



OREGON
HEALTH
AUTHORITY

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Oregon's Behavioral Health Workforce

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Behavioral Health

Jon Collins

Deputy Director of Business
Operations & Strategy
Behavioral Health Division

Tim Nesbitt

Behavioral Health Workforce
Incentives Manager
Behavioral Health Division

Cissie Bollinger

Behavioral Health Licensing &
Certification Manager
Behavioral Health Division

Overview of Behavioral Health Workforce in Oregon

Behavioral Health Workforce Incentives

- House Bill 2949 (2021)
- Senate Bill 5525 (2023)
- House Bill 2024 (2025)

Behavioral Health Licensure, Certification, and Scopes of Practice

- Licensed Facilities for Adults, Children, and Youth
- Certificates of Approval
- Not included in OHA Licensing and Certification



Behavioral Health Workforce Incentives

House Bill 2949 (2021) Overview

Workforce Incentives - \$60M (~\$1.5M obligated to spend)

Ongoing (active grant agreements):

- Loan Repayment - \$15.7M
- Graduate Tuition Assistance & Stipends - \$10.1M
- Behavioral Health Scholarships (SHOI-Like) - \$2.1M
- Bonus and Housing Stipend Grant - \$2.8M
- Community Mental Health Program Set-Aside - \$14.5M
- Tribal Behavioral Health Set-aside - \$2.1M

Completed:

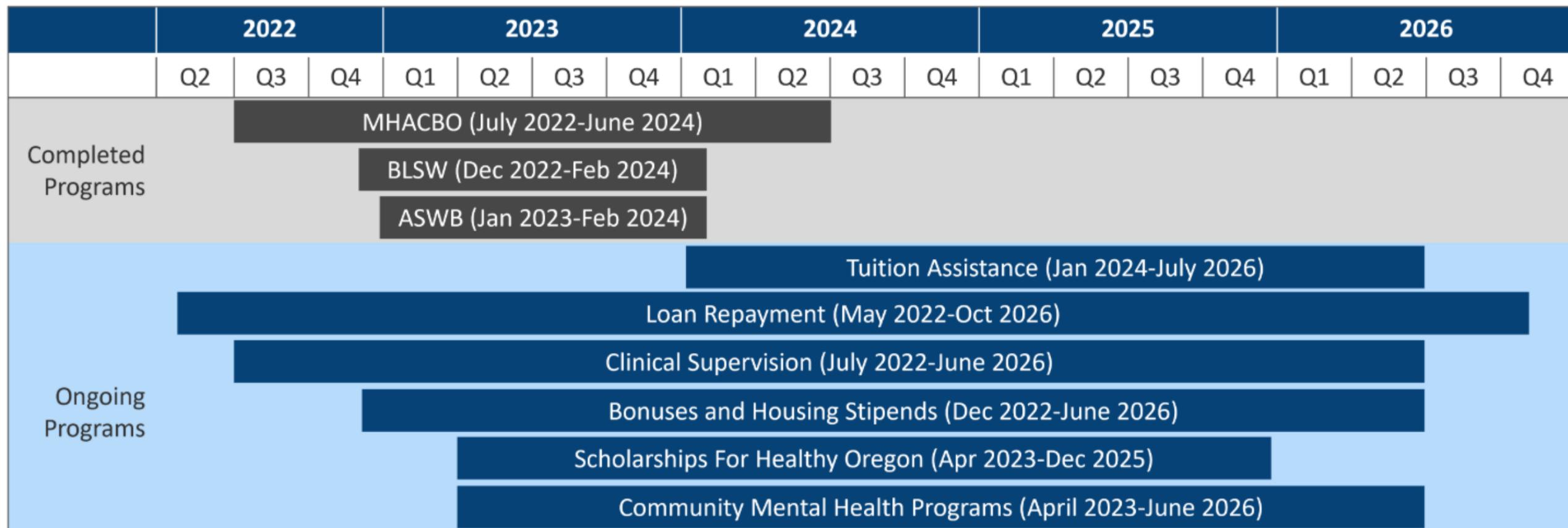
- Peer Support Services - \$5M
- Social worker exam fee vouchers and licensing fee waivers - \$768K
- Mental Health and Addiction Counselor Board of Oregon - \$3.7M

Clinical Supervision Grants - \$20M (~\$2M obligated to spend)

Ongoing:

- Clinical Supervision Expansion Grant - \$13M
- Tribal Behavioral Health Set-Aside - \$1M
- Community Mental Health Program Set-Aside - \$5.7M

House Bill 2949 (2021) Timeline



House Bill 2949 (2021) Training and Education Incentives

Graduate Tuition Assistance and Stipends (\$10.1M)

- Over 800 students have been awarded tuition assistance or stipends so far.
- 126 Graduates to date: 56% Counseling, 8% MSW, 4.7% PsyD
- Graduates coming from underserved communities intend to continue to serve underserved populations upon graduation.

