



Mental Health and Addiction Certification Board of Oregon

Barriers

Certification of Unlicensed Behavioral Health Workers founded 1977, ~ 10,000 Certified Members

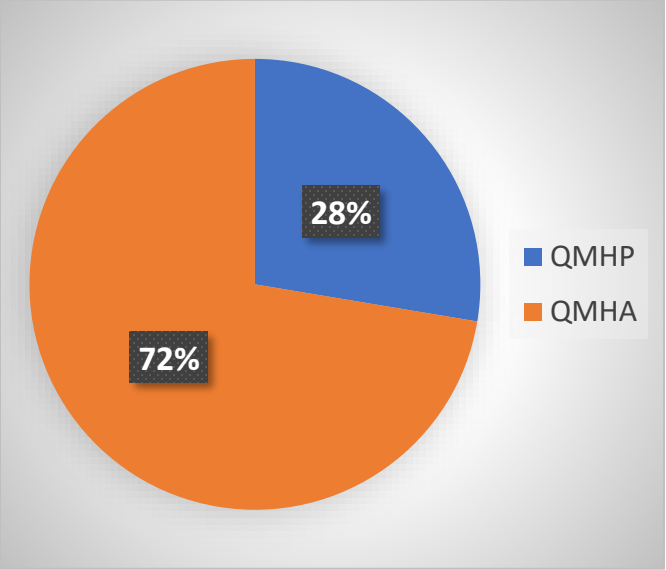
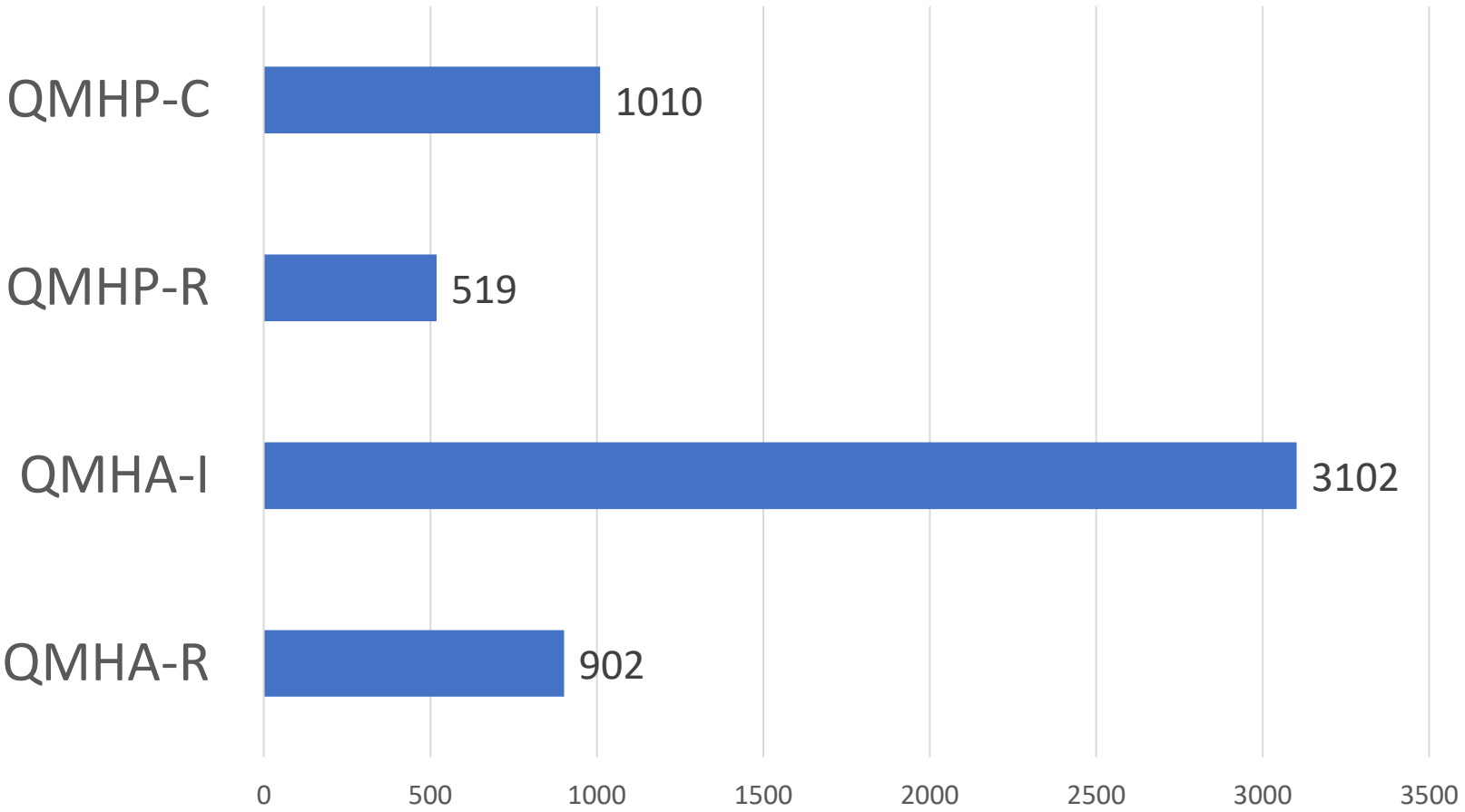


