

# Cambia Health Foundation

## 2024 Request for Proposals

### Health Care Workforce



#### At a glance

- Application closes Thursday, April 18<sup>th</sup> 2024 at 5:00pm Pacific Time
- Covers services provided in Oregon, Washington, Idaho, Utah and Tribal Nations within these states
- We anticipate grant amounts being \$40,000 – \$60,000
- Open to U.S. 501(c)(3) organizations; accredited schools or universities; government and public agencies; federally recognized Indian Tribal entities
- Our website:  
<https://www.cambiahealthfoundation.org/>



## About us

Cambia Health Foundation is the corporate foundation of Cambia Health Solutions, which is dedicated to making health care more person focused and economically sustainable. Founded in 2007, the foundation has invested more than \$127 million to advance whole-person health at every stage of life. We make purposeful philanthropic investments in solutions that reduce disparities, address social drivers of health, incorporate mental and behavioral health, and eliminate systemic barriers, resulting in better health care experiences and outcomes for people and families.

## What we believe in

We believe that health is personal, multidimensional, and interconnected, so health care should be too. We believe in a future where every person has an equal opportunity to live the healthiest life possible. We believe health equity is vital and achievable.

## Our investments span three strategic areas of work across all ages and phases of life:



### Resilient Children and Families

We invest in behavioral health access for young children and their caregivers. By focusing on early intervention, we build resilience and improve health outcomes.



### Healthy and Connected Aging

We focus on solutions that reduce isolation and loneliness among older adults by strengthening social connectivity, care coordination, and behavioral health access within whole person health models.



### Health Care Workforce

We support expanding, diversifying, and training the workforce to reduce behavioral health provider shortages in our region. By strengthening the paid and unpaid workforce we enable wellness and prevention, reduce stigma and increase collaborative care models.

