



Emerging Behavioral Health Workforce Positions in Montana

	BEHAVIORAL HEALTH PEER SUPPORT SPECIALIST	BEHAVIORAL HEALTH TECHNICIAN	FUNDAMENTALS OF BEHAVIORAL HEALTH	COMMUNITY HEALTH WORKER
REQUIREMENTS	Must identify as being in recovery from a behavioral health diagnosis and have sought treatment.	None.	Must be employed in a healthcare setting.	High school diploma/GED preferred, have or gain computer literacy skills, employer sponsored preferred.
TRAINING & DELIVERY METHOD	40 hours of initial training + 20 CEUs per year, in-person only.	15 college credits (450 hours), 90% online with an in-person MOAB® training component.	Approximately 80 hours of training (six 10-hour online learning modules, 20 hour in-person MOAB training).	Approximately 85 hours of training (four 15-hour learning modules, 25 on-the-job supervised experience), online and in-person options.
TRAINING COSTS	Six trainings in 2018 and 2019 at no cost due to grant funding. Further trainings \$750 per person.	Trainings through 2020 provided with full tuition reimbursement due to grant funding	Trainings through 2020 provided with full tuition reimbursement due to grant funding.	Trainings through 2020 provided with full tuition reimbursement due to grant funding.
ROLE	A BHPSS 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.	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 health disorders.	Those already working in healthcare field to better understand and more effectively recognize and appropriately respond to behavioral health problems and mental health disorders.	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.
BENEFITS TO AGENCIES	Return on investment: i.e., \$5 to \$1 cost savings in diversion from high-cost services observed in Gallatin County.	Trained staff in behavioral health will increase retention, and provide better patient outcomes	Higher trained staff in behavioral health will increase retention, and provide better patient outcomes.	Connect clients with needed resources; clients receive cost effective, individual services; reduces readmission rates.
WORK SETTINGS	Emergency rooms, detention centers, mental health centers, community at large, FQHC, SUD centers, VA, diversion and treatment courts.	A variety of settings, including but not limited to: Emergency rooms, detention centers, mental health centers, community at large, CAH, FQHC, LTC and ALF.	A variety of settings, including but not limited to: Emergency rooms, detention centers, mental health centers, community at large, CAH, FQHC, LTC and ALF.	A variety of settings, including but not limited to: hospitals, community-based organizations, government, and clinics.

Apprenticeship Options are available for all of these trainings: Call 406.444.4100 or email apprenticeship@mt.gov

Montana's Peer Network
mtpeernetwork.org



Highlands College
www.mtech.edu



Montana AHEC
healthinfo.montana.edu



Montana AHEC
healthinfo.montana.edu



TRAINING PROVIDERS



Additional/Add-on Behavioral Health Trainings

	MANAGEMENT OF AGGRESSIVE BEHAVIORS (MOAB®)	APPLIED SUICIDE INTERVENTION SKILLS TRAINING (ASIST)	MENTAL HEALTH FIRST AID (MHFA)	COMMUNITY HEALTH WORKER ADD-ON MODULES
REQUIREMENTS	None.	None.	None.	
TRAINING & DELIVERY METHOD	4-hour, 8-hour, or 2-day training options, in-person only.	2-day, in-person only.	8-hour, in-person only - Adult & Youth (age 12-18) options.	<p>*Available Starting Spring 2019*</p>
TRAINING COSTS	Trainings through 2020 provided <u>at no cost</u> due to grant funding.	Trainings through 2020 provided <u>at no cost</u> due to grant funding.	Trainings through 2020 provided <u>at no cost</u> due to grant funding.	
ROLE	MOAB® presents principals, techniques, and skills for recognizing, reducing, and managing violent and aggressive behavior.	ASIST teaches participants to recognize when someone may have thoughts of suicide and work with them to create a plan that will support their immediate safety.	The training 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 use.	
BENEFITS TO AGENCIES	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 and injuries, and create confidence and the ability to improve any situation and 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.	
WORK SETTINGS	A variety of settings, including but not limited to: hospitals, community-based organizations, government, clinics, and community at large.	A variety of settings, including but not limited to: hospitals, community-based organizations, government, clinics, and community at large.	A variety of settings, including but not limited to: hospitals, community-based organizations, government, clinics, and community at large.	
TRAINING PROVIDERS	<p>Montana AHEC healthinfo.montana.edu</p> 	<p>Montana AHEC healthinfo.montana.edu</p> 	<p>Montana AHEC healthinfo.montana.edu</p> 	