

UNITED WE HEAL

Lifting Voices, Improving Care



Proposal to use Federal Medicaid Funding to support Training for Behavioral Health

January 10, 2024

Overview

COVID-19 worsened Oregon's existing behavioral health (BH) workforce shortages, shrinking by 10-30%

- 1/5 of BH employers have indicated it takes at least 6 months to fill vacancies

Improving Oregon's BH system is a State priority but cannot be achieved without the needed workforce

- Low wages, barriers to advancement, & lack of support contribute to burnout and high turnover among BH workers:
 - 35% of BH professionals are considering leaving the field for various reasons
 - 27% would like to explore opportunities for advancement in the field

These shortages create cascading impacts for Oregon residents.

- Long waits to receive needed treatments, unequitable and unsustainable practices, and poor patient outcomes

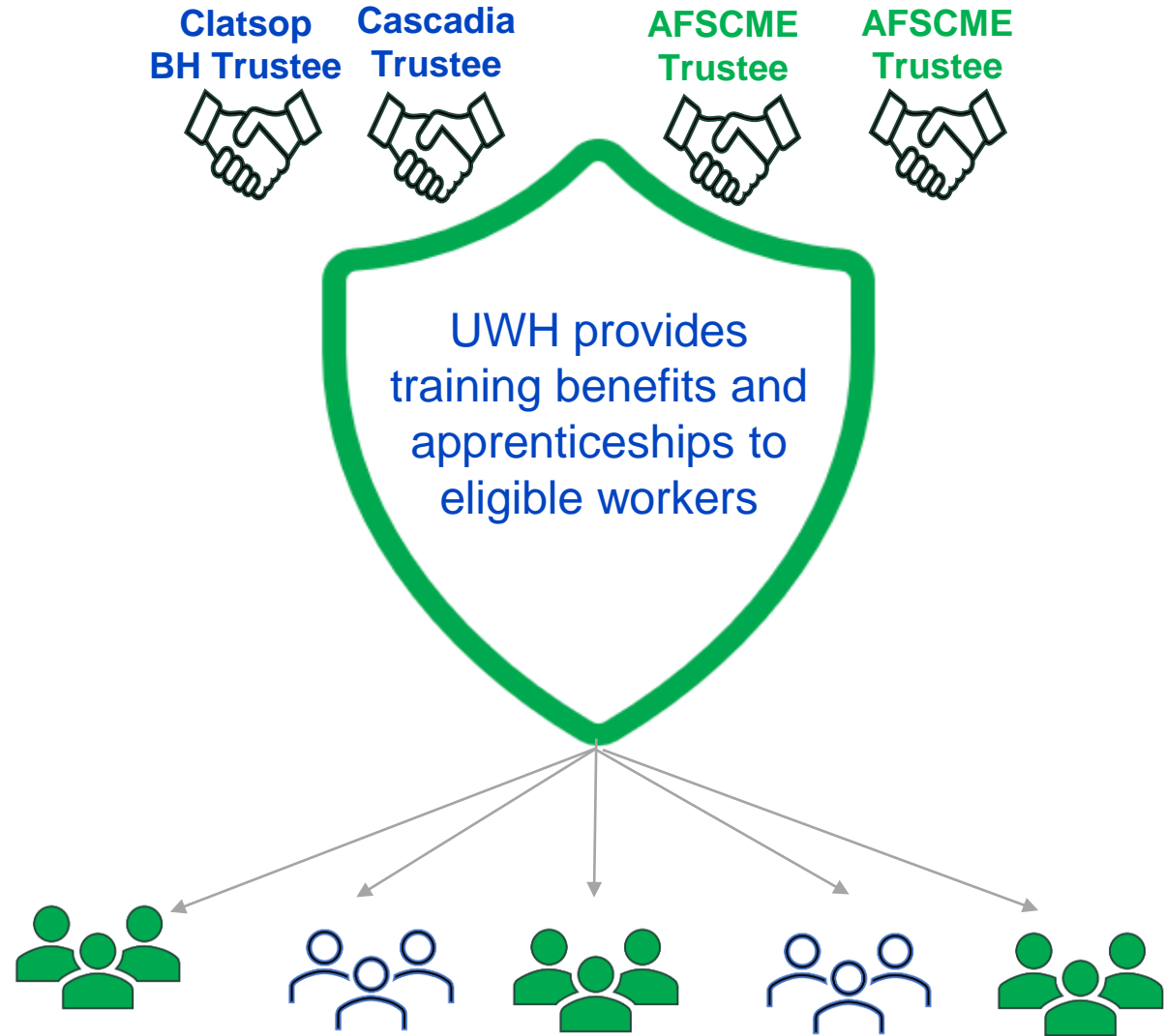
United We Heal (UWH) is an ideal training partner

