

Alaska's Behavioral Health Aide Program

Growing a Community-Based Workforce to Provide Quality Services

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CONSORTIUM

Objectives

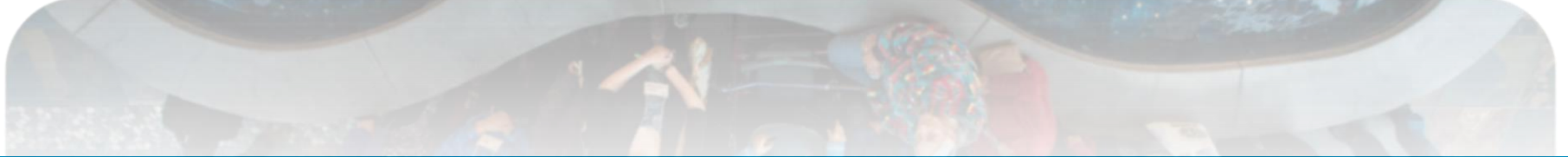
- **Describe the Alaska Tribal Health System and services provided by behavioral health aides**
- **Discuss the challenges, successes, and lessons learned as they relate to BHA certification and training**
- **Identify what is needed to develop, implement, and maximize the use of your own BHA program**



BHA/Ps are...

- **A workforce**
 - Specific scope of practice
 - Community-based
 - Culturally-informed
- **Certified**
 - Trained
 - Competency-based
- **Supervised**
- **Billable/Sustainable**





Alaskan Context

- **Geography**
- **Weather**
- **Seasons**
 - Hrs. of daylight
- **Culture**
- **Natural resources**
 - Subsistence
- **Community**

