



Important Announcement: New Alameda Alliance Provider Recruitment Initiative and Training Support Grants

As valued members of our dedicated provider partner community, we would like to share an important announcement with you. Alameda Alliance for Health (Alliance) has developed a Provider Recruitment Initiative (PRI) to recruit health care professionals into the Alameda County Safety Net.

This PRI provides grants to grow the Alliance provider network and support our community partners' ability to deliver culturally and linguistically competent care to help improve member access to primary care, specialists, and behavioral health providers.

Grant funds are also available to support training and certifications for Community Health Workers.

For eligible participants, funds may also be available to offset relocation expenses and to support focused network development projects that meet the goals of this initiative.

Focused Network Development Projects

Grant funding is available to support focused network development and to improve member access to key provider types and/or services. For example, physician recruiting, NPs, PAs, or if there is a need for more providers who perform Comprehensive Diagnostic Evaluations (CDEs) or for specific access to Applied Behavior Analysis (ABA) providers after normal business hours, under this initiative, funding could be provided to a group to develop their capacity to provide members enhanced access.

Applying for Grants

TO APPLY FOR THE PRI PROGRAM, PLEASE EMAIL fundinginfo@alamedaalliance.org.

To email the Alliance PRI program, you can copy and paste the email address **fundinginfo@alamedaalliance.org** into your preferred email account.

Please note that this is a competitive process held twice a year, and funds may be awarded on a first-come, first-served basis.

The PRI shall accept applications for a 90-day period beginning no earlier than Saturday, June 1, 2024. All interested providers must review the PRI Program Overview document included with this announcement. To apply for PRI funding, interested providers must request and attend an information meeting by emailing **fundinginfo@alamedaalliance.org** to review the programs priorities, eligibility criteria, and the application process steps.

We appreciate and thank you for the high-quality care you provide to your patients and our members. Together, we are creating a healthier community for all.

Questions? Please call the Alliance Provider Services Department
Monday – Friday, 7:30 am – 5 pm
Phone Number: **1.510.747.4510**
www.alamedaalliance.org

ALAMEDA ALLIANCE FOR HEALTH PROVIDER RECRUITMENT INITIATIVE (PRI) & TRAINING SUPPORT PROGRAM OVERVIEW

About Alameda Alliance for Health

Alameda Alliance for Health (Alliance) is a local, public, not-for-profit managed care health plan committed to making high-quality health care services accessible and affordable to Alameda County residents. Established in 1996, the Alliance was created by and for Alameda County residents. The Alliance Board of Governors, leadership, staff, and provider network reflect the county's cultural and linguistic diversity. The Alliance provides health care coverage to more than 400,000 children and adults with limited resources through a National Committee on Quality Assurance (NCQA) accredited Medi-Cal and Alliance Group Care program (an employer-sponsored plan that provides affordable comprehensive health care coverage to In-Home Supportive Services (IHSS) workers in Alameda County).

Our Mission

Improving the health and well-being of our members by collaborating with our provider and community partners to deliver high quality and accessible services.

Our Vision

All residents of Alameda County will achieve optimal health and well-being at every stage of life.

We Are Here to Help You

If you have any questions or concerns, please contact:

Alliance Incentives & Reporting Team
Email: fundinginfo@alamedaalliance.org



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I. Provider Recruitment Initiative (PRI) Overview

This document provides an overview of the Alliance Provider Recruitment Initiative (PRI) and Training Support to prepare your organization for the program application. The PRI was developed to provide grants to support the Alameda County Safety Net and community-based organizations to hire and retain healthcare professionals who serve the Alameda County Medical population. The PRI aims to grow the Alliance provider network and support our community partners’ ability to supply culturally and linguistically competent care to increase accessibility, and to reflect the diversity of Alliance members.

