

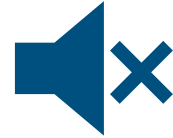
Industry Focus Call: Mental & Behavioral Healthcare

September 11, 2024 | 2:00-3:00 p.m. ET

Notes on Virtual Platform

Thank you for joining today's session!

This session will be recorded and made available to participants and others unable to join the event today. Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured.



Please remain on mute to minimize noise.



We highly encourage you to use your video.



Chat to the entire group with questions/comments related to the content. We will answer questions as we go.

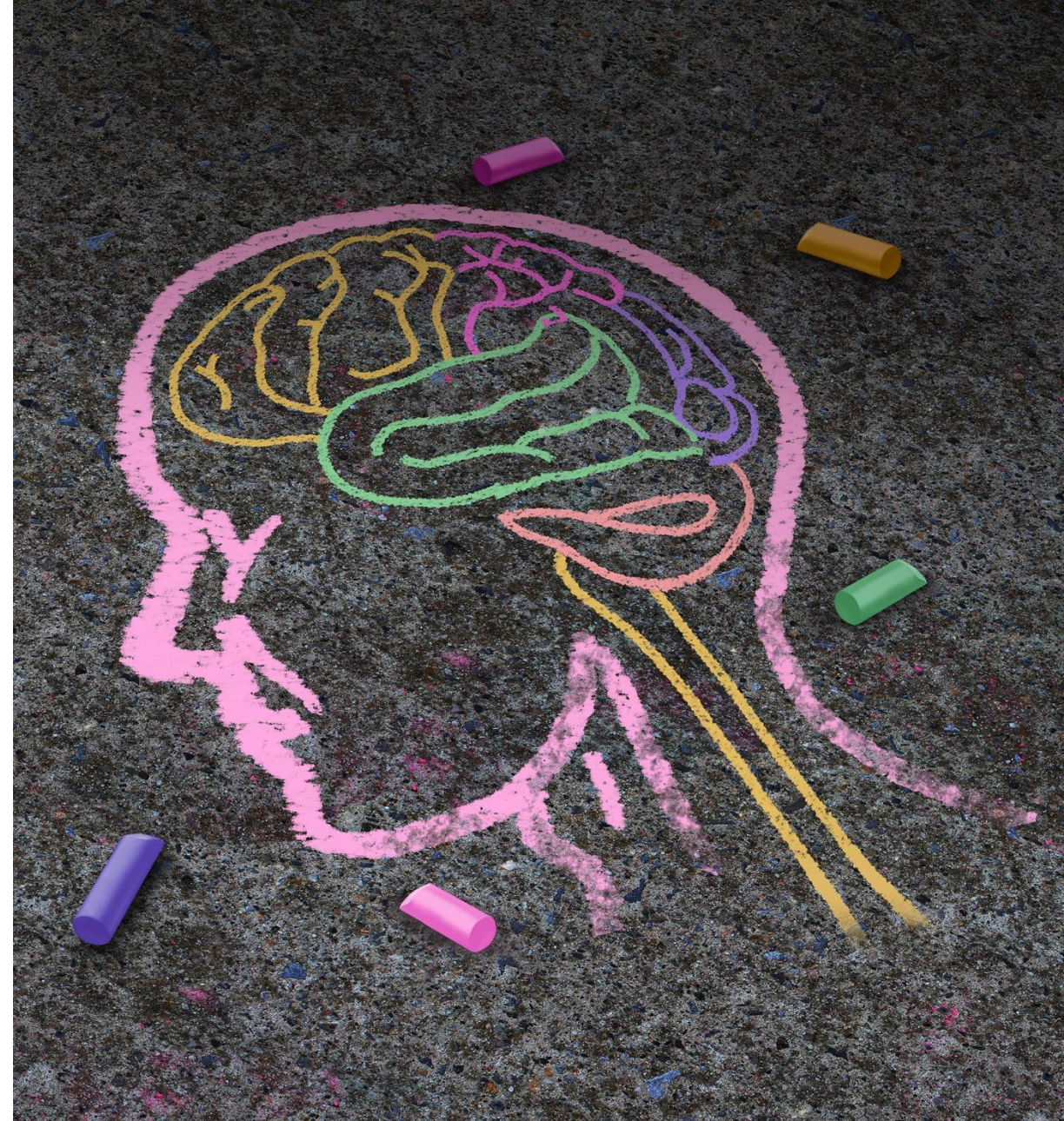


If you are having challenges connecting, message or email Grace McCall: gmccall@air.org.

