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HPSM Primary Care Provider Grants
Provider Webinar
Wednesday, April 23, 2025
12-1PM

Introductions

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Introduce yourself!

In the chat, please let us know your name and organization
what you hope to get out of this presentation!

Webinar Overview

What we'll cover:

- Primary Care Challenges and Solutions

- Primary Care Provider Grants

- The Application (How to Apply)

- Q&A

- Contact Information

Primary care is the only health care component where an increased supply is associated with better population health and more equitable outcomes (NASEM).

Primary Care Challenges

Financial Neglect

Workforce Shortages, Bandwidth and Burnout

Underdeveloped Population Health

Suboptimal Care Experience
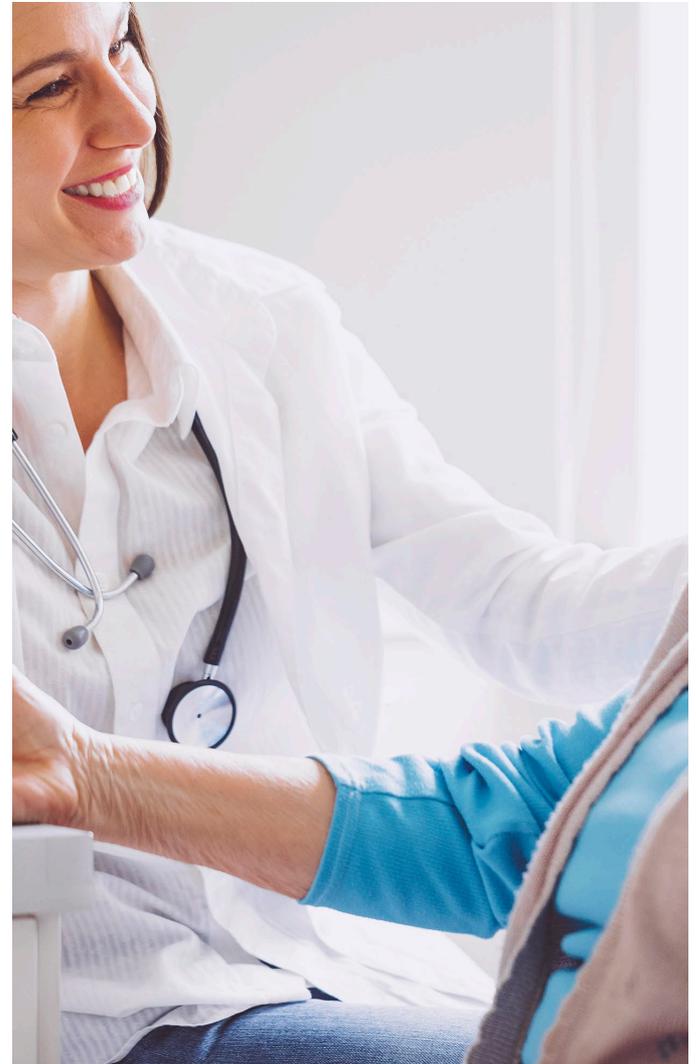
Primary Care Solutions
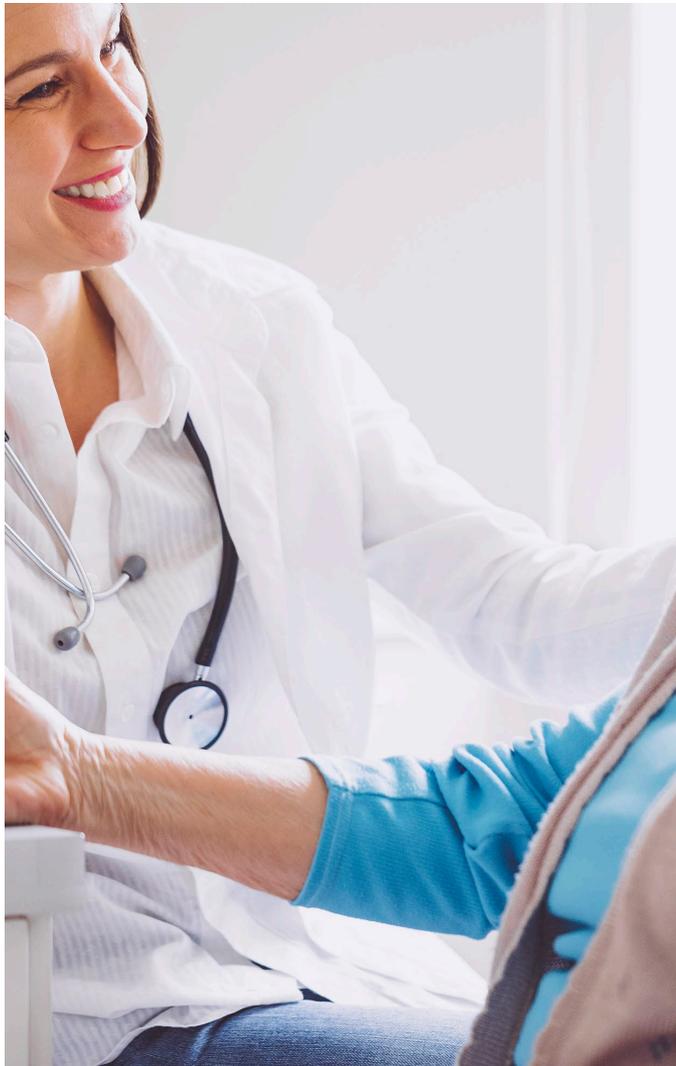
Better Allocate Resources

