligated service at their community health center. Awardees will also be given the optional opportunity to attend continued learning sessions with example topics including, leadership development, resilience, psychological safety, and culturally responsive care. Total number of awardees will vary based on number of providers and quantity/quality of applications received. Eligible providers include Licensed Independent Clinical Social Workers (LICSWs), Licensed Certified Social Workers (LCSWs), Licensed Mental Health Counselors (LMHCs), Licensed Marriage and Family Therapists (LMFTs), Licensed Alcohol and Drug Counselors I (LADC1s), and Psychiatric Mental Health Nurse Practitioners (PMHNPs).

Eligibility

This program is open to LICSWs, LCSWs, LMHCs, LMFTs, LADC1s, and PMHNPs working in a community health center within the state of Massachusetts. Providers applying to this program will be required to be currently working at or have a start date on or before June 30, 2022 to be eligible to apply. All applicants must be willing to commit to working full-time or part-time, as defined by their organization, for a minimum of two years.

Please note, any service obligation to the National Health Service Corp, the MDPH State Loan Repayment Program, or other loan repayment programs must be completed in order to be eligible for this program. If the applicant is part of the Public Service Loan Forgiveness Program, they are eligible to apply.

Selection Criteria

Providers interested in participating in this program must submit their application to the MassLeague via email to BHWSSP@massleague.org. Applications will be reviewed by a committee with representation from MassLeague, DPH, and other experts in the field of community-based behavioral health. Selection criteria will include but not be limited to: commitment to advancing health equity within community settings, experience and demonstrated service to rural and/or underserved communities, geographic distribution of applicants, linguistic and cultural competency, and availability of funds.

Through this programming, the MassLeague will utilize the document found [here](#) and created by the Massachusetts State Office of Rural Health when determining the rurality of a community health center site.

Underrepresented providers representing a diverse population, including but not limited to, racial/ethnic minorities (e.g., 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.

Salary Supplement Awards

LICSWs, LCSWs, LMHCs, LMFTs, LADC1s, and PMHNPs will be eligible for awards of up to \$50,000 for committing to serve within their community health center for two years. Providers working in a part-time capacity will be eligible for a salary supplement award of \$25,000. Providers working in a full-time capacity will be eligible for a salary supplement award of \$50,000. All awards will be paid out in one lump sum payment directly to their organization. The awarded provider's organization will be responsible for disbursing the funds 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 stipend. Loan repayment recipients will be required to sign a contract with the MassLeague prior to the disbursement of funds.

Awardees will also be given the optional opportunity to attend continued learning sessions with example topics including, leadership development, resilience, psychological safety, and culturally responsive care.

Application Requirements

To be considered for the BHWSSP managed by the MassLeague, the following materials are required to be submitted as a part of the application:

- BHWSSP Application
 - Proof of U.S. citizenship or status as a permanent/legal resident
 - Copy of degree
 - Copy of licensure
 - Current curriculum vitae or resume
 - Required essays as outlined in the application
 - Two letters of recommendation from individuals who are in a position to evaluate your current clinical skills (at least one letter must be from a supervisor who can independently evaluate your work and one letter from a person of your choice).

- o **Optional**
 - Diversity Survey

Please direct all questions to the BHWSSP email: BHWSSP@massleague.org. The question and answer period for general application questions will be open until Monday, May 9, 2022 at 5:00PM EST. All general application questions received after this period may not be answered.

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

Review Process

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

- (1) Following the application deadline, an internal audit of all applications and materials will be conducted. If an application is submitted with missing or incomplete information, the applicant will not be eligible for review by the Review Committee. **After an application is submitted there will not be an opportunity to submit any missing or edited information.**
- (2) Notification to the applicant of the Review Committee’s decision on the application.
- (3) For successful applications, processing of all official BHWSSP required documents, including contracts and signature of support from awardee’s organization.

<i>Application Deadline</i>	Monday, May 16, 2022 by 5:00 PM EST
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Implementation

The award will be paid directly to the provider’s organization. The BHWSSP obligated service commitment will have a duration of June 30, 2022 through June 30, 2024 upon when the contract is signed and executed by the participant, their organization, and the MassLeague’s President and CEO or his designee.

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 stipend. Loan repayment recipients will be required to sign a contract with the MassLeague prior to the disbursement of funds.

Participant Requirements

Under the BHWSSP, it is required that participating providers commit to working full-time or part-time at their organization for a minimum of two years. The mission of the BHWSSP is to increase access to behavioral health services by increasing and retaining the number of behavioral health providers working within rural CHC settings, aligning directly with the behavioral health roadmap in advancing health equity. Any provider who does not complete their service obligation will be required to repay a pro-rated amount of funds not earned to the MassLeague. Contracts will reflect this obligation.