Behavioral Health Scholarships (SHOI-Like) (\$2.1M)

- For students and trainees enrolled in eligible BH programs (including non-graduate programs). This included peer and Qualified Mental Health Associate training.
- Funds were awarded to education and training programs to distribute.
- Over 280 Scholarships have been awarded, and 166 people have completed their training program.

House Bill 2949 (2021) Credential Incentives

Social Work Exams and Licensing

- Association of Social Work Boards: \$130K to waive licensing exam fees for 14 months. Unlimited exam attempts waived. 505 licensing exam fees waived for all social work license types.
- Board of Licensed Social Workers: \$638K for 14 months to waive licensing application and exam fees piloted to lower financial burden of social workers. 2,843 licensing fees waived (initials and renewals).

Certified Workforce Fee Waivers

- A direct agreement for \$3.7M with the Mental Health and Addiction Counselor Board of Oregon (MHACBO) to reduce barriers to registrations and exam fees.
 - This paid for 7,258 registrations and provided 1,962 free exams over 3 years.
 - This increased the number of certified providers in Oregon.

House Bill 2949 (2021) Clinical Supervision, Recruitment and Retention Incentives

Clinical Supervision supports individuals through the entire certification and licensure process while also incentivizing individuals to become supervisors or expand provision of supervision.

- CMHP Retention: 89% retention for supervisees; 84% for supervisors
- Other Providers: 348 credentials gained; 900 supervisees hired, 96 supervisors hired, 136 supervisors trained

CMHP Grants work to provide flexible recruitment and retention strategies that include “grow your own”.

- Most incentive categories (6/8) maintained ~80% of retention for BH providers across 34 counties.
- The most popular incentive was bonuses with 1,159 providers receiving bonuses. Which maintained retention at 78%.

Bonuses and Housing Stipends supported 20 BH employers with \$2.8M to provide hiring/retention bonuses and housing stipends to recruit and retain providers.

- The program was successful at recruiting and retaining culturally specific providers and peers (43% identified as not white).
- So far, 1K retention bonuses, 350 hiring bonuses, and 199 housing stipends have been awarded to BH providers.

Loan Repayment awarded \$15.8M to 282 BH providers across 25 counties serving Oregonians.

- Average award amounts are \$65K and retention during service commitments have remained steady at 89%.
- Completion of program surveys indicate that this incentive was effective at advancing career goals and allowing the provision of higher quality care.

Senate Bill 5525 (2023) - Child and Adolescent Psychiatry and Developmental Pediatrician Workforce

OHSU Child and Adolescent Psychiatry Program

- 2025-27 Academic Year: \$1,693,493
- 9 fellows in CAP Fellowship: five 1st year, four 2nd year fellows (3 fully supported by these funds), an increase of 3 fellows/year during 2023-25 AY to 5 fellows/year during 2025-27 AY
- Recruiting 5 additional fellows for 2026-2027 AY
- 107 patients served from 6 counties in 1st quarter of agreement period
- Estimated 10 fellows total by 2026-2027 AY, one of the largest CAP fellowships in the country.

OHSU Developmental Pediatrics Program

- 2025-27 Academic Year: \$683,501
- 1 fellow currently supported Dev. Peds. Fellowship in 2024-25 AY
- Recruiting 2 new fellows to fill newly expanded vacancies during 2025-27 AY

Senate Bill 5525 (2023) – High School Behavioral Health Career and Technical Training Support

Sunset-Beaverton School District - \$55,000

- 16 students completed the first year of the new CTE pilot with 51 students enrolled for the 2025-26 school year;
- Program officially recognized by Oregon Department of Education, expanding access to students from all 27 district high schools

Lane County School District - \$55,000

- 41 students currently enrolled for 2025-26 school year, representing 9 high schools with 4 programs on-site and 1 fully-online program (first in Oregon) so that rural and frontier students have access;
- All program educators fully certified in Youth and Teen Mental Health First Aid.

Salem-Keizer School District - \$75,000

- 43 students completed paid internships under the supervision of industry professionals;
- 20 students earned Peer Support Specialist (PSS) certifications;
- 25 students earned Qualified Mental Health Associate – Registration (QMHA-R) certifications;
- Established and provided a paid transportation system for rural students

Items of Note :

- Recommendations in HB 2235 and HB 4151 legislative reports for continued investment in and support of this type of workforce support program
- Senate Bill 527 (2025) was not passed but would have supported the creation of more of these programs.