Promote Robust and Thriving Workforce

Improve Population Health

Enhance the Care Experience

About the Primary Care Provider Grants

Primary Care Provider Grants

High-level overview

- Grants are available to **all HPSM-contracted** primary care practices

- Grantees will be asked to describe how the funding will **improve capacity, bandwidth and joy** for primary care teams and/or **access** for HPSM members

- Grants are based on available funding **through 2028**

- HPSM grants are awarded to **organizations, not individuals**

- Organizations are encouraged to **apply together**

Primary Care Provider Grants

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Our four grants:

Grant type:	Purpose:
Primary Care Team Expansion	Hire and integrate new interprofessional team members
Core Team Stabilization	Recruit and retain Primary Care Providers and Medical Assistants
Provider Sabbatical	Retain providers by enhancing resilience through sabbatical
Custom Pilot Program	Design pilots and programs that improve primary care team capacity, bandwidth and joy

Primary Care Team Expansion

Eligibility: Hire a net-new position on the primary care team.

Allied health professionals: community health workers, pharmacy technicians, and medical scribes; and

Licensed providers: nurses, pharmacists, and behavioral health

Allowable Expenses: Submit a budget outlining costs, including salary, costs incurred to stabilize and sustain the role

Stipulations: Deliverables must include an increase in primary care team capacity for HPSM members. Orgs can apply together

Funding Amount: Typically from $50,000 to $300,0000

Core Team Stabilization

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For Primary Care Providers

Eligibility:

Physicians and Advanced Practice Clinicians with active licensure who are new to the HPSM network and will practice primary care (family, internal, and/or pediatric medicine)

Funding Amount

- MD/DO: $200,000
- NP/PA: $150,000
- Additional $50,000 available for down payment assistance
- Additional $10,000 for language proficiency in Spanish, Chinese, Tagalog, Portuguese, Russian, Arabic, or Sign Language

Allowable Expenses:

- First year salary & benefits
- Sign-on bonuses
- Relocation expenses
- Referral bonuses
- Professional recruitment agency services
- Education/training costs
- Housing stipends

Terms & Conditions:

- Award size will be pro-rated based on HPSM panel size and FTE
- Provider must remain at organization for 5 years to retain full award, 3 years for partial reward

  Otherwise, repayment is required

Core Team Stabilization

For Medical Assistants

Eligibility:

Medical assistants new to the HPSM network who will work for an HPSM contracted primary care organization

Funding Amount:

- Medical Assistant: $50,000
- Additional $10,000 for language proficiency in Spanish, Chinese, Tagalog, Portuguese, Russian, Arabic, or Sign Language

