



Behavioral Health Workforce Wage Analysis

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MHACBO and Comagine Health surveyed 3,111 certified professionals collecting self-reported wages. Wage analysis examined those certified individuals working in specific occupational roles. Some individuals carry multiple certifications or licenses but are working in a primary occupational role. Wage estimates included ANOVA wage adjusted means controlling for region and level of education, Median, and Geometric means. Approximate wages were derived from those estimates.

NOTE: Wages vary for differing employers. State employers, counties, CCO's, FQHCs and Hospitals tend to have higher wages compared to private non-profit COA-CBOs. Moreover, many outpatient programs tend to have higher wages compared to many residential services in the private COA-CBO sector.

Key Findings

Wages are **significantly** influenced by:

- Years of experience have the greatest impact on all occupational roles
- Levels of certification, and/or licensure
- Having a graduate degree or greater
- Level of occupational satisfaction
- Government (County or State employment) vs. private non-profit COA-CBOs.

Wages are **somewhat** influenced by:

- Multiple certifications (dual certification mental health and addiction)
- Region (Portland Metro has higher wages likely due to the cost of living, and overall higher levels of education)
- Ability to speak multiple languages at the graduate level

Wages are **minimally** influenced by:

- Level of education at the undergraduate occupational level (rather, competency, years of experience and certifications have a significantly greater influence)
- Ability to speak multiple languages at the undergraduate level

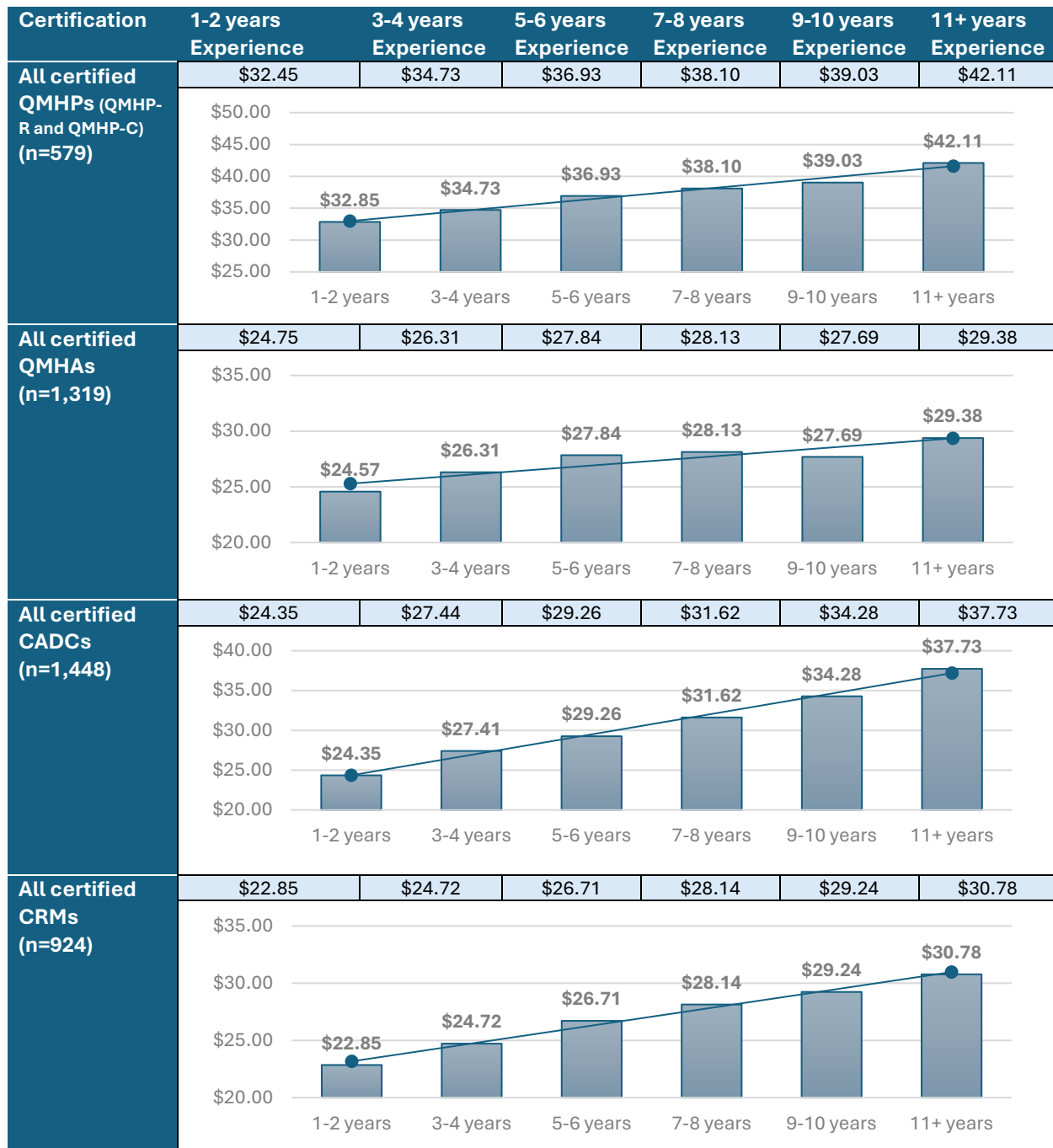
Wage Estimates by Occupational Role & Region