Welcome!

Introduce yourself in the chat:

- Name
- Job title
- Organization
- Location



Agenda

1. Welcome and Introduction
2. Your Interest in Mental & Behavioral Healthcare Apprenticeships
3. Overview: Registered Apprenticeship in Behavioral Health
4. Behavioral Health Apprenticeships in Oregon
5. Moderated Discussion
6. Resources

Please use the chat box
to ask questions and
share comments
throughout the call today

Meet the Presenters



Meghan Wills

*Senior Technical Assistance
Consultant
American Institutes for
Research*



Rebecca von Loewenfeldt

*Associate Director
Healthcare Career Advancement
Program (H-CAP)*



Wayne Fanno

*Workforce Education Specialist
Oregon Higher Education
Coordinating Commission*



Kortnie Williams

*Behavioral Health
Program Manager,
Apprenticeship Administrator
Northwest Oregon Works*

Poll: Mental & Behavioral Healthcare Apprenticeship in Your State

Where are you in the process of developing mental & behavioral healthcare apprenticeships?

- Just beginning to think about mental & behavioral healthcare apprenticeships
- Started the process of developing mental & behavioral healthcare apprenticeship programs
- Have some mental & behavioral healthcare apprenticeships and looking to expand
- Other (type it in the chat)

Open Chat

What is one topic you would like to hear about today or one question you have about mental & behavioral healthcare apprenticeships?

Share your thoughts in the chat!