Allowable Expenses:

- First year salary & benefits
- Sign-on bonuses
- Relocation expenses
- Referral bonuses
- Professional recruitment agency services
- Education/training costs
- Housing stipends

Terms & Conditions:

- Award size will be pro-rated based on FTE
- MA must remain at organization for 3 years to retain full award, 2 years for partial reward. Otherwise, repayment is required

Provider Sabbatical Grant

Eligibility: Full time HPSM-credentialed primary care providers with a minimum of 10 years of service to HPSM members

Allowable Expenses: provider salary; coverage for the provider (e.g., locums)

Sabbatical Duration: varies by years of service

- 10-14 years of service: 4 weeks

- 15-19 years of service: 6 weeks

- 20-24 years of service: 8 weeks

- 25+ years of service: 10 weeks

Award Size: equivalent to the weekly base salary of the provider, with a maximum weekly salary allowance of $5,770; varies by sabbatical duration

Custom Pilot Grant

Eligibility: Applicant organizations must be an HPSM-contracted primary care organization

Allowable Expenses: Applicant organizations must submit a budget outlining expected costs

Stipulations: Deliverables must include an increase in primary care team capacity, bandwidth, or joy

Funding amount: Grants typically range from $50,000 to $300,0000, but there are no minimums, and maximums are based on available funds. The amount awarded will be based on terms of the application and budget

14

Custom Pilot Grant

Must improve primary care team bandwidth/capacity/joy.

Ideas on Potential Pilots

- Offer project work (part-time or time-limited work) for experienced providers to reduce clinic hours

- Pilot virtual position to help with inbox management

- Pilot AI scribes

About the Application

The Application

What you need to know:

- One application for all five grants

- The first page is required information from all applicants

- Organizations can apply for one, two or more grants at the same time

- Progress can be saved at any point

- Organizations can click ahead to preview what information they will need to submit a complete application

- Turn around times (30 days for Core Team Stabilization and Provider Sabbatical; 90 days for Primary Care Team Expansion and Custom Pilot Grants)

Which grants are you interested in applying for within the next six months?

Q&A

Ask your questions by raising your hand or putting them in the chat.

We will also be releasing an FAQ document which you will receive in addition to the slides and recording of this meeting.

Contact Information

Primary Care Provider Grants Webpage:

https://www.hpsm.org/about-us/community-impact/primary-care-investment-strategy/grants/

Primary Care Provider Grants Application:

https://www.hpsm.org/about-us/community-impact/primary-care-investment-strategy/grants/application/

HPSM Grants Team Email Address:

grants@hpsm.org

Answer in the Chat:

What kind of support would you need from HPSM to apply within the next six months?

Thank you!

Participants will receive: a recording of this webinar, presentation slides, and a FAQ document. Contact grants@hpsm.org with any questions!

Appendix

Grants Application Fields

All applicants must complete these fields:

- Organization Name

- Organization NPI#

- Description of organization

- Address

- Website

- Primary contact (name, phone, email)

- Which grants are you applying for?

Grants Application Fields

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Primary Care Team Expansion Grant fields:

- # of positions you intend to add to your team (Behavioral Health Clinicians, Community Health Workers, Medical Scribes, Nurses, Pharmacists, Pharmacy Technicians)

- Define the need for the position(s) you hope to hire and the role they will play on the primary care team.

- Explain how funding for this/these position(s) will improve primary care team capacity.

- Estimate how many HPSM members will be served by this funding.

- Describe your proposed activities and implementation timeline. (Activities could include hiring and onboarding for the role, integrating the role into the primary care team, developing workflows, and creating a sustainability plan).

- Please describe how you will evaluate the success of the grant.

- Attach a completed budget outlining the funding request.

Grants Application

Core Team Stabilization Grant (to hire Primary Care Providers) fields:

- # of roles you intend to recruit through this funding in the next year (MD/DO, NP/PA)

- Explain how this funding will improve access for Health Plan of San Mateo (HPSM) members. If available, please provide the number of HPSM members each role(s) will support.

