

Attachment C – Scope of Work (Eligible Workforce Funding Initiatives)

Objective: Providers use strategies within the constraints of the grant, including but not limited to incentives to recruit, retain and strengthen workforce in eligible programs.

Eligible Employees: A provider may use funds as outlined below ONLY for employees that work in programs the provider operates among the following Eligible CFR Program Types:

Eligible Program Types - Workforce

CFR Program Code	CFR Program Type	Grant Category
2030	Residential Opioid Treatment	Treatment
2050	Outpatient Opioid Treatment	Treatment
2150	KEEP Units Outpatient	Treatment
3039	Medically Supervised Withdrawal Services - Residential <i>** except hospital based</i>	Treatment
3059	Medically Supervised Withdrawal Services - Outpatient	Treatment
3510	Medically Monitored Withdrawal	Treatment
3520	Medically Supervised Outpatient	Treatment
3528	Enhanced Medically Supervised Outpatient	Treatment
3530	Outpatient Rehabilitation	Treatment
3550	Inpatient Rehabilitation Services <i>** except hospital based</i>	Treatment
3551	Residential Rehabilitation Services for Youth (RRSY)	Treatment
3560	Intensive Residential	Treatment
3570	Community Residential	Treatment
3580	Supportive Living	Treatment
3600	Residential Services	Treatment
4045	Specialized Services Substance Abuse Programs	Treatment
4480	HIV Early Intervention Services	Treatment
5990	Dual Diagnosis Coordinator	Treatment
6030	Residential Opioid Treatment to Abstinence	Treatment
0465	Job Placement Initiative	Recovery
0810	Case Management	Recovery
0850	Family Support Navigator	Recovery
0950	Peer Engagement	Recovery
3078	Continuum of Care Rental Assistance Case Management	Recovery
3270	NY NY III: Post-Treatment Housing	Recovery
3370	NY NY III: Housing for Persons at Risk for Homelessness	Recovery
3470	Permanent Supported Housing	Recovery
3480	Permanent Supported Housing - High Frequency Medicaid Consumers	Recovery
3920	Youth Clubhouse	Recovery
3970	Recovery Community Centers	Recovery
3980	Recovery Community Organizing Initiative	Recovery
4072	Vocational Rehabilitation	Recovery
3100	Prevention Resource Centers	Prevention
5520	Primary Prevention Services	Prevention
5550	Other Prevention Services	Other Prevention

Workforce Strategies: The following strategies comprise a list of eligible Workforce Development/Training initiatives permitted under this contract, covering the OASAS system of prevention, treatment and recovery. Contracted entities may not operate within all sectors of the OASAS system (i.e., prevention, treatment and recovery) and, therefore, may not be authorized to utilize awarded funds for all Workforce Development/Training initiatives listed below. Such initiatives may include, but are not limited to:

Recruitment and Retention

Funds may be utilized for Recruitment and Retention incentives for staff titles as specified by CFR title codes 100 Support Staff, 200 Direct Care, 300 Clinical, 400 Production Staff, 500 Program Administration Staff, and 600 Agency Administration Staff. Recruitment and Retention incentives are limited to:

- Retention and hiring incentives, which are limited to no more than 10% of an individual's annual salary, but the total cannot exceed \$10,000 per employee. Incentive payment may be spread out over time;
- Retirement Contributions or other one-time fringe benefit payment*;
- Differential Pay;
- Hazard Pay.

Education

Funds may be utilized in the following ways to support and retain prevention, treatment and recovery provider staff:

- Training, exam, and application fees to newly certify or support existing
 - Credentialed Alcoholism and Substance Abuse Counselors (CASACs),
 - Credentialed Prevention Professionals (CPPs),
 - Credentialed Prevention Specialists (CPSs), and
 - Certified Recovery Peer Advocates;
- Conference registration fees and professional training for staff delivering prevention, treatment and recovery services;
- Other professional training including continuing education for credentialed/licensed professionals, Addiction and Mental Health specialty designations for physicians and other primary care providers, nurses (i.e. Certified Addiction Registered Nurse - CARN) and other professionals.

Ongoing Support

Funding may be utilized to develop long-term employee engagement strategies. These can include, but are not limited to, participation in "Best Companies to Work For" process, which includes engagement data based on agency-wide standardized surveys, or funding for registration fees. Providers can also propose their own process for funding employment engagement activities. Funds may be utilized for workforce development including, but not limited to, retaining consultants, developing or acquiring training curriculum, providing stipends, and attending or providing training events. Building on current trauma-informed care, funding may be utilized to support training, ongoing consultation, and steps to implement evidenced-based models of care. Funding for individual technical assistance around health equity is another allowable use.

Career Development in Addiction Treatment

Funding may be utilized for the creation, promotion and/or enhancement of psychiatry and addiction fellowship programs for medical doctors, physician assistants, nurse practitioners, and/or programs for career development of other licensed/credentialed professionals. Providers may also contract with college-level nursing, physician assistant and/or medical schools to create Addiction Fellowship Programs and support new students for degrees in addiction, social work, or mental health. Funding could also encourage interdisciplinary practice in the delivery of prevention, treatment, and recovery services. Providers may collaborate with academic and policy research entities to develop strategies for training treatment and recovery staff based on needs assessments and provider interest and may include evidence-based practice training and implementation. Prevention provider will receive this type of support through another award opportunity.

*** These funds should not be used for on-going salary or fringe benefit increases that cannot be supported beyond the grant period. Funds awarded under this scope of work may not be transferred or used for any other project or purpose.**