

Medical Assistance Program Structure in Other States

ERIN SULLIVAN, POLICY ANALYST

DECEMBER 8, 2025



Montana Department of
LABOR & INDUSTRY

States Evaluated



Colorado



Idaho



Oregon



Utah

Colorado – Peer Assistance Programs

COLORADO PHYSICIAN HEALTH PROGRAM (CPHP)

Serves physicians, residents, medical students, physician assistants, physician assistant students, anesthesiology assistants, and anesthesiology students with health problems, including medical conditions, psychiatric illnesses, substance abuse, and/or personal problems such as family difficulties, stress, or career issues

PEER ASSISTANCE SERVICES (PAS)

Serves addiction counselors, dentists, dental hygienists, direct entry midwives, marriage and family therapists, nurses, professional counselors, psychologists, pharmacists, social workers, unlicensed psychotherapists, veterinarians, and veterinary technicians

Colorado – Peer Assistance Programs

CPHP

- CPHP accepts self-referrals & formal referrals for evaluations
- Evaluates any health issue including medical, psychiatric, emotional problems or situational stresses. A client is provided a Medical Director and a Licensed Masters Level Clinician who will manage their case during their involvement.
- CPHP provides treatment referrals & monitoring, including:
 - Regular participant monitoring appointments
 - Tissue testing/urine drug screening
 - Case management services
 - Reports generated to various entities
 - Family services

PAS

- Engaging in the PAS begins with an intake, which consists of a comprehensive biopsychosocial evaluation by an evaluator who makes safety to practice recommendations
- If treatment and monitoring is recommended, a case manager formulates a rehabilitation and monitoring contract and provides referrals to treatment, other resources, and continually supports clients throughout the duration of the contract
- Structures monitoring may include treatment, random drug testing, recovery support activities and meetings, therapy, psychiatric or psychological evaluation, telehealth or in-person meetings with case manager, relapse prevention, etc.
- PAS is an abstinence-based program

Idaho – Health Professionals Recovery Program (HPRP)

Confidential alternative to formal disciplinary action.

- Public safety is prioritized through monitoring these individuals outside of formal disciplinary processes.

Targets licensees with unsafe behaviors due to mental, emotional, or chemical dependence issues.

Division of Occupational and Professional Licenses supports licensees who recognize their impairments and are engaged in recovery methods.

- Licensees demonstrating recovery and no public threat are allowed to continue practicing.

Program facilitates acute treatment, supports and endorses the local development of self-help groups, but does not provide direct treatment, counseling or aftercare services.

Two track options:

- Self-referral – by the individual or a friend or loved one
- Referred by a board – medicine, dentistry, pharmacy, nursing

Idaho – HPRP

TRACK 1: NON-BOARD REFERRAL

- Licensee has not come to the attention of a Board for violations of the Practice Act or Rules
- Licensee or another person contacts the HPRP requesting assistance
- Licensee agrees to enter treatment & signs a contract for monitoring by the program
- Licensee is compliant with all conditions of the monitoring contract
- Licensee is released from the program following satisfactory completion
- Licensing Board receives no information about Licensee

TRACK 2: BOARD REFERRAL

- Formal complaint is filed with Licensing Board OR Licensee admits to a disability relating to alcohol or drug use or emotional or mental conditions
- Licensee waives the right to a hearing
- Licensee is referred to the HPRP and signs a contract for monitoring through the program
- Licensee agrees to enter treatment
- Licensee is compliant with all conditions of the monitoring contract
- Licensee is released from the program following satisfactory completion
- There is no record of formal disciplinary action by Licensing Board

Oregon – Health Professionals’ Services Program (HPSP)



Assists health care providers with substance use or mental health disorders



Program aims to enable providers to continue serving safely through monitoring and rehabilitation



HPSP includes four main participating health boards

Dentistry, Nursing, Medical, Pharmacy



Other health professional regulatory boards can opt to participate in HPSP in the future



Montana Department of
LABOR & INDUSTRY

Oregon – HPSP

Enrollment

- Licensees can be referred by a board or can self-refer
- HPSP works with boards to monitor licensees who are referred
- For voluntary track, HPSP helps create a private monitoring plan, which stays confidential if the licensee follows the agreement