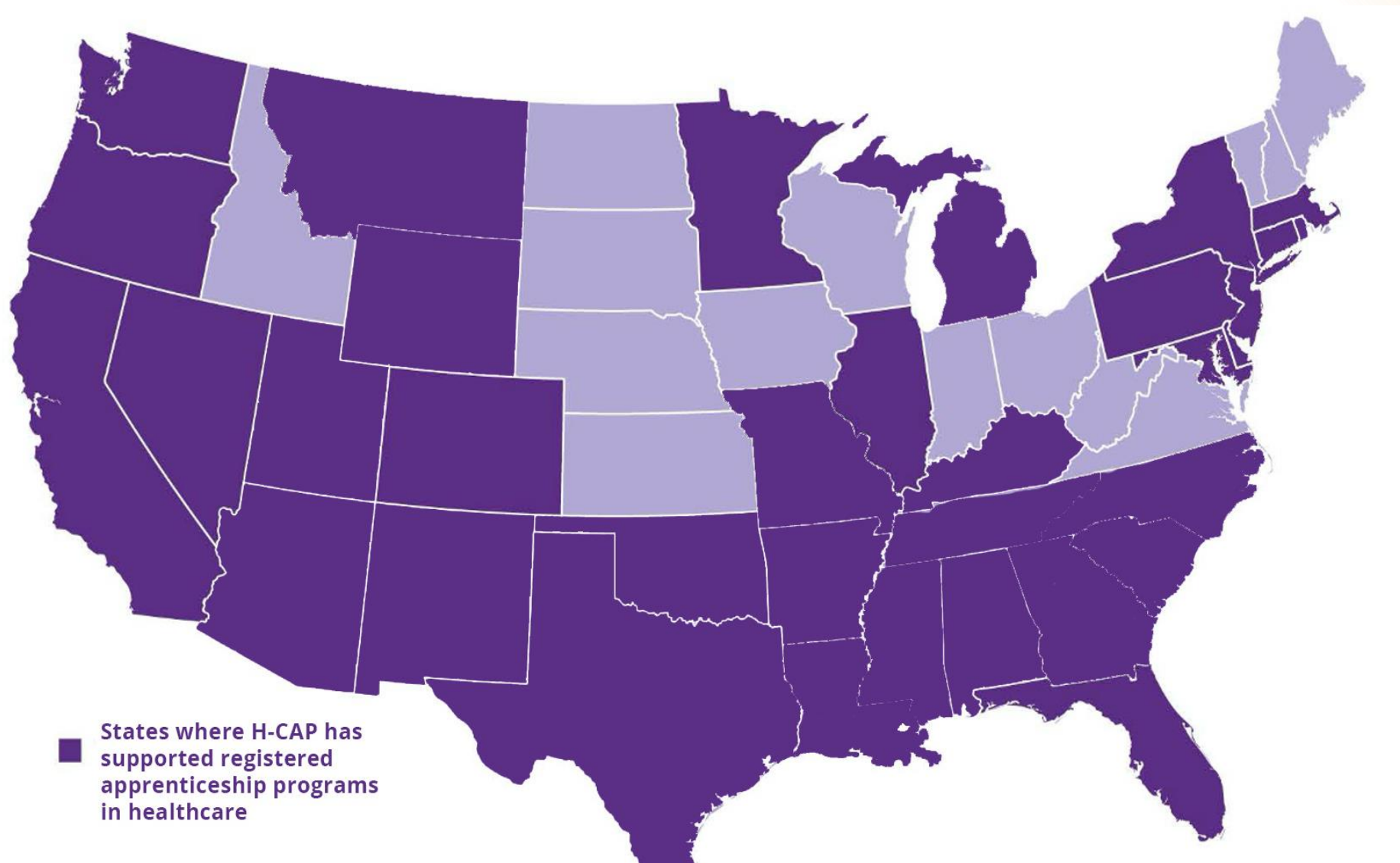




Registered Apprenticeship in Behavioral Health

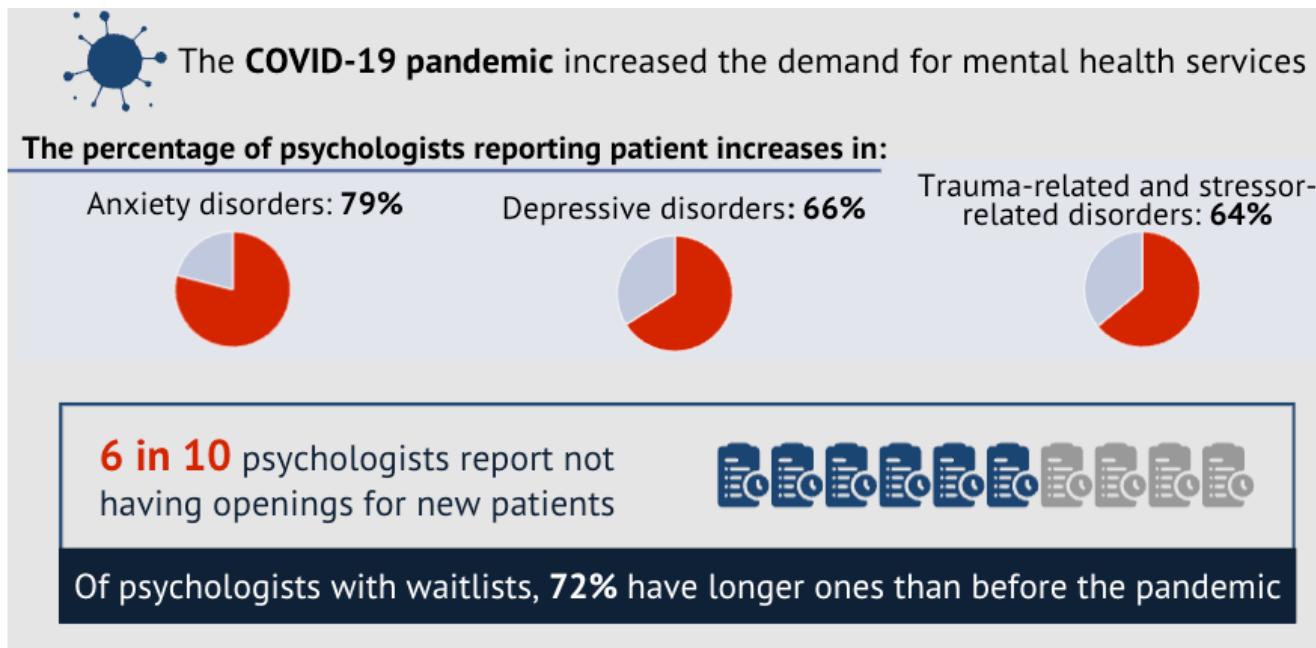
The Healthcare Career Advancement Program (H-CAP) is a national labor/management organization that promotes innovation and quality in healthcare career education.

