



Health Services Training Corp

Social Work Supervision and Exam Support

Request for Application (Round 2)

March 27, 2008
Louisiana Public Health Institute

INTRODUCTION

The RECOVERY WORKFORCE TRAINING PROGRAM (RWTP) has been established by the Louisiana Recovery Authority (LRA) in collaboration with the State Office of Community Development's (OCD) Disaster Recovery Unit and the Louisiana Workforce Commission (WFC).

PROJECT GOAL: To increase the skill level, employment opportunities and retention of frontline healthcare workforce within hurricane impacted parishes.

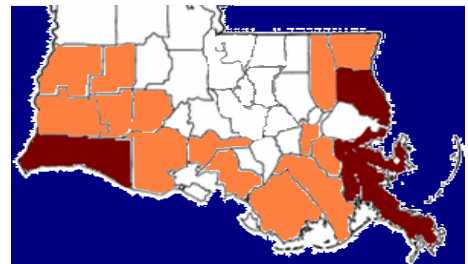
This is the second round of funding available through the Health Services Training Corps (HSTC). While the first round was primarily focused on training allied health providers (CNAs, EMTs, etc) this opportunity is intended to increase the number of practicing Licensed Clinical Social Workers in the hurricane affected parishes. The program is designed to provide funds to employer agencies for the supervision of practicing GSWs who do not have employer supported supervision or who are self-funding their own supervision. The application must come from the employer as the contract and funding mechanism will be through the LPHI- employer relationship. The Recovery Workforce Training Program which funds the HSTC, provides funding for all individuals interested in becoming participants in the job training and placement program. All participants are required to provide household income information (by self-attestation, on a one page form), with an overall program goal of recruiting 51% or more who meet the low to middle income bracket as determined by the US Department of Housing and Urban Development (see appendix A). Stipends and other support services are available for low-to-moderate-income qualified applicants. Applicants of all income categories are encouraged to apply for the program.

OBJECTIVES:

1. To provide workforce recruitment and retention technical assistance tailored to the needs of Katrina and Rita impacted parishes
2. To provide financial support for direct and indirect cost of training of existing frontline workers in the devastated area and displaced residents willing to return
3. To build upon new strategic partnerships created among educational and healthcare organizations
4. To create a long term training program with ongoing support of program enrollees, retention, training and continued focus on sustainability

a. ***Area the Program will Benefit:*** The project will benefit healthcare providers across all parishes eligible for CDBG workforce support as outlined in the guidance and highlighted in the map below. Priority parishes include; Cameron, Jefferson, Orleans, Plaquemines, Saint Bernard and Saint Tammany Parishes.

All parishes included in this sub-target area have participated in project planning, are designated by the Department of Health and Hospitals as parishes with the most healthcare infrastructure damage and all are designated Health Professional Shortage Areas (HPSAs). The priority parishes alone have a population of 896,533 and are comprised of rural and urban tracts across Louisiana's gulf coast.



b. Specific Sector, Industry and Occupations:

Specific Sector: Healthcare

Industries: Provider partners include representatives from rural clinics, private clinics, federally qualified health centers, school-based clinics, state hospitals, veterans hospitals, private hospitals, a rural hospital, mental health organizations and emergency medical services.

***Occupation Targeted:* This second round of funding will target GSWs who are entering into supervision and/or are preparing for the LCSW lincensing exam.**

According to the *Louisiana Workforce Training Efforts to Rebuild Hurricane Disaster Areas*, healthcare represents one-third of the total demand for needed workforce in Katrina devastated areas and nearly half of the workforce demand in Rita devastated areas¹. The proposed *Frontline Healthcare Workforce Initiative* is a concerted effort designed to increase skills-development for healthcare workforce that supports rebuilding and future growth of the economy in the devastated area.

Frontline workforce, which represents half of the total healthcare workforce nationally, is collectively growing faster (32.6%) than the overall growth rate for healthcare occupations (28.3%) and significantly faster than the growth rate for all occupations (14.8%)². According to a recent report published through the Robert Wood Johnson Foundation, frontline healthcare workers are frequently overlooked and “often do not have clear career ladders or mechanisms to enhance their occupational role”³. Frontline workers’ family incomes fall within lower-income brackets” with three out of ten workers making less than \$10.00 an hour and 28% living in family households falling below 200% of the federal poverty level⁴.

The Behavioral Health Action Network (BHAN) identified the workforce shortage in behavioral health, especially LCSWs, as a barrier to capacity building post-hurricane and one of three critical problems requiring immediate attention. The shortage of LCSWs is due to the evacuation and subsequent lack of affordable housing in the Greater New Orleans area. This shortage of LCSWs contributes to problems resulting from limited access to psychiatric beds, which have not re-opened due to staff shortages and also, limiting needed counseling clinic expansions. Social workers, some within the schools, reported in collaborative meetings that they are practicing without clinical supervision either due to a lack of funding or unavailability of LCSW supervisors. Supervision must be provided to GSWs in order to increase the pool of licensed clinical social workers and ensure quality services are delivered.

