




Behavioral Health Talent Council

Oregon Behavioral Health Talent Assessment

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Higher Education Coordinating Commission**

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The HECC's Vision and Scope – *Advancing Equitable Access to Postsecondary Education for Oregonians*



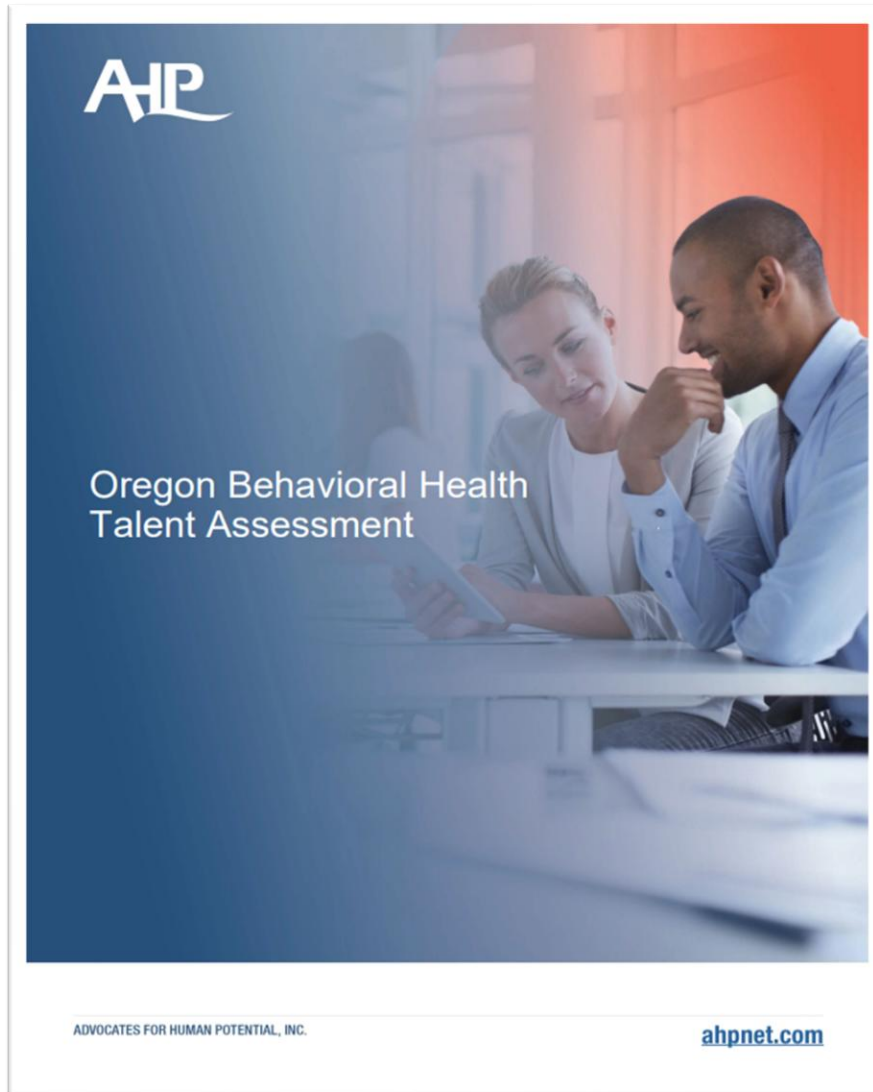
“The Oregon Higher Education Coordinating Commission (HECC) envisions a future where all people benefit from the economic, civic, and cultural impact of high-quality postsecondary education, training, and workforce development.”

The HECC supports state goals for postsecondary education and training through a wide range of policy and funding strategies.

We also directly serve Oregonians by awarding grant and scholarship aid to students and connecting Oregonians with workforce and training resources.

Learn more about the HECC: www.oregon.gov/highered.aspx

Oregon Behavioral Health (BH) Talent Assessment *(January 2025)*



Objective

Understand BH workforce needs in order to:

- inform program options that prioritize critical-shortage occupations,
- grow and diversify the supply and distribution of the behavioral health workforce.

Scope

Identify pathways to BH careers; evaluate barriers and opportunities for recruiting, training, and retaining a diverse BH workforce; project future education, training, and workforce demands.

Research Questions

- How can Oregon best offer a range of equitable opportunities, access, and support to learners pursuing a career in BH?
- How can Oregon improve ROI for employers, practitioners, and the communities they serve?

