

Career Pathway for Community Health Workers in Substance Abuse Treatment



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

Chemical Dependency Counselor Aide
\$12.70 - \$18.54 /hr.

Community Health Worker/Substance Abuse Case Manager
\$15.56 - \$26.00 /hr.

Substance Abuse Counselor
\$16.74 - \$27.00 /hr.

Substance Abuse Services Manager
\$20.44 - \$32.00 /hr.

Substance Abuse Services Director
\$24.44 - \$45.00 /hr.

Skills	Education	Certification/Licensing	WorkKey Scores
<ul style="list-style-type: none"> Serves as advocate for clients in treatment Provides active outreach Links and/or refers clients to other services, programs and agencies as needed Facilitate Peer Groups Promotes model behavior to clients Engages clients in services Completes required documentation in electronic record systems 	High School diploma or equivalent	CERTIFICATE Peer Support Certification	Reading for Info.....3 Applied Math.....4 Locating Info.....4
<ul style="list-style-type: none"> Assist in facilitating groups in in-patient and out-patient services Monitor clients in residential setting Completes required documentation in electronic record systems Serves on treatment team Links and/or refers client to other services, programs and agencies as needed 	High School diploma or equivalent plus experience	CERTIFICATE CDC - A	Reading for Info.....4 Applied Math.....4 Locating Info.....4
<ul style="list-style-type: none"> Documents services in electronic records Completes assessment of client needs Develop care plans Refer and link clients to needed community services Monitor progress toward goals Coordinate with service providers Assesses strengths and needs of clients Serves as a part of a treatment team 	High School diploma or equivalent plus experience	CERTIFICATE LSW, CDC - A	Reading for Info.....4 Applied Math.....4 Locating Info.....4
<ul style="list-style-type: none"> Completes intake and clinical social assessments Engages clients in services Develops effective, working clinical relationships with clients Provides individual and group substance treatment Develops Individual Treatment Plans Maintains electronic clinical records Consults and collaborates with other service providers to integrate services Maintains direct service productivity 	Masters Degree in a Behavior Health	LICENSED LPC, LSW, LPCC, LISW, LICDC	Reading for Info.....5 Applied Math.....4 Locating Info.....5
<ul style="list-style-type: none"> Trains staff in job functions Provides clinical direction to staff Evaluates staff performance Monitors staff productivity Completes case reviews Coordinate team huddles & interdisciplinary teams Implements projects and coordinates programs Responds to concerns and complaints from clients and referral sources Oversees the scheduling of treatment programs Monitors clinical documentation for compliance Assures policies are followed 	Masters Degree in a Behavior Health Plus three years experience	LICENSED LPC, LSW, LPCC, LPCC-S, LISW, LISW-S	Reading for Info.....5 Applied Math.....5 Locating Info.....5
<ul style="list-style-type: none"> Develops and maintains positive relationships with other community agencies Implements policies on management philosophy, professional expectations and other practices and procedures Develop budgets, objectives, administrative policies and procedures Develops new programs for clients Develops, monitors and implements program evaluations Oversees the department budgets Selects and interviews all middle level clinical management staff 	Masters Degree in a Behavior Health Plus Five Years experience	LICENSED LPC, LPCC, LPCC-S, LISW, LISW-S, LICDC	Reading for Info.....5 Applied Math.....5 Locating Info.....5

LICDC = LICENSED INDEPENDENT CHEMICAL DEPENDENCY COUNSELOR CDC - A = CHEMICAL DEPENDENCY COUNSELOR AIDE QMHP = QUALIFIED MENTAL HEALTH PROFESSIONAL LISW = 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