

UNITEDWEHEAL

Oregon AFSCME Behavioral Health Training Trust

A System in Crisis

Oregon ranks last in the United States for behavioral health outcomes.¹

One in five adults has a mental health condition. There is a universal shortage in supply across all provider types, leading to significant unmet needs in behavioral health care, especially for the most underserved populations.²

Unlicensed providers report the highest potential field turnover among the behavioral health workforce, with **20% of unlicensed addiction providers and 23% of unlicensed mental health providers indicating their intention to leave the field or retire.**³ Some of the highest levels of anticipated turnover are among QMHAs. Turnover leads to negative client care outcomes and increased caseloads to cover vacancies and care team transitions.

Current training isn't effectively preparing behavioral health employees—76% of Mental Health Supervisors believe their QMHAs and GMHPs do not have an adequate understanding of addiction and substance use disorders.⁴

Strong behavioral health training benefits everyone in our community.

With strong training **clients** receive consistent, culturally competent, quality care; **employees** have sufficient training to avoid burnout and advance their careers; and **employers** save money with increased staff retention and satisfaction.

United We Heal's Solution

United We Heal is a cutting-edge, equity-focused training program developed by Oregon AFSCME to address gaps in Oregon's current behavioral health system.

- **Earn As You Learn:** We offer an apprenticeship model that builds upon the value of on-the-job learning and provides educational pathways beyond the classroom. Apprenticeship is a workforce solution that actively promotes diversity and inclusion in the workplace, including race, gender, sexual orientation, and ability. This model accommodates workers who can't afford to stop working to attend school, and supports workers through mentorship, navigation of certification options, and financial support.
- **Partner with Employers:** United We Heal is a joint project with employers. We pursue long-term partnerships that forecast specific workforce deficits and support both program oversight and the identification of relevant placement opportunities that allow workers to gain experience and clinical supervision hours needed for certifications.

Our initial focus is on training pathways for mid-level professions that do not require Bachelor's degrees (the non-degree QMHA track and the CADC track). We also anticipate providing support for workers pursuing QMHP status through MA degree coursework.

**We're dedicated to engaging a community
mental health workforce that puts healing first.**

1. *Ranking the States*. Mental Health America, 2020. <https://mhanational.org/issues/ranking-states>
2. Scheyer K, et al. *Recruitment and Retention Recommendations for Oregon's Behavioral Health Workforce*. Farley Health Policy Center, 2019.
3. Hemeida S, et al. *An Analysis of Oregon's Behavioral Health Workforce*. Farley Health Policy Center, 2019.
4. Razavi, Michael et al. *Oregon Behavioral Health Workforce Survey*. Mental Health & Addiction Certification Board of Oregon, 2018.

1 in 5 adults

**HAVE A MENTAL HEALTH
CONDITION**

1 in 5 unlicensed
addiction providers

AND

nearly 1 in 4
unlicensed mental
health providers

**INTEND TO LEAVE THE
FIELD OR RETIRE**

3 in 4 mental
health supervisors

**BELIEVE THEIR
SUPERVISEES NEED
MORE TRAINING**

UNITEDWEHEAL

Lifting Voices, Improving Care
www.unitedwehealoregon.com