The goals of the PRI are to:

- Expand the Alliance provider network
- Improve member access to primary care providers (PCPs), specialists, and behavioral health professionals
- Promote diverse and culturally inclusive care reflective of Alliance members
- Provide skill training opportunities for supportive staff

II. Award Amounts

Provider Type	Maximum Eligible Payments	Payment Installments
MD, DO	<ul style="list-style-type: none"> • \$150,000 over two (2) years per qualified MD, DO 	<ul style="list-style-type: none"> • \$50,000 within 90 days of start of Year 1 • \$50,000 within 90 days of start of Year 2 • \$50,000 within 90 days of completion of Year 2
OB/GYN (provider must provide both OB and GYN services)	<ul style="list-style-type: none"> • \$150,000 over two (2) years per qualified OB/GYN 	<ul style="list-style-type: none"> • \$50,000 within 90 days of start of Year 1 • \$50,000 within 90 days of start of Year 2 • \$50,000 within 90 days of completion of Year 2
Pain Management Providers	<ul style="list-style-type: none"> • \$110,000 over two (2) years per qualified pain management provider 	<ul style="list-style-type: none"> • \$50,000 within 90 days of start of Year 1 • \$50,000 within 90 days of start of Year 2 • \$10,000 within 90 days of completion of Year 2
Mid-Level Providers (NP, PA)	<ul style="list-style-type: none"> • \$75,000 over two (2) years per qualified mid-level provider 	<ul style="list-style-type: none"> • \$25,000 within 90 days of start of Year 1 • \$25,000 within 90 days of start of Year 2 • \$25,000 within 90 days of completion of Year 2
Licensed Behavioral Health Providers (non-MDs)	<ul style="list-style-type: none"> • \$75,000 over two (2) years per licensed behavioral health provider 	<ul style="list-style-type: none"> • \$25,000 within 90 days of start of Year 1 • \$25,000 within 90 days of start of Year 2 • \$25,000 within 90 days of completion of Year 2
Bilingual Providers: Spanish, Tagalog, Chinese (Mandarin, Cantonese), Vietnamese, Arabic, and Farsi	<ul style="list-style-type: none"> • All mid-level and above provider types are eligible 	<ul style="list-style-type: none"> • \$5,000 after completion of Year 1 • \$5,000 after completion of Year 2
Housing Grants (i.e., lease or mortgage payments; corporate housing, hotel during permanent housing search)	<ul style="list-style-type: none"> • Up to \$15,000 maximum payment; three (3) months maximum time limit • All mid-level and above providers participating in the PRI are eligible 	<ul style="list-style-type: none"> • Up to \$5,000 maximum payment per month; payable in one (1) installment with documentation

Additional Training Support Opportunities

Funding is also available to support training costs for specified support staff and focused network development projects.

Available training grants include the following:

Additional Support	Eligible Payments
Scholarships for Community Health Workers (CHW)	<ul style="list-style-type: none"> Up to \$2,000 per person for Community Health Worker certificate training costs

Focused Network Development Projects

A portion of the grant funding will be set aside to support focused network development projects that meet the goals of this initiative – expanding the Alliance provider network and improving member access to key provider types and/or services. For example, if there is a need for more providers who perform Comprehensive Diagnostic Evaluations (CDEs) or for specific access to Applied Behavior Analysis (ABA) providers after normal business hours. Under this initiative, funding could be provided to a group to develop their capacity to provide members enhanced access. If your practice is interested in a focused network development project, please indicate this on your application and provide supporting evidence to demonstrate the need.

III. Eligibility Criteria

Additional information regarding each provider type also needs to be followed to be eligible for the program.

PCP

- Candidates must fill a primary care role
- Participating organizations must be contracted with the Alliance for recruiting individual providers
- Providers in training or residency programs with Alliance community hospitals are eligible
- Recruited providers must accept an offer of employment consistent with the terms outlined in the Alliance’s grant agreement

Specialists

- Greater weight is given to new candidates that are currently practicing outside of Alameda County
- Requests for support must be made before formal offers to candidates
- Skills and qualifications will be verified through several sources, including credentialing, certification to verify bilingual capacity, or written attestations substantiating experience

