

Career Lattice and Educational Pathways for Targeted Behavioral Health Positions

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
Peer Recovery Coaches	<p>Peer Recovery Coaching is a set of nonclinical activities, based on shared lived experience, that engage, educate, and support an individual to successfully recover from mental and/or substance use disorders. Peer Recovery Coaches act as a recovery and empowerment catalyst: guiding the recovery process and supporting the individual's recovery choices, goals, and decisions.</p> <p>- SAMSHA Service Definition</p>	<p>No minimum level of education required</p> <p>No licensure or certification required</p> <p>MUST have lived experience with substance use disorder</p> <p>Must be willing to engage with peers and be a supportive, helpful and important part of navigating their recovery program</p>	<p>http://www.nhadaca.org/trained-recovery-coach/</p> <p>More info here: http://www.nhadaca.org/professional-development-calendar/</p>		
Certified Recovery Support Worker (CRSW)	<p>An entry-level certification aimed at those who can use their life experiences to help others in treatment and recovery. The certification is designed to guide the credentialed individual in enhancing the effectiveness of treatment and help clients maintain long-term sobriety.</p> <p>Assist individuals in gaining access to needed resources in the community, by assisting them in overcoming barriers and helping them bridge gaps between their needs and available resources.</p> <p>Provide assistance for information / referral, and listening / support, provide appropriate intervention for individuals in crisis, collaborates with inpatient substance abuse treatment providers, document calls, review treatment plans,</p>	<p>HS diploma or equivalent; 18 years of age or older; Read and write in English. Have not engaged in any of the following:</p> <ul style="list-style-type: none"> • Fraud/deceit in procuring license • Sexual relations, abuse or solicitation of past or current client • Failure to remain free from alcohol / substances to extent that impacts safety of practice • Felony conviction (unless waived by board) • Disciplinary action against substance use license • Failure to maintain confidentiality • False or misleading advertising <p>No mental disability that impacts professional judgment or ability to offer services and is of good moral character</p> <p>46 hours in Recovery Performance Domains, provided</p>	<p>http://www.nhadaca.org/certified-recovery-support-worker-crsw-academy-training/</p> <p>More info here: http://www.nhadaca.org/professional-development-calendar/</p>	<p>PROPOSED: For certified recovery support workers, 12 hours of approved continuing education in the 24 months subsequent to the date of recertification are required.</p> <p>*MAY INCREASE TO 20 HOURS TO ALIGN WITH IC & RC</p>	<p>http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-13.htm</p>

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	<p>attending meetings with program personnel, employers, parents, case managers.</p> <p>Engage clients in treatment, provide supervision and training on living skills needed to increase independence, and provide additional connection to other peer support providers.</p> <p>Be a positive role model to those in recovery and may facilitate recovery wellness groups</p>	<p>sponsored or approved by authorized body, with minimum of:</p> <ul style="list-style-type: none"> • 16 hours of sub. use counseling ethics • 6 hours of suicide prevention • 6 hours AIDS/HIV <p>500 hours of paid or volunteer work experience that involves direct service to clients, and is performed under supervision and in an approved setting.</p> <p>Mandatory 25 hours of supervision.</p> <p>Completed exam: IC&RC 2008 peer recovery exam</p> <p>https://www.dhhs.nh.gov/dcbcs/bdas/documents/proposed-administrative-rules.pdf</p> <p>Scope of Practice: http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-13.htm</p>			

