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**TINA KOTEK**

# Behavioral Health Talent Council

*Education & Training*

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# Action Plan: Enhancing Partnerships & Collaboration



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- **Talent Assessment Recommendation(s): 2D, 7E**
- **Purpose: Strengthen partnerships across education, employers, and communities to expand behavioral health career access and alignment.**
- **Focus Areas:**
  - Pilot early career experiences
  - Expand paid internships and apprenticeships
  - Launch a statewide Behavioral Health Career Consortium
  - Advance Credit for Prior Learning (CPL) for peer and lived-experience professionals
- **Lead Agencies:**
  - HECC, OHA, Workforce Boards

# Action Plan: Enhancing Partnerships & Collaboration



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## Key Strategies and Actions

Strategy	Action
Pilot Early Career Experiences	Regional pilots offering job shadowing, mentorship, and wellness ambassador roles aligned with CTE and trauma-informed practices
Strengthen Employer-Education Partnerships	Standardized frameworks for paid internships, apprenticeships, and rural/tribal placements
Behavioral Health Career Consortium	Unified statewide brand, multilingual materials, and outreach events
Advance Credit for Prior Learning (CPL)	CPL pilots recognizing peer/lived-experience training for academic credit; tracked for equity outcomes

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## Key Outcomes and Goals

Outcomes	Goals
Broaden Partnerships	Strengthen collaboration among education, employers, and communities to expand high-quality training opportunities
Expand Access	Increase early career exposure and paid learning for BIPOC, rural, tribal, and underrepresented groups
Align Education & Practice	Ensure coursework and internships reflect real-world behavioral health needs and equity priorities
Sustained Collaboration	Align data sharing and evaluation to support long-term workforce strategies statewide

# Action Plan: Enhancing Partnerships & Collaboration



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## Equity Opportunities

Equity Opportunity	Description
Inclusive Pilot Design	Co-design pilots with BIPOC, tribal, rural, and lived-experience participants
Culturally Responsive Supervision	Embed trauma-informed, culturally relevant mentorship and supervision practices
Community Representation	Include peer and community voices in governance and program design
Shared Data & Access	Use cross-agency data tracking to monitor equity and improve access to career pathways

# Action Plan: Enhancing Partnerships & Collaboration



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## Implementation Considerations

### • Barriers

- Funding and staffing limitations
- Data system fragmentation
- Digital access gaps in rural and low-income communities
- Underrepresentation of BIPOC, multilingual, and lived-experience professionals in key roles

### • Timeline

- 3 to 9 months for most deliverables
- Ongoing evaluation and updates

# Action Plan: Community College Collaboration



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- **Talent Assessment Recommendation(s): 3C, 5Bi**
- **Purpose: Strengthen behavioral health pathways through Oregon's community colleges by improving access, transfer, and support for nontraditional and underrepresented students**
- **Focus Area:**
  - Analyze enrollment and transfer trends
  - Pilot inclusive on-ramps (dual credit, CTE, CPL)
  - Improve articulation and credit mobility
  - Expand local partnerships for mentorship and field placements
  - Establish equity-driven data tracking and accountability
- **Lead Agencies:**
  - HECC, OHA, ODE, Community colleges



# Action Plan: Community College Collaboration



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## Key Strategies and Actions

Strategy	Action
Analyze Enrollment Patterns	Statewide report on BH enrollment trends and equity gaps in community colleges
Pilot Inclusive On-Ramps	Dual credit, CTE, CPL, and peer/lived-experience entry pathways with co-designed curriculum
Strengthen Articulation & Credit Mobility	Updated articulation agreements, transfer maps, and advising tools
Expand Local Partnerships	Regional networks for mentorship, placements, and ESL/developmental education supports
Ensure Equity-Driven Accountability	Routine cross-agency reporting on enrollment, transfer, CPL use, and completion by equity group