Mental Health Associates (QMHA) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exams (CES)</i> • <i>Established Competencies (CES, HRSA, CMS)</i> 	QMHA-R, QMHA-I, QMHA-II
Mental Health Professionals (QMHP) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exam (CES under development)</i> • <i>Established Competencies (CES, HRSA, CMS)</i> 	QMHP-R, QMHP-C
Addiction Counselors (CADC) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exams (NAADAC)</i> • <i>Jurisprudence Exam</i> • <i>Established Competencies (Federal TAP 21)</i> 	CADC-R, CADC-I, CADC-II, CADC-III
Addiction Peers (CRM) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exam for CRM-II (IC&RC)</i> • <i>Established Competencies (IC&RC, SAMHSA)</i> 	CRM-I, CRM-II, CGRM
Gambling Addiction Counselors (CGAC) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exam (NCPG)</i> • <i>Established Competencies (NCPG)</i> 	CGAC-R, CGAC-I, CGAC-II
A&D Preventionists (CPS) <ul style="list-style-type: none"> • <i>Code of Ethics, subject to investigation</i> • <i>Professional Psychometric Exam (IC&RC)</i> • <i>Established Competencies (CSAP, IC&RC)</i> 	CPS



QMHA & QMHP Enrollment

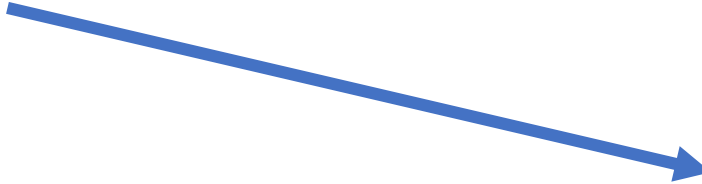
Total: 5,533



Barrier #1



QMHA
QMHP
CADC
CRM
CGAC
CPS



- QMHAs have lowest levels of job satisfaction
 - Low wages: 71.14% have a college degree, 59.98% bachelors to masters degree
 - QMHAs have highest turnover intention
 - QMHAs have highest rate of non-renewal
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- Talked to Steve Allen about OHA funding to cover registration and testing fees for QMHAs
 - Submitted written proposal prior to COVID