- How does your organization intend on using this funding? Confirmation of expenses will be required upon hiring (Select all that apply: First year salary/benefit costs, sign-on bonuses, relocation expenses, referral bonus, fees for professional recruitment agency services, education loan repayment, housing stipend, down payment assistance, language incentive)

Grants Application

Core Team Stabilization Grant (to hire Medical Assistants) fields:

- # of roles you intend to recruit through this funding in the next year (MA)

- Explain how this funding will improve access for Health Plan of San Mateo (HPSM) members. If available, please provide the number of HPSM members each role(s) will support.

- How does your organization intend on using this funding? Confirmation of expenses will be required upon hiring (Select all that apply: First year salary/benefit costs, sign-on bonuses, relocation expenses, referral bonus, fees for professional recruitment agency services, language incentive)

Grants Application

Provider Sabbatical Grant fields:

- Provider name

- Provider NPI

- Licensure

- # of years in HPSM's network

- FTE status

Grants Application

Custom Pilot Grant fields:

- Tell us about your proposed project/program.

- Describe how the funding will be used to improve capacity, bandwidth, and/or joy for your primary care team(s). Include your expected outcomes.

- Describe the project's proposed activities and implementation timeline.

- Describe how you will evaluate the success of the project/program. Detail evaluation and monitoring plan.

- Attach a completed budget outlining the funding request.

Primary Care Investment Goals

Strategically invest in primary care, to:

1. Better allocate resources: to address chronic underinvestment, support the implementation of advanced primary care, and shift from a focus on *volume* to *value*.

2. Promote a robust and thriving workforce: fortify a diverse primary care workforce in San Mateo County to increase capacity, bandwidth, and joy.

3. Improve population health: support our network to be more population focused, in order to achieve better, more equitable health outcomes for our members.

4. Enhance the care experience for members and families, so that they are satisfied, engaged in their care, and healthy.

Primary Care Investment Goals
Quintuple Aim

Better Use of Resources

1. Measure/Report/Increase Primary Care Spend
2. Pay for Advanced Primary Care
3. Test Alternative Payment Models
4. Align with Other Payers
5. Offer Practice Supports

Better Work

1. **Bolster the 3Rs: Recruitment, Retention, and Resilience**
2. **Promote Team-Based Care that Increases PCP Capacity**
3. Enhance Staff Diversity, Inclusion, and Belonging
4. Invest in Workforce Development

Better Population Health

1. Increase Network Population Health Management Capabilities
2. Improve Data Transparency
3. Support Data Integration and Interoperability
4. Improve Performance and Reduce Disparities

Better Care Experience

1. Uplift member voices
2. Enhance Community Partnerships for more Coordinated, Integrated and Comprehensive Care
3. **Improve Access**
4. Increase Engagement

Primary Care Investment Goals

"Share the care:" How primary care teams can expand to include other licensed and allied health professionals