Includes certified individuals employed in private-CBOs, State, County, FQHCs, CCOs & Hospitals working in the primary role described.

Occupational Role and credential	Central Oregon		Eastern Oregon		Portland Metro Tri-county		Southern & South Coast		Valley & N. Coast	
QMHP Mental Health Therapist <i>(certified and licensed QMHPs)</i> (n=626)	ANOVA	38.26	ANOVA	36.30	ANOVA	40.79	ANOVA	39.69	ANOVA	39.34
	Median	35.00	Median	35.25	Median	40.00	Median	38.03	Median	37.00
	Geo	37.18	Geo	36.28	Geo	39.75	Geo	38.58	Geo	38.47
	Estimates Range \$35.00 - \$38.26		Estimates Range \$35.25 - \$36.30		Estimates Range \$39.75 - \$40.79		Estimates Range \$38.03- \$39.69		Estimates Range \$37.00- \$39.34	
	~\$36.60/hour		~\$35.75/hour		~\$40.50/hour		~\$38.85/hour		~\$38.15/hour	
QMHA Mental Health Associate (n=831)	ANOVA	26.59	ANOVA	27.15	ANOVA	27.78	ANOVA	26.71	ANOVA	28.24
	Median	26.80	Median	26.25	Median	26.54	Median	27.00	Median	28.09
	Geo	26.57	Geo	26.73	Geo	27.64	Geo	26.65	Geo	28.34
	Estimates Range \$26.57 - \$26.80		Estimates Range \$26.25 - \$27.15		Estimates Range \$26.54 - \$27.78		Estimates Range \$26.65 - \$27.00		Estimates Range \$28.09 - \$28.34	
	~\$26.70/hour		~\$26.70/hour		~\$27.10/hour		~\$26.80/hour		~\$28.20/hour	
Mental Health Peer (n=84)	ANOVA	22.49	ANOVA	22.95	ANOVA	26.58	ANOVA	23.57	ANOVA	24.35
	Median	20.07	Median	21.40	Median	25.00	Median	21.50	Median	22.55
	Geo	21.50	Geo	20.72	Geo	24.42	Geo	21.49	Geo	22.22
	Estimates Range \$20.07-\$22.49		Estimates Range \$20.72-\$22.95		Estimates Range \$24.42-\$26.58		Estimates Range \$21.49-\$23.57		Estimates Range \$22.22-\$24.35	
	~\$21.25/hour		~\$21.80/hour		~\$25.50/hour		~\$22.50/hour		~\$23.25/hour	
CADC Addiction Counselor (n=568)	ANOVA	28.29	ANOVA	26.65	ANOVA	31.04	ANOVA	29.79	ANOVA	29.03
	Median	26.00	Median	23.00	Median	27.97	Median	27.00	Median	26.50
	Geo	26.11	Geo	23.85	Geo	29.09	Geo	27.47	Geo	27.22
	Estimates Range \$26.00-\$28.29		Estimates Range \$23.00-\$26.65		Estimates Range \$27.97-\$31.04		Estimates Range \$27.00-\$29.79		Estimates Range \$26.50-\$29.03	
	~\$27.05/hour		~\$24.80/hour		~\$29.00/hour		~\$28.35/hour		~\$27.75/hour	
CRM Addiction Peer (n=427)	ANOVA	21.57	ANOVA	21.51	ANOVA	25.20	ANOVA	21.70	ANOVA	22.75
	Median	20.87	Median	21.25	Median	25.00	Median	21.64	Median	22.70
	Geo	21.60	Geo	21.55	Geo	25.20	Geo	21.79	Geo	22.72
	Estimates Range \$20.87-\$21.60		Estimates Range \$21.25-\$21.55		Estimates Range \$25.00-\$25.20		Estimates Range \$21.64-\$21.79		Estimates Range \$22.70-\$22.75	
	~\$21.20/hour		~\$21.40/hour		~\$25.10/hour		~\$21.70/hour		~\$22.70/hour	
