

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

**ACBHCS applicants must meet the following hard to fill/retain criteria,  
based on the MHA 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 Status**

Must be employed in an eligible provider role, as identified in the MHLAP application, for a minimum of six (6) months in a permanent position.<sup>1</sup>

**Total Weekly Hours of Direct Clinical Service<sup>2</sup>**

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 ACBHCS County-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 in one of the County's threshold languages and/or who represent the ethnically and culturally diverse communities that ACBHCS serves.**

- Bi-lingual in Spanish, Cantonese, Mandarin 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 ACBHCS serves: African-American, Asian Pacific Islander, Hispanic, Native American, South or Southeast Asian, or LGBTIQ2-S.

**OR:**

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

- Psychiatric Mental Health Nurse Practitioners/Advanced Practice Nurses
- 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) LGBTIQ2-S
  - 4) Youth in the Juvenile Justice System
  - 5) Clients with Co-Occurring Conditions

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.