House Bill 2024 (2025) Workforce Incentives and Direct Agreements

Goals:

- Strengthen recruitment and retention of behavioral health providers, especially in rural and high-need areas.
- Expand the behavioral health workforce through training and entry opportunities.
- Increase service capacity in rural and underserved communities.
- Support career advancement through education and training.
- Build system capacity for culturally responsive, equity-centered, and community-driven care.

Funding Source and amount:

- State General Funds - \$4.7M

Direct Agreements:

- Federally recognized Tribes - \$500,000
- Oregon Youth Authority - \$225,000
- 988 Crisis Hotline Vendors - \$250,000

House Bill 2024 (2025) Workforce Incentives Grant Program

The following entities are eligible to apply:

- Entities that have a Certificate of Approval
- Entities that offer medication-assisted treatment services
- Entities that are contracted with Oregon Youth Authority
- Entities that are certified opioid treatment programs
- Entities that provide withdrawal management service

Application Timeline (Tentative, and Subject to Change)

Date	Milestone
11/17/2025	RFGA solicitation and application materials posted on OregonBuys
30 days from post date to Oregon Buys (~12/17/25)	Application deadline: all applications must be submitted by 11:59 PM PST
12/22/2025 – 01/07/2025	Application review and evaluation period by Grant Review Committee (GRC)
01/09/2026	Notice of Awards (NOA) posted to OregonBuys and emailed to all applicants
04/01/2026	Anticipated project start date and initial distribution of funds begins

HB 2024 Grant Program Webpage:
<https://www.oregon.gov/oha/HSD/AMH/Pages/HB2024.aspx>



Behavioral Health Licensure, Certification, and Scopes of Practice

Licensed Facilities

Adults		Children & Youth	
Facility Type	Count	Facility Type	Count
Adult Foster Home	106	ITS Integrated Psych Residential Treatment Services	1
Problem Gambling Treatment Facility	1	ITS Psychiatric Day Treatment	17
Residential Treatment Facility	53	ITS Psychiatric Residential Treatment Facility	9
Residential Treatment Home	80	ITS Secure Adolescent Inpatient Programs- SAIP	1
Secure Residential Treatment Facility Class 1	8	ITS Secure Children's Inpatient Programs- SCIP	2
Secure Residential Treatment Facility Class 2	22	ITS Sub-Acute Psych Residential Treatment Services	5
Substance Use Disorder Residential Treatment	55	Residential Treatment Home - YAT	8
Substance Use Disorder Withdrawal Management	25	Grand Total	43
Grand Total	349		

Certificates of Approval (Adults and Children)

Community Mental Health Programs

- Mobile Crisis Intervention Services
- Outpatient Treatment Services
- Civil Commitment
- Other

Certified Community Behavioral Health Clinics

Non-CMHP Mobile Crisis Intervention Services

Outpatient Treatment

- Mental Health
- Substance Use Disorder
- Driving Under the Influence of Intoxicants
- Opioid Treatment Programs
- Non-Inpatient

Hospital Related

- Inpatient Psychiatric Units
- Transport Custody Hospitals
- 5-Day Hold Hospitals

Secure Transport

Individual Certifications

- Alcohol and Other Drug Screening Specialists
- Certified Emergency Safety Intervention Specialists
- Civil Commitment Investigators and Examiners

Registrations

- Community Based Structured Housing Sobering Centers

Programs Pending

- Crisis Stabilization Centers
- Agency with Choice

Not Included in OHA Licensing & Certification

Licensed Behavioral Health Staff under a Board

- Clinical Social Worker
- Professional Counselor
- Marriage and Family Therapist
- Psychologist

NOTE: These individuals may be registered as a "Board Registered Associate" by the board prior to becoming licensed.

Sober Living and Recovery Homes

Credentialed Staff (In Oregon to provide services in Oregon)

- Qualified Mental Health Professional (via MHACBO or provider policy)
- Qualified Mental Health Associate (via MHACBO or provider policy)
- Certified Alcohol and Drug Counselor (via MHACBO)
- Certified Gambling Addiction Counselor (via MHACBO)
- Certified Recovery Mentor (via MHACBO)
- Peer Support Specialist
- Peer Wellness Specialist
- Family/Youth Support Specialist

Thank you

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Contact:

Robert Lee

Senior Policy Advisor

Robert.Lee@oha.oregon.gov