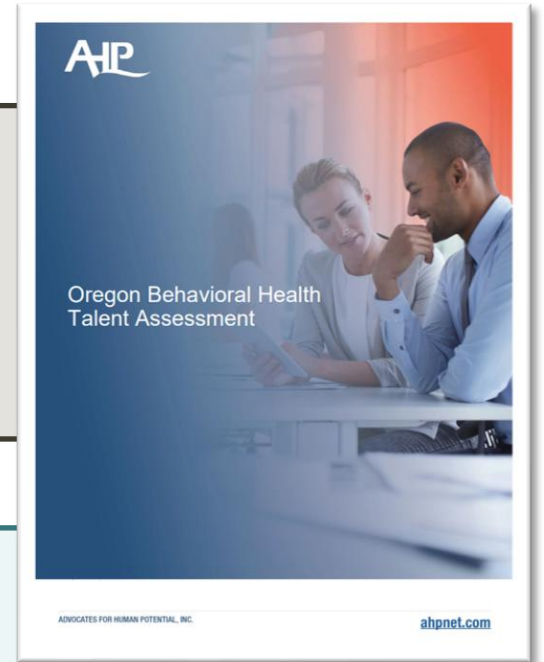
Oregon Behavioral Health (BH) Talent Assessment – *Process*

Advocates for Human Potential:

- Completed a review of existing reports on Oregon's BH workforce
- Convened steering committee
- Conducted focus groups, interviews, surveys

Talent Assessment:

- Analyzes current talent development strategies, and supply and demand
- Provides a skills inventory and maps current career pathways in Oregon
- Includes inventory of postsecondary BH education and training programs
- Makes recommendations for research, education programs, workforce development



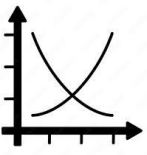
Oregon Behavioral Health (BH) Talent Assessment – *Integrating Workforce Supply and Demand Data*

Integrate workforce supply...

- Describe the current behavioral health workforce in Oregon
- Identify gaps in the behavioral health workforce
- Assess current enrollment in and completion of postsecondary degree and credential pathways