Behavioral Health (BH) Professionals

- Certified counselors practicing as registered counselors who become certified, or candidates hired as certified counselors qualify for support; registered drug counselors are not eligible
- Requests for support must be made before formal offers to candidates
- Skills and qualifications will be verified through several sources including credentialing, certification to verify bilingual capacity, or written attestations substantiating experience
- To qualify, BH services may be provided via telehealth if the candidate resides in and is licensed/certified in California
- The program supports Certified Substance Use Disorder (SUD) counselors; registered drug counselors are not eligible
- Psychiatric providers must provide both in-person and telehealth care services

General Eligibility

- All providers must be approved by the Alliance Credentialing Committee prior to practicing in order to be considered for PRI funds
- Awardees from previous funding cycles who have not yet hired a provider related to those awards are not eligible for future PRI grant consideration until the previous grant award expires
- Bilingual candidates must be bilingual in Alameda County's threshold languages (English, Spanish, Chinese, Vietnamese, Tagalog, Arabic and Farsi)
- Commit to practice for at least 24 months of service with the hired contracted entity; if the provider leaves before 24 months, the contracted entity is required to hire a replacement to complete the 24-month services obligation and will not be eligible to apply for funding in future cycles until the entity has replaced the provider
- Entities may apply for grant funding for up to four (4) providers in the Alliance fiscal year (July 1 – June 30)
- Housing grants are available to eligible providers approved for the PRI program to support relocation costs; interested providers must participate in the PRI program and apply directly as outlined in Section IV: Application Period and Submittal Process
- Must already be in good standing with the Alliance, including, but not limited to the most recent Pay-for-Performance (P4P) program rating, HEDIS® scores, and satisfactory history of grant-related progress reporting
- Must demonstrate need and capacity for growth, based on the current provider-to-patient ratio and a written statement of need in the application
- Practices applying for funds must already be in the Alliance provider network; the provider for which funds are requested must be new to the Alliance Medi-Cal network but does not have to be new to Alameda County
- Provide a minimum of 16 hours of direct patient care per week; funding will be prorated with 32 hours of service used as the baseline for 100% of the awarded amount

Beyond meeting the eligibility criteria, the most competitive applications will include organizations that demonstrate that their Medi-Cal and/or uninsured population is the primary beneficiary of services, there's a compelling argument to expand provider volume, and the proposed clinic placement site is located in a designated Medically Underserved Area (MUA) or a Health Professional Shortage Area (HPSA). Additionally, applicants who provide a minimum of 32 hours of direct patient care per week will be prioritized.

IV. Application Period and Submission Process

TO APPLY FOR THE PRI PROGRAM, PLEASE EMAIL fundinginfo@alamedaalliance.org.

To email the Alliance PRI program, you can copy and paste the email address **fundinginfo@alamedaalliance.org** into your preferred email account.

PRI applications will be accepted for a 90-day period beginning no earlier than June 1 and January 1 of the applicable fiscal year for which the Alliance Board of Governors approves the budget. Applicants accepted for the PRI will be notified within eight (8) weeks of the submission deadline unless a high volume of submissions requires additional review time. A public notice announcing the application period and the availability of funds shall be posted prior to the beginning of the application period on the Alliance website at **www.alamedaalliance.org**.

Applications that are received and approved will have up to one (1) year to hire the provider and initiate the provider in the practice. If your clinic/practice has already hired a qualified physician, applicants can apply for funding within six (6) months of the hire date. The provider hired must be for a new position within the practice location identified.

All entities interested in applying must inquire about the eligibility status of a provider prior to applying. Please submit inquiries to the Alliance Incentives & Reporting Team at **fundinginfo@alamedaalliance.org**. If the new provider has already been identified, the provider's license number must be included in the email inquiry to allow Alliance staff to check the credentialing status. Applicants can only apply once they receive written confirmation that the provider is considered new to the Alliance Medi-Cal network. Any entity that has not received confirmation of the provider's new Medi-Cal network status prior to submitting its application will not be eligible for grant consideration. If a provider has not yet been identified, a practice may still apply; however, all new providers must be approved by the Alliance Credentialing Committee to be considered actively practicing and initiate the funding release timeline. The timeframe for a provider to be approved by the Alliance Credentialing Committee is approximately two (2) months.

