



UNITED WE HEAL

Career Pathways



Federal Medicaid Funding to Support Training for Behavioral Health

March 25, 2025

HB 2024: \$5M State GR to Train an Additional 400 Workers

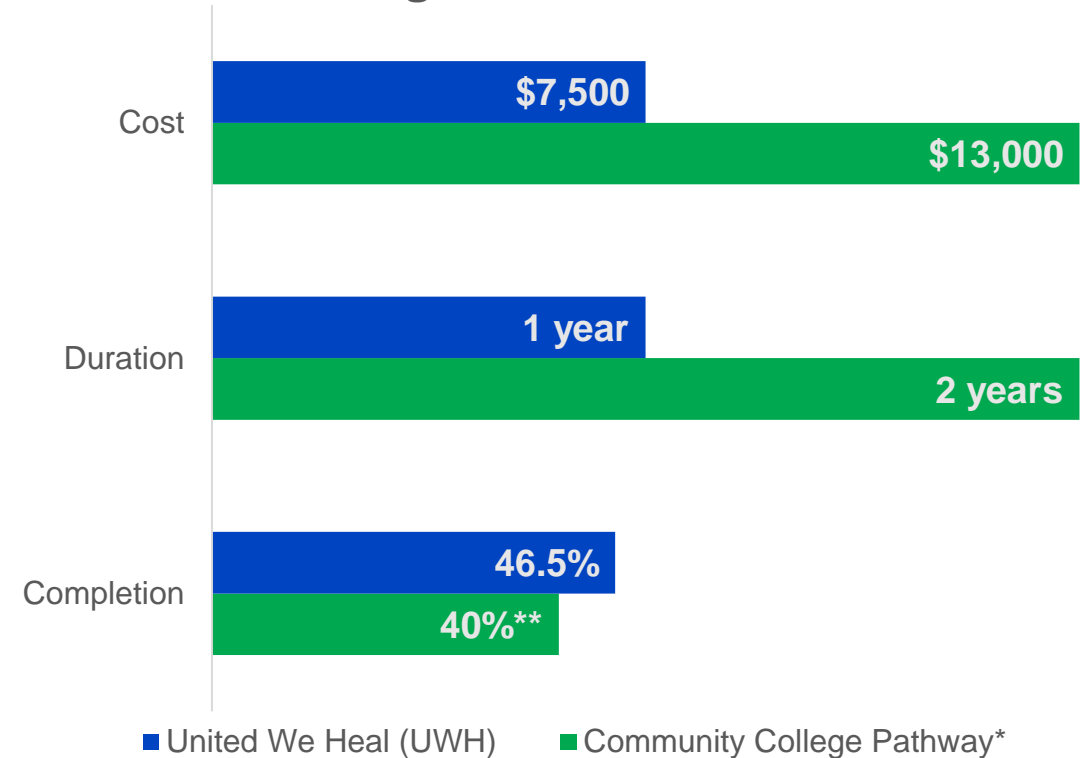
THE PROBLEM: OHP members are in critical need of behavioral health services, but nonprofits who serve these Oregonians do not have enough workers to meet the demand.

- Two in five Oregon Health Plan adult members have a behavioral health diagnosis
- 70% increase in treatment services is needed to meet demand (per 2024 Oregon Health Authority report)

OUR SOLUTION: Invest \$5M in State general funds to train and upskill 400 non-profit behavioral health workers serving OHP members through a labor-management training trust (LMTT).

- HB 2024 builds on existing programming established through HB 4002 (2024 Session) to recruit, train, and upskill the first cohort of 400 workers.

United We Heal trains behavioral health workers faster, cheaper, and as effectively as higher education