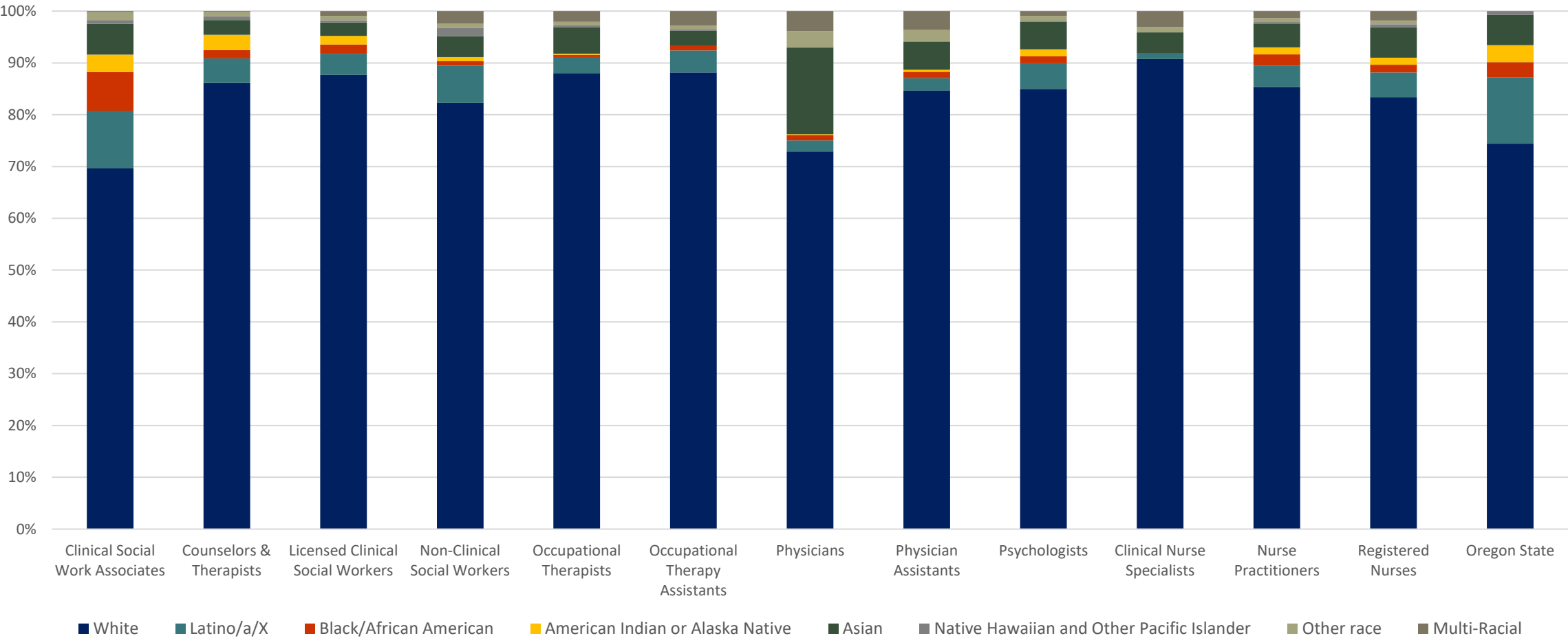
...and demand data

- Assess workforce demand, critical shortages, future needs, and labor market outcomes
- Conduct primary research and predictive analytics to identify existing trends, contributing factors, and economic implications



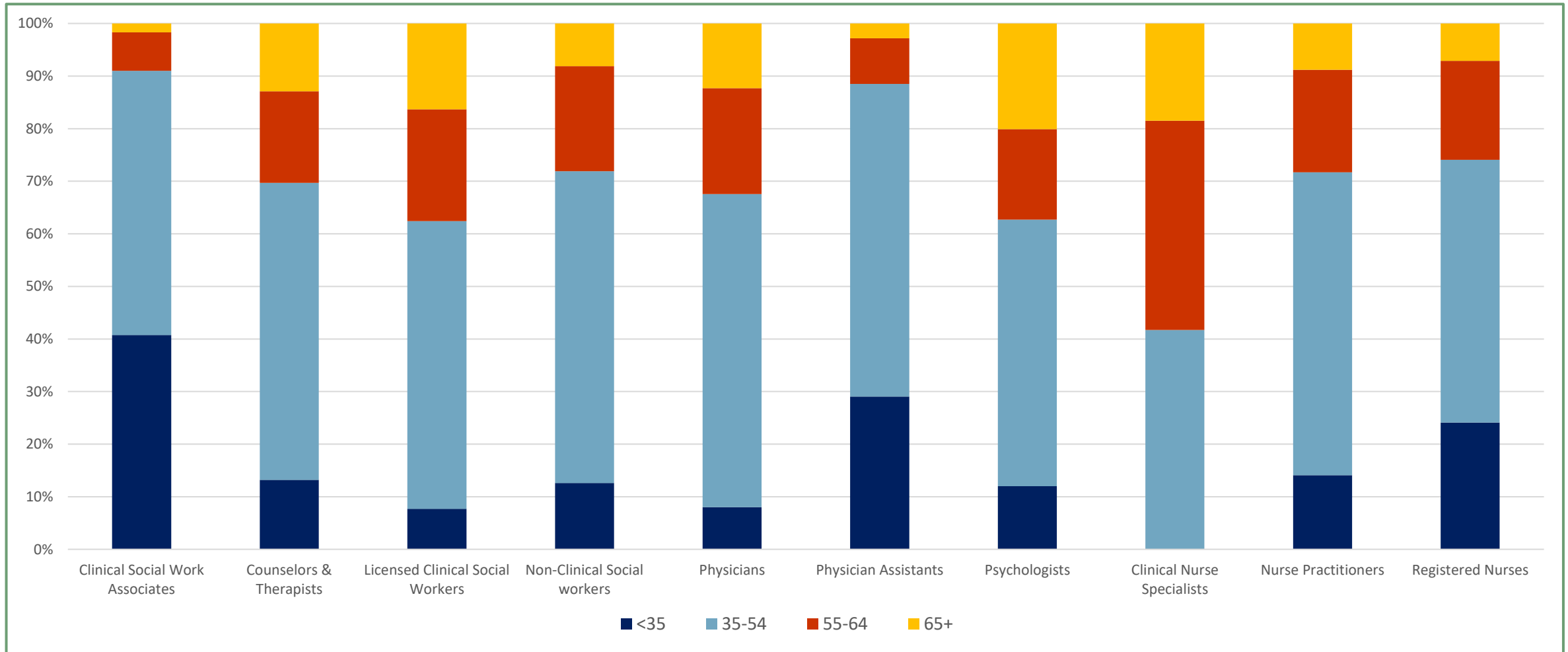
To inform policy and investment priorities to ensure Oregon is producing a behavioral health workforce that meets service demand, addressing gaps in the supply and distribution of the workforce.

