

**COUNTY OF MARIN
BEHAVIORAL HEALTH AND RECOVERY SERVICES (BHRS)**

**HARD TO FILL/RETAIN ELIGIBILITY CRITERIA for the
STATE MENTAL HEALTH LOAN ASSUMPTION PROGRAM (MHLAP)
FISCAL YEAR 2016-2017**

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

**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 Statusⁱ

Must be employed in an eligible provider role, as identified in the MHLAP application, for a minimum of one year in a permanent position.

Total Weekly Hours of Direct Clinical Serviceⁱⁱ

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 Marin County BHRS-operated mental health setting or a contracted, community-based mental health or co-occurring conditions agency.

Hospital programs and publicly-funded programs administered by adult correctional entities or services provided in adult correctional facilities are not eligible for this program.

AND AT LEAST ONE OF THE FOLLOWING:

Providers who are bi-lingual and/or who represent the ethnically and culturally diverse communities that Marin County's BHRS serves

- Bilingual in Spanish or Vietnamese 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 Marin County's BHRS serves: Asian/Pacific Islander, African/African American, Latino/a, Native American or LGBTQ.

OR:

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

- Child and Adult Psychiatrists
- Licensed and license-eligible clinicians with Co-Occurring Mental Health and Substance Use experience and competency
- Licensed and license-eligible clinicians with Older Adult experience and competency
- Licensed and license-eligible clinicians with Adult Criminal Justice experience and competency

ⁱ 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.

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

ⁱⁱⁱ To receive credit, clearly identify your qualifying program, job functions and direct service hours on the "County Employment or Volunteer Verification" section of the MHLAP application