

**ALAMEDA COUNTY BEHAVIORAL HEALTH (ACBH)  
HARD TO FILL/RETAIN ELIGIBILITY CRITERIA for the  
STATE BEHAVIORAL HEALTH LOAN REPAYMENT PROGRAM (BHLRP)  
FY2022/23**

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

**ELIGIBILITY 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 Employment Verification section of the 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 ACBH County-operated mental health setting or a contracted, community-based mental health organization.

*State funding requirements do not qualify Hospital programs and publicly-funded programs administered by adult correctional entities, or services provided in adult correctional and juvenile detention facilities.*

**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 ACBH serves.**

- Bi-lingual in Spanish, Cantonese, Mandarin, Vietnamese and Farsi 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 ACBH 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
- 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

<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, you will be asked to clearly identify your qualifying program, job functions and direct service hours on a later issued "Employment Verification," in the Loan Repayment section.