*QMHA and CADC associate 2-year pathways

**2-year graduation with transfer to 4-year institution

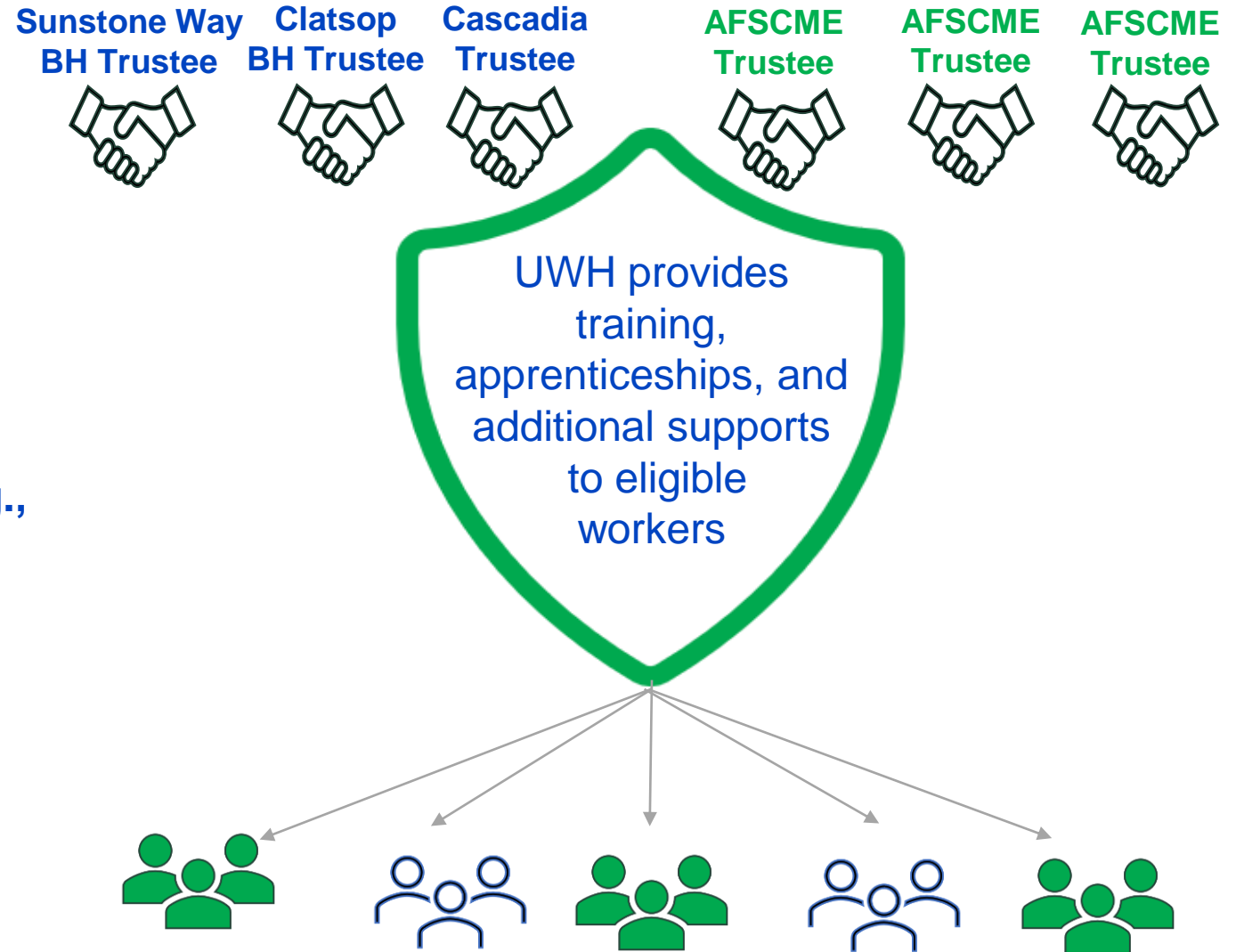
United We Heal is a Proven LMTT

LMTTs are partnerships between labor and employers with 50/50 decision making.

- By directly partnering with employers, LMTTs train workers for jobs that employers need and ensure workers have a quality job upon completing training.

LMTTs like UWH grow a culturally responsive workforce by using an “earn while you learn” model and offering wrap around supports (e.g., childcare, transportation).

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

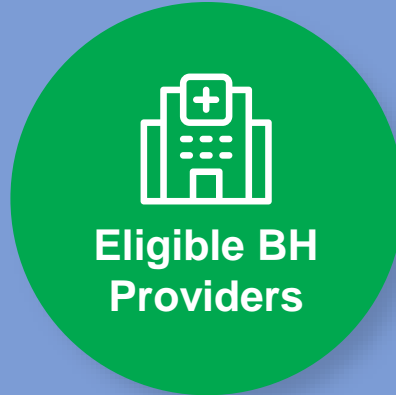


LMTTs Benefit Workers, Providers, and the State



Workers

- **Upfront investments eliminate barriers** to entry and upskilling
- **Earn while learn**, no debt, and wrap-around supports
- Improved **hands-on training**
- **High-quality job placement**



Eligible BH Providers

- **Improves access** for OHP members
- Builds a **highly diverse workforce** mirroring their patients
- **Improved workforce retention**
- **Targets providers** with a track record of **successful apprenticeships & high-quality jobs**



