



Office of  
Mental Health



**NY CARES UP** 

**Strengthening Resiliency & Wellness  
for Uniformed Personnel**

**SOLICITATION OF INTEREST  
9/15/2023**

**NY CARES UP Grants**

**Funding for Twelve (12) Resiliency and Wellness Planning Grants for  
New York State Uniformed Personnel Organizations:**

Fire Services, Emergency Medical Services, Corrections, and Law Enforcement Agencies

**Research Foundation for Mental Hygiene, Inc. (RFMH)**

150 Broadway  
Menands, New York 12204

In Partnership with:

**New York State Office of Mental Health's (NYS OMH) Suicide Prevention Center of New York (SPCNY)**

44 Holland Avenue  
Albany, New York 12208

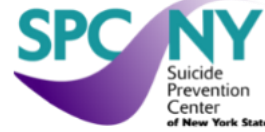
Please be aware that any expenses your agency incurs in the preparation and submission of the application(s) will not be reimbursed by NYS OMH or RFMH.

<http://www.omh.ny.gov>

<http://corporate.rfmh.org/>



Office of  
Mental Health



## NY CARES UP

Strengthening Resiliency & Wellness  
for Uniformed Personnel

Changing the Conversation

Awareness

Resilience

Empower Peers

Skill Building/Suicide Prevention for

Uniformed

Personnel

### Title: Solicitation of Interest: NY CARES UP Grants for New York State Uniformed Personnel Organizations\*

- **Technical Assistance and Training Program:** New York State Office of Mental Health's Suicide Prevention Center of New York
- **Contract Number:** C22653GG
- **Contract Term:** 1/1/2024-12/31/2025
- **Date of Issue:** 9/15/2023
- **Due Date/Time:** 12:00pm EST on 11/1/2023
- **Total Number of Awards:** 12
- **Counties:** All New York Counties – Statewide
- **Classification:** Procurement
- **Entered by:** New York State Office of Mental Health's Suicide Prevention Center of New York

\* Includes Fire Services, Emergency Medical Services (EMS), Corrections Departments, and Law Enforcement Agencies

#### Description:

Individuals working in Fire Services, EMS, and Corrections Departments, and Law Enforcement are at increased risk for a host of problems, including insomnia, family/marital discord, alcohol and substance misuse, clinical depression, post-traumatic stress disorder, and even suicide. Further, cumulative workplace trauma exposure given the nature of the work, and the effects of the pandemic continue to affect these essential workers.

Grant funding will allow agencies to implement the goals of the CARES UP initiative, which include:

- ***Creating organizational culture change to support and improve mental health at work.***
- ***Reducing the impact of workplace trauma and stress. Provide opportunities to learn about resilience, life skills, and healthy coping strategies.***
- ***Promoting acceptance of mental health care and wellness at work.***
- ***Increasing access to peer programs and other social supports.***
- ***Introducing access and decrease barriers to wellness options at work.***

As part of the broader initiative called NY CARES UP (Changing the Conversation, Awareness, Resilience, Empower Peers, Skill Building/Suicide Prevention for-Uniformed Personnel), the New York State Office of Mental Health's Suicide Prevention Center of New York (OMH SPCNY) is awarding \$60,000 to 12 Uniformed Personnel organizations (including Fire Services, Emergency Medical Services [EMS], Law Enforcement, and County Corrections Departments) to participate in a 24-month grant period. The 12 awards will go to eligible uniformed personnel organizations in the state (\$30,000 during year one and \$30,000 during year two). Additional funding specifically for training purposes will be provided to the awarded sites, each grant year - amount is dependent on size of agency.

#### **Eligibility Criteria:**

A total of 12 grants will be provided, three (3) awards for each of the four (4) categories listed below.

Eligible\* applicants \*\*are organizations operating in NYS within one of the following categories:

- Firefighter Department (either volunteer, professional, or combination^)
- Law Enforcement Department
- County Corrections Facility
- Emergency Medical Services Department

**\* Eligible applicants must have a minimum of 20 full-time uniformed personnel staff to apply.**

**\*\*Departments that have previously received direct CARES UP awards are not eligible.**

**^ Departments that are a combined Fire and EMS agency will be considered.**

For the purposes of this grant, the above entities are defined as:

- **Fire Department:** the department of a local or municipal authority in charge of preventing and fighting fires.
- **Law Enforcement Department:** any unit of local government, local commission, public authority, or other organization which employs police or peace officers; not including campus security officers or NYS police (funding will prioritize first responder law enforcement units).
- **County Corrections Facility:** the department of local government that is responsible for managing the treatment of convicted offenders (not including state agency or privately funded).
- **Emergency Medical Services Department:** service providing out-of-hospital acute care and transport to definitive care, to patients with illnesses and injuries which the patient believes constitute a medical emergency.

If you have questions about eligibility, please contact us at [caresup@omh.ny.gov](mailto:caresup@omh.ny.gov) with the subject line "SOI".

**Grant Deliverables and Timeline:** Participating organizations will implement the CARES UP model, following the step-by-step guide provided in the toolkit. The toolkit can be found [here](#). Applicants should review the toolkit and familiarize themselves with the elements of the model before applying. Applications should reflect how the department will plan to complete the steps of the CARES UP model.

The following deliverables will be expected to be met by grant recipients as part of implementation over the two-year (24 month) course of the grant. Please note that technical assistance will be provided by the SPCNY CARES UP team.