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Peer Support Specialists	<p>A person with significant life-altering experience also referred to as lived experience. These specialists support individuals with struggles pertaining to mental health, psychological trauma or substance use. Because of their lived experience, such persons have expertise that professional training cannot replicate.</p> <p>There are many tasks performed by peer support specialists that may include assisting their peers in articulating their goals for recovery, learning and practicing new skills, helping them monitor their progress, supporting them in their treatment, modeling effective coping techniques and self-help strategies based on the specialist's own recovery experience, and supporting them in advocating for themselves to obtain effective services.</p>	<p>Must have lived experience in significant life-altering events such as struggles pertaining to mental health, psychological trauma or substance use.</p> <p>Required training: Trained in Intentional Peer Support (IPS 101 and IPS Core)</p> <p>After completing IPS 101 and Core, trainees are required to attend 4 quarterly Co-Reflection trainings</p> <p>Only after 1 full year of practice and successful completion of the above 4 Co-Reflections does any Peer Support Specialist become Certified in IPS</p> <p>WRAP (Wellness Recovery Action Plan) Overview</p> <ul style="list-style-type: none"> 2 Full Days of Training <p>WHAM (Whole Health Action Management) - No training currently offered in NH. See "Local Educational Programs" for more information.</p>	<p>Trainings are provided by State Certified Trainers. The Core training is rooted here: http://www.intentionalpeersupport.org</p> <ul style="list-style-type: none"> IPS 101 is 2 full days IPS Core is 6 full days <p>WRAP resources:</p> <ul style="list-style-type: none"> http://mentalhealthrecovery.com/ https://www.copelandcenter.com/ <p>WHAM resources:</p> <ul style="list-style-type: none"> https://www.thenationalcouncil.org/training-courses/whole-health-action-management/ http://www.heartspsa.org/ 		

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<p>Entry Level Behavioral Health Positions (examples):</p> <ul style="list-style-type: none"> • Program Aide • Behavioral Health Technician • Direct Support Worker • Outreach Worker 	<p>These entry-level roles can provide a number of different support and direct service functions including:</p> <p>Provide assistance with activities of daily living, reminders to take medication, socialization and companionship. May include help with personal care.</p> <p>Conduct resident tracking; role modeling to promote behavior change; behavioral management and support</p> <p>Direct support and supervision provided to members within community based programs. Follow established schedules for individuals supported in program</p> <p>Work with members to find areas of interest and assist in locating and securing paid and volunteer positions. Provide transportation as needed.</p> <p>Maintain accurate records, open and focused communication with team members regarding goals of program participants</p>	<p>HS diploma or equivalent; 18 years of age or older; Read and write in English. Driver’s license usually required for most positions.</p> <p>0 – 3 years of experience</p>	<p>N/A</p>		

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Certified Prevention Specialists (CPS)	<p>Prevention is defined as a proactive process which empowers individuals and systems to meet the challenges of life events and transitions by creating and reinforcing healthy behavior and lifestyles and by reducing risks contributing to alcohol, tobacco, drug misuse and other related issues.</p> <p>CPSs may provide intensive education for students, and training and consultation for parents, teachers and staff. They engage students and neighborhood communities in programs that stimulate dialogue and self-awareness, promote healthy decision-making, and encourage non-use for youth and adults.</p> <p>They coordinate and implement internal and external initiatives, strategies, and programs aimed at increasing awareness of substance use disorders, improve linkages to resources and provide culturally appropriate prevention and awareness SUD, and mental health concerns.</p> <p>Facilitate groups for various communities on SUD, addiction, healthy living and mental health awareness. Identify available community-based resources and actively manage appropriate referrals, access, engagement, follow-up, and coordination of services.</p>	<p>http://nhpreventcert.org/wp-content/uploads/2016/12/CPS-Manual-Updated_20161219_final.pdf</p> <p>The purpose of prevention certification is to recognize and ensure that substance abuse prevention practitioners meet competency standards established by the International Certification Reciprocity Consortium (IC&RC) and the New Hampshire Prevention Certification Board.</p> <p><u>Candidates with a BS/BS degree or higher:</u> 2,000 documented hours of ATOD prevention-related experience in the IC&RC Prevention Performance Domains. Of those 2,000 documented hours, a minimum of 120 hours of supervision is required. Of the 120 supervised hours, a minimum of 10 hours is required in each of the six Prevention Performance Domains.</p> <p>Education Requirement: Must have a total of 120 hours of documented education, with a minimum of 6 hours required in each of the domains specified. At least 50 hours of education must be ATOD-specific. All education hours must have been completed within the past five years.</p> <p><u>Candidates with less than a BA/BS degree:</u> Must have an additional 2,000 hours of documented experience, for a total of 4,000 documented hours. In addition, it is required that candidates without a Bachelor's degree document an additional 120 supervised hours, for a total of 240 hours of</p>	<p><i>See appropriate Associate and Bachelor listings below</i></p> <p>NHADACA: http://www.nhadaca.org/prevention-certification/</p>	<p>Recertification for the Prevention Specialist is every two years and requires an additional forty (40) hours of continuing education in the area of ATOD prevention.</p>	

