

**ALAMEDA COUNTY BEHAVIORAL HEALTH (ACBH)
HARD TO FILL/RETAIN ELIGIBILITY CRITERIA for the
STATE BEHAVIORAL HEALTH LOAN REPAYMENT PROGRAM (BHLRP)
FY2022/23**

**ACBH applicants must meet the following hard to fill/retain criteria,
based on the ACBH Workforce Needs Assessment
and priority workforce needs, to be considered eligible for the BHLRP:**

**ELIGIBILITY REQUIREMENTS
DIRECT CLINICAL SERVICE STAFF**

Work Hours

Must work a minimum of 32 hours per week in a public mental health program.
Psychiatrists must work a minimum of 20 hours per week in a public mental health program.

Employment Status

Must be employed in an eligible provider role, as identified in the Employment Verification section of the application, for a minimum of six (6) months in a permanent position.¹

Total Weekly Hours of Direct Clinical Service²

Must provide a minimum of 20 hours direct service per week.
Part-time Psychiatrists are exempt from the minimum 20-hour direct service requirement.

Work Location

Must work within an eligible ACBH County-operated mental health setting or a contracted, community-based mental health organization.

State funding requirements do not qualify Hospital programs and publicly-funded programs administered by adult correctional entities, or services provided in adult correctional and juvenile detention facilities.

AND AT LEAST ONE OF THE FOLLOWING:

**Providers who are:
bi-lingual in one of the County's
threshold languages and/or who
represent the ethnically and
culturally diverse communities
that ACBH serves.**

- Bi-lingual in Spanish, Cantonese, Mandarin, Vietnamese and Farsi and/or
- Have lived experience as a mental health consumer/family member or represent one or more of the following ethnically and culturally diverse communities that ACBH serves: African-American, Asian Pacific Islander, Hispanic, Native American, South or Southeast Asian, or LGBTIQQ2-S.

OR

**Providers in hard to fill/retain
positions or those who possess
experience/ expertise in hard to
fill/retain skill sets.³**

- Psychiatric Mental Health Nurse Practitioners
- Clinical Psychiatric Pharmacist
- Psychiatrists, especially child psychiatrists
- Providers with integrated primary care/behavioral health care experience/expertise
- Providers who work in programs delivering services to:
 - 1) Older Adult
 - 2) Transitional Age Youth
 - 3) LGBTIQQ2-S

¹ Change of jobs to a different organization during the application review process is cause for disqualification, as it voids the minimum length of time for the employment requirement. However, a change of job with the same organization, serving the same population in a hard to fill/retain position will not disqualify.

² Direct Service is defined as: services that generates units of service, opening or closing cases, crisis intervention, assessments, individual/family/group therapy, rehabilitation services, medication evaluation/consultation, integrated behavioral and EBP interventions.

³ To receive credit, you will be asked to clearly identify your qualifying program, job functions and direct service hours on a later issued "Employment Verification," in the Loan Repayment section.