



UNITED WE HEAL

Career Pathways



Federal Medicaid Funding to Support Training for Behavioral Health

September 24, 2024

LMTTs Build a Diverse Workforce

Labor-Management Training Trusts (LMTT) have a proven track record of:

- Growing a culturally responsive workforce
- Receiving federal Medicaid matching funds

LMTTs are partnerships between labor and employers with 50/50 decision making that centers workforce needs.

- By directly partnering with employers, LMTTs train workers for jobs that employers need and ensure workers have a quality job upon completing the program.
- Workers' voices ensure wraparound services are tailored to their needs.

LMTTs like United We Heal (UWH) use an “earn while you learn” model and offer wrap around supports (e.g., childcare, transportation), fostering a workforce that reflects the Medicaid population to enter and/or upskill in behavioral health.

- 73% of UWH participants had only GED/high school diploma
- Almost half are people of color
- Over a quarter have a disability
- Many have lived experiences

United We Heal Supplemental Payment Program

\$4.7M appropriated to provide supplemental Medicaid reimbursement to behavioral health providers who recruit, train, and upskill behavioral health workers via LMTTs – resulting in at least \$11.5M in total funding

The legislature created the 12/1/24 deadline to ensure that funding would be available to begin additional apprenticeships in the 25/26 academic year

There has been significant demand and interest in UWH's training programs at all entry points.

- Oregon's initial \$4.7 M investment will leverage federal Medicaid funds to support 400 workers in 4 pathway programs (pre-apprentice, CADC, QMHA, and QMHP) through June 2028

UWH has the capacity and interest to train an additional 400 workers in six pathway programs (adding peer support and CADC II) if the E-Board appropriated an additional \$1.6M in December

If the E-Board appropriated an additional \$1.6M in December UWH could train an additional 398 workers (100 pre-apprentices, 252 peer support specialists, 16 CADC II, 20 CADCs, and 10 QMHAs)

- When matched with federal Medicaid funds, \$6.3M in state investment (\$4.7M original + \$1.6M additional) would yield \$15.4M of total funding

UWH Training Proposal

	Jul - Dec 21 Jan - Jun 22	Jul - Dec 22 Jan - Jun 23	Jul - Dec 23 Jan - Jun 24	Jul - Dec 24 Jan - Jun 25	Jul - Dec 25 Jan - Jun 26	Jul - Dec 26 Jan - Jun 27	July - Dec 27 Jan - June 28	
Pre-apprenticeships			50-100 students	50-100 students	50-100 students			
					100 students	100 students	100 students	
Peer Support*					36 student s	48 student s	36 student s	48 student s
CADC		30 CADC	30 CADC	30 CADC	30 CADC	35 CADC	35 CADC	
CADC II*					18 CADC II			
QMHA	20 QMHA	40 QMHA	50 QMHA	50 QMHA	40 QMHA*	20 QMHA	20 QMHA	
QMHP				9 QMHPs in 2 year program				
					37 QMHPs in 2 year program			
						37 QMHPs in 2 year program		
Employer Spending	\$800k QMHA wages	\$2.9M QMHA & CADC wages	\$3.2M QMHA & CADC wages	\$3.2M QMHA, CADC, QMHP wages	\$2.4M QMHA & CADC wages	\$3.9M QMHA, CADC, QMHP wages	\$3.9 M QMHA, CADC, QMHP wages	

Assumptions

1. First dollars paid to UWH in winter 2024/2025
2. Next budget ask summer 2026
3. Next dollars appropriated by June 2027
4. Next Medicaid payments in spring 2028

Blue programs already exist and funded

Green - planned use for \$11.5M in new funding

Orange - additional demand UWH is able to meet