As a champion for Registered Apprenticeship,
H-CAP partners with the U.S. Department of Labor, serving as the national Registered Apprenticeship Industry Intermediary for healthcare and as an Apprenticeship Ambassador.



Behavioral Health Crisis in America

- As of June 2022, only one mental health care provider is available for every 350 people.
- Studies show that only 28% of mental health needs are being met.
- 3.4% of Americans aged 12 and older misuse opioids over a 12-month period.



Apprenticeable Occupations in Behavioral Health

Addiction Specialist
Behavioral Health Technician
CNA – Behavioral Health*
Community Health Worker*
Home Health Care Worker – Behavioral Health*
Marriage and Family Therapist
Peer Support Specialist*
Psychologist
Qualified Mental Health Professional/Associate (QMHP/QMHA)
Social Worker
Substance Use Disorder Technician
Wellness Coach

**HCAP has national standards approved*

Behavioral Health Apprenticeship – Trends & Best Practices



Add Behavioral Health Specialties to existing occupations: CNA, LVN, Community Health Worker, Home Care



Extensive use of Supportive Services, including tutoring, test prep, and transportation



Use competency-based apprenticeship and aligning credentialing with apprenticeship benchmarks



Add Behavioral Health Competencies to existing RA programs: de-escalation, administration of life saving treatments, education about behavioral health issues



Broad multi-employer partnerships to increase economies of scale

Challenges to Apprenticeship



Many of the jobs are incredibly low paid – even when there are significant educational requirements



Organizations who employ these occupations have tight budgets and capacity



Reimbursement for these services is uneven – not all are Medicaid funded



High turnover and burnout rate – employers skeptical to invest



Need is immediate and employers don't feel like they can wait



Different job titles and credentialing requirements across states and occupations

AS AN INTERMEDIARY H-CAP CAN HELP:

Technical Assistance



Outreach



Connection to Ed Providers



Navigating Regulations



Recruitment & Retention



Incentive Funding



Host Events



Video Link: <https://www.youtube.com/watch?v=zHkn70oRBDA>



Questions?



Behavioral Health Apprenticeships in Oregon



Behavioral Health Apprenticeship

A Certified Alcohol and Drug Counselor state apprenticeship program serving Linn, Benton, Clatsop, Columbia, Lincoln, and Tillamook counties in the northwest region of Oregon.

~ Addressing Oregon's Addiction Crisis ~

About Northwest Oregon Works:



Northwest Oregon Works is a workforce development board dedicated to serving the rural counties of Northwest Oregon.



We are the sponsoring organization for the Certified Alcohol and Drug Counselor Apprenticeship.



We oversee this program and its participants through our expanding behavioral health sector, Northwest Pathways.



Our mission is to address the critical need for essential services, behavioral health workers, and diversification.

Collaborative Partnerships:

01

Collaborate with Oregon's credentialing board: The Mental Health and Addiction Certification Board of Oregon (MHACBO).

02

Collaborate with the Bureau of Labor and Industries (BOLI) to ensure compliance with state apprenticeship program standards.

03

Collaborate with the Higher Education Coordinating Commission (HECC), which provides federal funding for the program's operations.

04

Collaborate with InterCommunity Health Network (IHN) which provides additional funding in supportive services for all enrollees.

Training Initiatives:



Provide on-the-job training (OJT) for job seekers pursuing a career in behavioral health as entry-level Certified Alcohol and Drug Counselors (CADC I).

