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# Behavioral Health Workforce Initiative Presentation for Social Emotional Health Metric Learning Collaborative

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# Behavioral Health Workforce Initiative (BHWi)

The Oregon Legislature passed [House Bill 2949](#) in June 2021, creating an initiative that increases recruitment and retention of behavioral health providers who are people of color, tribal community members, or residents of rural areas in this state; providing culturally-responsive care for diverse communities.

- **\$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 (e.g. Licensed Professional Counselor, Licensed Clinical Social Worker) or certification (e.g. Certified Alcohol and Drug Counselor) to practice.
- **\$60 million to develop a diverse behavioral health workforce** in licensed and non-licensed occupations through workforce incentives (e.g. scholarships, loan repayment).

# 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.

# Incentives Under HB 2949/4071

- A) Scholarships for undergraduate and graduate students going into the behavioral health field;
- (B) Loan forgiveness and repayment incentives for qualified behavioral health care providers;
- (C) Housing assistance;
- (D) Sign-on bonuses;
- (E) Part-time and flex time opportunities;
- (F) Retention bonuses;
- (G) Professional development;
- (H) Tax subsidies
- Child care subsidies;
- (J) Subsidized dual certification with a specific focus on rural and vulnerable populations and pay equity;
- (K) Tuition assistance;
- (L) Bonuses and stipends for supervisors of interns;
- (M) Licensing examination preparation;
- (N) Stipends for students enrolled in graduate behavioral health programs; or
- (O) Other programs and incentives.

# Incentives that have gone live:

- Clinical Supervision Round 1 and 2
- Oregon Behavioral Health Loan Repayment (four cycles)
- Scholarships (SHOI-like)
- Sign-on, Retention and Housing Bonuses
- Peer workforce incentives (bonuses, training and professional development and scholarships)

# Incentives that have gone live:

- Professional development through MHACBO
  - Assistance for recertification of all new registrants and renewals
  - Licensing and examination preparation
- Association of Social Work Bords Licensing Exams
- Community Mental Health Program Funding focusing on incentives and clinical supervision, respectively.
- Tribal set asides for incentives

# Incentives currently being developed

- Tuition Assistance for graduate-level behavioral health students
- Stipends for graduate-level behavioral health students
- Clinical Supervision Round 3

# Uplifting Community Voices Through Action

- To name a few:
  - Community Leadership Council
  - Culturally Specific Provider Meetings
  - Healthcare Workforce Committee Meetings
  - Health related councils and workgroups
  - Internal staff workgroups



# Empowering Community Voice Through Information

- To sign up for updates on the Oregon Administrative Rules: <https://public.govdelivery.com/accounts/ORSOS/subscriber/new>
- For more information about BHWi incentives: <https://www.oregon.gov/oha/HSD/AMH/Pages/Workforce-Initiative.aspx>
- For questions related to specific incentives: [BH.Workforceinitiative@odhsoha.oregon.gov](mailto:BH.Workforceinitiative@odhsoha.oregon.gov)

# Feedback and Questions Welcomed