Race and Ethnicity of Practicing BH Workforce in Oregon, 2022



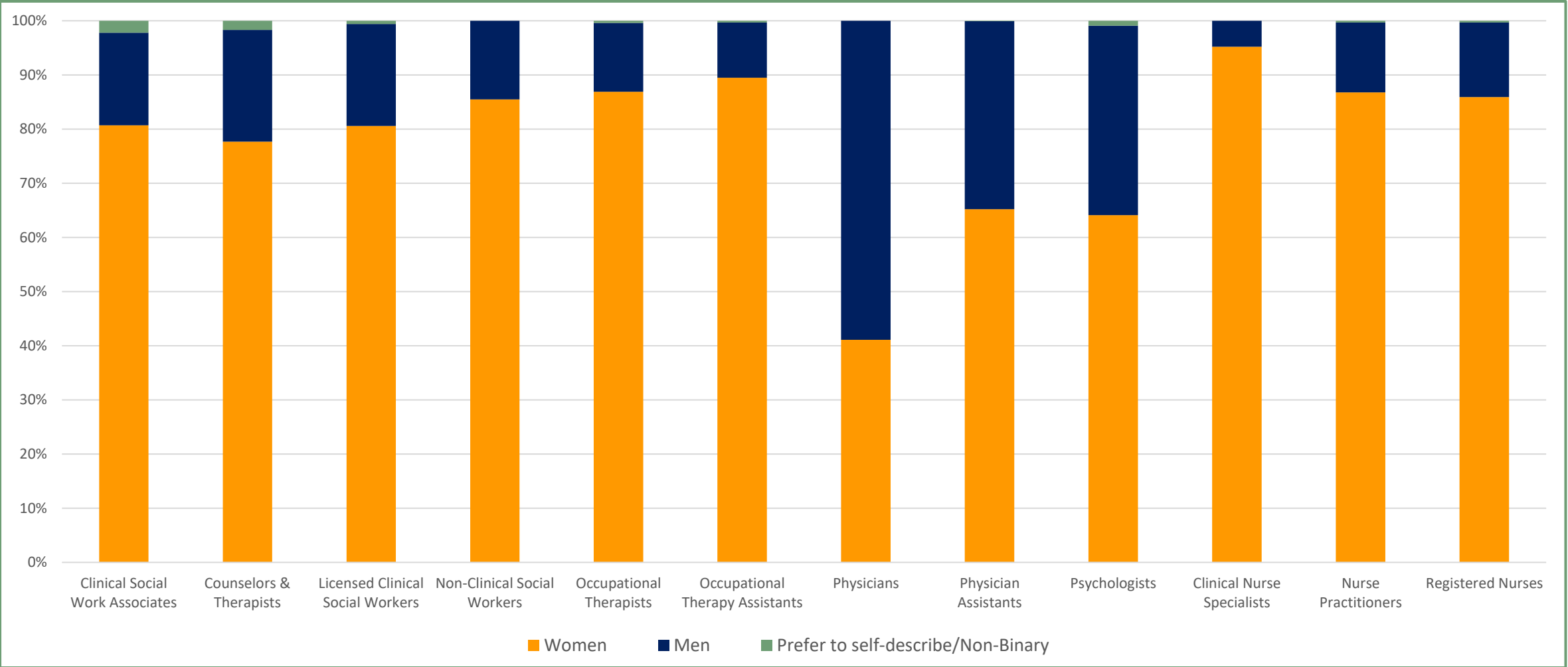
Source: Oregon Health Authority (2023, April). *What's the health workforce supply in Oregon?* (Version 2022.1) [Workbook]. Health Care Workforce Reporting Program.

Ages of Practicing BH Workforce in Oregon, 2022



Source: Oregon Health Authority (2023, April). *What's the health workforce supply in Oregon?* (Version 2022.1) [Workbook]. Health Care Workforce Reporting Program.

Gender of Practicing BH Workforce in Oregon, 2022



Source: Oregon Health Authority (2023, April). *What's the health workforce supply in Oregon?* (Version 2022.1) [Workbook]. Health Care Workforce Reporting Program.