- Workers earn while they learn and receive supports to address barriers to entry so workers can earn a living wage while advancing their career.
- Reduces student debt and provides additional supports for trainees, like access to childcare or transportation.
- Recruits and retains people from marginalized backgrounds to increase access to culturally-specific care throughout Oregon.

United We Heal

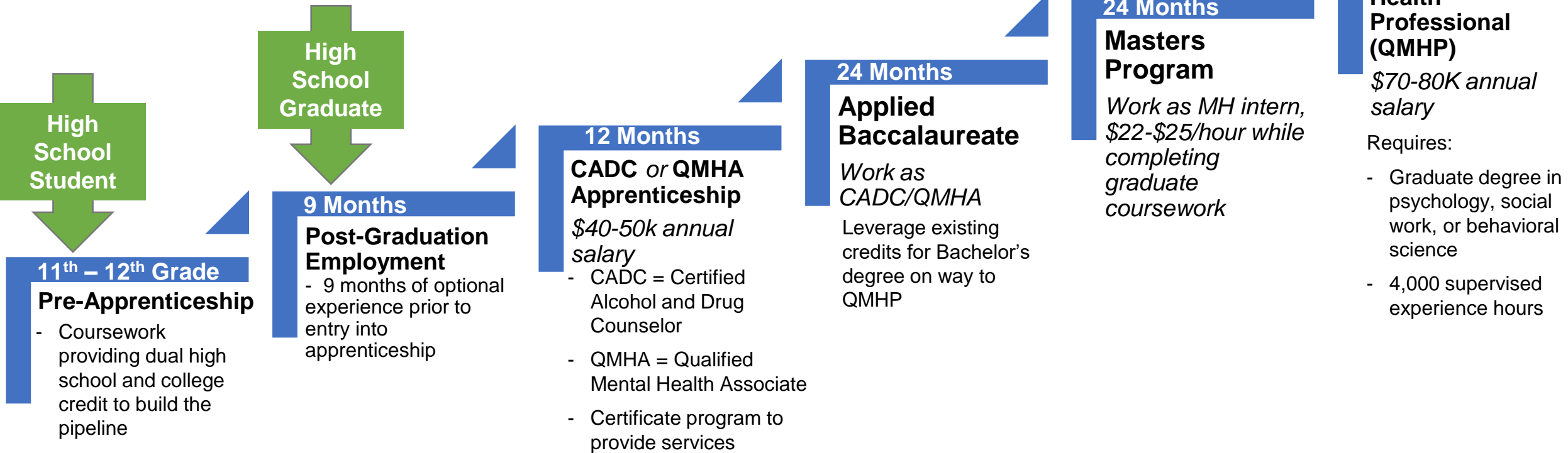
UWH is a labor-management partnership with AFSCME Council 75 and high-quality behavioral health providers across the state.

- Equal decision-making between union/employee and employers
- Focused on workforce solutions that actively promote diversity, equity, and inclusion in the workplace

