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**TINA KOTEK**

# Behavioral Health Talent Council

*Education & Training*

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# Action Plan: Career Exploration & Professional Development



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- **Talent Assessment Recommendations: 2, 8C**
- **Purpose: Build a statewide equity-centered system for behavioral health career exploration and professional development.**
- **Focus Area:**
  - Launch early, accessible career exploration opportunities
  - Clarify certification and licensure pathways
  - Expand Continuing Education Unit-eligible professional development
  - Prioritize rural and culturally specific partner support
  - Establish continuous feedback loops
- **Lead Agencies:**
  - HECC, OHA, ODE

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## Key Strategies and Actions

Strategy	Action
Broaden Career Exploration	Statewide Career Connected Learning-aligned BH career days, job shadowing, and internship roadmap with safety/confidentiality guidance
Clarify Certification Pathways	Comprehensive guidance and integrated advising on BH certifications and licensure
Enhance Professional Development	Modular CEU-eligible training in evidence-based practice, digital skills, and self-care; rural mentorship programs
Support Rural & Community-Based Programs	Grants and technical assistance for culturally specific and rural agencies to expand BH learning opportunities
Continuous Feedback	Advisory Groups, surveys, and forums to refine pathways and training in collaboration with credentialing bodies

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## Outcomes and Goals

Outcomes	Goals
Equitable Career Access	Expand early and ongoing BH carer exploration from high school through advanced degrees
Clear Pathways	Streamline certification/licensure navigation for students, educators and employers
Workforce Readiness	Increase access to professional development in foundational and emerging BH skills
Rural & Cultural Inclusion	Strengthen participation of rural and culturally specific communities in BH fields
Responsive Systems	Foster statewide collaboration and feedback to ensure relevance and equity in all supports

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## Equity Opportunities

Equity Opportunity	Description
Culturally Responsive Learning	Embed inclusive, career-connected learning at every stage of the BH pipeline
Barrier Reduction	Clarify pathways and remove structural barriers for rural, BIPOC, immigrant, and first-gen students
Mentorship & Exposure	Expand access to mentorship and early exposure for underrepresented communities
Representation & Retention	Build a workforce that reflects Oregon’s diversity and improves access to culturally relevant care

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## Implementation Considerations

- **Barriers**

- Funding and resource constraints
- Data and technology constraints
- Digital equity/accessibility gaps

- **Timeline**

- 3 to 12 months for most deliverables
- Ongoing evaluation and refinement is required