

May 27, 2025

Who Should Apply for the Primary Care Team Expansion Grant?

Last month the Health Plan of San Mateo (HPSM) launched four new grants for our primary care provider network. Each grant was carefully designed to tackle the unique challenges primary care practices face to improve care for our members. Over the next couple of months, we will be spotlighting each of the grants to encourage eligible organizations to apply!

Dear provider,

Our Primary Care Team Expansion Grant provides the upfront dollars to hire, operationalize and sustain new interprofessional team members in primary care. Interprofessional teams are key to adding capacity and reducing burnout of primary care teams. There is not enough time in the day for primary care providers to manage all of the acute and chronic needs of their patient panels, and there are not enough primary care providers (PCPs) in the pipeline to reduce primary care panel sizes. Therefore, other health professionals are needed to share the care of the panel.

For example, this grant opportunity helps primary care organizations hire nurses to do care management, pharmacists to focus on medication management, and behavioral health providers to develop and carry out treatment plans. Community Health Workers can support in care coordination and patient education; pharmacy technicians can manage day-to-day medication queries; and scribes can document patient encounters in the EMR. Success requires an investment in teamwork.ⁱ

Interested? Apply here: <https://www.hpsm.org/about-us/community-impact/primary-care-investment-strategy/grants/primary-care-team-expansion-grant>

Who should apply? Apply for the Primary Care Team Expansion grant if:

1. Your organization is an HPSM-contracted primary care practice.
2. The role to hire is a net-new position on the primary care team (backfills are not eligible).
3. The role you wish to hire fits one of these definitions:
 - a. Allied Health Professionals
 - i. Community Health Worker: must be, or will become, qualified to provide the compensable CHW benefit to the Medi-Cal population in the HPSM service area

within the first 18 months of hire, as outlined in the “Medi-Cal Provider Manual: Community Health Worker Preventive Services.”

- ii. Pharmacy Technician: must be a licensed pharmacy technician (as defined by Business and Professions Code Section 4202).
- iii. Medical Scribe: must be a professional who works behind the scenes to document patient encounters and assist physicians with clerical tasks.

b. Licensed Providers

- i. Nurse: must have an active RN/BSN license.
- ii. Pharmacist: must have an active PharmD license.
- iii. Behavioral Health Clinician: must have an active license or registration issued by the California Board of Behavioral Sciences (LCSW, ASW, LMFT, AMFT, LPCC, APCC, Psy.D.).

What’s the maximum award for this grant? Grants typically range from \$50,000 to \$300,000, but there are no established minimums or maximums. Rewards will be based on terms of the application and budget.

What other stipulations should applicant organizations know about?

- Activities should at minimum include hiring and onboarding for the role, integrating the role into the primary care team, developing workflows, and creating a sustainability plan. Applicant organizations must submit a budget outlining the expected costs.
- Deliverables must include an increase in primary care team capacity for HPSM members.
- Organizations may apply together to share a position.

How long does it take for HPSM to make a decision? HPSM takes 90 days to review applications for the Primary Care Team Expansion grant and notify applicants whether their application is approved. The disbursement of the award will occur after this time period. Organizations can apply for grants and request incentives at any time of the year.

If you have any questions, please contact our grants team at grants@hpsm.org. All other inquiries should go to HPSM Provider Services at PSInquiries@hpsm.org.

Thank you,
The Health Plan of San Mateo

ⁱ Bodenheimer, T. “Revitalizing Primary Care, Part 2: Hopes for the Future.” The Annals of Family Medicine September 2022, 20 (5) 469-478; DOI: <https://doi.org/10.1370/afm.2859>