



Workforce Stabilization Grant

Presented to the Regional Governing Board

June 23, 2023

The Division of Behavioral Health (DBH) has provided the Regional Behavioral Health Authorities and Regional Network Providers one-time grants for the purpose of stabilizing the behavioral health workforce across the Nebraska. The DBH and Region 3 Behavioral Health Services (Region 3) understands that behavioral health provider organizations across Nebraska continue to experience significantly higher costs related to staffing needs and continue to experience high staff turnover rates. Therefore, the purpose of the Workforce Stabilization Grant is to stabilize and increase the Regions' and network providers' ability to hire and retain staff. These grant funds are restricted to costs that support these activities and achieve the goal of decreasing agency vacancy rates of licensed treatment FTEs and non-licensed direct care FTEs.

Payments:

Region 3 Network Providers will receive a Workforce Stabilization Grant in an amount based on a percentage of funds paid to the provider in calendar year 2022 (January 1 – December 31, 2022).

*The full payment in the amount of the Workforce Stabilization Grant for each provider organization will be made via direct deposit to provider organizations within 15 calendar days of the receipt of their Workforce Stabilization Plan (Report #1) outlining the strategies (1) to address staff hiring and retention and (2) the agency's quarterly baseline vacancy rate (April, May, and June 2023 rates are used to calculate the baseline rate) for licensed treatment FTEs and non-licensed direct care FTEs, by July 7, 2023. Failure to submit the Workforce Stabilization Plan by July 7, 2023 will result in the delay of payment to the provider and may result in the forfeiture of these grant funds. Region 3 is required to submit the Region 3 Network Workforce Stabilization Plan and baseline vacancy rates to DBH by July 15, 2023.

Along with the submission of the Workforce Stabilization Plan the provider is required to sign a Memorandum of Understanding attesting that they will submit required reports throughout FY24 (July 1, 2023 – June 30, 2024) as outlined below.

Metrics:

As a requirement of receiving the grant funds, the Regions and their Network Providers will develop strategies to support the intent and purpose (hiring and retention) of this funding and to improve or maintain, depending on the baseline vacancy rate, the vacancy rate for both licensed treatment staff and non-licensed direct care staff.

Reports will be due to Region 3:

- *By July 7, 2023 submit the strategies (1) to address staff hiring and retention and (2) your agency's baseline vacancy rate for licensed treatment staff and non-licensed direct care staff
- By October 5, 2023 report metrics for the period of July 1 – September 30, 2023
- By January 5, 2024 report metric for the period of October 1 – December 31, 2023
- By April 5, 2024 report metrics for the period of January 1 – March 31, 2024
- By July 5, 2024 report metrics for the period of April 1 – June 30, 2024

Reports are submitted by the due date to Suzanne Davis, Network Director at sdavis@region3.net.

Region 3 will develop an overall report and submit it to DBH on a quarterly basis throughout FY24.

Agency Metrics – Focus Area: Staff Stability Scores

Metrics	Output
Decrease your agency vacancy rates of <u>Licensed Treatment FTEs</u> by June 30, 2024 Utilize the chart below based on your baseline vacancy rate (April, May, and June 2023)	
Agency Baseline Vacancy Rate Licensed FTEs	Goal
0% - 5%	Maintain (minimum)
6% - 15%	Reduction by 0.5% - 1%
16% - 20%	Reduction by 1% - 1.5%
21% - 30%	Reduction by 1.5% - 2%
31% - 40%	Reduction by 2% - 2.5%
41% - 50%	Reduction by 2.5% - 2%
50% or higher	Reduction by 3% - 3.5%
To calculate vacancy rate, divide unfilled Licensed Treatment FTEs by total Licensed Treatment FTEs budgeted for the year.	
Decrease your agency vacancy rates of <u>Non-licensed Direct Care FTEs</u> by June 30, 2024 Utilize the chart below based on your baseline vacancy rate (April, May, and June 2023)	
Agency Baseline Vacancy Rate Non-Licensed FTEs	Goal
0% - 5%	Maintain (minimum)
6% - 15%	Reduction by 0.5% - 1%
16% - 20%	Reduction by 1% - 1.5%
21% - 30%	Reduction by 1.5% - 2%
31% - 40%	Reduction by 2% - 2.5%
41% - 50%	Reduction by 2.5% - 2%
50% or higher	Reduction by 3% - 3.5%
To calculate vacancy rate, divide unfilled Non-licensed Direct Care FTEs by total Non-licensed Direct Care FTEs budgeted for the year.	