BH Workforce Supply – *Postsecondary Education Enrollment and Completion in Oregon*

Number of Students Whose First Declared Major is BH and Who Enrolled in at Least One BH Course

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	% change: 2014-15 to 2018-19	% change: 2021-22 to 2023-24	% change: 2014-15 to 2023-24
Community Colleges													
Grand Total	801	579	473	389	341	338	332	335	373	522	-57%	56%	-35%
Public Universities													
Grand Total	9,727	9,888	10,007	9,662	10,211	10,214	10,280	11,356	11,354	11,865	5%	4%	22%

Number of Students Who Earned a BH Credential by Institution

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	% change: 2014-15 to 2018-19	% change: 2021-22 to 2023-24	% change: 2014-15 to 2023-24
Community Colleges													
Grand Total	227	213	142	215	181	115	136	168	147	118	-20%	-30%	-48%
Public Universities													
Grand Total	2,536	2,432	2,523	2,543	2,484	2,600	2,476	2,553	2,534	2,662	-2%	4%	5%

See pages 36-38 of the Oregon Behavioral Health Talent Assessment for full tables and more information.

Workforce Supply and Demand for Selected BH Occupations

Occupation	Estimated Supply 2024	Estimated Supply Growth	Projected Supply 2034	Estimated Demand 2024	Estimated Demand Growth	Projected Demand 2034	Projected Supply (minus) Demand 2034
Addiction Counselors	2220	-80	2140	2160	770	2930	-790
Adult Psychiatrists	520	-30	490	690	230	920	-430
Child & Adolescent Psychiatry	140	30	170	160	30	190	-20
Child, Family, and School Social Workers	1520	-260	1260	1820	580	2400	-1140
Health Care Social Workers	1040	1050	2090	1100	490	1590	500
Mental Health Counselors	1330	100	1430	1680	590	2270	-840
Occupational Therapists	1380	380	1760	1810	170	1980	-220
Occupational Therapy Assistants	310	100	410	580	60	640	-230
Psychiatric Nurse Practitioners	410	240	650	260	90	350	300
Psychiatric Physician Assistants	30	50	80	50	10	60	20
Psychologists	2100	780	2880	1470	420	1890	990
School Counselors	1970	1070	3040	1690	390	2080	960

*Supply and demand data were not available for community health workers, marriage and family therapists, mental health and substance abuse social workers, occupational therapy aides, psychiatric aides, or psychiatric technicians.

Workforce Shortages – A Multifaceted “Puzzle” of Interrelated and Complex Challenges



- ✱ Wages
- ✱ Cost of education
- ✱ Clinical supervision capacity
- ✱ Burnout and retention
 - ✱ Workplace dynamics
 - ✱ Limited advancement opportunities
 - ✱ Increasing shift to private practice
- ✱ Structural, social, and systemic challenges



Interrelated and Complex Challenges – *Highlights from the Talent Assessment Key Findings*

Graduation Rates

- There are effective and affordable pathways in Oregon from community colleges, to bachelor's programs, to the workforce.
- BH majors in Oregon are less likely to graduate compared to the national average.

Worker Burnout and Retention

- 61% of 30- to 39-year-olds surveyed intend to leave their job in the next month, followed by 44% of 18- to 29-year-olds.