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		<p>supervision. Of the 240 supervised hours, a minimum of 20 hours is required in each of the six Prevention Performance Domains</p> <p>Education Requirement: Must have an additional 120 hours of documented education, for a total of 240 documented hours. Hourly requirements for the defined educational domains are consistent with the requirements for candidates who hold a degree; the additional 120 hours can be spread out across the defined domains.</p>			
<p>Community Health Workers (CHWs)</p>	<p>A frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the worker to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.</p> <p>A community health worker builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.</p> <p>CHWs in NH conduct home visits and</p>	<p>No current licensure required by NH</p> <p>Education level varies by job requirement. Can be HS diploma/GED to Master's level</p> <p>Training may be done at employer</p> <p>Training topics in New Hampshire include: service coordination and conduct, organization and time management, care coordination, insurance options and the marketplace, CHW Code of Ethics, cultural effectiveness; communication skills, community assessment, advocacy, leadership, and empowerment skills.</p>	<p>North Country Health Consortium: http://www.nchcnh.org/events.php</p> <p>Southern NH AHEC: http://www.snhahec.org/Community-Health-Workers.cfm (periodic – grant funded)</p>		<p>Job description: http://medweb01/home/cmc_hr/jobdesc/Community%20Service/Community%20Health%20Worker-MCHT-HCH-06-2013.docx</p> <p>https://www.indeed.com/cmp/Ammonoosuc-Community-Health-Services-/Inc./jobs/Community-Health-Worker-f6112ffb70032ee6?sjid=QwrRXKrqZ3CNX5W-09jEvZr6AuUSIGdwzp7L93QjWy8PykmjY4KRx22X900BmbpznQ_B</p>

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	provide preventive services related to the home environment, such as reducing asthma triggers or preventing lead poisoning.				I2_WUI923ubOv_inlu2ukFp6eb_PWyZWZIsceM
Licensed Alcohol and Drug Counselors (LADC): Associate's level	<p>Substance Use Counselors are trained professionals who offer support, rehabilitation, and guidance. They work closely with people with substance use disorders to help them better understand and overcome their addictions.</p> <p>The scope of a substance abuse counselor's support can vary from crisis intervention to long-term management issues, procuring immediate medical attention to assisting with ongoing treatment. Counselors will evaluate their clients' mental and physical health, the scope and severity of their addictions, and help develop treatment goals and plans. They teach clients coping mechanisms, help them rebuild relationships, and assist them in reestablishing their careers.</p> <p>Note: This position can only work in an agency under weekly supervision.</p> <p>Scope of practice: http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-11.htm</p>	<p>The foundation for a LADC license is a qualifying degree and examination and documented experience (http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-mrg.htm). If the degree is at the associate's level, it should be in addiction studies or substance abuse counseling. Candidates must complete 300 hours of education in drug and alcohol use. These hours may or may not be earned in conjunction with the qualifying degree. Additional requirements:</p> <ul style="list-style-type: none"> • 6,000 hours of supervised work experience • 300 hours of supervised practical training within the degree-granting program, as part of the supervised work experience or separately • Pass IC & RC ADC exam <p>See: http://www.gencourt.state.nh.us/rules/state_agencies/alc100-500.html - PART Alc 306</p>	<p>NHTI: AS in Addiction Counseling https://www.nhti.edu/academics/programs-study/human-service-programs/addiction-counseling-degree</p>		