CORE PROJECT COMPONENTS:

¹ Louisiana Workforce Training Efforts to Rebuild Hurricane Disaster Areas: Forecast of Critical Occupations Requiring Two Years or Less Training in Six Industry Sectors for the Recovery Period 2006 to 2009.

² Bureau of labor Statistics occupational Employment Statistics, 2003.

³ Workers who Care: A Graphical Profile of the Frontline Health and Health Care Workforce, Robert Wood Johnson Foundation, 2006.

⁴ Frontline and Hourly Wage Workforce, US Chamber of Commerce Center for Workforce Preparation.

Organizational priority will be given to RFAs based on the following

- Residents Receiving Support
- *Priority A*-Support of current residents within the devastated areas and Recruitment and training of displaced residents willing to return to the area
- *Priority B*-Recruitment and training of potential employees willing to relocate to the devastated area.
- Location of Organization
- *Priority A*: Healthcare organizations within project priority parishes
- *Priority B*: Healthcare organizations within other CDBG-eligible parishes
- Workforce Priority Areas
- *Priority A*: Support for licensed social workers to complete supervision and/or the LCSW licensing exam.
- *Priority B*: Other behavioral health training.

Employee Eligibility

Educational assistance is available to employees who meet their organization's eligibility requirements. NOTE: The grant period ends December 31, 2009, and only eligible expenses incurred during the contract period can be charged to the grant. (Participants who have already begun supervision are eligible to apply, but will only receive funding for the supervision which takes place during the grant period, and likewise, if a participant begins supervision and does not complete it before the end of the grant period, further costs will not be covered.)

Maximum Employer Benefits

The maximum assistance to be provided to an eligible employer during a project year is **\$8,000.00** per employee. To be eligible for educational assistance, employers must meet all requirements outlined in this Request for Application (RFA). Eligible expenses include supervision by a BACS, LABSWE supervision registration fees, LCSW licensing exam fees and materials, LCSW licensing exam preparation course and materials.

Administrative Responsibility

The Louisiana Public Health Institute (LPHI) will administer the employer assistance program. It will give final approval to all requests for educational assistance and reimbursement for related expenses, based upon employer eligibility and verification of successful completion of approved courses, program, or certifications.

Timeframe for the Project

The project timeline will span contract approval through December 31, 2009.

Expected Outcomes

The supervision and LCSW exam preparation provided through the HSTC will facilitate the licensing of up to 25 Licensed Clinical Social Workers who will be able to provide behavioral health care to individuals in the Katrina and Rita affected Parishes.

HEALTH SERVICES TRAINING CORP

Social Work Supervision and Exam Support

EMPLOYER REQUEST FOR APPLICATION

1. _____ (Company or Agency Name) hereby requests Social Worker employee education assistance through the Health Services Training Corp.

2. Company or Agency Contact Information:

Primary Address: _____

City: _____

State: _____

Zip: _____

Phone Number: _____

Fax: _____

Email: _____

Indicate the company or agency Point of Contact available to answer questions and/or notified of decisions regarding this application: _____

3. Does your company or agency provide direct patient care services in a CDBG affected parish?

4. Indicate the number of awards requested _____ and total educational assistance amount requested: _____.

Note: Maximum award per employee per year is \$8,000.00.

For each award indicate the funding amount for each budget category:

Award 1:

Supervision Costs: _____.

LCSW Exam prep course tuition and materials costs: _____.

LCSW exam fees: _____.

Award 2:

Supervision Costs: _____.

LCSW Exam prep course tuition and materials costs: _____.

LCSW exam fees: _____.

If you have more than two awards please provide the additional information in the same format.

5. Indicate which priority areas your company or agency can use for eligibility: *If you indicate an area of priority please explain or list areas by which your company or agency can show support indicators).*

A. Priority Areas

Priority 1: Company or agency must have employee needs or advancement potential for LCSWs. (Indicate the number of positions needed or available for advancement)

Priority 2: Agencies employees that need training must meet the Low-to-Moderate Income (LMI) standard for a 3 person head-of-household of \$40,500.00. Each employer must verify this information by completing the Income Certification in Attachment A of the RFA.

Do the employees that need training meet the LMI standard? _____

If you indicated yes please complete an Income Certification form and attach to the RFA.

Priority 3: Please indicate the percentage of patients your company or agency treats for the following categories:

Medicaid_____

Medicare_____

Uninsured_____

Sliding-Fee Scale_____

6. Additional Support: *The Health Services Training Corp supports a frontline health care recruiter to assist employers for lower-level and Allied Health staff positions.*

Would your company or agency need or utilize the assistance of a Workforce Recruiter._____

If yes, indicate the level of need:

This information will be reviewed by a Med Job Louisiana Recruiter and processed for assistance.

Please submit this application no later than 5:00pm, Wednesday, April 9, 2008 to Kara Wayman by fax at (504) 301-9801, mail: 1515 Poydras St. Ste. 1200, New Orleans, LA 70118, or by email: kwayman@lphi.org.

Please direct any questions or concerns to Kara Wayman at (504) 872-0787