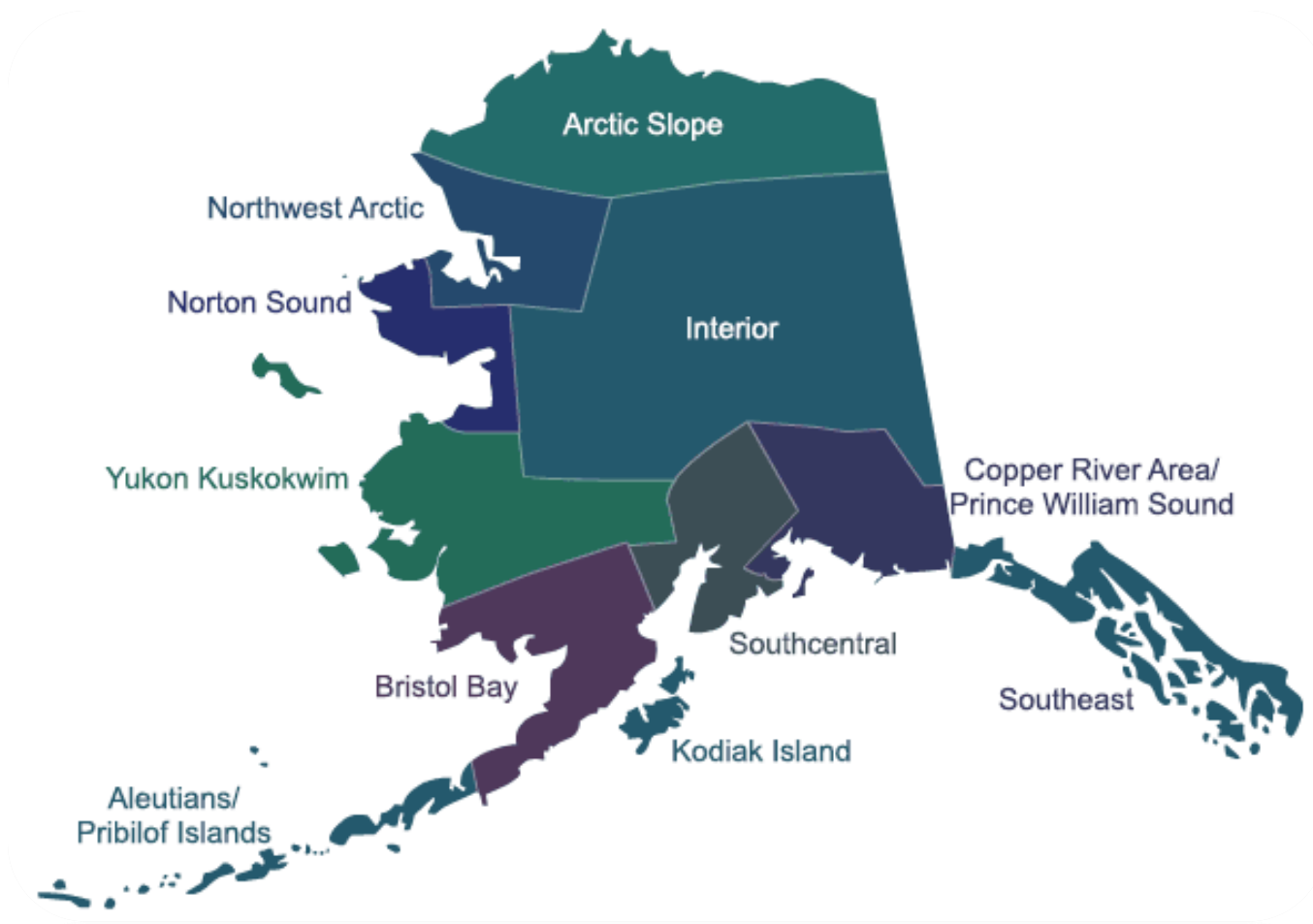


Factors Related to Healthcare

- **Alaska is REALLY big (and extreme)**
- **Alaska is like a village**
- **Tribal Sovereignty and the Tribal Health System**
 - Coordinated access to higher levels of care
- **Cultural identities and practices**
- **\$\$\$**
 - Funding, cost of living, travel, billing/revenue
- **Autonomy and Partnership**



Alaska's Tribal Health System



Aleutians/
Pribilof Islands

Kodiak Island



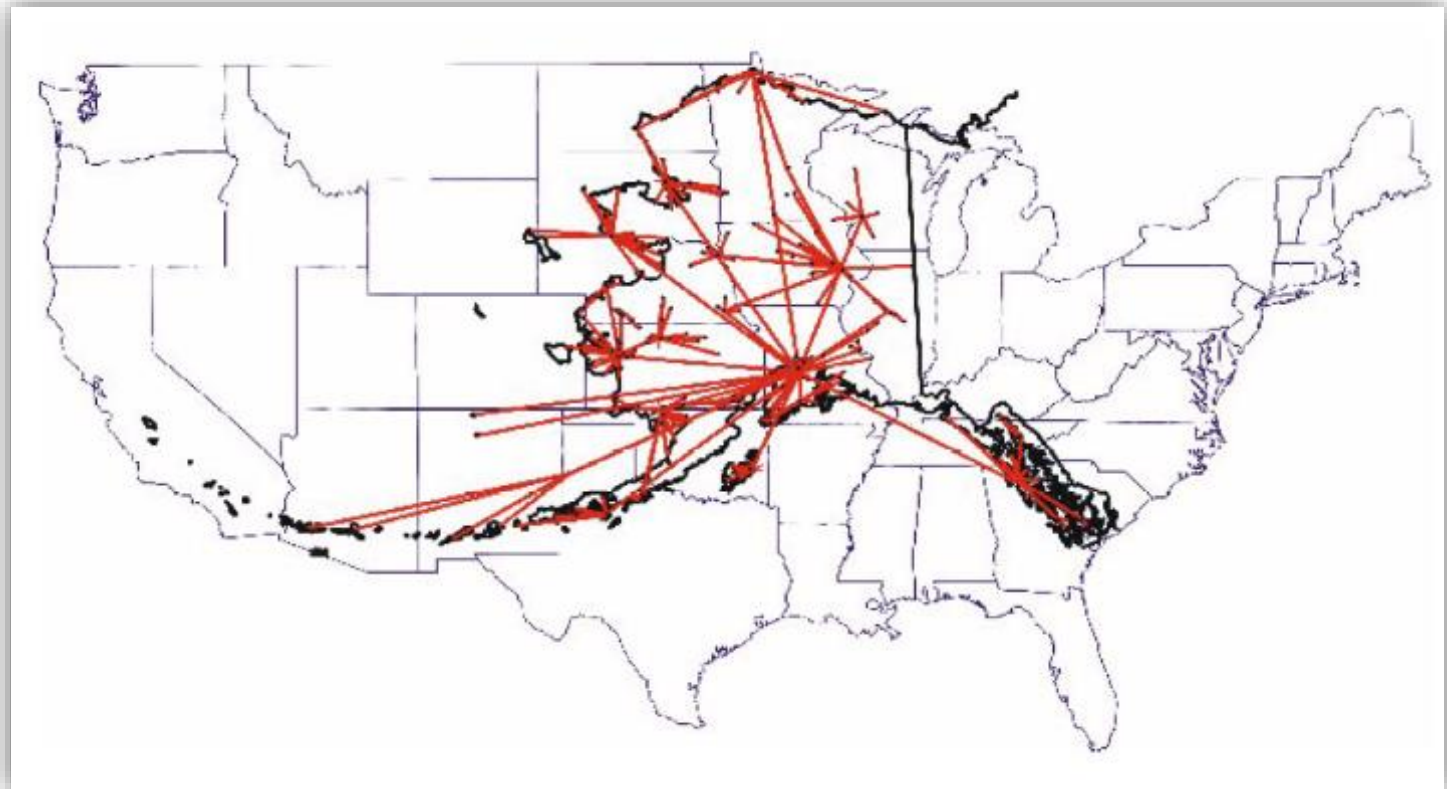
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A Statewide System