Barrier #2

QMHA
QMHP
CADC
CRM
CGAC
CPS

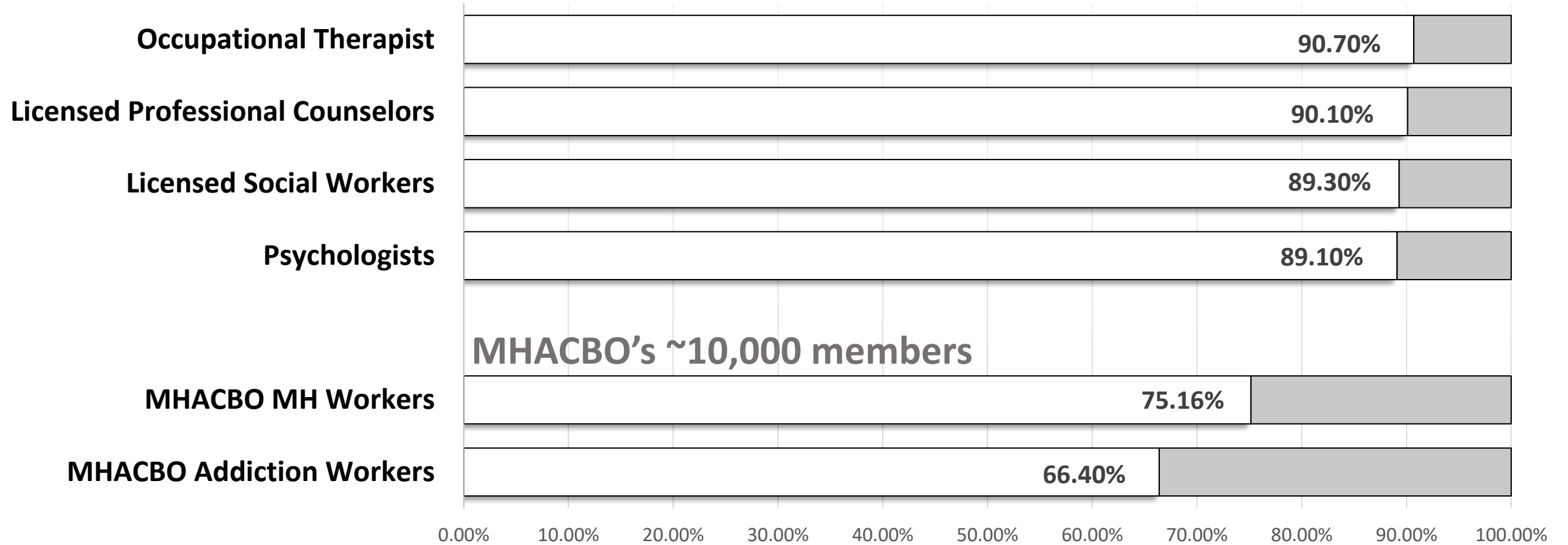


- QMHP Exam development has been slowed by COVID.

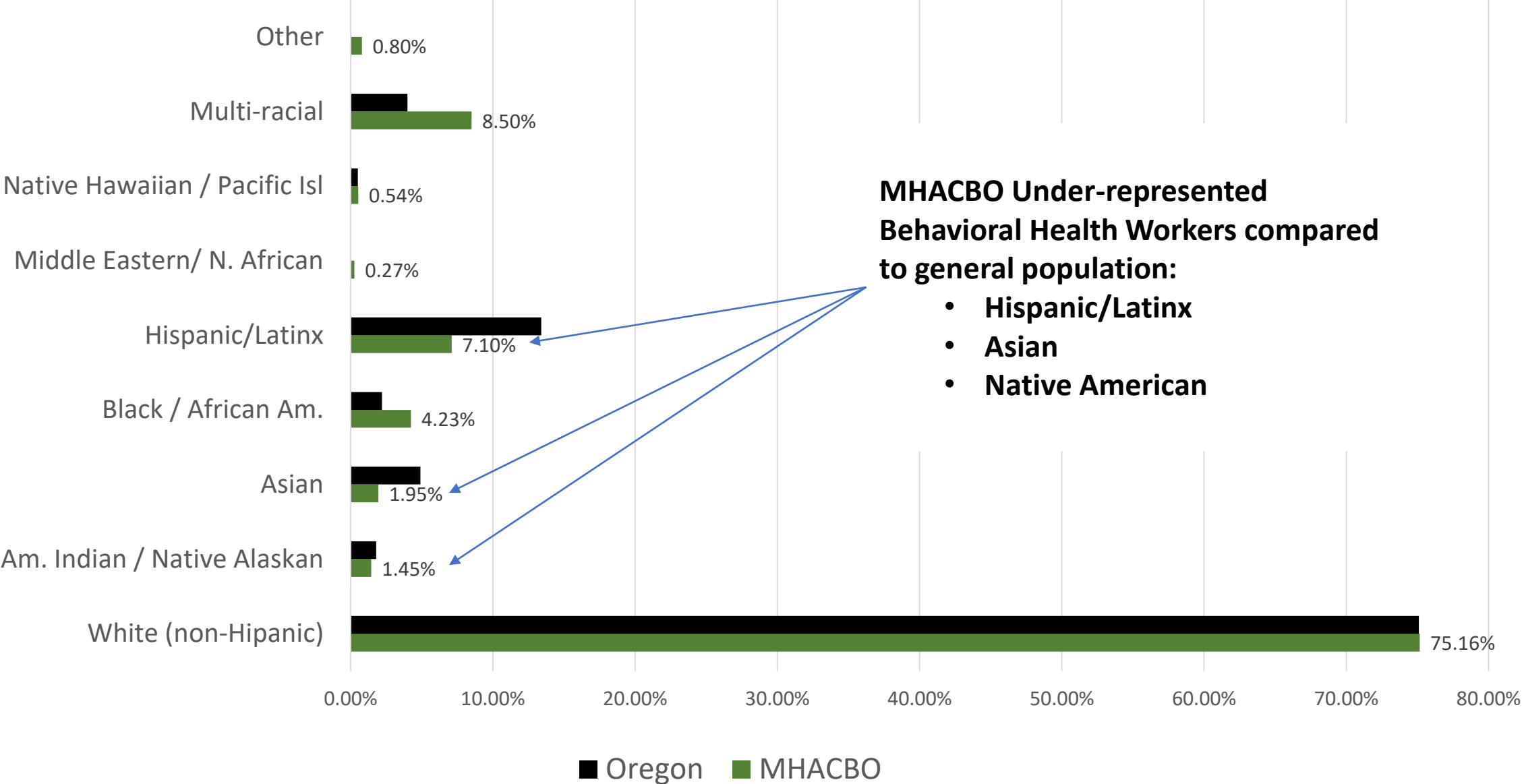
Behavioral Health Racial/Ethnic inclusion