# Health Care Workforce

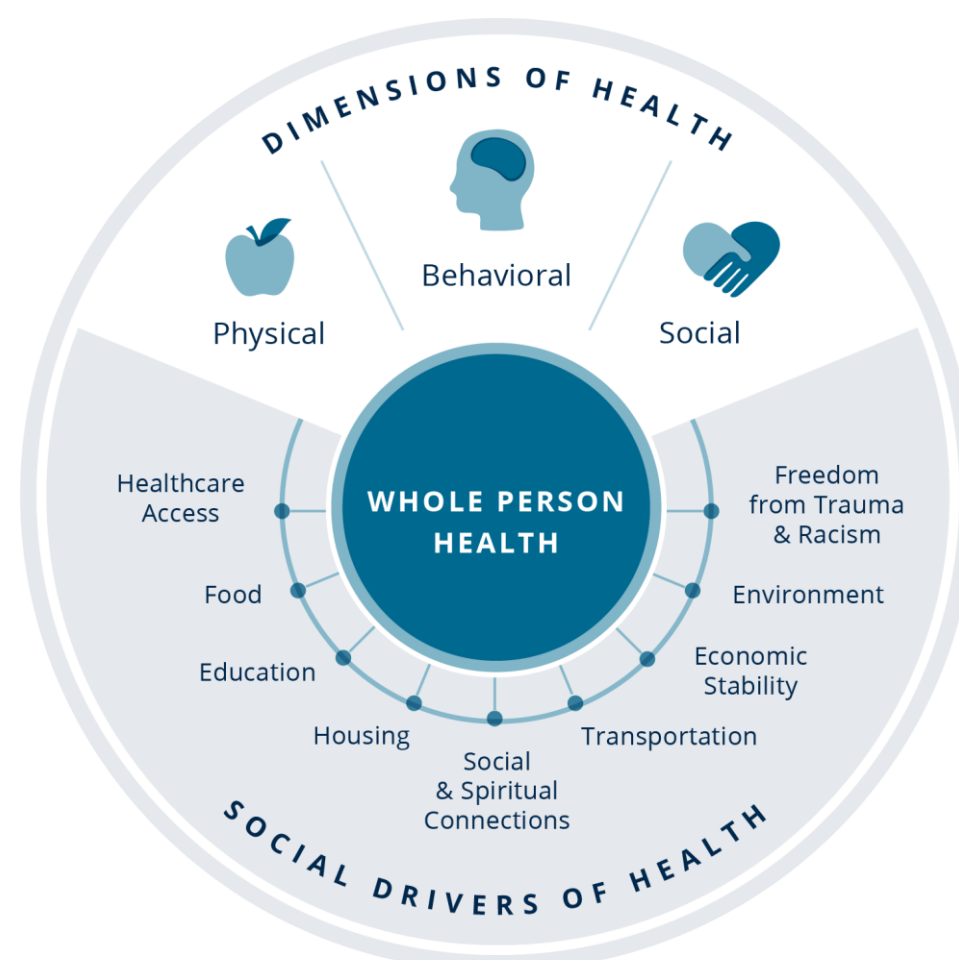


## Why it is our priority

Worker shortages are driving gaps in behavioral health care access. Projections show that by 2025 national shortages will prevent millions of people from accessing care. Our region ranks near the bottom for behavioral health access, with an estimated 8.3 million people living in Mental Health Professional Shortage Areas (HPSAs) in Oregon, Washington, Idaho, and Utah. Capacity building is needed across the workforce to address the behavioral health needs in our region.

## Whole person health

We believe that health is personal, multidimensional, and interconnected, so health care should be too. Behavioral health access is a key component of our long-term vision of advancing equity through whole person health in underserved communities across Oregon, Washington, Idaho, and Utah, along with programs and services that integrate social drivers of health. Our 2022-2026 Strategic Plan prioritizes investments in the behavioral health workforce, which includes care for mental health and substance use and encompasses a continuum of prevention, intervention, treatment, and recovery support services. We seek to reduce behavioral health shortages in our region with investments that expand, diversify, train and support the behavioral health workforce. Ultimately, we look to partner with organizations to dismantle silos and create integrated, whole person systems of care along multiple dimensions of health.





## RFP strategy

We aim to support career pathway programs for behavioral health workforce professionals that prioritize whole person health models. These professionals include traditional health workers such as community health workers, peer support specialists, and birth doulas; nurses; social workers; physicians; therapists and mental health counselors; and other allied health professionals.

Career pathways help people think about employment in terms of long-term advancement, not just as a single job. They help build education and training opportunities designed to attract and retain a diverse workforce that reflects the communities served. Studies show that a workforce that is culturally and linguistically representative of its communities improves quality of care and increases patient satisfaction.

Each component of a career pathway is designed to prepare people for employment while creating a clear pathway to the next level of education and training for career advancement in the health care sector. Pathway components may focus on early career building opportunities for K-12 students, continuing education and training opportunities for current professionals, as well as credentials or certifications required for new professionals entering the health care sector. Career pathway programs can help:

- Expand the behavioral health care workforce to meet the immediate needs (1-3 years) of the community while building opportunities for longer-term (4-10 years) career advancement
- Support first generation students and those from underrepresented communities who are seeking to start or continue careers in the health care sector
- Provide wraparound services for students to reduce barriers in pursuing behavioral health careers and for the existing workforce to thrive in their careers
- Support community-based organizations to provide applied learning experiences such as internships, practicums, capstones, or accreditation hours

We believe that accessible, equitable, sustainable, and person-centered pathways ensure better outcomes for students, the workforce, and the communities they will serve. By supporting people through all phases of their journey, from initial career exploration to career advancement, and everything in between, we can help professionals and communities alike to thrive.

## Outcomes and impacts

Strong applications will have direct connection to one or more of the following:

- Increase opportunities to expand and/or diversify the behavioral health care workforce to advance whole person health in professional shortage areas and other areas of high need
- Increase the number of providers trained and supported in collaborative care, integrated care, or related whole person health care models
- Reduce workforce shortages with a focus on career pathways for behavioral health providers, both clinical and non-clinical, at any stage of their career

**How to apply**

Submit your application by Thursday, **April 18th at 5:00pm Pacific Time** through the online application portal on our website, [cambiahealthfoundation.org](https://cambiahealthfoundation.org).