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<p>Associate and Bachelor's Level Behavioral Health Positions (examples):</p> <ul style="list-style-type: none"> • Direct Service Worker • Substance Use Counselor • Case Manager • Transition Coach • Behavioral Health Counselor 	<p>These entry-level, college graduate roles can provide a number of different support and direct service functions including:</p> <p>Provide individual and group counseling, develop/facilitate workshops, provide supportive services, treatment planning and implementation, and case management</p> <p>Promoting therapeutic community activities, conducting assessments of referred clients and assisting with the development of transition planning</p> <p>Individual case management for families or individuals to address barriers and make referrals for housing, accessing mainstream benefits and referrals to address physical, mental health and or substance use issues.</p> <p>Crisis intervention and crisis line back-up; conduct drug testing; and maintain caseload documentation/reporting</p>	<p>Associate or Bachelor of Arts or Sciences in Psychology, Sociology, Social Work, Public Health, Human Services, or related discipline</p> <p>0 – 3 years of experience in human services or behavioral health settings</p> <p>Ability to pass any required certificates, licensure, or training requirements</p>	<p>New England College: AA in Psych; Soc https://www.newenglandcollegeonline.com/programs/associate-degrees/psychology/</p> <p>AS in Human Services https://www.newenglandcollegeonline.com/programs/associate-degrees/human-services/</p> <p>Manchester Comm College: AA in Behavioral Sciences w/various relevant certificates https://www.mccnh.edu/academics/programs/behavioral-science#cert2</p> <p>Nashua Comm College: AS in Human Services http://www.nashuacc.edu/academics/associate-degrees/social-educational-behavioral-sciences/227-human-services</p> <p>AS in Psychology http://www.nashuacc.edu/academics/associate-degrees/social-educational-behavioral-sciences/223-psychology</p> <p>UNH: BS in Neuropsychology https://manchester.unh.edu/academics/degree-programs/neuropsychology</p>		

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			BS in Human Development and Family Studies https://chhs.unh.edu/hdfs/bs-human-development-and-family-studies <i>See additional listings of colleges and programs below</i>		
Licensed Alcohol and Drug Counselors (LADC): Bachelor's level	Substance Use Counselors are trained professionals who offer support, rehabilitation, and guidance. They work closely with individuals to help them better understand and overcome their addictions. The scope of a substance use counselor's support can vary from crisis intervention to long-term management issues, procuring immediate medical attention to assisting with ongoing treatment. Counselors will evaluate their clients' mental and physical health, the scope and severity of their addictions, and help develop treatment goals and plans. They teach clients coping mechanisms, help them rebuild relationships, and assist them in reestablishing their careers. Note: This position can only work in an agency under weekly supervision.	Licensed Alcohol and Drug Counselor with a Bachelor's Degree <ul style="list-style-type: none"> • Bachelor's degree in a clinical mental health, social work, psychology, substance use counseling, addiction studies, or human services discipline, from an accredited college or university • 300 hours of alcohol and drug use education within the degree-granting program or separately • 4,000 hours of supervised work experience • 300 hours of supervised practical training within the degree-granting program, as part of the supervised work experience, or separately • Pass IC & RC ADC exam See: http://www.gencourt.state.nh.us/rules/state_agencies/alc100-500.html - PART Alc 306	SNHU: BA in Human Services – Sub. Abuse https://www.snhu.edu/online-degrees/bachelors/ba-in-human-services/substance-abuse BA in Psych – Addiction Studies https://www.snhu.edu/online-degrees/bachelors/ba-in-psychology/addictions BA in Applied Psychology https://www.snhu.edu/online-degrees/bachelors/ba-in-psychology/applied-psychology BA in Mental Health Psychology https://www.snhu.edu/campus-majors/undergraduate/ba-psychology/mental-health UNH: BA/BS in Psych https://cola.unh.edu/psychology/und		

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			<p>ergraduate-programs</p> <p>BA in Sociology https://cola.unh.edu/sociology/program/sociology-ba</p> <p>BS in Social Work https://chhs.unh.edu/sw/social-work-bs</p> <p>Granite State College: BS in Human Services; Psych https://www.granite.edu/degree-programs/bachelors-degrees/</p> <p>New England College: BA in Psy; Soc https://www.nec.edu/academics/bachelor-degree-programs/</p> <p>Helenic American: BS in Psychology http://hauniv.edu/bachelor-psychology</p> <p>Rivier: BA in Psych, Sociology http://www.rivier.edu/acadproglan.aspx?id=70</p> <p>BA in Psy, BS in Public Health (online): http://www.rivier.edu/acadproglan.aspx?id=70#hTab2</p>		