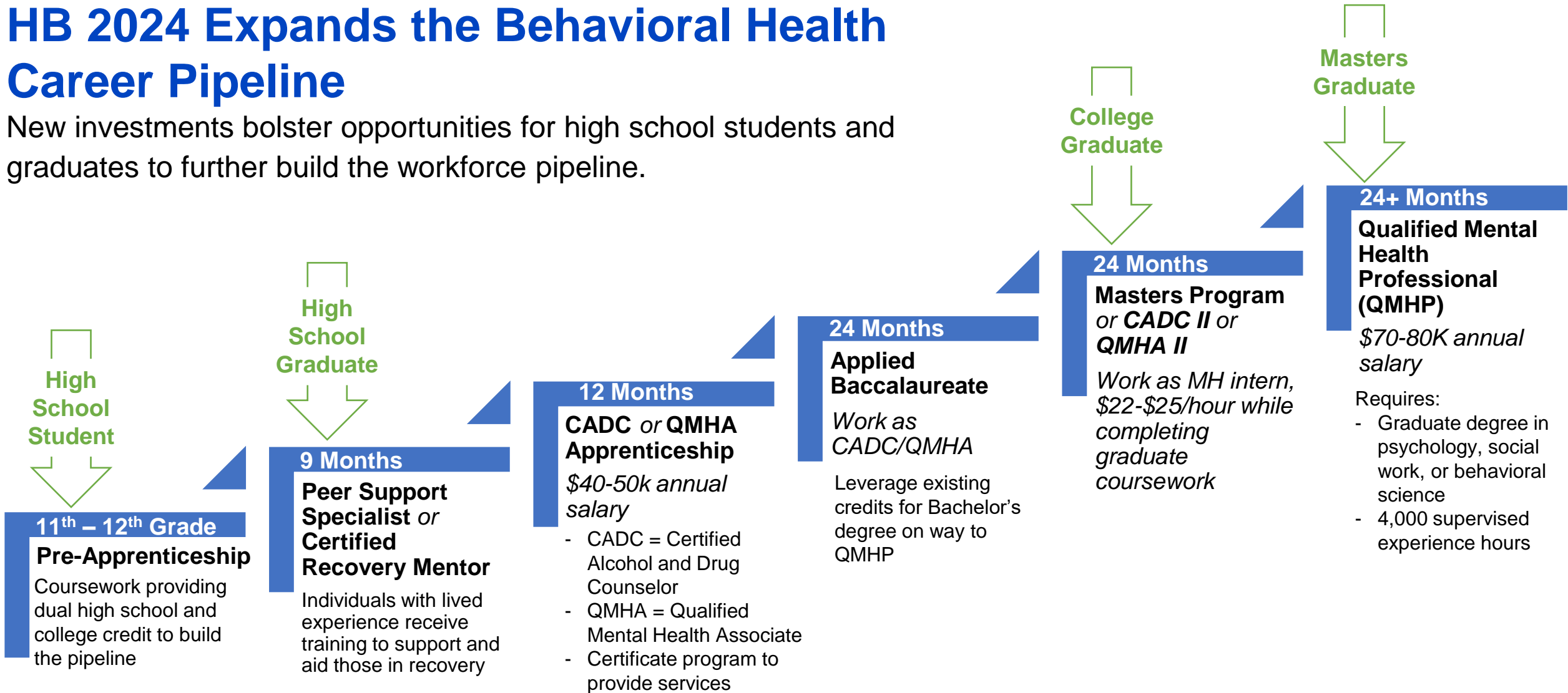
Oregon

- **Accountability and timely outcomes**
- **Efficient funding:** State investment leverages federal match and **maintains employer dollars** in the system
- **Improves access** for OHP members

LMTTs effectively and efficiently build the non-profit behavioral health workforce by creating a one-stop-shop for all stakeholders.

HB 2024 Expands the Behavioral Health Career Pipeline

New investments bolster opportunities for high school students and graduates to further build the workforce pipeline.



HB 2024: \$5M State GR Funds a Second Cohort of 400 Workers

		21/22 - 24/25 Academic Years	25/26 Academic Year	26/27 Academic Year	27/28 Academic Year	28/29 Academic Year
Building pipeline	Pre-apprenticeships (PRAP)	100-200 PRAP**	50-100 PRAP**	70 PRAP	70 PRAP	
			70 PRAP*	40 PRAP		
Recruiting new workers	Peer Support Specialist (PSS)			45 PSS	45 PSS	
	Certified Recovery Mentor (CRM)			45 CRM	45 CRM	
	Certified Alcohol and Drug Counselor I (CADC I)	90 CADC**	30 CADC**	25 CADC	25 CADC	
	CADC II			20 CADC II	20 CADC II	
	Qualified Mental Health Associate (QMHA)	160 QMHA**	70 QMHA*	20 QMHA	20 QMHA	
	QMHA II			40 QMHA II	50 QMHA II	
	Qualified Mental Health Professional (QMHP)		9 QMHPs in 2 year program**	37 QMHPs in 2 year program	37 QMHPs in 2 year program	
	Employer Investment	\$10.3M behavioral health worker wages	\$4.9M behavioral health worker wages	\$4.7M behavioral health worker wages	\$6.4M behavioral health worker wages	
*If payments are significantly delayed, it may impact the LMTT's ability to secure the necessary training partners and slots to begin training in Fall 2025 as planned.		**Existing programs funded through previous grants				
		HB 4002 (2024 Session) \$4.7M General Fund leverages \$6.8M federal funds (\$11.5M total)				
		HB 2024 (2025 Session) \$5M General Fund leverages \$6.8M federal funds (\$11.8M total)				