To initiate the application process for a provider type, housing, and training grant, please complete the following steps:

1. Request and schedule an informational meeting to review the priorities of the program,

the categories for services, eligibility criteria, and the application process steps by emailing the Alliance Incentives & Reporting Team at fundinginfo@alamedaalliance.org

2. Upon completion of the information meeting and if the organization and the services they provide are deemed eligible for the PRI, the Alliance will send an electronic application to complete
3. All questions about the application must be submitted electronically within 10 business days from the application release date to the Alliance Incentives & Reporting Team at fundinginfo@alamedaalliance.org

Please submit the application packet including all the following required attachments and requested documents by the submission deadline:

- Grant application
- Budget templates
- Employment agreements
- W-9 form

For provider grants, the entire award will be used for the provider's salary and benefits; the total amount of the proposed salary and benefits in the budget must be more than 50% of the requested grant funds.

Late and Incomplete Applications

Applications must be received no later than the published submission deadline. Applications not received by the Alliance prior to the published deadline will not be accepted. Applicants who submit incomplete applications will be notified by the Alliance and asked to submit the missing information within five (5) business days of notification. Failure to do so will result in the application being deemed ineligible.

V. Evaluation Process

Please note that this is a competitive process, and funds may be awarded on a first-come, first-serve basis. The submission of an application does not guarantee any outcome. The Alliance may, at its sole discretion, reject any or all applications submitted in response to this application at any time, with or without cause. The Alliance shall not be liable for any costs incurred by the applicant in connection with the preparation and submission of any application. The Alliance retains the right to amend this application by a written amendment posted on the Alliance website at www.alamedaalliance.org.

Evaluation criteria are broken up into four (4) sections:

- Section A. Mandatory Criteria (pass or fail)
- Section B. Organization Qualifications
- Section C. Provider Outcomes and Demographics

- Section D. Financial Request and Sustainability

Appeals

All decisions to deny an application pursuant to these policies shall be appealable, provided a written request for such appeal is received within seven (7) days following the award decision notification by the Alliance Incentives & Reporting Team at fundinginfo@alamedaalliance.org. All appeals shall be scheduled for consideration no more than four (4) weeks following the receipt of the written request for the appeal. No funds shall be distributed for the program under appeal.

In connection with an appeal, the Alliance reserves the right to exercise its sole and absolute discretion to affirm, reject, or modify award recommendations, and may require applicants to participate in additional presentations or follow-up interviews or provide such other information as it deems necessary to make or modify decisions regarding awards.

VI. Program Requirements

Upon approval of the application, the Alliance will require the following to release funds:

- Agree for the Alliance to conduct at least one (1) on-site visit with the applicant
- Agree to share learnings via social media platforms, conferences, and webinars, as well as permit the Alliance to share findings (must adhere to Alliance logo/reference guidelines)
- Attend monthly progress meetings with the Alliance, as needed
- Co-develop (applicant and Alliance) project-specific deliverables and timeline
- Provide quarterly, annual, and final reports on an Alliance-approved template, as needed
- Provider must be approved by the Alliance Credentialing Committee, prior to practicing under the Alliance PRI program; approval may take approximately two (2) months
- The applicant must enter into a Memorandum of Understanding (MOU) with the Alliance
 - The funding timeline will not be initiated until the provider is fully approved by the Alliance Credentialing Committee and the provider starts practicing
- The practice must show proof that the provider is a Medi-Cal fee-for-service (FFS) enrolled provider

Formal documentation that substantiates the terms of the provider's employment must be provided to the Alliance, such as a signed employment agreement outlining the terms and conditions of employment. Once an MOU is signed by all parties, grant funds will be distributed as outlined in Section II: Award Amounts. The practice will be requested to provide proof that the provider actively services Alliance members during the hours of direct patient care outlined in the application. This will also be assessed internally based on claims data, and the Alliance will also verify provider credentials.