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			St. Anselm: BS in Psych, Soc, Social Work https://www.anselm.edu/majors-minors		
Master Licensed Alcohol and Drug Counselors (MLADC)	<p><i>See above for description</i></p> <p>In addition: MLADC may work independently and is not required to have supervision, but is required to participate in regular peer collaboration.</p> <p>MLADC may treat co-occurring disorders.</p> <p>Scope of practice: http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-10.htm</p>	<ul style="list-style-type: none"> 60-hour Master’s degree in clinical mental health, clinical psychology, substance use treatment, social work, or human services or equivalent, with clinical coursework and internship requirements, from an accredited college or university 300 hours of alcohol and drug use education, which may be included in the coursework of the Master’s program 300 hours of supervised practical training Either hold a current LADC license or pass the IC & RC AADC exam Complete 3,000 hours of clinically supervised post-masters degree work experience in the treatment of substance use and co-occurring disorders. Up to 1,500 hours of clinically supervised work experience accumulated by the applicant during his or her practice as an LADC may be counted toward the required 3,000 hours. A current license issued by the Board of Mental Health Practice may be substituted for 1,500 hours of the required 3,000 hours of clinically supervised work experience. <p>See: http://www.gencourt.state.nh.us/rules/state_agencies/alc100-500.html - PART Alc 310</p>	Antioch University: MA in Clinical MH Counseling; Clinical MH Counseling w/ Sub Abuse specialty; CERTIFICATE in Clinical MH counseling – Addictions https://www.antioch.edu/new-england/degrees-programs/counseling-wellness/ PsyD in Clinical Psych https://www.antioch.edu/new-england/degrees-programs/psychology-degree/clinical-psychology-psyd/ Helenic American Univ: MS in Clinical Psych and MH Counseling http://hauniv.edu/masters-psychology SNHU: MS in Clinical MH Counseling https://www.snhu.edu/campus-majors/graduate/ms-clinical-mental-health-counseling MA in Clinical MH Counseling https://www.snhu.edu/online-degrees/masters/ma-in-clinical-mental-health-counseling	For master licensed alcohol and drug counselors and licensed alcohol and drug counselors, 48 hours of approved continuing education every 2 years.	

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			<p>Rivier University: MA in Clinical MH Counseling http://www.rivier.edu/acadprogdetail.aspx?menu=149&id=3902</p> <p>UNH: Master of Social Work https://chhs.unh.edu/sw/master-social-work-msw</p>		
<p>Licensed Clinical Mental Health Counselors (LCMHC)</p>	<p>Counsel and aid individuals and families with problems that may arise during or following the recovery from physical or mental illness by providing support services designed to help persons understand, accept, and follow medical recommendations.</p>	<ul style="list-style-type: none"> • A 60-credit Master’s degree or Doctoral degree in clinical mental health counseling, including a 700-hour practicum or internship appropriate to mental health counseling • Must pass the National Clinical Mental Health Counselor exam • Complete a minimum of two years of paid, post-Master’s experience in a mental health setting including a minimum of 3000 hours post-masters supervised clinical experience and a minimum of 100 hours face to face supervision <p>See also: http://www.gencourt.state.nh.us/rsa/html/XXX/330-A/330-A-19.htm</p>	<p>Also see above MA/MS programs</p> <p>Rivier: Psy D. http://www.rivier.edu/psyd/default.aspx?id=1445</p> <p>UNH: Ph.D. in Psych https://cola.unh.edu/psychology/program/psychology-phd</p> <p>Ph.D. in Sociology https://cola.unh.edu/sociology/program/sociology-doctor-philosophy</p> <p>Antioch: Psy D. in Clinical https://www.antioch.edu/new-england/degrees-programs/psychology-degree/clinical-psychology-psyd/</p>		<p>Job descriptions: http://medweb01/home/cmc_hr/jobdesc/Behavioral%20Health%20Services-3244/Social%20Worker(LMHC)-Behavior%20Health%20Services-02-2014.docx</p> <p>http://medweb01/home/cmc_hr/jobdesc/Community%20Services/BH%20Coordinator%2010-2017.docx</p>

