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Behavioral Health Talent Council

Education & Training

Action Plan: Developing Clear Pathways



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- Talent Assessment Recommendation(s): 1, 2C, 3B(i), 4B, 5
- Purpose: Align and strengthen behavioral health education pathways from high school through postsecondary education to employment
- Focus Area:
 - Curriculum development
 - Transfer and articulation agreements
 - Career pathway resources
 - Equity and access
- Lead Agencies:
 - HECC, OHA, ODE, Oregon Transfer Council

Action Plan: Developing Clear Pathways



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Key Strategies and Actions

Strategy	Action
Strengthen and Align BH Education Pathways	Cross-agency review and alignment of academic pathways
Develop and Pilot High School BH Curriculum	Pilot inclusive BH curriculum with mentorship in urban and rural districts
Improve Transfer Pathways and Credit Mobility	Update AAPT/ASOT maps for psychology/social work; pilot transfer pathways
Expand Accessible Career Pathway Information	Create multilingual, no-cost BH Career Pathway Guide and Resource Hub

Action Plan: Developing Clear Pathways



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Key Outcomes and Goals

Outcomes	Goals
Broaden Participation	Increase enrollment and completion for BIPOC, rural, and underserved students
Improve Alignment	Streamline transitions between high school, community college, and university
Enhance Access	Provide clear, culturally responsive career guidance and resources
Strengthen Collaboration	Foster cross-agency partnerships for continuous improvement and equity monitoring

Action Plan: Developing Clear Pathways



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Equity Opportunities

Inclusive Curriculum Design	Co-created with diverse voices and lived experience
Multilingual and Culturally Responsive Tools	Accessible to all students, advisors, and jobseekers
Focus on Underserved Communities	Targeted support for BIPOC, rural, and first-generation students

Action Plan: Developing Clear Pathways



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Implementation Considerations

• Barriers

- Funding and staffing limitations
- Data integration and tracking challenges
- Inconsistent standards across institutions
- Digital equity/accessibility gaps

• Timeline

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

Action Plan: Transparency About Licensure Requirements



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- **Talent Assessment Recommendation(s): 4E**
- **Purpose: Increase transparency and accessibility of licensure requirements for behavioral health careers in Oregon**
- **Focus Area:**
 - Develop multilingual, culturally responsive licensure toolkits
 - Launch a centralized Behavioral Health Resource Hub
 - Establish a cross-agency workgroup for continuous improvement
 - Pilot mentorship/navigation programs for underrepresented groups
- **Lead Agencies:**
 - OHA, HECC, Licensing Boards

Action Plan: Transparency About Licensure Requirements



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Key Strategies and Actions

Strategy	Action
Develop and Launch Licensure Toolkit	Multilingual, plain-language toolkit outlining licensure steps, costs, and supervision
Establish Licensure Information Portal	Centralized, mobile-friendly website with licensure FAQ's and updates
Build Cross-Agency Licensure Transparency Workgroup	Regular meetings to align communication and integrate licensure guidance into advising
Develop Mentorship and Navigation Pilots	Peer navigation programs for BIPOC, rural, and multilingual candidates

Action Plan: Transparency About Licensure Requirements



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Key Outcomes and Goals

Outcomes	Goals
Increase Transparency and Access	Clear, accessible information on licensure timelines, costs, and supervision
Expand Equitable Participation	Reduce barriers for BIPOC, rural, multilingual, LGBTQ+, and lived-experience candidates
Strengthen Collaboration	Strengthen coordination among OHA, HECC, licensing boards, and education partners
Accountability	Track licensure progress and ensure equitable outcomes

Action Plan: Transparency About Licensure Requirements



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Equity Opportunities

Inclusive Design	Co-created resources with culturally specific organizations and community voices
Multilingual Access	Materials translated into top non-English languages in Oregon
Targeted Support	Mentorship and navigation pilots tailored to underserved populations
Trust Building	Transparent, community-informed systems that reduce structural barriers

Action Plan: Transparency About Licensure Requirements



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Implementation Considerations

- **Barriers**

- Funding and staffing limitations
- Data system misalignment
- Underrepresentation in design and review process
- Digital access gaps in rural/low-bandwidth areas

- **Timeline**

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

Action Plan: Improving Communication & Transparency



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- **Talend Assessment Recommendation(s): 2A, 2B, 4, 4A**
- **Purpose: Improve communication and transparency about behavioral health careers through consistent messaging, accessible resources, and inclusive outreach**
- **Focus Areas:**
 - Statewide multilingual marketing campaign
 - Career guidance toolkit for advisors and educators
 - Clear, unified definition of behavioral health
 - Public Behavioral Health Resource Hub
- **Lead Agencies:**
 - HECC, OHA, Workforce Boards, Licensing Boards

Action Plan: Improving Communication & Transparency



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Key Strategies and Actions

Strategy	Action
Develop and Launch Statewide Marketing Campaign	Multilingual, culturally responsive outreach materials defining BH and career paths
Establish and Disseminate Career Guidance Toolkit	Best practices, skill assessments, mentoring templates, and interview guides
Create and Standardize Clear BH Language	Standardized, plain-language definitions vetted by partners and lived-experience reviewers
Develop and Launch BH Resource Hub	Centralized, multilingual online portal with marketing, guidance, and communication tools

Action Plan: Improving Communication & Transparency



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Key Outcomes and Goals

Outcomes	Goals
Public Awareness of Behavioral Health	Increase understanding of what behavioral health is and the career opportunities it offers
Expand Equitable Access	Provide culturally relevant, multilingual resources for BIPOC, rural LGBTQ+, and multilingual communities
Strengthen Cross-Agency Collaboration and Engagement	Strengthen cross-agency and community partnerships for co-design and continuous improvement
Transparency	Ensure consistent, plain-language communication across all platforms and audiences

Action Plan: Improving Communication & Transparency



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Equity Opportunities

Inclusive Messaging	Co-designed with diverse communities to reflect lived experiences and cultural contexts
Multilingual Access	Materials available in multiple languages to reach non-English speakers
Digital Equity	Mobile-friendly, ADA-compliant tools to support users with varying levels of connectivity and literacy
Community Engagement	Ongoing feedback loops through focus groups and user testing to refine tools and messaging

Action Plan: Improving Communication & Transparency



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Implementation Considerations

• Barriers

- Funding and staffing limitations
- Data system fragmentation
- Digital access gaps in rural and low-income communities
- Risk of underrepresentation in early design phases

• Timeline

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