

# HB4012 Reduce Staff Turnover Support Kids in Child Welfare & Oregon Youth Authority Programs



## A System in Crisis

- *Mental Health America, 2019 Study: Oregon ranks last* out of 51 states and territories **in terms of access to behavioral health care for youth.**
- **Suicide is the second leading cause of death among Oregon youth** aged 10-24, and has been rising since 2011.
- **Oregon youth report serious thoughts of suicide** at double (6th grade) and triple (11th grade) the rates of adults in Oregon.
- Among 8th graders, 34.8% of American Indian/Alaska Natives, 31.0% of Latinx students, and 30.8% of Blacks report ever using alcohol, **compared to 25.2% of whites.**

## Community-based workers show up for our youth, but we're not showing up for them.

Social service staff are motivated with a genuine desire to help youth but:

- *High caseloads*
- *Youth with significant and complex needs*
- *Complicated regulatory requirements*
- *Navigate multiple systems of care*
- *Low wages*

Oregon Health Authority  
2019 report, *An Analysis of  
Oregon's Behavioral Health Workforce:*

**High Turnover Rate: 40 –60% /Year  
Lack of Quality Training  
Few Advancement Opportunities  
Job Stress and Burnout**



**POOR OUTCOMES  
FOR YOUTH**



**“Pairing ethnic minority clients seeking behavioral health treatment with therapists that share the same ethnic background can increase treatment utilization, lower rates of drop out, and facilitate the discussion of sensitive and private issues.”**