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Licensed Marriage and Family Therapist (LMFT)	<p>Marriage and family therapists treat a wide range of serious clinical problems including: depression, marital problems, anxiety, individual psychological problems, and child-parent problems.</p> <p>Research indicates that marriage and family therapy is as effective, and in some cases more effective than standard and/or individual treatments for many mental health problems.</p> <p>Marriage and family therapists regularly practice short-term therapy; 12 sessions on average.</p> <p>About half of the treatment provided by marriage and family therapists is one-on-one with the other half divided between marital/couple and family therapy, or a combination of treatments.</p>	<p>2 year master's degree or a doctoral degree in marriage and family therapy or a 2 year master's degree or doctoral degree in a mental health field with a post-graduate training program accredited by the Commission on Accreditation for Marriage and Family Therapy Education</p> <p>200 hours face to face supervision at minimum of one hour per week; by a LMFT or approved alternative; graduates of programs accredited by the Commission on Accreditation for Marriage and Family Therapy Education may apply up to 100 hours of pre-degree supervision</p> <p>National Exam of the Association for Marriage and Family Regulatory Boards; must contact the board in writing to sit for the exam.</p> <p>See also: http://www.gencourt.state.nh.us/rsa/html/xxx/330-a/330-a-21.htm</p>	<p>See aforementioned MA/MS or PhD/PsyD programs</p> <p>UNH: MS in Marriage and Family Therapy https://chhs.unh.edu/hdfs/marriage-and-family-therapy-ms</p> <p>Course work should include: fam. life cycle, theories of fam. dev., marriage/fam. sociology, stressed families, contemporary fam., fam. social context, cross/cultural fam., youth-adult aging, fam. subsystems, & interpersonal relationships; fam. therapy methodology, fam. assessm't, treatment/intervention and clinical theory; diagnosis; human dev., personality theory, sexuality, psychopath & behavior-path; prof. organization, legal responsibility / liability, independent practice, etc.</p> <p>Must include 1-year practicum/internship with AAMFT supervisor & at least 300 hours direct client contact, 50% with couples/families; the equivalent of 1 academic year of post-grad study completed in residence at the institution granting the degree</p>		

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Social Worker (MSW)	<p>Provide assistance to mentally or emotionally disturbed patients, collaborating with the psychiatric team in the diagnosis and treatment plan. Help patients to respond constructively to treatment and assist in adjustment leading to and following discharge. Interpret treatment to patient's family and help to reduce fear and other attitudes obstructing acceptance of care and treatment. Serve as a link between patient, psychiatric agency, and community.</p> <p>Non-clinical work may incorporate therapy, public or private organizations, case management, administration, and more. Many times non-clinical social workers will work on counseling and helping their clients with whatever issues they may be having. This can range from working with individuals to secure a new job, to coordinating rehabilitation programs, and more. This typically will have you working with clients on more of a consulting basis, compared to a clinical setting, which will be more comprehensive in services.</p>	<p>Two-year Master's degree or Doctoral degree in social work from a school approved by the Council on Social Work Education</p> <ul style="list-style-type: none"> • Master's level specialist program in social work and meet school social work competencies • 2 years or 3,000 hours of post-master's supervised, paid clinical experience and 100 hours of supervision (1 hour per week of individualized, face to face supervision) • Pass the Association of Social Work Boards (ASWB) exam (clinical level) 	<p><i>See aforementioned MA/MS or PhD/PsyD programs</i></p> <p>UNH: MA programs in Sociology (<60 hrs) https://cola.unh.edu/sociology/program/sociology-ma or https://chhs.unh.edu/sw/master-social-work-msw</p>	<p>Forty hours of continuing education credits are required every two years, plus 20 hours of collaboration per year</p>	<p>Job description: http://medweb01/home/cmc_hr/jobdesc/Behavioral%20Health%20Services-3244/Social%20Worker(MSW)-Behavior%20Health%20Services-05-2013.docx</p> <p>Case Manager: http://medweb01/home/cmc_hr/jobdesc/Community%20Services/Social%20Worker-Case%20Manager(MSW)-06-2013.docx</p> <p>http://medweb01/home/cmc_hr/jobdesc/Social%20Work%20&%20Case%20Mgmt-4440/Social%20Work%20Case%20Manager-4360&4440.docx</p>

