

UNITEDWEHEAL

Lifting Voices, Improving Care

**ADVANCE YOUR CAREER.
EARN WHILE YOU LEARN.**

QUALIFIED MENTAL HEALTH ASSOCIATE APPRENTICESHIP

Behavioral health workers who don't have a Bachelor's Degree, and want to pursue QMHA certification, now have a new path to pursue their goals.

The QMHA apprenticeship helps individuals with sufficient behavioral health industry work experience achieve QMHA certification while they continue to work in behavioral health. Once certified, apprentices will advance in their position with their employer and receive wage increases.



As an AFSCME member—QMHA apprentice, you'll receive:

- ✓ College credits—without any fees or tuition costs
- ✓ Financial stipends, depending on individual need
- ✓ Free clinical supervision



CASCADIA
WHOLE HEALTH CARE™



The Details: Classroom Learning

The 'classroom' component of the QMHA apprenticeship will be delivered asynchronously by Eastern Gateway Community College (egcc.edu).

Over 12 months, apprentices take a pre-established set of courses:

- *Psychology 101*
- *Social Work and Deviant Behavior*
- *Social Work 101*
- *Healthcare Law and Ethics*
- *Abnormal Psychology*
- *Social Work Practicum*

The courses each last 8 weeks. You complete the work at your own pace and on your own schedule, **earning a total of 16 college credits.**

Depending on prior work experience and related education, some apprentices will advance without needing to complete all the coursework.

The Details: On-the-job Learning

While engaged in the QMHA apprenticeship, **you will receive clinical supervision** from your employer. **You will receive 'on the job training'** from QMHA-certified colleagues. Certain positions/shifts may not be suitable for this activity, in which case, you may need to make some change to your current role.

Your employer will offer 'on the job learning' or continuing education opportunities. These may help you complete your QMHA certification process more quickly.

The Details: Costs

AFSCME members in the apprenticeship program will not have any cost for the training.

Non-AFSCME members in the apprenticeship program may incur significant out of pocket educational costs. Individuals who would pursue a similar certification training process on their own (outside the apprenticeship program) may incur significant educational costs, would not have access to the financial stipend supports, and possibly not have access to clinical supervision.

Get Started:

You can apply to be an apprentice here:

unitedwehealoregon.com/register

For more information about the educational component of the apprenticeship visit: freecollege.afscme.org/faqs/

For more information about the overall QMHA Apprenticeship program, you can attend one of the upcoming 'virtual open house' for the program. No registration required.

For questions, email: training@unitedwehealoregon.com

Saturday, September 18, 9:30am

Zoom: bit.ly/AFSCME-Sept18

Wednesday, September 22, 12pm

Zoom: bit.ly/AFSCME-Sept22

Thursday, September 23, 5:30pm

Zoom: bit.ly/AFSCME-Sept23

UNITEDWEHEAL

Oregon AFSCME Behavioral Health Training Trust

A System in Crisis

Oregon ranks last in the United States for behavioral health outcomes.¹

One in five adults has a mental health condition. There is a universal shortage in supply across all provider types, leading to significant unmet needs in behavioral health care, especially for the most underserved populations.²

Unlicensed providers report the highest potential field turnover among the behavioral health workforce, with **20% of unlicensed addiction providers and 23% of unlicensed mental health providers indicating their intention to leave the field or retire.**³ Some of the highest levels of anticipated turnover are among QMHAs. Turnover leads to negative client care outcomes and increased caseloads to cover vacancies and care team transitions.

Current training isn't effectively preparing behavioral health employees—76% of Mental Health Supervisors believe their QMHAs and GMHPs do not have an adequate understanding of addiction and substance use disorders.⁴

Strong behavioral health training benefits everyone in our community.

With strong training **clients** receive consistent, culturally competent, quality care; **employees** have sufficient training to avoid burnout and advance their careers; and **employers** save money with increased staff retention and satisfaction.

United We Heal's Solution

United We Heal is a cutting-edge, equity-focused training program developed by Oregon AFSCME to address gaps in Oregon's current behavioral health system.

- **Earn As You Learn:** We offer an apprenticeship model that builds upon the value of on-the-job learning and provides educational pathways beyond the classroom. Apprenticeship is a workforce solution that actively promotes diversity and inclusion in the workplace, including race, gender, sexual orientation, and ability. This model accommodates workers who can't afford to stop working to attend school, and supports workers through mentorship, navigation of certification options, and financial support.
- **Partner with Employers:** United We Heal is a joint project with employers. We pursue long-term partnerships that forecast specific workforce deficits and support both program oversight and the identification of relevant placement opportunities that allow workers to gain experience and clinical supervision hours needed for certifications.

Our initial focus is on training pathways for mid-level professions that do not require Bachelor's degrees (the non-degree QMHA track and the CADC track). We also anticipate providing support for workers pursuing QMHP status through MA degree coursework.

**We're dedicated to engaging a community
mental health workforce that puts healing first.**

1. *Ranking the States*. Mental Health America, 2020. <https://mhanational.org/issues/ranking-states>
2. Scheyer K, et al. *Recruitment and Retention Recommendations for Oregon's Behavioral Health Workforce*. Farley Health Policy Center, 2019.
3. Hemeida S, et al. *An Analysis of Oregon's Behavioral Health Workforce*. Farley Health Policy Center, 2019.
4. Razavi, Michael et al. *Oregon Behavioral Health Workforce Survey*. Mental Health & Addiction Certification Board of Oregon, 2018.

1 in 5 adults

**HAVE A MENTAL HEALTH
CONDITION**

1 in 5 unlicensed
addiction providers

AND

nearly 1 in 4
unlicensed mental
health providers

**INTEND TO LEAVE THE
FIELD OR RETIRE**

3 in 4 mental
health supervisors

**BELIEVE THEIR
SUPERVISEES NEED
MORE TRAINING**

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