
Behavioral Health Workforce Initiative

Presentation to the OHPB Health Care Workforce Committee

November 3, 2021



Behavioral Health Workforce Initiative (BHWi) Funding

- , The Oregon Legislature passed **House Bill 2949** in June 2021 that supports:
- **\$60 million to develop a diverse behavioral health workforce** in licensed and non-licensed occupations through scholarships, loan repayment, and retention activities
 - **\$20 million for a grant program to licensed behavioral health providers to provide supervised clinical experience** to associates or other individuals so they may obtain a license to practice

BHWi Goals

- Increase the behavioral health system's **capacity** to provide **culturally responsive care** that is deeply embedded in equity-centered cultural responsiveness, de-stigmatization of services, promotion of restorative healing and **community empowerment**
- Develop and invest in **culturally specific workforce and increase access to culturally responsive services** and interventions
- Engage **communities** in **shared decision-making** to build structures/processes/resources/supports for increasing recruitment and retention of a **culturally specific behavioral health workforce**

Major Milestones

- **Now:** Recruitment underway for a new unit with a program manager and Community Leadership Council (composed of a diverse group of behavioral health consumers, providers, and workforce and education representatives)
- **Next:** First round of grantmaking; rulemaking and RFP development with Community Leadership Council; additional rounds of incentives and grants
- **Ongoing:** This work will be community owned; the Community Leadership Council will direct the work. Marketing and communication to potential program participants will be **Simple, Responsive, and Meaningful.**

Community Led and Community Owned

- **Define the goals** of BHWi
- **Envision the ideal experience** in communities experiencing the gaps and inadequacies of the current BH workforce
- **Define the incentives and programs** of BHWi to achieve its goals
- Determine the **eligibility** of BHWi's programs and the **process and criteria for selecting awardees**
- **Oversee and guide** OHA's administration of BHWi programs



OHA Supported

- Focus efforts on **ending health inequities**
- Support the goal of **transforming** the BH workforce
- **Provide information and resources** to the council to ensure equitable participation
- **Break down institutional barriers** to ensure success
- Lead with **creativity and innovation**
- **Protect council autonomy** and **provide space** to fulfill goals
- Ensure **integration** with other behavioral health and workforce initiatives at OHA
- **Implement programs** as designed by the council



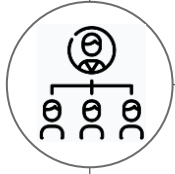
OHA Roles



Support the Council



Implement Workforce Incentives



Implement Clinical Supervision



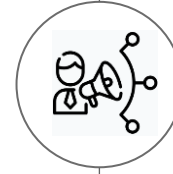
Manage Contracts



Provide Workforce Expertise



Implement Pipeline



Coordinate with OHPB



Provide Analytics

Contact Information

Leticia Sainz, Adult Mental Health and Addictions Director, Health Systems Division

Leticia.Sainz@dhsoha.state.or.us

Neelam Gupta, Director of Clinical Supports, Integration, and Workforce Unit, Health Policy and Analytics Division

Neelam.Gupta@dhsoha.state.or.us