- **Village-based**
- **Sub-regional**
- **Regional**
- **Statewide**
- **Contract health**



Alaska Native Health Care Referral Patterns



How Can BHAs Serve Your Region?

- **What systems need to be in place/ coordinated?**
 - Identified BH needs
 - Levels of care and provider types
 - Local community members or providers that are a good fit for the BHA role?



BEHAVIORAL HEALTH AIDE

SCOPE OF PRACTICE



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Behavioral Health in Alaska

- **Adverse Childhood Events**
 - Historical trauma
- **Unintentional injury**
- **Suicide**
- **Grief and loss**
- **Substance abuse**
- **Domestic violence**



Who do BHAs provide services to?



The Blues & the News

Elders

Youth



Alaska Native Tribal Health Consortium



National Geographic

Families

Individuals

BHAs also serve their communities



Behavioral Health Aide Program

- **CHAP Certification Board oversight**
- **Employed by tribe or tribal organization**
- **Administrative oversight (Licensed)**
- **Clinical supervision (Licensed or unlicensed)**
- **Four levels of certification (BHA-I, BHA-II, BHA-III, BHP)**
 - Training, Practicum, Work hrs, Competencies
 - 40 CEUs every 2 years



BHA Scope of Practice

BHA-I

- Screening
- Initial intake process
- Case management
- Community education, prevention, early intervention

BHA-II

- Substance abuse assessment & treatment

BHA-III

- Rehabilitative services for clients with co-occurring disorders
- Quality assurance case reviews

BHP

- Team leadership
- Mentor/support BHA-I, II, and III



State of Alaska Medicaid

Clinical Associate

- **Behavioral health screening/
client status review**
- **Short-term crisis stabilization**
- **Case management**
- **Peer support services**
- **Screening and brief intervention**



State of Alaska

Clinical Associate *(continued)*

- **Comprehensive community support services**
(adults)
 - Individual & Group
- **Therapeutic behavioral health services**
(children)
 - Individual & Group
 - Family (with & without patient)



State of Alaska

Substance Abuse Counselor

- **Assessments**
- **Treatment**

Peer support specialist





HEALTH AIDE
BEHAVIORAL

Coping with problems?

Anxiety
Grief
Anger
Inhealthy relationship
Sadness
Always worrying
Substance use
Trauma
Fear
Alcohol problems
Abuse
Social problems
Parenting concerns

If you or someone you know needs help,
support is available in your community.

Behavioral Health Aides are trained to help people affected by grief, depression, suicide, domestic violence and issues related to alcohol, drug and tobacco abuse. These are members of your community who want to help.

The graphic is a square with a blue background and a white circular cutout in the center. Inside the circle are silhouettes of a family (two adults and two children). The text "Coping with problems?" is arched over the top of the circle. Surrounding the circle are various terms related to mental health and behavioral issues, such as "Anxiety", "Grief", "Anger", "Inhealthy relationship", "Sadness", "Always worrying", "Substance use", "Trauma", "Fear", "Alcohol problems", "Abuse", "Social problems", and "Parenting concerns".

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Defining Your BHA Scope

- **Prevalence of behavioral health problems**
- **Current providers and scope**
 - Within behavioral health
 - Interdisciplinary team
- **Clear distinction between certification levels**
 - Supervision
 - Scope of practice
 - Competencies



Training & Certification

Behavioral Health Aide program



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Why Certification?

Individuals who are certified as a BHA/P...

