



DIRECTOR'S OFFICE
Office of Equity and Inclusion

Kate Brown, Governor

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Authority

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Memorandum

To: Traditional Health Worker Rules update Impacting THW Doulas workforce and Doula Training Programs

From: Abdiasis Mohamed, Traditional Health Worker Program Manager

Date: November 1st, 2022

Subject: Updates to Rule Changes to Traditional Health Workers Doula workforce and Doula Training Organizations in Oregon.

The Oregon Health Authority (OHA)'s Office of Equity and Inclusion is always working to ensure members of the Oregon Health Plan continue access to Traditional Health Worker services. Providing accessible Doula workforce and training to Traditional Health Workers is necessary and critical to Oregonians. This strategy continues to aid the expansion of THW Workforce to be available to the most vulnerable population.

As of April 22nd, 2022, after several THW stakeholder's engagement, OHA has made several Oregon Administrative Rule changes for Traditional Health Workers which impacts how Doulas in Oregon were previously certified in the state of Oregon.

This memo addresses to clarify how Doula workforce and Training Organizations for Doulas in Oregon will be required to adhere to the THW OAR.

- All doula workforce trained prior to three (3) years of the effective date of October 1st, 2022, will be required to meet the Legacy clause of the OAR [410-180-0325](#)
 - (3) Individuals seeking THW certification and registry enrollment as a Legacy Clause for community health worker, peer wellness specialist, personal health navigator, peer support specialist, or birth doula shall:
 - (a) Be at least 18 years of age.
 - (b) Not be listed on the Medicaid provider exclusion list;
 - (c) Pass a background check as described in OAR 410-180-0326.
 - (d) Submit to the Authority all required documentation and a completed application on an Authority prescribed form by June 30, 2025 including:

- (A) A minimum of one letter of recommendation from any previous employer for whom THW services were provided between January 1, 2008, and June 30, 2025; and
- (D) Verifiable evidence of attending 10 births and providing 500 hours of community work supporting birthing persons and families in the capacity of a birth doula.
- Any doula applicant trained within the past three (3) years ***before*** the effective date of the OAR 410-180 changes, or October 1st, 2022, may apply for doula certification on the condition that they meet all training requirements outlined in the OARs. OHA will accept a certificate of course completion issued to applicants from any doula training organizations as specified in the timeframe mentioned above.
- As of October 1, 2022, in order to be recognized as an approved doula training program by OHA, a doula organization must submit a birth doula training curriculum and be approved in order to provide birth doula trainings in the state of Oregon.
- New applicants seeking entry in the THW registry who apply using a foundational doula training from a non-approved doula organization (i.e., not OHA-approved) taken ***after*** October 1, 2022, will have their application denied.
 - **Birth Doula Certification Curriculum Standards:**
<https://secure.sos.state.or.us/oard/viewSingleRule.action?ruleVrsnRsn=288137>
 - **Current list of OHA-approved doula trainings**
<https://www.oregon.gov/oha/OEI/Pages/THW-Training-Programs.aspx>

All OHA approved birth doula foundational training and approved continuous education units (CEU) curriculum materials can be taken in-person or online utilizing live, virtual in real-time sessions. Applicants cannot take online modules to meet this requirement. Training organizations must ensure trainees meet the knowledge acquisition that is provided through a virtual platform. In addition, all training competencies that require the acquisition of skills and aptitudes must be incorporated and assessed throughout the virtual platforms used by the training organization.

As per OAR 410-180-0350, We require training organizations to ensure their curriculum:

- (a) Include any combination of written, oral, or practical cognitive examinations to evaluate and document the acquisition of knowledge and mastery of skills required by the curriculum designed to instruct in the THW competencies.
- (b) Demonstrate the inclusion of a method or process for individuals trained by the program to evaluate and give feedback on the training experience.
- (c) Ensure that all provisions that require the acquisition of skills and attitudes for

trainees must be incorporated and assessed through the Virtual platforms used by the training organization.

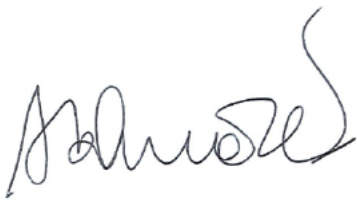
(d) Ensure that the knowledge, Skills and Attitudes are fully gained through the training before attesting to completion.

(e) Complete the Virtual Training Request Intake form and submit to Oregon Health Authority's Office of Equity and Inclusion through email at THW.program@dhsoha.Oregon.gov.

Finally, OHA encourages all Doula training organizations to use their best judgement in delivering trainings to the Traditional Health Worker Doula workforce around the state.

This memo will be effective beginning from November 1st, 2022, until further guidance is provided by the Oregon Health Authority.

If you have questions about OHA's Approved Training Programs Online delivery Memo, please contact Traditional Health Worker Program thw.program@dhsoha.oregon.gov

A handwritten signature in black ink, appearing to read 'Abdiasis Mohamed', with a large, sweeping flourish at the end.

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