**Grant Year One (1/1/2024-12/31/2024)**

- Designation of a grant site lead/ primary point of contact
- Primary point of contact to attend an in-person kick off meeting held in Albany in Q1 2024
- Completion of an initial *Mental Health and Wellness Strengths and Needs Assessment and Member Support Survey* (instruments to be provided), including an inventory of:
  - Where members go for potential crisis supports (i.e., EAP, Emergency Department, specialized counselors)
  - Resiliency supports (i.e., wellness activities)
- Completion of any applicable evaluation measures
- Completion of general mental health awareness trainings by the majority of uniformed personnel staff:
  - A virtual, self-paced 90-minute general *Mental Health Awareness Module* provided by [Dr. Drew Anderson](#) by end of grant year one
  - Identify an evidence-based, comprehensive resilience and wellness focused training from a list of trainings recommend by SPCNY\*\*\* and plan for 75% of appropriate staff, as approved by the SPCNY CARES UP team, to complete the training by the end of grant year two. Proposed training plan must be

reviewed and approved by CARES UP Project Manager, in order to receive additional training funding

- Staff/Agency who attend trainings will be asked to complete brief pre/post training evaluations
- By the end of grant year one, creation of planning documents for grant year two focused on implementation of mental health wellness and resiliency activities that will be completed. These will be based on:
  - The needs assessment, how the agency plans to bolster/expand future training efforts focused on mental health, wellness, and resiliency
  - The Member Support survey, how the agency will:
    - Bolster/expand mental health and wellness resources for staff
    - Develop/enhance their peer support network
- Promote provided [988](#) & other mental wellness communications within the department
  - Create awareness within your department and community about CARES UP activities and successes
- Participate in county Suicide Prevention Coalition (if applicable in the county)
- Connect with your County Mental Health Department within 120 days of grant award
- Attend monthly community of practice meetings with SPCNY CARES UP project manager/other grant sites
- Attend mandatory webinars, in person meetings, and any additional meetings as needed
- **Optional:** Train at least two (2) staff as Instructor Trainers in Dr. Drew Anderson's *Mental Health Awareness Module* (If you choose to train staff, training will be provided at no cost to grant participants)
- **Optional-** Attend SPCNY state suicide prevention conference

### **Grant Year Two (1/1/25 – 12/31/25)**

- Review and implement approved activities listed in year one planning documents to bolster mental health wellness supports for staff
- **Training-** Proposed training plan must be reviewed and approved by CARES UP Project Manager, in order to receive additional training funding.
  - Identify staff to attend peer support training; number trained should be proportional to total number of staff, as approved by SPCNY CARES UP teams
  - Ensure at least 75% of appropriate staff complete the selected resiliency training as approved by SPCNY CARES UP teams
- Attend additional webinars and training as recommended by SPCNY CARES UP teams
- Identify local behavioral health providers to serve as resources and referrals sources for staff in need of support, and create local directory (TA will be provided)
- Continue participation in county Suicide Prevention Coalition (if available in the county)
- Create materials to share implementation successes such as spotlight stories, press releases, or public service announcement style videos

- **Optional:** Train at least two (2) staff as Instructor Trainers in Dr. Drew Anderson’s *Mental Health Awareness Module* (If you choose to train staff, training will be provided at no cost to grant participants)
- **Optional-** Attend SPCNY state suicide prevention conference

**Budget:** Spending must fall into the following categories:

- Administrative Support and Planning - Support planning activities and efforts to meet deliverables in a timely manner. These activities include grant project management, point of contact duties, facilitation of grant participation (e.g., coordination of survey administration and training) and completion of other grant tasks.
- Promotion of CARES UP initiatives and 988 (website/social media updates, Press Releases, etc,)
- Coverage/Staffing - cross coverage, overtime costs to allow for training attendance
- Supplies – copies of flyers, materials for prevention /wellness resources, etc.
- Incentives - training and survey completion incentives to boost completion rate
- Travel Costs – travel to attend an in-person kickoff meeting in Albany, NY
- Training Costs - costs for Mental Health Wellness, Resiliency, and/or Suicide Prevention training, instructor, consultant, vendor, etc.

**Year One Budget Template EXAMPLE:**

<b>Budget Line</b>	<b>Anticipated Budget</b>
Administrative Support and Planning	\$10,000
Promotion of 988 and other mental health and wellness communications materials	\$500
Coverage/Staffing	\$15,000
Supplies	\$1,000
Training and Survey Completion Incentives	\$500
Travel Costs	\$300
Estimated Training Costs	\$2,700
<b>Total</b>	<b>\$30,000</b>

**Anticipated Outcomes:**

This funding is intended to achieve the following outcomes through improving organizational leadership with a systematic and strategic framework utilizing the CARES UP model.

By improving the knowledge, skills and resources for administration and leadership, the organizational health of the uniformed personnel departments will achieve the following:

- Identification of current needs and gaps to develop an awardee specific implementation plan to bolster mental health, wellness, and resiliency supports for uniformed personnel
- Increase leadership and staff awareness of the risks to mental health and wellness associated with workforce trauma exposure

- Increase uniformed personnel workforce comfort and willingness to support colleagues who appear to be in emotional distress
- Increase awareness of resources available to those seeking mental health supports
- Increase skills and protective factors to promote mental wellness, suicide prevention and resiliency
- Increase peer supports
- Decrease perceived shame and stigma often present within these professions

**\*\*\*Approved Resiliency Trainings\*\*\***

**Additional training funding will be provided to each grant awardee, allotted cost will be dependent on agency size.**

A Q&A informational webinar will be held on 10/3/23 from 11-12PM. Register using this [link](#) to attend.

Please send your [solicitation of interest application](#) to [caresup@omh.ny.gov](mailto:caresup@omh.ny.gov) by **11:59PM EST on 11/1/23**.

**Please note this is solely a Solicitation of Interest and does not guarantee an award or contract.**