# Action Plan: Community College Collaboration



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## Outcomes and Goals

Outcomes	Goals
Equitable Access	Increase entry and completion for BIPOC, rural, immigrant, and linguistically diverse students
Flexible On-Ramps	Expand culturally responsive dual credit, CTE, and CPL pathways
Credit Mobility	Improve transfer and CPL recognition between community colleges and universities
Regional Capacity	Build partnerships in rural and under-resources areas for mentorship and support
Continuous Improvement	Use shard data to evaluate and improve the BH education pipeline

# Action Plan: Community College Collaboration



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## Equity Opportunities

Equity Opportunities	Description
Community Engagement	Collaborate with culturally specific and peer-led organizations to co-design pathways
Flexible Entry Points	Recognize lived/work experiences through CPL and nontraditional routes
Targeted Investment	Direct resources to rural, BIPOC, immigrant, and multilingual learners
Inclusive Leadership	Elevate student and community voices in program design and governance
Representative Workforce	Build a BH workforce that reflects Oregon’s diverse communities

# Action Plan: Community College Collaboration



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## Implementation Considerations

- **Barriers**

- Funding and resource constraints
- Data and technology limitations
- Equity/accessibility gaps

- **Timeline**

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

# Action Plan: Expand Degree Pathways and Completion



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- Talent Assessment Recommendation(s): 3B, 5A, 5C
- Purpose: Expand and align behavioral health degree and credential pathways to improve completion, credit mobility, and equitable workforce entry
- Focus Area:
  - Strengthen articulation, transfer and Credit for Prior Learning (CPL) agreements
  - Pilot inclusive high school-to-career pathways
  - Expand multilingual resources and community-led advising
  - Support faculty and staff capacity for sustainable program growth
- Lead Agencies:
  - HECC, OHA, ODE

# Action Plan: Expand Degree Pathways and Completion



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## Key Strategies and Actions

Strategy	Action
Strengthen and Align Degree Pathways	Cross-agency review and gap analysis of BH pathways, including credit for prior learning (CPL)
Pilot Inclusive High School-to-Career Pathways	CTE and dual-credit pilots with mentorship and CPL integration
Promote Collaboration and Credit Mobility	Modernize articulation agreements and data-sharing protocols
Expand Equity-Focused Supports	Recruitment, scholarships, and mentoring for BIPOC, rural, and lived-experience students
Foster Accountability	Public dashboard tracking enrollment, completion, and CPL outcomes by equity factors

# Action Plan: Expand Degree Pathways and Completion



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## Outcomes and Goals

Outcomes	Goals
Inclusive Pathways	Help BIPOC, rural, and lived-experience learners complete degrees leading to meaningful BH careers
Credit Mobility	Streamline Credit for Prior Learning (CPL) and recognition of work/lived experiences across institutions
Cross-Sector Coordination	Align HECC, OHA, ODE, and workforce leaders to support pathway development
Seamless Transitions	Improve movement from high school to graduate study through stackable credentials and transfer agreements
Equity-Driven Accountability	Use data to track progress and ensure the workforce reflects Oregon's communities

# Action Plan: Expand Degree Pathways and Completion



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## Equity Opportunities

Equity Opportunities	Description
Inclusive Co-Design	Engage peer, lived-experience, and culturally specific communities in pathway development
Flexible Entry Points	Recognize work and lived experience through Credit for Prior Learning (CPL) and nontraditional pathways
Improving Advising	Expand multilingual, community-led navigation tools and supports
Representative Workforce	Build a BH workforce that reflects Oregon's racial, cultural, and geographic diversity
Culturally Relevant Care	Strengthen access to care through equity-informed education and training systems



# Action Plan: Expand Degree Pathways and Completion



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## Implementation Considerations

- **Barriers**

- Funding and resource constraints
- Data and technology limitations
- Equity/accessibility gaps

- **Timeline**

- 3 to 9 months for most deliverables
- Ongoing evaluation and refinement is required