Oregon – HPSP

Education & Resources

- HPSP provides information & resources for employers, associations, support groups, treatment programs, and others
- Topics include:
 - What HPSP is & what it offers
 - Benefits of self-referring to HPSP
 - Signs of substance abuse & mental health issues
 - How to prevent relapse
 - Importance of good supervision at work

Utah – Professionals Health Program (UPHP)

Confidential health program provided by the Division of Professional Licensing (DOPL)

Assists licensed healthcare professionals dealing with substance use disorders that may impair their practice

Serves as an alternative to public discipline

UPHP does not offer treatment directly

- Coordinates assessment, treatment placement, long-term aftercare monitoring

Primary goal is to promote the health and well-being of licensed healthcare professionals

Utah – UPSP

Staff

- Program is housed within Division of Professional Licensing, so is staffed by the agency (Department of Commerce)
- Staff includes:
 - Medical Director
 - Program Manager
 - Program Support Specialist
 - 3 – Clinical Coordinator

Utah – UPSP

Services

- UPHP Education & Outreach and Consultation & Support services are available to all licensed healthcare professionals, their employers and concerned others.
- Topics include:
 - Stress
 - Burnout
 - Mental Health
 - Physical Health
 - Other Life Stressors



Utah – Professionals Health Program (UPSP)

Confidential Monitoring

- Confidential Monitoring is available to professionals licensed under the following Practice Acts:

- Physician
- Nurse
- Dentist & Dental Hygienist
- Mental Health
- Pharmacy
- Medical
- Physician Assistant
- Podiatry
- Veterinary
- Osteopathic Medical
- Psychologist



Parameters



Professions
covered



Agency vs. third-
party



Types of monitoring
or assistance
covered



Length of
monitoring
agreement



Voluntary track
offered



Reporting structure



Staffing



Cost



Montana Department of
LABOR & INDUSTRY

Professions Covered

Boards / Professions	Addiction Counselor	Athletic Trainer	Chiropractic	Cosmetology, Electrology, Esthetics	Dentistry	Denturist	Dietitians	Direct Entry Midwifery	Emergency Medical Providers	Genetic Counseling	Hearing Aid Dispensers	Marriage & Family Therapist	Massage Therapists	Medical Board	Medical Imaging	Mortuary & Cemetery	Naturopathic Medicine	Nursing	Nursing Home Administrators	Occupational Therapy	Optometry	Pharmacy	Physical Therapy	Podiatry	Professional Counselors	Psychology	Respiratory Therapy	Social Workers	Speech-Language Pathology & Audiology	Veterinary
Colorado	X				X						X		X				X				X			X	X		X		X	
Idaho					X								X				X								X					
Oregon		X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X
Utah	X				X							X		X			X				X		X	X	X		X		X	

Agency vs. third-party

Colorado

- Third-party – contracted with:
 - Colorado Physician Health Program for physicians and PAs
 - Peer Assistance Services for all other health care professions

Idaho

- Third-party – contracted with Southworth Associates

Oregon

- Third-party – contracted with Uprise
 - Uprise only provides monitoring services, and uses independent third-party evaluators and treatment providers that are approved by the board

Utah

- Agency – Department of Commerce, Division of Professional Licensing
 - DOPL does not provide treatment, but offers resources, referrals for clinical evaluations and treatment, and continuous monitoring of recovery.



Types of monitoring or assistance covered

Colorado

- Medical conditions, psychiatric illnesses, substance abuse, personal problems (family difficulties, stress, career issues)

Idaho

- Mental and emotional conditions and habitual chemical use

Oregon

- Substance abuse disorder and/or mental health disorder with the appropriate diagnostic code from the DSM

Utah

- Substance use disorder



Length of monitoring agreement



Colorado

- Information not available for PHP
- Length & requirements of monitoring contract vary depending on individual for other programs

Idaho

- Minimum of 5 years

Oregon

- SUD, mild, or mental health diagnosis w/o SUD is minimum 2 years
- SUD, moderate or severe, with or w/o mental health disorder is minimum 5 years

Utah

- Minimum of 5 years

Voluntary track offered



Colorado

- PHP accepts self-referrals and calls from persons who may be concerned about a physician, physician assistant, anesthesiology assistant, or trainee.
 - CPHP will accept anonymous calls but lacks the ability to mandate participation.
- PAS accepts referrals from the Colorado Department of Regulatory Agencies, Colorado Department of Health and Environment, employers, providers, attorneys, family members, and self-referrals.
 - PAS cannot take anonymous referrals and mandate someone to the program.

