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	• 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	• 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	• 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	• 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	• 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	• 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
Education	High School diploma or equivalent	High School diploma or equivalent plus experience 40 Hr (1200	High School diploma or equivalent plus experience – Human Serv – – AOD TRACK –	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	CERTIFICATE Peer Support Certification	CERTIFICATE CDC - A	CERTIFICATE LSW, CDC - A	LICENSED LPC, LSW, LPCC, LISW, LICDC	LICENSED LPC, LSW, LPCC, LPCC-S, LISW, LISW-S	LICENSED LPC, LPCC, LPCC-S, LISW, LISW-S, LICDC
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

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

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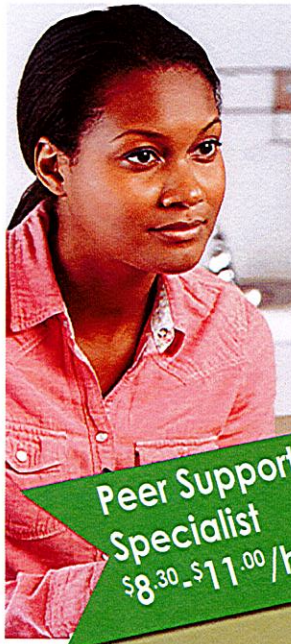
Career Pathway for Community Health Workers in Behavioral Health



	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.
Skills	• Serves as advocate for clients • 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	• Serves as advocate for clients • Assesses strengths and needs • Monitors and evaluates client progress toward goals • Maintains contact to ensure stability • Provides active outreach per the client plan • Links and/or refers client to other services, programs and agencies as needed • Assists client to obtain and retain government benefits • Completes required documentation in electronic record system	• Lead responsibility is providing health promotion services • Provides comprehensive transitional care services • Develops and coordinates treatment plan • Assists clients with developing symptom monitoring and management • Connects clients with peer supports including self help and advocacy groups • Assesses strengths and needs of clients • Completes required documentation in electronic record systems	• Completes intake, bio and social assessments • Engages clients in services • Develops effective, working clinical relationships with clients • Provides individual, group and family therapy • Assists in the formulation of Individual Treatment Plans • Maintains electronic clinical records • Consults and collaborates with other service providers to integrate services • Maintains direct service productivity	• 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 adult treatment programs • Monitors clinical documentation for compliance • Assures policies are followed	• 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
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	CERTIFICATE Peer Support Certification	CERTIFICATE QMHP	CERTIFICATE OR LICENSE LPC, LSW, QMHP	LICENSED LPC, LSW, LPCC, LISW	LICENSED LPC, LSW, LPCC, LPCC-S, LISW, LISW-S	LICENSED 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 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

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