Entering and Leaving the Workforce

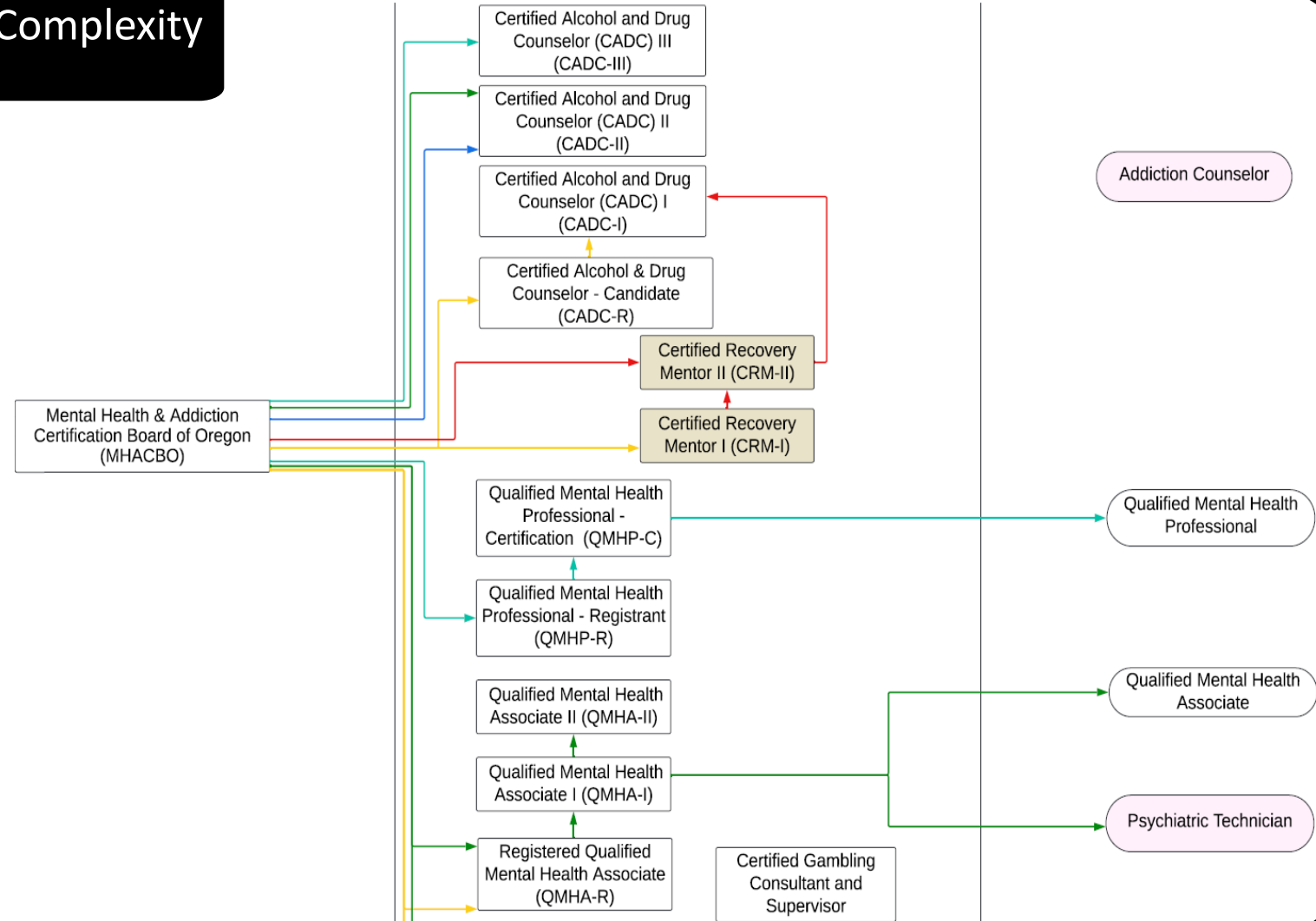
- Individuals with a family member or key family friend working in BH were 12 times more likely to enter the BH profession.
- Individuals are choosing BH pathways later in college.
- Individuals who wait to year 5 or later to choose their bachelor's major are 15 times more likely to indicate their intent to leave the BH workforce.



Interrelated and Complex Challenges – Highlights from the Talent Assessment Key Findings

Licensing and Training Complexity

- Doctoral degree
- Master's degree
- Bachelor's degree
- Associate degree
- High school or GED
- No required degree
- peer role
- apprenticeship
- Occupations with varying career paths



Behavioral Health Talent Assessment – *Key Recommendations*

Increase equitable access and financial supports for education

- Expand support for rural and frontier students, and culturally and linguistically diverse groups.

Improve learner recruitment and retention

- Expand collaborations with employers to create a more streamlined career pathway and support structure for individuals entering the field.

Improve worker retention and advancement

- Develop roles that are supported for advancement potential, while staying within the defined scope of care.

Conduct further research

- Research discrepancies between those completing education inside and outside Oregon; how behavioral health majors are chosen; and what's driving burnout and turnover.

Interconnected Education and Career Pathways



Contact



Questions?

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Visit the HECC's Legislative and Policy Reports webpage at oregon.gov/highered/strategy-research/pages/reports.aspx to view the [Oregon Behavioral Health Talent Assessment](#) and the [Oregon Behavioral Health Career Pathways map](#).