

# Career Pathway for Community Health Workers in Behavioral Health



**Peer Support Specialist**  
\$8.30 - \$11.00 /hr.

**CHW in Psycho-social Rehab/Home Health Specialist**  
\$12.70 - \$18.54 /hr.

**Therapeutic Behavioral Specialist / Care Manager**  
\$15.56 - \$26.00 /hr.

**Therapy / Counselor**  
\$16.74 - \$27.00 /hr.

**Clinical Managers**  
\$20.44 - \$32.00 /hr.

**Clinical Director**  
\$24.44 - \$45.00 /hr.

	Peer Support Specialist	CHW in Psycho-social Rehab/Home Health Specialist	Therapeutic Behavioral Specialist / Care Manager	Therapy / Counselor	Clinical Managers	Clinical Director
Skills	<ul style="list-style-type: none"> <li>Serves as advocate for clients</li> <li>Provides active outreach</li> <li>Links and/or refers clients to other services, programs and agencies as needed</li> <li>Facilitate Peer Groups</li> <li>Promotes model behavior to clients</li> <li>Engages clients in services</li> </ul>	<ul style="list-style-type: none"> <li>Serves as advocate for clients</li> <li>Assesses strengths and needs</li> <li>Monitors and evaluates client progress toward goals</li> <li>Maintains contact to ensure stability</li> <li>Provides active outreach per the client plan</li> <li>Links and/or refers client to other services, programs and agencies as needed</li> <li>Assists client to obtain and retain government benefits</li> <li>Completes required documentation in electronic record system</li> </ul>	<ul style="list-style-type: none"> <li>Lead responsibility is providing health promotion services</li> <li>Provides comprehensive transitional care services</li> <li>Develops and coordinates treatment plan</li> <li>Assists clients with developing symptom monitoring and management</li> <li>Connects clients with peer supports including self help and advocacy groups</li> <li>Assesses strengths and needs of clients</li> <li>Completes required documentation in electronic record systems</li> </ul>	<ul style="list-style-type: none"> <li>Completes intake, bio and social assessments</li> <li>Engages clients in services</li> <li>Develops effective, working clinical relationships with clients</li> <li>Provides individual, group and family therapy</li> <li>Assists in the formulation of Individual Treatment Plans</li> <li>Maintains electronic clinical records</li> <li>Consults and collaborates with other service providers to integrate services</li> <li>Maintains direct service productivity</li> </ul>	<ul style="list-style-type: none"> <li>Trains staff in job functions</li> <li>Provides clinical direction to staff</li> <li>Evaluates staff performance</li> <li>Monitors staff productivity</li> <li>Completes case reviews</li> <li>Coordinate team huddles &amp; interdisciplinary teams</li> <li>Implements projects and coordinates programs</li> <li>Responds to concerns and complaints from clients and referral sources</li> <li>Oversees the scheduling of adult treatment programs</li> <li>Monitors clinical documentation for compliance</li> <li>Assures policies are followed</li> </ul>	<ul style="list-style-type: none"> <li>Develops and maintains positive relationships with other community agencies</li> <li>Implements policies on management philosophy, professional expectations and other practices and procedures</li> <li>Develop budgets, objectives, administrative policies and procedures</li> <li>Develops new programs for clients</li> <li>Develops, monitors and implements program evaluations</li> <li>Oversees the department budgets</li> <li>Selects and interviews all middle level clinical management staff</li> </ul>
Education	High School diploma or equivalent	High School diploma or equivalent plus experience	Bachelor Degree in a Behavior Health or related degree plus three years experience	Masters Degree in a Behavior Health	Masters Degree in a Behavior Health Plus three years experience	Masters Degree in a Behavior Health Plus Five Years experience
Certification/ Licensing	<b>CERTIFICATE</b> Peer Support Certification	<b>CERTIFICATE</b> QMHP	<b>CERTIFICATE OR LICENSE</b> LPC, LSW, QMHP	<b>LICENSED</b> LPC, LSW, LPCC, LISW	<b>LICENSED</b> LPC, LSW, LPCC, LPCC-S, LISW, LISW-S	<b>LICENSED</b> LPC, LSW, LPCC, LPCC-S, LISW, LISW-S
WorkKey Scores	Reading for Info.....3 Applied Math.....4 Locating Info.....4	Reading for Info.....4 Applied Math.....4 Locating Info.....4	Reading for Info.....4 Applied Math.....4 Locating Info.....4	Reading for Info.....5 Applied Math.....4 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5

QMHP = QUALIFIED MENTAL HEALTH PROFESSIONAL    LSW = LICENSED INDEPENDENT SOCIAL WORKER    LPCC = LICENSED PROFESSIONAL CLINICAL COUNSELOR  
 LSW = LICENSED SOCIAL WORKER    CHW = COMMUNITY HEALTH WORKER    -S = SUPERVISOR ENDORSEMENT    LPC = LICENSED PROFESSIONAL COUNSELOR  
 Psych-Education Facilitates Group