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# UnitedWeHeal Behavioral Health Training Fund

AFSCME 75

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## THE PROBLEM

- **Employees are passionate about their work**, but have little opportunity to move up in wages or responsibilities.
- **Employers struggle to hire and retain a skilled, experienced workforce**. High turnover leads to wasted resources on hiring and training and lost revenue on billing.
- **Clients suffer when staff struggle**. Oregon has some of the worst rates in the country for mental health outcomes and client satisfaction.

## THE VISION

A jointly managed training fund, that results from strong partnerships between AFSCME, behavioral health and treatment industry employers, and local workforce development partners through a training program. Meaningful access to industry-recognized skills for professionals from entry level positions up through Master's level licensure and beyond. Increased wages, professionalization, and standardization, and reduced turnover and expenses across the field.

*The UnitedWeHeal Training Fund will provide employers with better trained workers and reduced turnover, workers with increased skills and opportunities, and clients with the care they deserve.*

## THE FUND

A Multi-Employer Trust Fund, managed by a board of trustees with equal employer and union representation. The board will determine trust agreements, including operations of the fund and management of resources, and oversee management of funds from employer contributions, AFSCME, and available grants.

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### **The fund will offer:**

1. industry-specific skills training that is responsive to worker needs and standardized across employers
2. support and funding for GED and ESOL classes
3. scholarships and tuition reimbursement for accredited higher education programs, up through relevant Master's degrees
4. funding for supervision and CEUs towards behavioral health licensure
5. a pathway for registered apprenticeships to fill the gaps between entry level roles and those requiring advanced degrees and licensure

*AFSCME and our partners are excited to continue growing this fund, and offering more support to behavioral health employees throughout the industry. We are excited to lift up the workers, particularly those marginalized populations that are disproportionately represented in the behavioral health workforce.*

*We look forward to contributing to a behavioral health industry where providers and consumers can invest together in healing and wellness.*