If a provider leaves before completing the required work period, the grantee is obligated to notify the Alliance within 15 calendar days from the provider's last date of employment. A written notice should be sent via email to the Alliance Incentives & Reporting Team at fundinginfo@alamedaalliance.org. Should the grantee fail to notify the Alliance of a provider's departure within this timeframe, the Alliance reserves the right to recoup unused funds and withhold further payments, and to not consider the grantee for future grant opportunities. No further grant awards will be provided until the provider has been replaced.

For training grants, community-based organizations will be asked to submit documentation of completed trainings. Additionally, providers selected for housing grants must submit invoices detailing relevant costs to be reimbursed. For all grants, funding will be released based on the completion of the program deliverables as outlined in the MOU/agreement.

In addition to the reporting structure outlined in the MOU, recipients of the provider and training grants will be required to submit a final report within 90 days of the end of the program contract with a final report detailing the overall impact of the PRI funds. All reporting formats will be given to the approved applicant during contracting.

VII. Frequently Asked Questions (FAQs)

We have compiled a set of frequently asked questions to provide additional information on eligibility and funding.

Q: Do I need to identify a provider prior to applying for the PRI program?

A: No. If you are hiring a provider, they must start employment no later than one (1) year from the date identified in the application.

Q: Do we have to hire a provider within a specified timeframe to receive PRI funding?

A: Although a grantee may hire a provider and have a tentative start date for employment, they must start employment within one (1) year.

Q: How and when will applicants be notified of official awards?

A: Upon review of all applications, the Alliance will notify applicants of official awards via email within eight (8) weeks of the submission deadline unless a high volume of submissions requires additional review time.

Q: How many provider positions can be funded each year?

A: The Alliance will issue recruitment grants for up to 15 providers in a fiscal year (July 1 – June 30). However, there is a maximum of four (4) provider recruitment grants in any given practice to ensure an equitable distribution of funding support.

Q: Is there a percentage cap for the benefit calculation?

A: There is no cap for the benefits calculation; however, the funding amount is fixed per provider.

Q: Are indirect costs allowed?

A: No, indirect costs are not allowed under PRI funding.

Q: Can we apply PRI funds to cover the costs of recruiting a physician?

A: No, recruiting costs of any kind are not allowed.

Q: If more than one (1) provider position is allowed in the same year, can I apply with one (1) application or do I need to submit an application per position?

A: One (1) application is allowed up to the maximum of four (4) positions.

Q: Can we apply for a provider position that already exists?

A: No, only newly created positions in existing practices are eligible for PRI funds. Funds may not be used for backfilling positions that already exist.

Q: Can I use the PRI to fund a part-time position?

A: Yes. However, a minimum of 16 hours per week is required. Funds for a part-time position will be prorated with a 32-hour work week being the baseline used for receiving 100% of the award amount.

Q: If I hired a provider prior to submitting my application, am I eligible for funds?

A: For any clinic/practice that has already hired a physician who has started employment, you must apply for funding within six (6) months of the hire date.

Q: Can I use funds to cover an independently contracted provider?

A: No.

Q: Can an independent physician association (IPA) apply?

A: Yes.

Q: How do I know if I am in good standing with the Alliance?

A: Good standing will be determined based on your current performance and history with the Alliance. Various factors will be considered in assessing performance history including, but not limited to, timeliness and accuracy of progress reporting related to any previous or current Alliance programs, working in a cooperative spirit of partnership, responsiveness to inquiries from Alliance staff, most recent Pay-for-Performance (P4P) program rating, and HEDIS® scores.

Q: Can I refer a provider to the program?

A: Yes, we welcome all providers in Alameda County to review and consider the application.

Q: How do we find out if our identified provider is considered new to the Alliance Medi-Cal network?

A: All entities interested in applying must inquire about the eligibility status of a provider prior to applying. Please submit inquiries to the Alliance Incentives & Reporting Team at **fundinfo@alamedaalliance.org**.

Q: How can I get more information about the PRI application?

A: All applicants are required to attend an information session or one-on-one interview with the Alliance Incentives & Reporting Grant Program Manager. To schedule a meeting, please email the Alliance Incentives & Reporting Team at **fundinfo@alamedaalliance.org**.