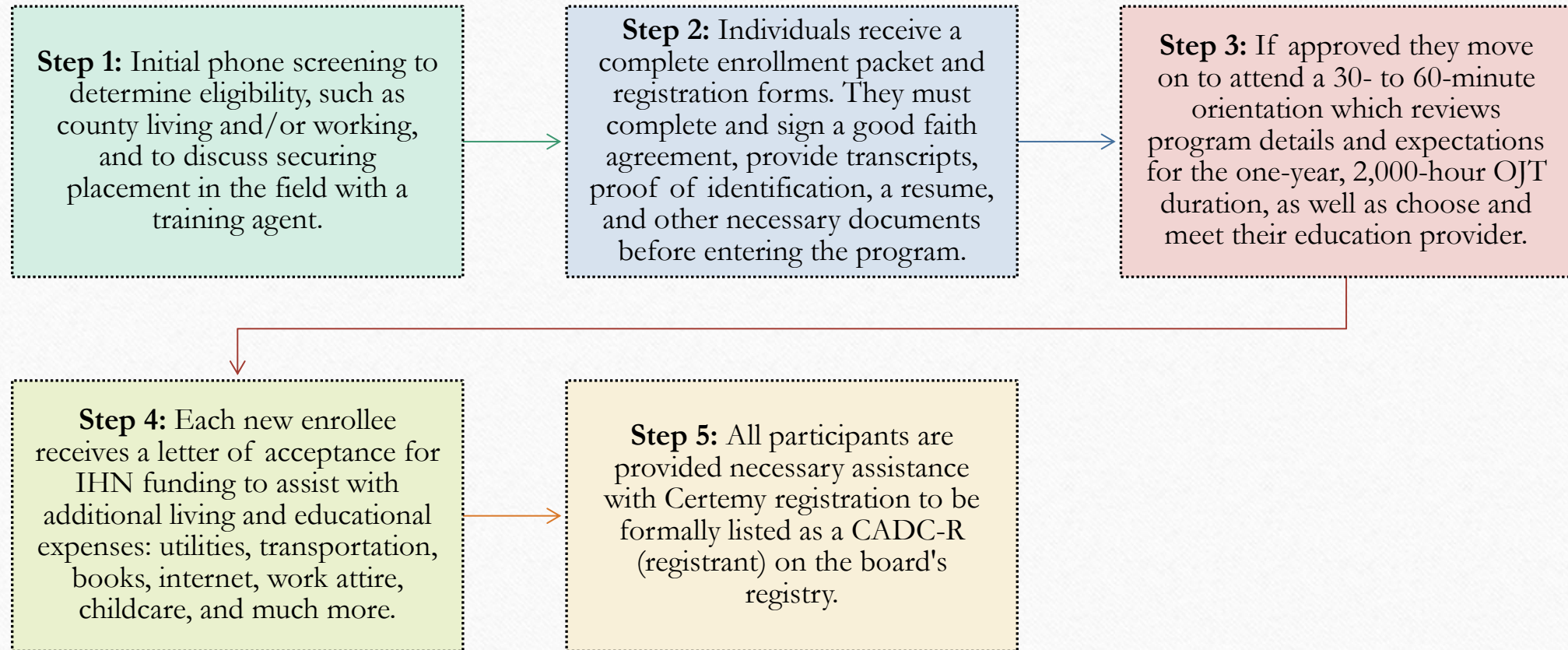


Work closely with treatment centers that serve as our training agent employers who teach additional case management, client support, and treatment planning.



Partner with educational institutions, such as The Center for Addiction Studies, to offer core curriculum training both synchronously and asynchronously.

The Process of Becoming a CADC Apprentice:





A lasting career offering a competitive living wage.



Employers who provide training while earning an industry and state recognized credential, along with benefits.



A certificate of completion from the Oregon State Behavioral Health Apprenticeship Program, endorsed by the Oregon Commissioner of Labor.



A nationally recognized Behavioral Health Apprenticeship Journeyman card, acknowledged by the U.S. Department of Labor and valid in other states.



Access to supportive services to assist with everyday living expenses during program enrollment.



Access to one-on-one mentoring and our organization's behavioral health Discord app.

Apprentice Benefits:

Additional Implementations for Program Success:

Creation of Monthly Progress Report Forms by our organization to assist apprentices in tracking their hours in compliance with Bureau of Labor and Industries standards.

Implementation of the Northwest Oregon Works Employer Recognition Program, which evaluates training agent organizations on retention rates and enables them to earn the esteemed ERP award.

Provision of access to additional funding streams and dual enrollment options for skill enhancement through professional development or higher education pursuits.

System Focus Areas:



Insufficient amount of supervision for entry-level professionals.