- **Completed Board-specified training and work requirements**
- **Have knowledge and skills specific to their scope of practice**
- **Stay updated on best practices (Continuing Education)**



BHA Training

- **Related to scope of work** (by level)
- **Specific courses and curriculum** (by level)
 - Curriculum builds upon itself
- **Knowledge and skills**
 - Competency checklist
 - 100 hr practicum (by level)
- **Two tracks**
 - Specialized (based on individual courses/ curriculum)
 - Alternative (academic/industry certificate)



BHA-I Courses

- General Orientation (28)
- Orientation to Village-based BH Services (8)
- Ethics & Consent (6)
- Confidentiality & Privacy (6)
- Intro to Behavioral Health (24)
- Intro to Counseling (12)
- Intro to Documentation (12)
- Survey of Community Resources & Case Mngmt (8)
- Working with Diverse Populations (12)
- Intro to Group Counseling (8)
- Crisis Intervention (16)
- HIV/AIDS & Blood-Borne Pathogens (8)
- Community Approach to Promoting BH (8)
- Family Systems I (16)
- Recovery, Health, Wellness, & Balance (8)



BHA-II Courses

- Psycho-physiology & Behavioral Health (16)
- Intro to Co-Occurring Disorders (8)
- Tobacco Dependency Treatment (8)
- DSM Practice Application (12)
- Advance Interviewing Skills (16)
- ASAM Practice Application (12)
- Case Studies & Clinical Case Management (8)
- Traditional Health Based Practices (8)
- Intermediate Therapeutic Groups Counseling (16)
- Applied Crisis Management (8)
- Community Development Approach to Prevention (12)
- Family Systems II (16)



BHA-III Courses

- Treatment of Co-Occurring Disorders (12)
- Advanced Behavioral Health Clinical Care (40)
- Documentation & Quality Assurance (16)
- Intro to Case Management Supervision (16)
- Applied Case Studies in Alaska Native Culture Based Issues (8)
- Behavioral Health Clinical Team Building (12)
- Intro to Supervision (8)



BHP Courses

- Issues In Village-Based BH Care (40)
- Special Issues in BH Services (16)
- Competencies for Village-Based Supervision (16)
- Principals & Practice of Clinical Supervision (40)