Region 3 Behavioral Health Services
Behavioral Health Provider Stabilization Grants

June 15, 2023

Based on Payments from January through December 2022

	TOTAL Payments January 2022- December 2022	% Of Total Payments	Grant Amount	Adjusted %	Adjustments for minimum grant amounts	Adjusted Grant Amount	Additional R3 Distribution	\$ 236,877	Grant Totals
Region 3 BHS	3,189,508.86	29.31%	741,265.19	29.37%		725,236.45			\$488,359.45
Behavioral Health Specialists SOS	390,255.26	3.59%	90,698.18	3.59%		88,736.97	\$ 12,054.43	5.09%	\$100,791.39
The Bridge	5,531.43	0.05%	1,285.54		15,000.00	15,000.00	-	0.00%	\$15,000.00
Center For Psych/Live Well	208,341.30	1.91%	48,420.04	1.92%		47,373.03	\$ 6,435.37	2.72%	\$53,808.40
Families Care	17,771.04	0.16%	4,130.12		15,000.00	15,000.00	-	0.00%	\$15,000.00
Friendship House	441,180.44	4.05%	102,533.56	4.06%		100,316.43	\$ 13,627.43	5.75%	\$113,943.86
Goodwill	1,218,744.60	11.20%	283,245.16	11.22%		277,120.41	\$ 37,645.28	15.89%	\$314,765.69
Lutheran Family Services	244,700.05	2.25%	56,870.08	2.25%		55,640.35	\$ 7,558.44	3.19%	\$63,198.79
Mary Lanning	307,448.58	2.83%	71,453.30	2.83%		69,908.23	\$ 9,496.65	4.01%	\$79,404.88
Mid Plains Center	1,885,239.01	17.32%	438,143.33	17.36%		428,669.15	\$ 58,232.34	24.58%	\$486,901.49
UNK	27,879.16	0.26%	6,479.32	0.26%		6,339.22	\$ 861.15	0.36%	\$7,200.36
Buffalo Co. Positive Pressure	147,988.24	1.36%	34,393.55	1.36%		33,649.84	\$ 4,571.15	1.93%	\$38,220.99
GI Substance Abuse Coalition	103,353.50	0.95%	24,020.11	0.95%		23,500.71	\$ 3,192.44	1.35%	\$26,693.15
GLW Children's Council Coalition	127,295.83	1.17%	29,584.48	1.17%		28,944.76	\$ 3,931.99	1.66%	\$32,876.75
ASAAP-Prevention Coalition	149,969.58	1.38%	34,854.03	1.38%		34,100.36	\$ 4,632.35	1.96%	\$38,732.71
Richard Young Hospital	148,973.87	1.37%	34,622.62	1.37%		33,873.96	\$ 4,601.59	1.94%	\$38,475.55
South Central Behavioral Health	1,583,504.24	14.55%	368,017.97	14.58%		360,060.13	\$ 48,912.18	20.65%	\$408,972.32
St. Francis ADTC	491,469.85	4.52%	114,221.19	4.53%		111,751.33	\$ 15,180.80	6.41%	\$126,932.13
The Bridge Behavioral Health (Lincoln)	0.00	0.00%	0.00		15,000.00	15,000.00	\$ -	0.00%	\$15,000.00
VaidData	192,415.04	1.77%	44,718.66	1.77%		43,751.69	\$ 5,943.43	2.51%	\$49,695.11
WELL	71.33	0.00%	16.58		15,000.00	15,000.00	\$ -	0.00%	\$15,000.00
*TOTAL	10,881,641.21	100.00%	2,528,973.00	100.00%	60,000.00	2,528,973.00	\$ 236,877.00	100.00%	\$2,528,973.00