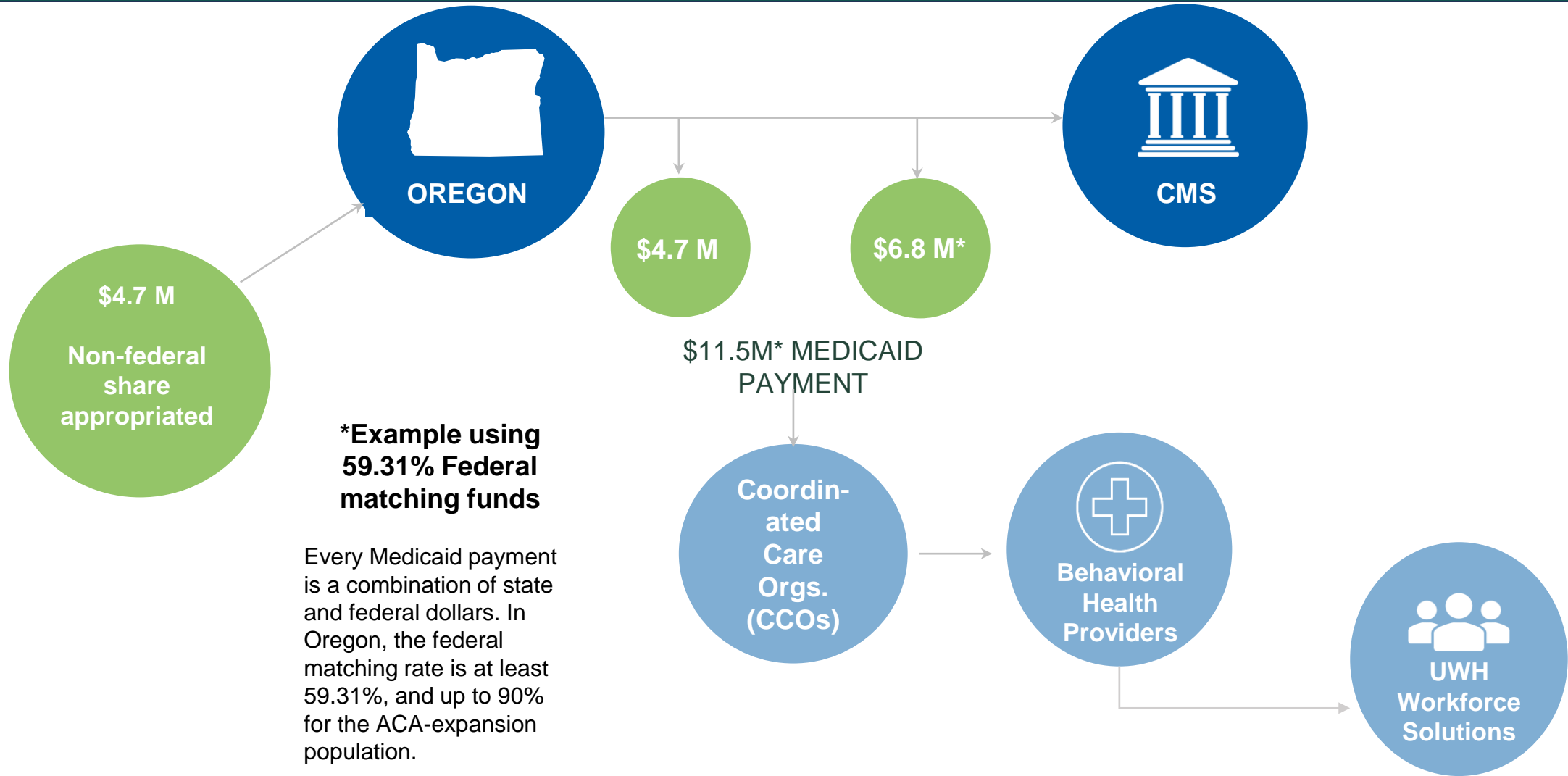


UWH Supports the Entire Behavioral Health Career Pathway

– State appropriation of \$4.7M general revenue matched with federal Medicaid funding results in \$11.5M to train more than 400 BH workers



Targeted Medicaid Training Payments



Targeted Medicaid Training Payments

Behavioral health providers continue to receive the base payments.

OHA provides funding to and directs CCOs and/or counties to pay a percentage rate increase quarterly to providers participating in qualified apprenticeship programs with wrap-around services.

Participating providers defined as those who sign a Memorandum of Understanding (MOU) that:

- Certifies their participation in a qualified apprenticeship program
- Agrees to use the supplemental payment to pay for the apprenticeship services
 - Ensures the state's policy goals are met

Uses similar foundation as Essential Workforce Healthcare Program and labor-management trusts in HB 3396 (2023)

\$4.7M State GR Appropriation Funds Programs until 2027 Session

	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								
							70 students	70 students	70 students					
CADC		30 CADC	30 CADC	30 CADC	30 CADC	30 CADC	30 CADC	25 CADC	25 CADC					
QMHA	20 QMHA	40 QMHA	50 QMHA	50 QMHA	50 QMHA	30 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. assuming fee-for-service payments. not CCO
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 \$11.7M in new funding

Next Steps and Discussion

UWH will be seeking a \$4.7M appropriation to OHA for these efforts in the 2024 legislative session.

To be further developed

- Work to determine successful measures of program design with OHA

Questions?