



Office of Governor
TINA KOTEK

Behavioral Health Talent Council

Recruitment and Retention

Action Plan: Incentives 2



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- **Purpose:** Expand access to supervision and licensure support, create incentives for career advancement and integrate career pathway information into a workforce website.
- **Focus Area:**
 - Improve recruitment and retention of behavioral health providers in rural and underserved communities.
 - Reduce financial barriers for providers with families, particularly related to housing and childcare.
 - Support equitable access to behavioral health services across geographic and demographic lines.
- **Lead Agencies:**
 - OHA

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Key Strategies and Actions

Strategy	Action
Support childcare access for behavioral health workforce	Propose a statewide childcare subsidy or tax credit for providers with dependents in rural areas
Fund relocation and housing stipends	Develop a grant or stipend program for relocation and housing support for new hires in rural and remote areas
Align incentives with workforce shortage data	Use existing workforce shortage and unmet need data to prioritize funding

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Key Outcomes and Goals

Outcomes	Goals
Legislative concept and implementation plan	Increased recruitment and retention in rural communities
Program guidelines and Policy Option Package (POP)	Increased recruitment and retention in rural communities
Data driven funding decisions	Targeted grant making process to address inequities in workforce recruitment and retention across the state

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Equity Opportunities

- Expand access to behavioral health services in rural and frontier areas.
- Reduce disparities in provider availability for culturally and linguistically diverse populations in rural areas
- Ensure that financial supports are accessible to safety-net and community-based providers, not just private practices.
- Consider higher incentives or tax relief for rural and remote regions, Tribal communities, or areas with significant unmet behavioral health needs.

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Implementation Considerations

- **Anticipated Barriers**
 - **Cost**
 - **Legislative appropriations**
 - **Operational Complexity**
 - **Coordination**
- **Timeline**
 - **6 to 12 months for most deliverables**
 - **Ongoing evaluation and refinement is required**