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.  

**Total Weekly Hours of Direct Clinical Service**
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.

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

- 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 LGBTQ2-S.

**OR**

- 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) LGBTQ2-S

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1 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.

2 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.

3 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.