Traditional patient-provider relationship vs. team based, patient-centered care
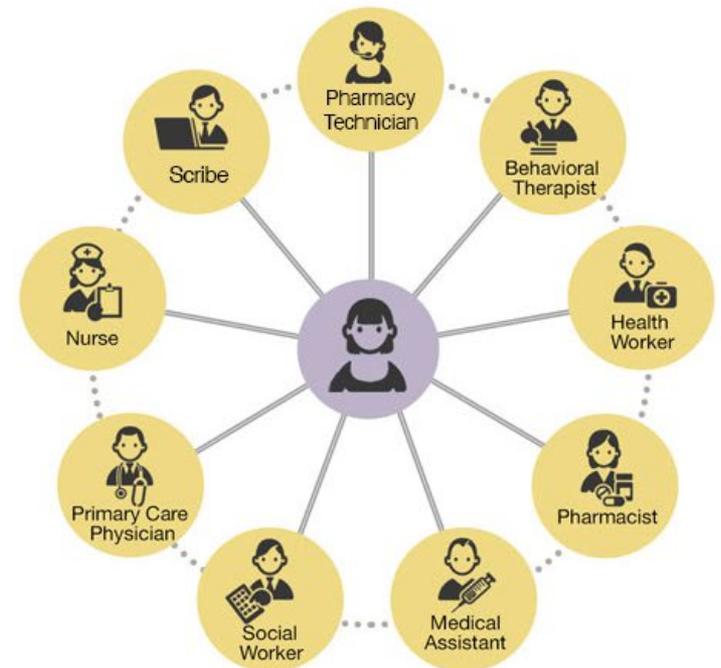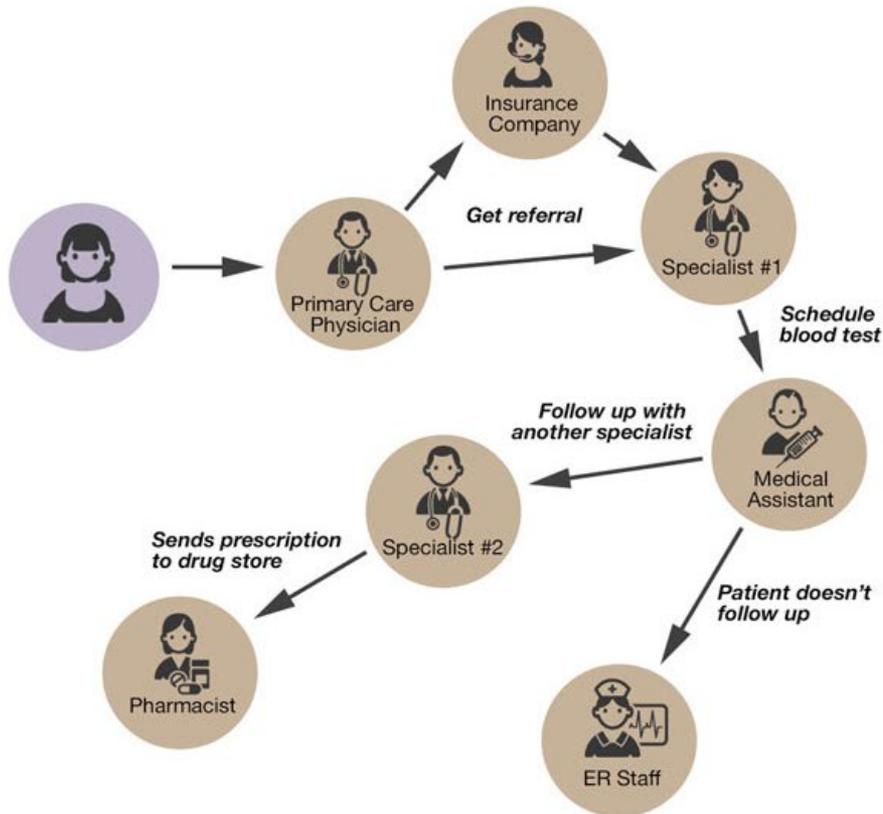
Primary Care Solutions

Prioritization considerations:

❑ The degree to which the opportunity advances our four investment goals relative to the size of the investment/grant.

❑ The appropriateness of HPSM as the funder, do-er, or convener.

❑ Appropriateness of the request by the specific provider.

Either/or (not both):

❑ For project support: test something that is net-new; aligned with the concepts of piloting, evaluating, and sharing lessons learned.

❑ For general operational support: financial stability of the investment for HPSM and sustainability for the providers implementing new solutions.

Primary Care Investment Metrics

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Investment Goal:	Primary Metric:
1 **Better Use of Resources**	**Increase primary care spend** by 30% per capita
2 **Better Work**	**Right-size primary care panels** to 1200 members per primary care team.
3 **Better Population Health**	Show tiered **improvement on prioritized HEDIS metrics** **Close disparity gaps** for well-child visits and immunizations
4 **Better Care Experience**	Increase the percent of members with a **usual source of primary care**

In other news…

Practice Transformation

Purpose: To Allocate Resources to Promote Advanced Primary Care

Health Plan of San Mateo (HPSM) is finalizing an RFP to select a vendor who will work in partnership with HPSM and HPSM's primary care network to

- conduct comprehensive practice assessments

- provide practice coaching

- Offer other practice transformation services