# Emerging Behavioral Health Workforce Positions in Montana

## Community Health Worker
- High school diploma/GED preferred, have or gain computer literacy skills, employer sponsored preferred.

## Fundamentals of Behavioral Health
- Employment in healthcare setting preferred.

## Community Paramedicine (CIH)
- Currently certified as an Emergency Medical Technician (EMT-P) and have 2 years of full-time service as an EMT-P, or its part-time equivalent.

## Behavioral Health Peer Support Specialist
- Must identify as being in recovery from a behavioral health diagnosis and have sought treatment.

## Behavioral Health Technician
- None.

### Requirements
<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>COMMUNITY HEALTH WORKER</th>
<th>FUNDAMENTALS OF BEHAVIORAL HEALTH</th>
<th>COMMUNITY PARAMEDICINE (CIH)</th>
<th>BEHAVIORAL HEALTH PEER SUPPORT SPECIALIST</th>
<th>BEHAVIORAL HEALTH TECHNICIAN</th>
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<tbody>
<tr>
<td>TRAINING &amp; DELIVERY METHOD</td>
<td>Approximately 85 hours (four 15-hour learning modules, plus 25-hour on-the-job supervised experience), online (instructor-lead) and in-person options.</td>
<td>Approximately 55 hours (six online learning modules – modules 1-5 are 10 hours each, module 6 is 5 hours). Training is self-paced, instructor lead.</td>
<td>1 semester (10 college credits), online, live instructor-lead through Hennepin Technical College.</td>
<td>40 hours of initial training, with 20 CEU’s per year, in-person only.</td>
<td>1 semester (15 college credits/450 hours), 90% online with an in-person MOAB® component.</td>
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<td>TRAINING COSTS</td>
<td>Due to grant funding, full tuition reimbursement is available upon trainee’s successful completion of the program.</td>
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<td>ROLE</td>
<td>Serves as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve quality and cultural competence of service delivery.</td>
<td>Those already working in healthcare field to better understand and more effectively recognize and appropriately respond to behavioral health problems and mental health disorders.</td>
<td>Help individuals and communities overcome barriers that prevent them from accessing and benefitting from health services. They serve as navigators, facilitators, liaisons, community brokers and resource coordinators.</td>
<td>Uses personal experience with a behavioral health diagnosis disorder to provide support, mentoring, guidance, and advocacy and to offer hope to individuals with behavioral health disorders.</td>
<td>For those pursuing careers in nursing and allied health related fields to better understand and more effectively recognize and appropriately respond to behavioral health problems and mental disorders.</td>
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<td>BENEFITS TO AGENCIES</td>
<td>Connects clients with needed resources; clients receive cost effective, individual services; reduces readmission rates.</td>
<td>Higher trained staff in behavioral health will increase retention and provide better patient outcomes.</td>
<td>Trained as direct service providers which will ensure basic and advanced levels of care appropriate to prevention, emergencies, evaluation, triage, disease management, and basic oral and mental health.</td>
<td>Return on investment (i.e. $5 to $1 cost savings in diversion from high-cost services observed in Gallatin County).</td>
<td>Trained staff in behavioral health will increase retention and provide better patient outcomes.</td>
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<tr>
<td>WORK SETTINGS</td>
<td>A variety of settings, including but not limited to - hospitals, community-based organizations, governments, clinics, and schools.</td>
<td>A variety of settings, including but not limited to – Emergency rooms, detention centers, mental mental health centers, community at large, CAH, FQHC, LTC, and ALF.</td>
<td>A variety of settings, including but not limited to organizations that provide community health care, EMS, and public health.</td>
<td>Emergency rooms, detention centers, mental health centers, community at large, FQHC, SUD centers, VA, diversion and treatment courts.</td>
<td>A variety of settings, including but not limited to – Emergency rooms, detention centers, mental health centers, community at large, CAH, FQHC, LTC, and ALF.</td>
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</tbody>
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*Apprenticeship options available for most of these trainings: Call 406.444.4100 or email apprenticeship@mt.gov

## Training Providers
- Montana AHEC healthinfo.montana.edu
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- MT DPHHS-EMS & Trauma Sys. CIH - Community Integrated Health dphhs.mt.gov/publichealth/ems/ems/mtpeernetwork.org
- MT’s Peer Support Network mtpeernetwork.org
- Highlands College www.mtech.edu
Behavioral Health Professional Development Trainings

<table>
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<tr>
<th>MANAGEMENT OF AGGRESSIVE BEHAVIORS (MOAB®)</th>
<th>APPLIED SUICIDE INTERVENTION SKILLS TRAINING (ASIST)</th>
<th>MENTAL HEALTH FIRST AID (MHFA)</th>
<th>COMMUNITY HEALTH WORKER ADD-ON MODULES</th>
<th>ADDITIONAL TRAININGS</th>
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<tbody>
<tr>
<td>None.</td>
<td>None.</td>
<td>None.</td>
<td>None.</td>
<td>See training provider for details on each training.</td>
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<td>4-hour, 8-hour, and 12-hour training options, in-person, on-site.</td>
<td>2 day, in-person, on-site training.</td>
<td>1 day (8-hour), in-person, onsite. Adult &amp; Youth options.</td>
<td>Online, self-paced courses (approximately 2-3 hours each).</td>
<td>Varies</td>
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<td>Due to grant funding, training costs are covered.</td>
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<td>All modules are free of charge.</td>
<td>Due to grant funding, training costs are covered.</td>
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| Presents principals, techniques, and skills for recognizing, reducing, and managing violent and aggressive behavior. | Teaches participants to recognize when someone may have thoughts of suicide and how to work with them to create a plan that will support their immediate safety. | Can help those who regularly engage with individuals who may experience mental health challenges and is most appropriate for audiences with no prior training or experience with mental health or substance abuse. | Trainings Include: - Communicating with the Elderly - Basics of Diabetes - Alzheimer’s Education - Geriatric Fall Prevention - Adult Mental Health - Children’s Mental Health - Children & Youth Development - Grief & Loss - Substance Use Disorder | Trainings Include: - CHW Supervisor Foundations Training - Motivational Interviewing - MAT & IBH trainings - Train-the-Trainer
  • MOAB
  • MHFA
  • ASIST |
| Trained staff will be able to address the multitude of crises and stages of conflict to help calm people, diffuse anxious or aggressive behavior, avoid violence & injuries, & create confidence & the ability to improve any situation & minimize or eliminate lawsuits. | Studies show the ASIST method helps to reduce suicidal feelings in those at risk and is a cost-effective way to help address the problem of suicide. | Higher trained staff in behavioral health will increase retention and provide better patient outcomes. | Higher trained CHWs will increase retention and provide better patient outcomes. | *Modules are frequently being added to the CHW library. |
| A variety of settings, including but not limited to - hospitals, community-based organizations, government, clinics, and schools. | A variety of settings, including but not limited to - hospitals, community-based organizations, government, clinics, and schools. | A variety of settings, including but not limited to - hospitals, community-based organizations, government, clinics, and schools. | A variety of settings, including but not limited to - hospitals, community-based organizations, government, clinics, and schools. | For info on trainings & training providers: healthinfo.montana.edu |

**TRAINING PROVIDERS**

**Montana AHEC**

[Link](http://healthinfo.montana.edu)

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