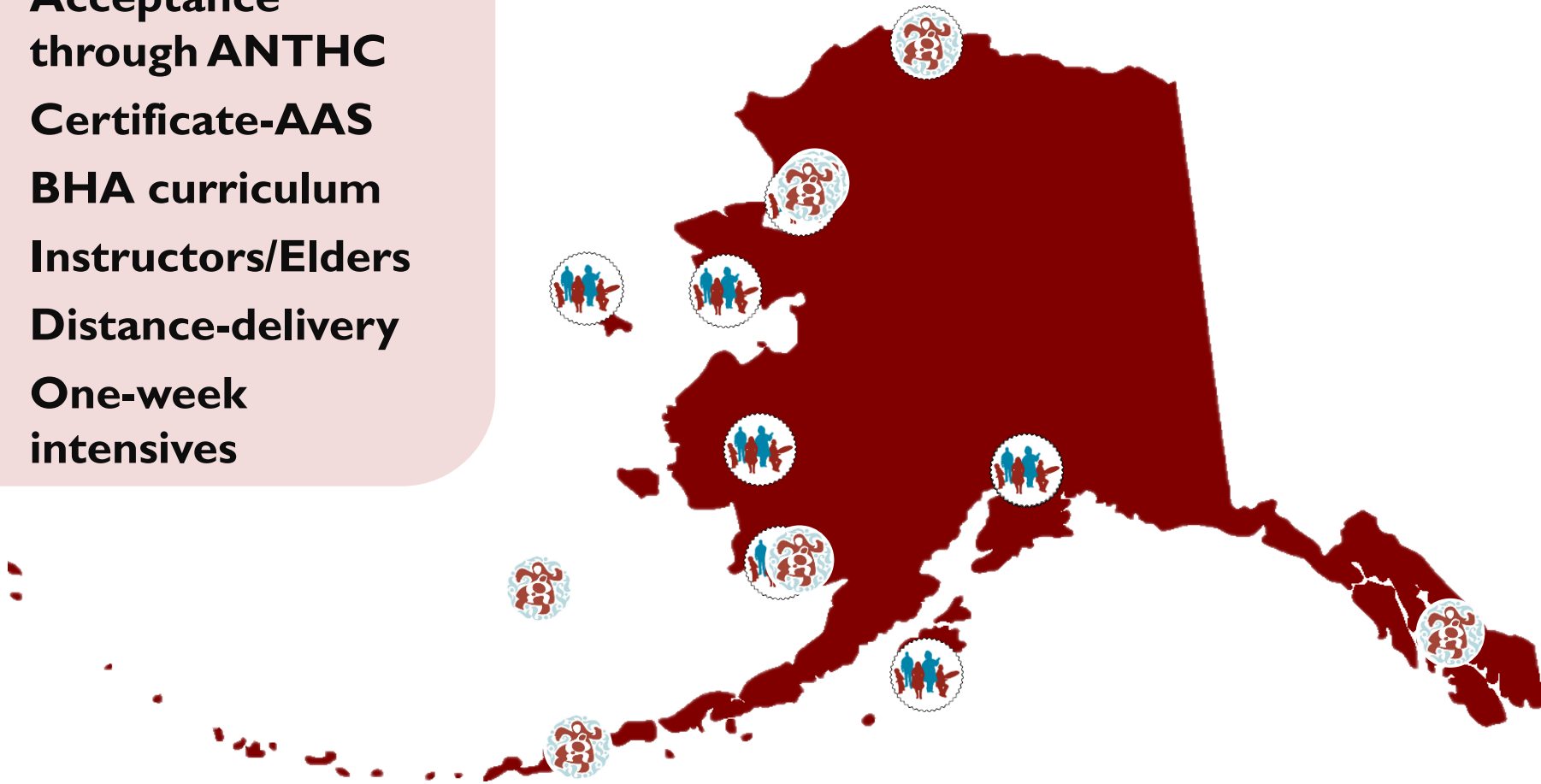


BHA Training


- **Training partners**
 - In-house
 - Online Learning Management System
 - Local substance abuse counselor training program
 - University certificate program
- **Training delivery**
 - Blended delivery
 - Maximize distance-delivery
 - Course blocks
- **Must be Board-approved**




- **ANTHC- Ilisagvik College partnership**
- **Acceptance through ANTHC**
- **Certificate-AAS**
- **BHA curriculum**
- **Instructors/Elders**
- **Distance-delivery**
- **One-week intensives**



ANTHC & Alaska Pacific University

	MAJORS & PROGRAMS	ADMISSIONS & COSTS	CAMPUS LIFE & ACTIVITIES	ABOUT OUR UNIVERSITY
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Blackboard Login

Username

Password

Need Help?

[Student How To Videos](#)
[Student Blackboard Help](#)

Keep in mind that Blackboard is not the only tool

Training Your BHAs

- **Standards and Procedures**
- **Scope of practice**
- **Knowledge, skills, abilities (competencies)**
 - BHAs
 - BHA supervisors
 - Process for evaluation
- **Curriculum and training to achieve competencies**
 - Teamwork: BHAs, Supervisors, Instructors



Registered Apprenticeship

- **Model for workforce training and development**
- **Recognized nationally**
- **Earn while you learn**
- **Wage increases**
- **BHA RA model meets BHA-I and BHA-II certification requirements**



Training Considerations

- **In-house & Partners**
- **Staff & Community expertise**
- **Instructional designers**
- **Distance & In-Person**
- **Frequency (regular & intensive)**
- **Synchronous & Asynchronous**
- **Competencies and evaluation**
- **Industry certificate & career opportunities**



Certifying Your BHAs

- **Oversight and operations**
 - Certification Board and staff
 - Organizational staff (e.g., commitment to model, supervision, integration of BHAs into services)
- **Consider and/or align with other systems**
 - Other providers' scope of practice
 - Local and regional resources
- **Integration**
 - Into healthcare system
 - Into community
 - Billing and revenue



SUPERVISION & MENTORSHIP



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Supervision & Mentorship

- **Focus on developing local paraprofessionals**
 - Create an academic pipeline for paraprofessionals
 - Building confidence in paraprofessionals is a primary goal
 - Provide enough clinical oversight to enable supervisors to develop one-on-one mentoring relationships.
 - Clinician's hired on with loan repayment options



Supervision & Mentorship

- **Invest in your workforce**
 - Consider hiring a clinical supervisor who will not be billing for direct services and, instead, has a primary duty to supervise (and grow) BHAs
- **Use a “trauma-informed” workforce development model.**
- **Resources for supervisors**
 - Cultural competency training for clinicians
 - Clinical supervisors’ support group



SUSTAINABILITY



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Growing a BHA Program

- **Consistency / fidelity**
- **Billable provider types**
 - Community Behavioral Health Centers
 - Medical Model (State Plan Amendment)
- **Integration**
 - Into BH system
 - Included in tx plan
 - Train other providers how to work with BHAs



www.ebham.org




BHA

username:


password:

Professional OrientationClinical Skills for Client CareClient Care TopicsOverlapping Issues

Introduction

History and background information about the Alaska Tribal Health System (ATHS) and the Behavioral Health Aide Program. This section also includes information about and the importance of regular self-care for all BHA/Ps.

How to Use This Manual
Alaska and Alaska Native History
The Behavioral Health Aide Program
Self-Care for BHA/Ps and Clients


BHA

QUESTIONS? COMMENTS?



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Quyana!

ANTHC: www.anthc.org

CHAPCB: www.akchap.org

BHA program

email: behavioralhealth@anthc.org

web: anthc.org/behavioral-health-aide-program/



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