Ensuring alignment with standards established by the Bureau of Labor and Industries (BOLI) and the Mental Health and Addiction Certification Board of Oregon (MHACBO) for all behavioral health apprenticeship programs.



Expanding into dual credentialing pathways, such as Qualified Mental Health Associates (QMHA), to support dual diagnosis treatment.



Enhancing retention rates.



Program Highlights



2022

Northwest Oregon Works received the SAEEL grant from the HECC, which became the first BOLI backed behavioral health apprenticeship supporting CADC-I pathway.



2023

IHN funded NOW with an additional \$25,000 to help support our apprentices in SAEEL.



2024

We have served 41 participants toward our targeted goal of 50 outcomes. Among them, 10 have graduated, and 4 have advanced to CADC-II through IHN funding. Our overall program retention rate stands at 87.80%.



2024

Dynamic Self Recovery received the esteemed ERP award for their exceptional dedication to supporting CADC's in NOW's apprenticeship program.

~ Testimonials ~



“I would like to say that this grant has shaped my entire perception of social work as a way of life and practice. I am grateful to have met both Kortnie and Adrienne because y'all show me social work in action and I really do appreciate that so much. The monetary value has been very impactful and has had a tremendous impact on my anxiety about finances, allowing me to be more present and grateful rather than just operating on autopilot. The opportunity to have this grant, to have people you know are in your corner and want to see you succeed, are invested in your success and celebrate your achievements, that is what has meant the most to me out of this grant.” -Christopher CADC

“I can't express the amount of gratitude I have for the program at NW Oregon Works. Not only have I been supported financially, providing me the opportunity to access trainings and textbooks to add to my education, I feel supported in the skills I am learning to better the services I provide for the population I work with. The women respond promptly and are available. I have enjoyed my time in the program so far and look forward to the future and what it brings.” -Merideth CADC



Partnerships



Daystar Education, Inc.



InterCommunity Health Network CCO

THE CENTER FOR ADDICTION STUDIES AND RESEARCH



HEALTH AND HUMAN SERVICES



Questions?



Moderated Discussion

Resources

Open Chat

What is something you learned about today about apprenticeships in mental & behavioral healthcare occupations?

What is one strategy you heard today that is useful for your efforts on mental & behavioral healthcare apprenticeships?

Share your thoughts in the chat box!



Mental & Behavioral Healthcare Apprenticeship Resources

- **Registered Apprenticeship in Healthcare (Apprenticeship Community of Practice; includes links to mental & behavioral healthcare programs)**
<https://apprenticeship.workforcegps.org/resources/2017/06/29/17/24/ApprenticeshipUSA-Healthcare>
- **Healthcare Career Advancement Program (H-CAP) — DOL Healthcare Industry Intermediary**
<https://www.hcapinc.org/>
- **H-CAP National Library with RAP Standards**
<https://www.hcapinc.org/national-library>
- **Northwest Oregon Works – Behavioral Health**
<https://www.nworegonworks.org/behavioral-health/>
- **Health Care Apprenticeship Consortium (WA) Behavioral Health Apprenticeships**
<https://healthcareapprenticeship.org/bh-apprenticeships/>

Presenter Contact Information



Meghan Wills

*Senior Technical Assistance
Consultant
American Institutes for
Research*
mwills@air.org



Rebecca von Loewenfeldt

*Associate Director
Healthcare Career Advancement
Program (H-CAP)*
rebecca.vonloewenfeldt@hcapinc.org



Wayne Fanno

*Workforce Education Specialist
Oregon Higher Education
Coordinating Commission*
wayne.l.fanno@hecc.oregon.gov



Kortnie Williams

*Behavioral Health
Program Manager,
Apprenticeship Administrator
Northwest Oregon Works*
kortnie@nworegonworks.org

SPASIBO ARIGATO DO JE DANKE Asante Maita Henryu Shukriya CA'M ON Arigatou Salamat Dìkuji KAMSA HAMNIDA Jerejef Mahalo Diolch Efcharisto CHOKRANE GRACIAS ASANTE HVALA

THANK YOU

Achiu KIA ORA Spasibo MAAKE Terima Kasih MERCI XIE XIE Khop Khun Krab Gratia TODA DANKIE Kiitos Aitäh ARIGATO OBRIGATO Vinaka GRAZIE Shukran THANKS