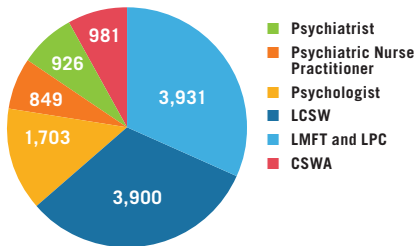


Behavioral Health System Reimbursement Challenges in Oregon

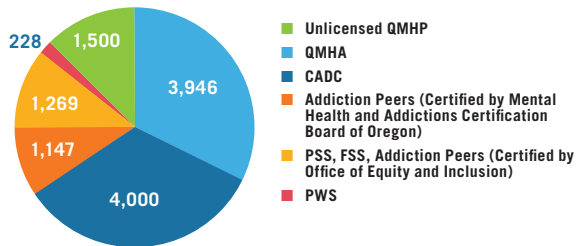
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Oregon, like other states, is grappling with a serious behavioral health workforce retention and recruitment challenge. As we seek to find the best solutions, it is important to compare and contrast payer reimbursement by provider type and service array, and to acknowledge the consequences of these differences, especially on the public behavioral health system: over-reliance on state general fund (and county general fund in some areas) and grants to knit together the support needed for the community behavioral health system.

Estimated Number of Licensed Behavioral Health Providers

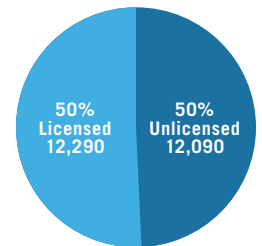


Estimated Number of Unlicensed Behavioral Health Providers*



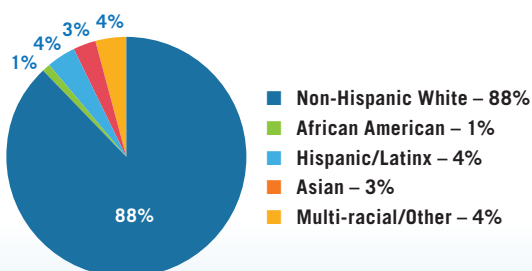
*Includes certified unlicensed workforce only

Total Behavioral Health Workforce

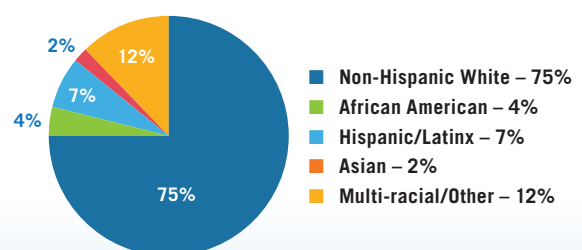


The behavioral health system is dependent on both licensed and unlicensed providers, and the estimated proportion of unlicensed providers is significant.

Licensed Providers by Race/Ethnicity



Unlicensed Providers by Race/Ethnicity

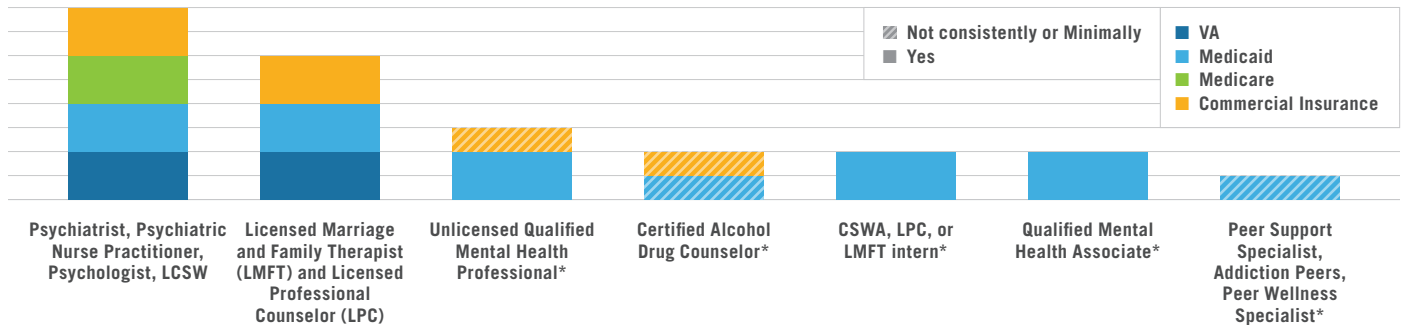


Unlicensed behavioral health providers are more diverse as a group than licensed providers.

Behavioral Health System Reimbursement Challenges in Oregon

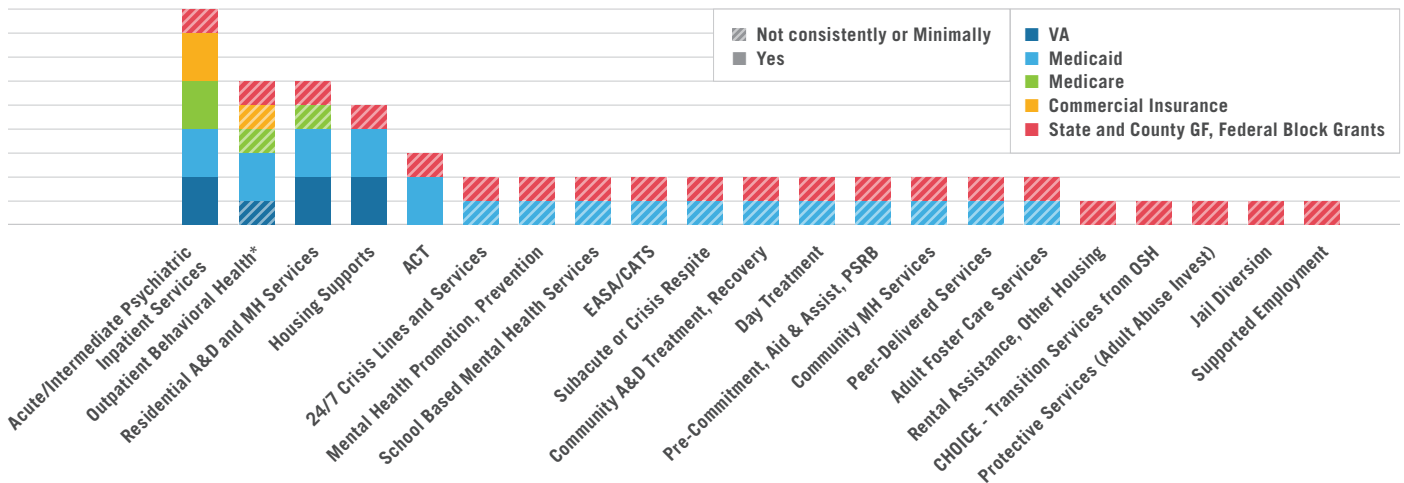
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Payer Reimbursement by Provider Type



