

HB 4151 WORKGROUP UPDATE

FEB 13, 2025

Senate Committee on Early Childhood & Behavioral Health

Presented by:

Alisha Overstreet, M.S.

SOCAC Member representing Family Voice

HB 4151 Workgroup



AGENDA

- **Overview of HB 4151**
- **Update on the work completed so far**
- **Next steps for workgroup and subcommittees**
- **Questions & Answers**



HB 4151 OVERVIEW

HB 4151 OVERVIEW 1/2

The central tasks and responsibilities for the Subcommittee are outlined in HB 4151.

The Subcommittee is charged with:

1. Identifying existing and new behavioral health professions currently *without professional authorizations*,
2. Recommending strategies to align professions without professional authorizations with existing certification processes,
3. Focus on certifications with Bachelor's level and below education requirements,
4. Recommending new certification processes (if necessary), and
5. Offering suggestions for improving the diversity and representativeness of behavioral health workforce serving youth.

HB 4151 OVERVIEW 2/2

Development of the subcommittee and identification of participants

- In the process of developing the subcommittee, prospective members were interviewed about their perspectives, expertise, and understanding of workforce barriers.
- Members were provided with an overview of the goals set forth in HB-4151 during the first full subcommittee meeting, as well as reminders during subsequent meetings.
- Facilitators compiled a series of previously published behavioral health recommendations. The intent was to use that to avoid duplication or redoing work that's been completed.
- The information was used to create a subset of workgroups to align their work with and support the overall goals of HB 4151.

Contracted Facilitators and SOCAC Members

SOCAC members:

- Alisha Overstreet, Anderson DuBoise, Annette Majekodunmi

Contracted Facilitator:

- Child & Family Center for Excellence

Staffed by:

- Vera Stoullil, Kitty Carter, and Jonah Harris

The final report is due to the Oregon Legislature on December 1, 2025.



UPDATE:

**THE WORK WE HAVE
COMPLETED SO FAR**

PROGRESS

Subcommittee Charter is approved

- Purpose and Scope
- Workgroups
- Subcommittee members
- Inclusion of other Subject Matter Experts (SMEs)
 - Individuals with expertise and interest, but not voting members of the subcommittee

Three Workgroups established

- Professional Authorization & Regulatory
- Sustaining the Workforce & Parity
- Pipeline & Barriers

Workgroups include members from the full subcommittee as well as subject matter experts with expertise and interest in each topic.

All Workgroups have met at least once since forming.

WORKGROUPS OVERVIEW & COMPLETED WORK ^{1/4}

Professional Authorization & Regulatory Work Group

- Focus on identifying state issued professional authorizations for existing and emerging behavioral health professions
- Identifying credentials/licensing and/or modifications needed for existing behavioral health professions
- Identifying educational requirements, competencies, and scope of work for proposed credential/license
- Identifying the need for creating/modifying OARs, governance structure and staffing, fee structure, etc.
- Evaluate using an equity lens
- Engage youth and families with lived experience

Completed Work

Completed a framework for evaluating proposals for new professional authorizations.

- **Ballmer Institute** will present a proposal for a new professional authorization using the framework on 2/21.
- Voting process:
 - Workgroup votes on proposal for/against recommendation
 - If passed, Full Subcommittee votes on recommendation
 - If passed, SOCAC votes on recommendation.

The timeline should work for a 2025 bill to support Ballmer's proposal.

WORKGROUPS OVERVIEW & COMPLETED WORK 2/4

The **Professional Authorization** workgroup determined the following **framework** is necessary to decide whether a new professional authorization is recommended:

Title Restriction	Where is the credential recognized?
Scope of Practice	Is it filling a need that isn't filled by another professional license or certification?
Competencies	How will relevant skills be demonstrated?
Accountability and Oversight	Standards of practice, ethical conduct, supervision requirements, and more
Target Population	Who will be served? Is this different than who is currently being served?
Cultural Responsivity	How would this new professional category increase access for underserved Oregonians?
Justification and Context	How was 'need' determined? How will a new professional category meet that need?

WORKGROUPS OVERVIEW & COMPLETED WORK ^{3/4}

Sustaining the workforce & Parity Workgroup

- Identify structures and supports that sustain the youth behavioral health workforce
- Identify strategies that have been tried
 - *What are the outcomes? How are outcomes measured?*
Quality of the evidence?
- Identify previously recommended, but not yet executed strategies
 - *Identify why and develop new strategies if necessary*
- Aim for parity in funding structures,
 - *Competitive pay and benefits in different sectors*
- Evaluate strategies using an equity lens
- Engage youth and families with lived experience

Completed

- First meeting completed
- Began clarifying scope and goals for our work together

WORKGROUPS OVERVIEW & COMPLETED WORK 4/4

Pipeline & Barriers subcommittee

- Identify strategies to bring more people and diversity into the youth behavioral health workforce specific to mental health and SUD services
- Identify strategies to build a more diverse workforce in all areas of Oregon
- Identify barriers to education, credentials and licensing to prospective workers (e.g., cost of education, cost of credentialing/licensing, background checks, etc.)
- Identify strategies to reduce barriers to education, credentials and licensing
- Evaluate using an equity lens
- Engage youth and families with lived experience

Completed

- First meeting completed
- Began clarifying scope and goals for our work together

NEXT STEPS

Professional Authorization & Regulatory Work Group

- **Ballmer Institute** will present a proposal for a new professional authorization using the framework on 2/21.

Sustaining the Workforce & Parity

- Clarifying scope and goals for our work together
- Still seeking additional rural representation

Pipeline & Barriers

- First meeting completed
- Clarifying scope and goals for our work together
- Still seeking additional rural representation

The next meeting for the full Subcommittee is March 6, 2025.

Q&A

Thank you for your interest in Oregon's youth behavioral health workforce!

What else would you like to know about the work of this task force?

For more information:

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<https://www.oregon.gov/oha/HSD/BH-Child-Family/Pages/SOCAC.aspx>

