



## **Provider Workforce Development Round 1: Increasing the Health Care Workforce Pipeline through Educational Investments Notice of Funding Opportunity (NOFO) Q & A**

### **General**

1. What level of detail would you like for the budget?
  - A. Please include line items in the budget template that will allow for appropriate monitoring of the grant funds/spending. Typical categories of spending that are identified include salaries and benefits, operational costs, information technology, etc.
  
2. Is there a recommended range for the project budget?
  - A. We recommend applications to be submitted for the amount that the program/initiative implementation may require.
  
3. For the section where you ask to upload the program budget/financial plan. Do we upload them as a combined attachment?
  - A. If you have more than one document, please combine the documents into a single PDF attachment.
  
4. Would you recommend newer organizations without audited financials apply?
  - A. In this grant application, we are interested in funding organizations that are established and have the ability to carry out the requirements of the grant agreement.
  
5. Would the final audited budget from 22-23 school year be acceptable? Our first interim audit report for 23-24 will not likely be ready until after the due date for this grant, due to increased state regulatory efforts and many school districts are having this issue.
  - A. Yes, as long as it is an audited financial statement.
  
6. For community-based organizations with partnerships with educational institutions, does there need to be a formal understanding or agreement in place? Or can it be more informal?
  - A. Partnerships would need to have a formalized agreement such as a memorandum of understanding (MOU). A single entity would need to be identified as the grantee for the purposes of the grant agreement.
  
7. Would an MOU be considered a formal agreement?
  - A. Yes, an MOU would be considered a formal agreement.

8. Are there data sets you would recommend e.g., HCAI?
  - A. There are numerous publicly available data sources on workforce shortages. HCAI may be a good resource. The California Health Care Foundation is also a good resource.
  
9. Will Round 2 of funding focusing on initiatives to expanding physician workforce include funding to support training physicians in primary care residency programs?
  - A. The second round of funding is focused on workforce training and development innovation. Please reference the second notice of funding opportunity when it is released in April 2024 (timeline subject to change).
  
10. Will there be a new funding opportunity in each of the next 5 years? Also, is this the only year that will focus on Educational Institutions?
  - A. The Provider Workforce Development Initiative as approved by our Board of Directors on December 7, 2023 will include two grant opportunities.
  
11. Can one organization have multiple applications for various schools and programs?
  - A. Yes, an organization can submit more than one proposal.
  
12. We are a nonprofit organization in OC. Can this funding be used to support a position that engages with Social Work grad programs that we currently work with, and/or adding more supervision so we can bring in more interns, and /or office overhead costs for more interns such as laptops, Wi-Fi etc.?
  - A. This funding opportunity is focused on providing funding to educational institutions. Please refer to the Notice of Funding Opportunity for eligibility information.
  
13. What is considered an educational institution?
  - A. Educational institution means any public or private secondary school, vocational school, business school, junior college, college, professional school, university, or scientific or technical institution.
  
14. Would OC resident students at a nearby school (e.g., CSULB) be acceptable, or only OC universities?
  - A. As outlined in the Notice of Funding Opportunity, grant funds may only be utilized for educational opportunities for Orange County students.
  
15. We serve Orange County Medi-Cal members, but we are located in Los Angeles. Would we qualify?
  - A. As outlined in the Notice of Funding Opportunity, grant funds may only be utilized for educational opportunities for Orange County students. An organization outside Orange County may apply if the grant funding is utilized for Orange County students.
  
16. Would a field instructor at the provider institution (in collaboration with a university program) be the type of support provided by this grant?
  - A. Eligibility for grant funding will be determined as part of the grant application review process.

17. We could use the funding to assist with student tuition, correct? Or is this only to supplement the organization to provide additional instructors? Would our use of funds be submitted in the proposal?
  - A. Please refer to the Notice of Funding Opportunity for information on eligibility.
  
18. Can a CBO partner with a healthcare workforce college to implement the program?
  - A. As outlined in the Notice of Funding Opportunity, partnerships among CBOs and educational institutions would be eligible to apply.
  
