

Specialized Training Matrix for BHA/P Certification

Level of Practice	BHA I	BHA II	BHA III	BH Practitioner
BHA Program Oversight	BHA/Ps may practice only within a behavioral health program that has clinical oversight from a licensed behavioral health clinician who assumes responsibility for the program. Day-to-day supervision may be provided by a master's-level or higher clinician.			
Employment	Must be employed by Indian Health Services, a tribe, or tribal health organization that operates a community health aide program.			
Work Related Experience Providing village-based behavioral health services.	☐ 1000 hours under the supervision of a licensed behavioral health clinician or master's-level behavioral health professional.	☐ 2000 hours under the supervision of a licensed behavioral health clinician or master's-level behavioral health professional.	☐ 4000 hours under the supervision of a licensed behavioral health clinician or master's-level behavioral health professional.	☐ 6000 hours under the supervision of a licensed behavioral health clinician or master's-level behavioral health professional.
BHA/P Specialized Training Requirements	☐ B5.10.100. General Orientation (28) ☐ B5.10.105. Orientation to Behavioral Health Services (8) ☐ B5.10.110. Ethics, Consent, Confidentiality & Privacy (16) ☐ B5.10.115. Human Development (8) ☐ B5.10.120. Intro to Behavioral Health Concerns (24) ☐ B5.10.125. Intro to Counseling (12) ☐ B5.10.130. Intro to Documentation (12) ☐ B5.10.135. Intro to Case Management (8) ☐ B5.10.140. Working with Diverse Populations (12) ☐ B5.10.145. Intro to Group Counseling (8) ☐ B5.10.150. Crisis Intervention (16) ☐ B5.10.155. HIV/AIDS & Infectious Diseases (8) ☐ B5.10.160. Community Approach to Prevention (8) ☐ B5.10.165. Family Systems I (16) ☐ B5.10.170. Maintaining Health, Wellness, & Balance (8)	☐ B5.10.200. Psychophysiology & Behavioral Health (16) ☐ B5.10.205. Intro to Co-Occurring Disorders (8) ☐ B5.10.210. Tobacco Use & Treatment (8) ☐ B5.10.215. DSM Practice Application (12) ☐ B5.10.220. Advanced Interviewing Skills (16) ☐ B5.10.225. ASAM Practice Application (12) ☐ B5.10.230. Case Studies & Applied Case Management (8) ☐ B5.10.235. Traditional Health Based Practices (8) ☐ B5.10.240. Intermediate Therapeutic Groups Counseling (16) ☐ B5.10.245. Applied Crisis Management (8) ☐ B5.10.250. Community Needs & Action (12) ☐ B5.10.255. Family Systems II (16) ☐ B5.10.260. Behavioral Health Documentation (8)	☐ B5.10.300. Treatment of Co-Occurring Disorders (12) ☐ B5.10.305. Advanced Behavioral Health Clinical Care (20) ☐ B5.10.310. Documentation & Quality Assurance (16) ☐ B5.10.315. Applied Case Studies in Alaska Native Culture Based Issues (8) ☐ B5.10.320. Behavioral Health Clinical Team Building (12) ☐ B5.10.325. Intro to Supervision (16) ☐ B5.10.330. Child Development (20)	☐ B5.10.400. Village-Based Behavioral Health Services (20) ☐ B5.10.405. Challenges in Behavioral Health Services (16) ☐ B5.10.410. Competencies for Village-Based Supervision (6) ☐ B5.10.415. Principals & Practice of Clinical Supervision (40) ☐ B5.10.420. Child-Centered Interventions (20)
Prerequisites	None	Must satisfy all the requirements of a BHA I	Must satisfy all the requirements of a BHA II	Must satisfy all the requirements of a BHA III
Supervised Practicum Hours	Practicum hours 100	Practicum hours 100	Practicum hours 100	Practicum hours 100

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Supervised Practicum Requirements	☐ Providing initial intake or client orientation to services, including screening and initial intake paperwork, with appropriate case documentation after completion of Intro to Documentation, Orientation to Behavioral Health Services, and Intro to Counseling (25); ☐ Providing case management & referral with appropriate case documentation after completion of Intro to Case Management (25); ☐ Providing village-based community education, prevention & early intervention with appropriate case documentation after completion of Community Approach to Prevention, and Crisis Intervention (35). ☐ Balance of hours must be related to practicum components listed above (15).	☐ Providing client substance use assessment and treatment planning using DSM & ASAM patient placement criteria with appropriate case documentation after completion of DSM Practice Application and ASAM Criteria Practice Application (35); ☐ Providing life skills and resource development with appropriate case documentation after completion of Behavioral Health Documentation and Advanced Interviewing Skills (30); ☐ Providing community readiness evaluation & prevention plan development after completion of Community Needs and Action (25). ☐ Balance of hours must be related to practicum components listed above (10).	☐ Providing behavioral health clinical assessment activities, treatment planning, and life skills and resource development for clients with issues related to co-occurring disorders after completion of Advanced Behavioral Health Clinical Care and Treatment of Co-Occurring Disorders (45); ☐ Providing quality assurance case review with documentation of review activity after completion of Documentation and Quality Assurance (20); ☐ Providing clinical team leadership by leading clinical team case reviews after completion of Behavioral Health Clinical Team Building (20). ☐ Balance of hours must be related to practicum components listed above (15).	☐ Engaging, mentoring, and supporting, as well as participating in supervision and evaluation of BHA-Is, BHA-IIs, and BHA-IIIs based on their understanding of supervisee's level of knowledge and skills, professional goals, and behavior after completion of Competencies for Village-Based Supervision and Principles & Practice of Clinical Supervision (20) ☐ Providing clinical team leadership by leading clinical team case review after completion of Behavioral Health Clinical Team Building (25). ☐ Building cultural competence by learning about the Alaska Native cultural context and developing a wellness framework for this cultural context within which positive therapeutic relationships can be developed after completion of Applied Case Studies in Alaska Native Culture Based Issues (30); ☐ Balance of hours must be related to practicum components listed above or can be accomplished through the provision of integrated clinical services or child/adolescent services.
BHA/P Knowledge & Skills Checklist.	☐ Supervisor and BHA to complete and sign the signature page.	☐ Supervisor and BHA to complete and sign the signature page	☐ Supervisor and BHA to complete and sign the signature page	☐ Supervisor and BHA to complete and sign the signature page
Certification Renewal Requirements	Continuing education is required for certification renewal. It is also required for initial certification if the application is submitted more than two years after the required training was completed.			
Recertification	☐ Every 2 years.	☐ Every 2 years.	☐ Every 2 years.	☐ Every 2 years.
Continuing Education Hours	☐ 40 hours	☐ 40 hours	☐ 40 hours	☐ 40 hours
Continuing Education Training Requirements	At least 20 continuing education hours must be completed with a live instructor, either virtually or in person. ☐ Ethics and consent: 4 hours; ☐ Confidentiality and privacy: 4 hours; ☐ Cross-cultural communication and understanding and working with diverse populations: 4 hours; and ☐ The remaining hours must be a balance of the hours related to the knowledge & skills competencies: 28 hours			