*While unlicensed clinicians represent a significant proportion of the behavioral health workforce, they are almost solely reimbursed by Medicaid and heavily reliant on state and county general funds, and federal block grants. Most payers only acknowledge licensed providers, leaving unlicensed providers primarily responsible for community-based care.

Payer Reimbursement by Service

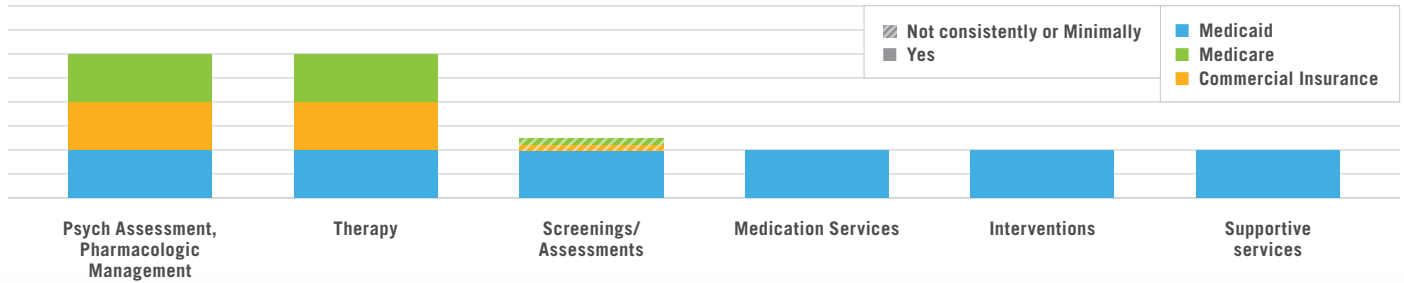


*Only a subset of the array of services—e.g., no case management, skills training

Many of the services for people with the highest mental health needs are only covered by Medicaid or state and county general funds.

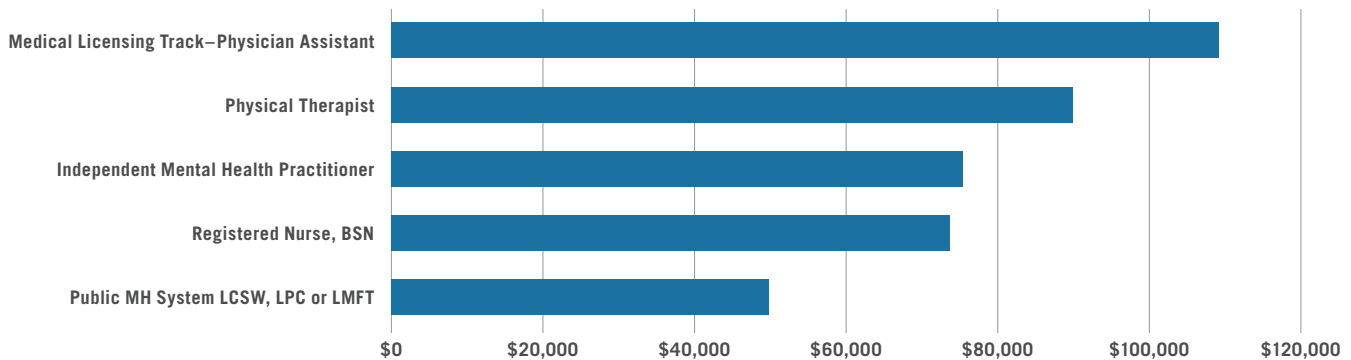


Billing Code Coverage by Service



Most team-based, multi-faceted or capacity-based services are not fully reimbursed by payers because they don't fit into billing codes.

Select Physical Health and Mental Health Providers by Median Salary



All of the select providers require a master's degree except for the registered nurse. Licensed clinicians have an additional 2-3 year post-graduate internship requirement before they can practice on their own, with at least 100 hours of supervision at a minimal cost of \$100 per hour, which is paid for by the intern or by the host agency.

LCSW – Licensed Clinical Social Worker
CSWA – Certified Social Worker Associate
LMFT – Licensed Marriage and Family Therapist
LPC – Licensed Professional Counselor
QMHA – Qualified Mental Health Associate

QMHP – Qualified Mental Health Professional
CADC – Certified Alcohol Drug Counselor
PWS – Peer Wellness Specialist
PSS – Peer Support Specialist

Sources: Mental Health and Addictions Certification Board of Oregon (MHACBO) • Oregon Office of Equity and Inclusion (OEI) • State Licensing Boards for licensed clinicians • National Associations of the array of provider types • Public mental health system key informants