- Use the portal to access your existing account or create an account if this is your first time applying with Cambia Health Foundation
- Check our website for information on frequently asked questions
- Let us know if you need help. We are here to answer your questions

**Funding guidelines**

We expect to award between eight and twelve grants of \$40,000 – \$60,000 each, totaling \$500,000 throughout our geographic region in this RFP. We anticipate grant start dates in July or August 2024. The grant period can last up to 18 months after the initial start date. Please note, these are general guidelines for planning purposes. Details will be finalized with funding recipients.

**Eligibility**

- Proposed work must exclusively serve populations within Oregon, Washington, Idaho, Utah and/or sovereign American Indian tribes within those states
- Proposed projects must be facilitated through either a U.S. 501(c)(3) organization; accredited school or university; government or public agency; federally recognized Indian Tribal entity. Fiscal agents are eligible to serve as applicants on behalf of organizations doing charitable work.
- The proposed project must be directly related to one or more outcomes and impacts listed on page four
- If you’re not sure if your proposed work is eligible, please reach out to our team

**RFP deadlines and timeframe**

**March 6, 2024 at 12:00pm Pacific Time**  
The single stage application opens on our website

**April 18, 2024 at 5:00pm Pacific Time**  
The application closes

**June 11, 2024**  
Applicants will be notified of final decisions

**July – August, 2024**  
Proposed work begins

**We’re here for you**

We welcome prospective applicants to reach out with questions or concerns as you consider applying for this RFP. Our team strives to make the application equitable and encourages you to reach out about barriers to application completion. Please also review frequently asked questions on our website, [cambiahealthfoundation.org](https://cambiahealthfoundation.org).

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Cambia Health Foundation values equal opportunity for all members of the community and embraces the importance of diversity and inclusion in achieving health equity. Our grant partners join us in not discriminating based on age, sex, race, creed, color, ethnicity, sexual orientation, gender identity, pregnancy, marital status, military service, other protected veteran status, disability, national origin, political affiliation, religious belief or any other status in its leadership, staffing or provision of services.

## **Preview of reporting requirements for funded projects**

Cambia Health Foundation is dedicated to ensuring that its investments are mission driven and positively impact the communities we serve. The evaluation process is clear, simple and focused on outcomes. It respects organizations of different sizes, experiences, values, beliefs and traditions. It balances quantitative and qualitative methods to inform and guide Cambia Health Foundation decisions while improving grant partner services. Cambia Health Foundation staff use an evaluation model that fits our evaluation philosophy.

We have four primary goals for evaluation and grant reporting:

- Good stewardship of funds entrusted to us for the benefit of the community
- Grant partner learning and quality improvement
- Communication about results and impact
- Transparency around barriers and challenges

Reporting frequency and requirements depend on the grant size and time frame. We are committed to asking only for what we will use, and remaining focused on what is important to the organization and those served. When it comes to our grant partners, our intent is to develop relationships that are positive, honest, trusting and committed to improvement.

## **Cambia Health Foundation reserves the right to:**

- Reject any or all proposals submitted
- Reject a proposal that does not include all required information and documentation
- Modify RFP and program guidelines, including submission deadlines
- Contact you to discuss your proposal and/or others referenced in the proposal
- Request additional information or verification

## **What will not be funded**

Cambia Health Foundation is interested in learning what resources are necessary to achieve intended results. However, we will not fund the following as part of this funding opportunity:

- Endowments
- Capital campaigns
- Grants or scholarships to individuals
- Political causes or events
- Sacramental or theological functions of religious organizations
- Existing deficits
- Retroactive expenses
- Event sponsorships
- Programs that do not primarily serve Oregon, Washington, Idaho, Utah and/or the sovereign American Indian tribes within those states

We reserve the right to add to this list on a case-by-case basis.