



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

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## **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

|                    | 2022                               |    |    | 2023  |   |   |    | 2024                                    |    |    |    | 2025 |    |    |    | 2026 |    |    |    |  |
|--------------------|------------------------------------|----|----|---|---|---|----|---|----|----|----|------|----|----|----|------|----|----|----|--|
|                    | Q2                                 | Q3 | Q4 | Q1  | Q2  | Q3  | Q4 | Q1                                      | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 |  |
| Completed Programs |                                    |    |    | MHACBO (July 2022-June 2024)                      |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    | BLSW (Dec 2022-Feb 2024)                          |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    | ASWB (Jan 2023-Feb 2024)                          |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
| Ongoing Programs   |                                    |    |    |   |   |   |    | Tuition Assistance (Jan 2024-July 2026) |    |    |    |      |    |    |    |      |    |    |    |  |
|                    | Loan Repayment (May 2022-Oct 2026) |    |    |   |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    | Clinical Supervision (July 2022-June 2026)        |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    | Bonuses and Housing Stipends (Dec 2022-June 2026) |   |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    |   | Scholarships For Healthy Oregon (Apr 2023-Dec 2025) |   |    |   |    |    |    |      |    |    |    |      |    |    |    |  |
|                    |                                    |    |    |   |   | Community Mental Health Programs (April 2023-June 2026) |    |   |    |    |    |      |    |    |    |      |    |    |    |  |

# 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

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## 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

| Facility Type                                 | Count      |
|---|------------|
| Adult Foster Home                             | 106        |
| Problem Gambling Treatment Facility           | 1          |
| Residential Treatment Facility                | 53         |
| Residential Treatment Home                    | 80         |
| Secure Residential Treatment Facility Class 1 | 8          |
| Secure Residential Treatment Facility Class 2 | 22         |
| Substance Use Disorder Residential Treatment  | 55         |
| Substance Use Disorder Withdrawal Management  | 25         |
| <b>Grand Total</b>                            | <b>349</b> |

## Children & Youth

| Facility Type                                       | Count     |
|---|-----------|
| ITS Integrated Psych Residential Treatment Services | 1         |
| ITS Psychiatric Day Treatment                       | 17        |
| ITS Psychiatric Residential Treatment Facility      | 9         |
| ITS Secure Adolescent Inpatient Programs-SAIP       | 1         |
| ITS Secure Children's Inpatient Programs-SCIP       | 2         |
| ITS Sub-Acute Psych Residential Treatment Services  | 5         |
| Residential Treatment Home - YAT                    | 8         |
| <b>Grand Total</b>                                  | <b>43</b> |

# Certificates of Approval (Adults and Children)

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## **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

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## 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