19. For Allied Health professions, do Nurse Assistant, Medical Assistant, and Dental Assistant training programs qualify?
  - A. CalOptima Health is interested in funding programs that address an identified health care professional shortage. Allied Health professions for purposes of this funding opportunity may include but not be limited to audiologists and speech language pathologists; physical therapists, occupational therapists and respiratory therapists; diagnostic medical personnel; imaging specialists; physician assistants; counselors (mental health counselors and family therapists); pharmacy personnel (pharmacy technicians and assistants) and other healthcare providers and support personnel, such as medical assistants. It will be important to provide information in the grant application related to how the proposed program addresses and identified health professional shortage related to the Medi-Cal population. Other allied health professions will be considered if associated with an identified health professional shortage.
  
20. For your allied healthcare professions, is physical therapy considered in that group?
  - A. Please see answer to Question 19.
  
21. Will this also cover positions like medical assistant, home care and other similar roles?
  - A. Please see answer to Question 19.
  
22. Are pharmacy programs eligible for this round?
  - A. Yes, pharmacy programs are eligible.
  
23. Would pharmacists be included in this?
  - A. Yes, pharmacists can be included in this round.
  
24. Would these funds be appropriate for training CHWs and promotoras?
  - A. CalOptima Health recently announced a Community Health Worker (CHW Academy) funding opportunity. CalOptima Health will be funding up to fifteen capacity-building grants for organizations to participate in the first CHW Academy cohort. The application opened on December 18, 2023 and applications are due February 1, 2024 by 5.p.m.
  
25. Can funds be used to incentivize clinical worksites to participate? An offset to their supervision and training costs?
  - A. Please refer to the Notice of Funding Opportunity for information on the types of projects that would be eligible.

26. Can grant funds be used to assist with apprenticeship/student wages or as support to the facility providing on-the-job training?
- A. Please refer to the Notice of Funding Opportunity for information on the types of projects that would be eligible.
27. We provide practicum training do we still need to collaborate with an educational institution? We can use the funding to provide stipend for the students and increase number of supervisors to increase capacity for having more students.
- A. An educational institution must be a part of the grant application.
28. Can funds be used for certified peer support specialists?
- A. Certified peer support specialists are not in scope for this grant funding opportunity.
29. Can funds be used to pay livable wages to Vocational Nursing students in a full-time program?
- A. Financial support for students is an eligible activity under this grant initiative.
30. Could funding be used to support the infrastructure at a non-profit clinic to expand our clinical rotation program for the non-physician workforce?
- A. Funding to expand access to clinical rotations for students enrolled in an educational institution's health professional program would be an eligible activity under the grant application.
31. Would incentive for recruiting college students to come work for a homeless and housing services provider (maybe through partnership with Vanguard, CSUF, etc.) be eligible?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
32. Would incentives for an intern to employee program be eligible?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
33. Would intern incentives in general; (maybe tied to interning for CalAIM program i.e. launching Day Rehab in shelter, etc.) be eligible?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.

34. Would a bonus program for recruitment or retention of employees to address workforce shortages be eligible?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
35. We currently partner with a nursing school whose students intern at our recuperative care facilities. Could we use the funds to pay salary for their first 3 months of training after graduation, which would lead to us hiring them full time?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
36. The John Henry Foundation oversees interns from local colleges each year, who are pursuing their doctoral degree in psychology. We also host MD residents in psychiatry from UCI. This NOFO seems to be emphasizing non-physician education. Because the interns and residents are in the field of behavioral health, would this allow us to apply for the funds?
- A. This funding opportunity is targeted toward educational institutions and non-physicians. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
37. Will this funding pay for staff to complete degrees in the health care related fields? Assuming they are currently enrolled in school in OC??
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.
38. Can the funding be used to create a retention bonus program to ensure new hires stay for at least two (or a specific time frame) years?
- A. This funding opportunity is targeted toward educational institutions. A second notice of funding opportunity will be announced in April 2024 focused on Workforce Training & Development Innovation.