Idaho

- HPRP offers two tracks to their alternative to disciplinary action program
 - Non-board referral
 - Referral by Licensing Board

Oregon

- A health profession licensing board may establish by rule an option to permit licensees of the health profession licensing board to self-refer to the program
- The program shall require a licensee who self-refers to the program to attest that the licensee is not, to the best of the licensee's knowledge, under investigation by the licensee's board.
- A voluntary participant shall undergo an evaluation by an independent third party for alcohol or substance abuse or mental health disorders.
- The program may not report a voluntary licensee's enrollment or successful completion of the program to the licensee's board.

Utah

- Voluntary track offered. Reporting to a licensee's board is not allowed on the voluntary track unless the participant is non-compliant.

Reporting structure

Colorado

- CPHP may provide per the requirements of a formal order for evaluation

Idaho

- Monthly reporting on compliance

Oregon

- A program established or contracted for must at least weekly, submit to licensee's boards:
 - A list of licensees who were referred to the program by a health profession licensing board and who are enrolled in the program; and
 - A list of licensees who were referred to the program by a health profession licensing board and who successfully complete the program
- When the program reports substantial noncompliance to a board, the report must include:
 - A description of the substantial noncompliance;
 - A copy of a report from the independent third party who diagnosed the licensee stating the licensee's diagnosis
 - A copy of the licensee's diversion agreement; and
 - The licensee's employment status

Utah

- Program contracts shall allow the division to report regularly to the licensee's professional licensing board regarding the licensee's progress in the program to the extent that reporting does not violate HIPAA
- Only for board referrals – voluntary, self-referrals are not reportable to a board unless the participant becomes non-compliant or the licensee becomes the subject of an investigation or UPHP determines there is a duty to report.

Staffing

Colorado

CPHP – 20 Staff: 5 Medical Directors; 15 other staff: PsyD (1), PhD (2), PhD, LCSW (1), LCSW (4), LPC (2), MPA (1), CPA (1), Admin (3)

PAS – 28 Staff: Director, Clinical Evaluator Manager, Evaluators (2), Evaluator Consultants (5), Evaluation Reviewer, Program Manager, Case Manager Leads (2), Case Managers (5), QA Coordinator, Intake Coordinator, Program Coordinator, Consultants (4), Education Services (3)

Idaho

Southworth - 6 Staff: – Partner (2), Office Administrator, HPRP Program Supervisor, Compliance Monitor (2)

Oregon

Uprise Health – information not available

Utah

UPHP – 6 Staff: Medical Director, Program Manager, Program Support Specialist, Clinical Coordinator (3)

Costs



Colorado

CPHP's direct services are free to CO licensed physicians, PAs and anesthesiology assistants. Participants are responsible for costs of any additional evaluations and treatment outside of CPHP, including drug testing.

There is no cost for services provided by PAS to include, comprehensive evaluation, case management, monitoring, referrals to treatment, and resources. Participants are responsible for the cost of random drug testing, therapy, psychiatry, or other requirements outlines in monitoring contract.



Idaho

Southworth charges a monthly administration fee as well as a fee to attend each support group meeting. Additionally, the participant is responsible for toxicology testing.



Oregon

HSPS resources are paid for by the participating healthcare professional licensing boards and the individual licensee.



Utah

UPHP does not collect or charge a monitoring fee for participants. The cost to administer the program is paid for by licensing fees. Participants are responsible for costs of evaluation, treatment and toxicology testing.



Resources

Colorado

- [Colorado Physician Health Program](#)
 - [2024-2025 Annual Report](#)
 - [2024-2025 Financial Statements](#)
- [Peer Assistance Services](#)
 - [2022-2023 Annual Report](#)

Idaho

- [Health Professionals Recovery Program](#)
 - [2025 HPRP Report](#)

Oregon

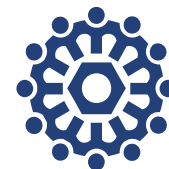
- [Oregon HPSP Monitoring Program](#)
 - [Oregon Medical Board 2024 Annual Report](#)

Utah

- [Utah Professionals Health Program](#)
 - [FY 2024 Annual Report](#)

Questions?

...DISCUSSION



Montana Department of
LABOR & INDUSTRY