Percent Non-Hispanic White



MHACBO QMHA/P Census vs. Oregon Census



Barrier #3



QMHA
QMHP
CADC
CRM
CGAC
CPS

Behavioral Workforce under-representation

- Hispanic/Latinx
- Asian
- Native American

Hispanic/Latinx Issues

- Biggest service gap
- Potentially qualified Spanish speaking workers with limited English skills. Programs will not hire Spanish speaking staff who are not proficient in English.
- Latin America 5-year bachelors is not recognized for QMHP. (Three applicants have non-behavioral health Master's degrees, plus 5-year psychology bachelors, and can't obtain QMHP.)

Latin America 5-year Bachelors

- Latin America doesn't have very many graduate psychology programs, rather they have the 5-year bachelors and then PhDs
- 52 Psychology-related courses
- Three applicants with 5-year bachelors and non-BH graduate degrees (*Political Science, Women's studies*)
- Can't get them varianced through OHA



Introduction to Psychology	Psychophysiology
Epistemology	Health & Illness
History & Society I	History & Society II
Sexuality	General History of Psychology I
Cognitive Development	General History of Psychology II
Methods in Psychology I	Group Theory
Methods in Psychology II	Intro to Psychoanalysis I
Personality & Development	Intro to Psychoanalysis II
Techniques in Psychology I	Culture & Society in Mexico
Techniques in Psychology II	Educational Psychology
Psychology & Language	Psychology Research Seminar
Subjectivity & Order	Organizational Psychology
Social Theory	Observational Reporting
Perspectives of Social Psychology	Reality Theory
Community Practicum I	Groups
Community Practicum II	Groups & Collective Process
Psychosocial Order and Subjective Process	Articulated Reconstruction
Ethnography	Institutional Practicum I
Psychoanalysis and Subjectivity	Institutional Practicum II
Symbolization in Group Process	Methodological Supervision and Counseling
Critical Theory	Institutional Analysis and Intersubjectivity
Intervention Strategies	Practicum: Research & Interventions in Institutions I
Operational Supervision	Practicum: Research & Interventions in Institutions II
Thesis Preparation	Practicum: Research & Interventions in Communities I
Social Representation	Practicum: Research & Interventions in Communities II
Subjectivity & Culture	Groups in Institutions & Communities



Addiction Peer Certification

CRM – Addiction Peer Certification

- Began certifying addiction peers in 2009 at the request of Oregon Health Authority
- MHACBO has ~1,000 Addiction Certified Addiction Peers
- Six years later, Oregon Health Authority began certifying peers in 2015 and required all MHACBO peers to also be dual certified with OHA to be Medicaid reimbursable.
- MHACBO delivers CRM addiction peer files to OHA, they are then placed on the OHA registry of peers.
- This process takes months. Employers languish with non-reimbursable employees for months.

MHACBO
Peer
Certification
Application

Redundant Process



OHA
Peer
Certification
Application

Barrier #4



CRM-I
CRM-II

MHACBO peers are required to be dual certified through both MHACBO and OHA in order to become reimbursable.

Process creates lag time that is costly to employers.

Online Testing



Exams:

- CADCs
- QMHAs

Online Exams:

- Must have a camera on computer
 - Must download software onto computer
 - Software “locks” computer during exam, so you can’t take screenshots, copy
 - Algorithm looks for behavior
 - Most major professions are using online exams
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- Some individuals are challenged by downloading and activating software

Barrier #5



No incentives for programs to facilitate/proctor online exams.