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Licensed Clinical Social Worker (LICSW)	<p>The LICSW works with clients in a mental health context and makes use of the Social Work brand of tools and skillsets to help the client to overcome their own mental and emotional struggles. The LICSW uses a strength based approach to help their client get to the bottom of what is causing their repeated self-defeating patterns and limiting beliefs. By working to free the client of self-imposed barriers to success, the LICSW gives the person a tremendous gift of self-sufficiency and a new found self-confidence. Some Licensed Independent Clinical Social Workers will choose to refine their talents further by working with specific groups such as adolescents or the elderly.</p>	<p>The NH Board of Mental Health Practice issues the Licensed Independent Clinical Social Worker (LICSW) to professionals at the highest level of practice. These individuals are mental health practitioners, on a par with psychologists, mental health counselors, and pastoral therapists.</p> <p>The credentialing process includes graduate level education, post-degree supervised work experience, a licensing exam, and a rigorous application process.</p> <p>A candidate for LICSW must have a master's or doctoral degree from a school that's approved by the Council on Social Work Education. Graduate studies must include coursework in at least five of nine content areas specified by the NH Board.</p> <p>The candidate must accrue 3,000 hrs of experience over a period of at least 2 years. During this time, they must have 100 hrs of individual supervision; there should be at least one hour of supervision each week.</p> <p>The candidate will need to take a clinical licensing exam through the Association of Social Work Boards (ASWB). This requires Board approval.</p> <p>See also: http://www.gencourt.state.nh.us/rsa/html/XXX/330-A/330-A-18.htm</p>	<p><i>See aforementioned MA/MS or PhD/PsyD programs</i></p>	<p>Licenses are good for two years. Clinical social workers must earn 40 hours of continuing education during the renewal cycle, in categories specified by the New Hampshire Board.</p>	

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Licensed Clinical Supervisor (LCS)	<p>This is a clinical supervisory license for overseeing staff in substance use milieus</p> <p>Provides leadership, stability and direct service for clinical and/or residential programs and ensures adherence to related regulatory and licensure requirements. Provides direct supervision to reports or clinical teams and informs the development and enrichment of clinical service delivery.</p> <p>Scope of practice: http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-12.htm</p>	<ul style="list-style-type: none"> • Master’s degree in Psychology, Social Work, Education, or related field • Must be NH licensed as an independent practitioner in their field of clinical practice • Hold a current license as a MLADC or LADC • 10,000 hours of experience as an alcohol and drug counselor • 4,000 hours of experience as a clinical supervisor supervising professionals providing alcohol and drug counseling • 200 hours of face-to-face clinical supervision • 30 hours of training in clinical supervision covering assessment, evaluation, counselor development, management, administration, and professional responsibility • Pass testing procedures of a nationally recognized credentialing entity specified by the Board <p>See: http://www.gencourt.state.nh.us/rules/state_agencies/alc100-500.html - Alc 314.01</p>	<p>UNH: MA programs in Sociology (<60 hrs) https://cola.unh.edu/sociology/program/sociology-ma</p>	<p>For licensed clinical supervisors, six hours of training in clinical supervision are required in addition to the above 48 hours of continuing education.</p>	

Resources:

- <https://www.nhhealthcareers.org/find-a-health-career>
- <http://www.gencourt.state.nh.us/rsa/html/NHTOC/NHTOC-XXX-330-C.htm>

This work was made possible through funds of the New Hampshire Delivery System Reform Incentive Program (DSRIP) 1115 waiver funded through the Center for Medicare and Medicaid Services.

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