SUD Clinical Supervisor (n=87)	ANOVA	34.50	ANOVA	29.90	ANOVA	37.20	ANOVA	34.38	ANOVA	36.62
	Median	32.75	Median	29.00	Median	35.63	Median	32.93	Median	34.34
	Geo	34.14	Geo	28.77	Geo	35.79	Geo	33.87	Geo	34.05
	Estimates Range \$32.75-\$34.50		Estimates Range \$28.77-\$29.90		Estimates Range \$35.63-\$37.20		Estimates Range \$32.93-\$34.38		Estimates Range \$34.05-\$36.62	
	~\$33.60/hour		~\$29.30/hour		~\$36.40/hour		~\$33.55/hour		~\$35.30/hour	
QMHP Mental Health Supervisor (n=64)	ANOVA	39.03	ANOVA	41.68	ANOVA	43.12	ANOVA	36.00	ANOVA	40.32
	Median	48.00	Median	45.39	Median	51.00	Median	44.00	Median	45.36
	Geo	46.87	Geo	48.94	Geo	49.16	Geo	43.52	Geo	47.13
	Estimates Range \$39.03-48.00		Estimates Range \$41.68-48.94		Estimates Range \$43.12-\$51.00		Estimates Range \$36.00-\$44.00		Estimates Range \$40.32-\$47.13	
	~\$44.50/hour		~\$45.30/hour		~\$48.00/hour		~\$40.00/hour		~\$43.70/hour	
Administrative or Managerial certified professionals (n=213)	ANOVA	43.58	ANOVA	49.42	ANOVA	41.92	ANOVA	39.43	ANOVA	42.40
	Median	43.00	Median	42.09	Median	38.00	Median	36.26	Median	42.38
	Geo	43.25	Geo	48.91	Geo	39.75	Geo	37.18	Geo	42.03
	Estimates Range \$43.00-\$43.58		Estimates Range \$42.09-\$48.91		Estimates Range \$38.00-\$41.92		Estimates Range \$36.26-\$39.43		Estimates Range \$42.03-\$42.40	
	~\$43.25/hour		~\$45.50/hour		~\$39.95/hour		~\$37.85/hour		~\$42.20/hour	

Geometric Mean Hourly Wages for selected Certifications by Years of Experience

Wage estimates include all certification survey respondents, including those who work in their primary role associated with their certification, and those certified respondents who may be working as supervisors, managers, administrators, or other positions. Some professionals maintain more than one certification, work in multiple roles, or as co-occurring therapists.



Job Posting Analysis

Job listings for December 2024 - MHACBO Jobs Page (162 job openings posted)

QMHA Certification Required or able to obtain QMHA Certification, with no other credentialing requirements	24 Oregon job postings	QMHA Starting Wage Geometric Mean: \$24.46
CADC Certification Required or able to obtain CADC Certification, with no other credentialing requirements	14 Oregon job postings	CADC Starting Wage Geometric Mean: \$25.11
CRM Certification Required or able to obtain CRM Certification, with no other credentialing requirements	19 Oregon job postings	CRM Starting Wage Geometric Mean: \$23.56
QMHP Certification Required or able to obtain QMHP Certification, with no other credentialing requirements	18 Oregon job postings	QMHP Starting Wage Geometric Mean: \$33.53