

## GCHP RECRUITMENT GRANT PROGRAM OVERVIEW

Gold Coast Health Plan (“GCHP”) is proud to announce the launch of its Recruitment Grant Program (“Grant Program”). The Grant Program strives to support eligible entities in GCHP’s network to attract and recruit prospective physicians (e.g., specialists and primary care physicians) and advanced practice providers in an appropriate and sustainable capacity to improve access to care.

### **Purpose**

The purpose of the Grant Program is to enhance access to quality health care services for GCHP members in Ventura County. Through this program, GCHP aims to attract and recruit prospective specialists, primary care physicians, and advance practice providers to meet the growing demand. By supporting new and prospective providers, the grant program aims to build a sustainable and effective health care delivery system that addresses the needs of GCHP members and expands access to vulnerable populations in Ventura County.

### **Eligible Applicants**

To be eligible for Grant Program funding, applicants must be a “Participating Network Provider.” “Participating Network Provider” means an individual or entity that is contracted with GCHP and engaged in the delivery, ordering, or referring of Covered Services, and is licensed and/or certified to do so, as applicable. Applicants must objectively demonstrate a shortage for the type of provider for which they are recruiting, and/or demonstrate a lack of capacity such that Medi-Cal beneficiaries’ access to health care services is impacted. Applicants must provide documentation of data demonstrating the shortage(s) and/or lack of capacity.

The Grant Program will disperse grants to eligible applicants based on their ability to meet the Grant Program’s purpose and goals. There are no guarantees that applicants will be awarded funding. Even though a project may qualify and the organization may meet the eligibility requirements, decisions regarding the awarding of the funds and the amount awarded are at the sole discretion of the Ventura County Medi-Cal Managed Care Commission. Decisions are final, and no appeals from Grant Program applicants will be considered.

### **Eligible Providers**

Eligible providers include physicians, including both primary care physicians and specialists, and advance practice providers, including nurse practitioners, physician assistants, certified nurse midwives, clinical nurse specialists, and certified registered nurse anesthetists (“Eligible Providers”). The recruited provider must be licensed in the appropriate medical or nursing specialty and meet all GCHP’s credentialing requirements.

The recruited provider must be a new addition to the GCHP provider network and new to the community that they will serve. Providers with an existing referral stream that continues to represent a large percentage of that provider’s practice (e.g., 75%) are not eligible for Grant Program funding.

GCHP may award grant funding for recruitment of eligible providers that were newly employed or contracted to begin providing services within 30 days prior to Oct. 1, 2023.

### **Funding and Term**

The maximum award for full-time equivalent (“FTE”) physician providers is \$200,000. The maximum award for FTE advanced practice providers is \$125,000. The final grant awards will depend on verification of actual expenses, but it will not exceed the maximum grant award. The grant award will be pro-rated based on percentage FTE for part-time providers. The term of the grant is two years, beginning when the first grant payment is made after recruitment expenses are submitted, and ending two years after the date of the first grant payment.

The grant payment will be made in two equal installments. The first payment will be made at the time the grantee successfully hires an eligible provider and submits recruitment-related expenses. The second payment will be made when the applicant notifies GCHP that the Eligible Provider is fully credentialed by GCHP or its delegate, or when the applicant provides proof of having obtained privileges at a GCHP network hospital (for hospitalists).

If the newly recruited provider leaves the practice before two full years of service under the term of the grant, the grantee will be required to reimburse a pro-rated amount to GCHP, based on the percentage of the term in which the provider was providing services for the applicant. Additionally, if the provider fails to receive the appropriate credentials, the grantee will be required to return all grant funds to GCHP.

The Grant Program supports recruitment-related expenses and funding is conditioned upon applicants using the funds solely for costs for recruitment or payments that flow through to the recruited provider. These allowable expenses include, but are not limited to, first year salary and benefit costs, sign-on bonuses, relocation expenses, costs of maintaining professional liability insurance, and fees for professional recruitment. Other expenses may be allowable upon GCHP approval. Eligible applicants may only submit funding requests for documented expenses.

Should an eligible applicant be awarded funding, GCHP may make payments, at the applicant's request, to the recruited provider for sign-on bonuses in the amount designated by the applicant.

### **Application Process**

Applicants may submit an application either:

1. Prior to or during recruitment activities, but before identifying a candidate; or
2. Upon identification, but before hiring a candidate who is an Eligible Provider.

Upon submission of an application, GCHP will review the application and determine whether to award funding. If the applicant is awarded funding, GCHP will provide a Grant Agreement setting forth the conditions of the award, which the applicant will be required to execute. Upon execution of the Grant Agreement, GCHP will allocate the requested amount of funding for the applicant.

If the applicant applied for funding prior to identifying the candidate, then the applicant must update the application by submitting the provider information and completing all questions about the applicant upon hire.

Please visit the Application page on [GCHP's website](#) for online application forms.