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# Behavioral Health Workforce Investments Update (HB 2949)

Joint Ways & Means Human Services Subcommittee

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David Baden, OHA Chief Financial Officer



# HB 2949 (2021): Behavioral Health Workforce

Allocated \$80M in federal American Rescue Plan Act funding to provide incentives to increase the recruitment and retention of providers in the Behavioral Health Workforce with a focus on equity

- \$20M for clinical supervision
- \$60M for an array of workforce incentives such as:
  - Loan Repayment
  - Tuition Assistance
  - Professional Development
  - Peer Support Service
  - Other Incentives

# Clinical Supervision Grants

\$20M to contribute to much needed clinical supervision activities

- \$3.7M has been sent to Community Mental Health Programs (CMHPs) and behavioral health organizations
- \$15.6M will be obligated to CMHPs, behavioral health organizations, and Tribes by January 2023

Goals are to:

- Help organizations secure clinical supervisors
- Help staff get the supervision they need for certification or licensure

Current status:

- Working to adjust rules to allow other disciplines access to these funds and reducing administrative burdens to get the final funds out the door

# Workforce Incentives: Loan Repayment

## \$15.5M in Loan Repayment

- \$3.9M has been awarded
- An additional \$11.2M will be awarded by January 2023

Goal is to encourage recruitment and retention of behavioral health professionals, decrease financial burden, and promote equity for priority populations

- All awardees are required to continue working in behavioral health for at least two years

Demand for loan repayment relief was high

- Applications totaled \$78M, with only \$15.5M available

# Workforce Incentives: Other Incentives

\$45M in other workforce incentives being distributed now

- \$16M in tuition assistance, stipends and scholarships
- \$4.1M for peer support workforce development
- \$2M for Housing, Sign-On and Retention Bonuses
- \$4.5M for other professional development, certification, and licensing
- \$16M additional to the CMHPs to spend on any of the above

Goals are to:

- Support a needed behavioral health professional pipeline
- Increase culturally responsive community-based clinical services
- Promote a diverse workforce

Current status:

- Working to right-size various incentives to assure areas that have higher demand are met

# Investment Impacts, by the Numbers

\$80M represents the largest workforce investment in OHA's history

- Promotes diversification of the workforce
  - 87% of loan repayment awardees in our latest cycle identified as Black, Indigenous or Other People of Color
  - 67% of clinical supervision grants awardees were rural and culturally specific and responsive organizations
- OHA's single largest investment in the Peer Workforce

# Investment Impacts, by Awardees

- “Thank you so much, I am beyond happy and in tears.”
- “Wow! I am humbled and honored to be selected as a recipient of the Oregon Behavioral Health Loan Repayment Program. Thank you, thank you, thank you! This will open up a myriad of opportunities for me, increasing the ability to have a family sometime soon(er) and spend more time volunteering locally for the mental health areas I feel passionate about. I am so grateful for the award, thank you very much! :) Thank you again! This means SO much to me.”
- “I would like to first say thank OHA for providing me with this opportunity. I appreciate the support that y'all are giving the BIPOC providers and particularly those working with the Latinx community.”
- “I cannot express my sincere and ecstatic gratitude for this life changing opportunity, thank you.”

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**Thank You**

**Health**  
Oregon  
Authority