Objectives

- **Describe key elements of BHA program**
  - Context
  - Certification program
- **Describe BHA scope of work**
  - Across the continuum of care
- **Identify factors related to implementation and sustainability**
Overview

- **Context**
  - History & current events
  - Stakeholders and partners

- **AK Health Aides Programs**
  - Certification Board
  - Standards & Procedures

- **Behavioral Health in Alaska**
  - BHA scope of practice
  - BHA billing & reimbursement

- **BHA training & resources**
  - Certification
Context

Geographical, cultural, and statewide factors
Population Demographics

• Alaska’s area: **570,641 miles\(^2\)**
• Total Alaska population: **737,354**
  • Alaska Native/American Indian population: **143,367**
  • Median age: **26.8 years**
• Diverse Alaska Native cultural groups
  • 11 distinct cultures
  • 11 different languages, 22 different dialects
Alaskan Context

- **Geography**
- **Weather**
- **Seasons**
  - Hrs. of daylight
- **Culture**
- **Natural resources**
  - Subsistence
- **Community**
Alaska’s Tribal Health System
A Statewide System

- Village-based
- Sub-regional
- Regional
- Statewide
- Contract health
Alaska Native Health Care
Referral Patterns
Partners and Partnership

• Indian Health Services
• Alaska Native Tribal Health Consortium
  • Community Health Aide Program
  • Dental Health Aide Program
  • Behavioral Health Department
• Community Health Aide Certification Board
• Behavioral Health Academic Review Committee
Partners and Partnership

- **Tribal Health Organizations**
  - Tribal Behavioral Health Directors
  - Behavioral Health Aides

- **State of Alaska Dept. of Behavioral Health**

- **Alaska Behavioral Health Association**

- **Local, regional, and statewide providers**

- **Training partners**
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
Who are you serving?

• Demographics
• Cultural identity & practices
• Where are they located?
  • Rural, remote, urban
• Issues related to access?
  • Including stigma and/or familiarity with MI/SA
• Are you investing in prevention and early intervention?
Who are your partners?

- Similarities and differences between communities, regions, organizations?
  - Standards
  - Common ground
- What systems need to be in place/coordinated?
  - Levels of care and provider types
  - Reimbursement
  - Who are the community members or providers that are a good fit for the BHA role?
Program History

Health Aides bring healthcare close to home
**CHAP History**

1950s  Chemotherapy Aides (Volunteers) Direct Observed Therapy for TB patients

1960s  Formal Training/Federal Funding 1968

1976  Indian Health Care Improvement Act (IHCIA) (PL 94-437)

1992  IHCIA amended to add § 119 that provided for the Alaska Community Health Aide Program under authority of the 25 U.S.C. § 13 and required a Certification Board (PL 102-573)
Health Aide History

1998 Alaska Area Director appoints a CHAP Certification Board (CHAPCB)
2002 Standards amended to address Dental Health Aides and Therapists (DHA/T)
2005 First DHA/Ts Certified
2008 Standards amended to address Behavioral Health Aides and Practitioners (BHA/P)
2009 First BHA/Ps Certified
Certification Board Members

- Training Center Regions (4)
- CHA Training Centers (1)
- CHAP Directors’ Association (1)
- CHA Association (1)
- Medical Director (1)
- Federal [Alaska Area Native Health Service] (1)
- State of Alaska (1)
- Dental Health (1)
- Behavioral Health (1)

www.akch chap.org
Standards and Procedures

- Certification requirements
- Program oversight
- Supervision requirements
- Scope of practice
- Competencies
- Training & related curriculum
- Practicum
- Continuing education
- Approved training sponsors
CHAPCB Program Operations

- Ongoing review of applications & granting provisional certification
- Maintain database and applicant files
- Facilitate 3 Board meetings per year
- Travel and support for Board Members
- Billing, budget projection & reconciliation
- Correspondence, newsletter & website
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)
Certifying Your BHAs

• Why certification?
  • What is it? Why is it important? What does it represent?

• Certification Board with diverse representation
  • Interdisciplinary, committed, detail oriented, collaborative, informed

• Standards and Procedures
  • Establish requirements to meet and maintain a standard
  • Designed to honor context and culture
  • Scope of work
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
Scope of Practice

Behavioral Health Aide program
Behavioral Health in Alaska

• **Adverse Childhood Events**
  • Historical trauma

• **Unintentional injury**

• **Suicide**

• **Substance abuse**
  • Binge drinking
  • Alcohol abuse mortality

• **Domestic violence**
Standards and Procedures: Behavioral Health Aide Program

• 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
Standards and Procedures: Behavioral Health Aide Program

• **Scope of practice**
  • Culturally-informed, community-based, clinical services
  • Behavioral health prevention, intervention, aftercare, and postvention

• **Certification requirements**
  • Training
  • Practicum
  • # of work hours
  • 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
Aligning systems
CHAPCB / State of Alaska

Clinical Associate

- Behavioral health screening/client status review
- Short-term crisis stabilization
- Case management
- Peer support services
- Screening and brief intervention
Aligning systems
CHAPCB / State of Alaska

Clinical Associate (continued)

• **Comprehensive community support services**
  (adults)
  • Individual & Group

• **Therapeutic behavioral health services**
  (children)
  • Individual & Group
  • Family (with & without patient)
Aligning systems
CHAPCB / State of Alaska

Substance Abuse Counselor

• Assessments
• Treatment

*Peer support specialist
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.
Who do BHAs provide services to?

- Elders
- Youth
- Families
- Individuals

The Blues & the News

National Geographic

Alaska Native Tribal Health Consortium
BHAs also serve their communities
Domestic Violence: Prevention & Intervention

We are worthy

KYUK.org
Substance Abuse: Prevention and Intervention
Suicide, Grief, and Loss: Prevention, Intervention, Postvention
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
BHA Training

- Specific courses and curriculum (by level)
- Related to scope of work (by level)
- Curriculum builds upon itself
- Knowledge and skills practice activities
  - 100 hr practicum (by level)
  - Specific to organization/setting
  - BHAs, instructors, BHA supervisors
- Certification only vs. academic/career track
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

• Standards and Procedures
• Individual courses
  • Focused on certification curriculum
  • Annual Forum
  • Offered in person or via-distance
• Industry certificate/degree
  • May not be specific to BHA Standards & Procedures
  • Pipeline to career
BHA Training

- **CHAP and DHAT training programs**
- **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**
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
BHA Training: Current Events

• **Centralized training program**
  • Designed to meet Standards & certification requirements

• **Registered Apprenticeship (RA)**
  • Model for workforce training and development
  • Recognized nationally, earn and learn, wage increases
  • Proposed BHA RA model meets BHA-I and BHA-II, results in AAS degree

• **Billing/revenue**
  • State Plan Amendment
Behavioral Health Aide Manual
eBHAMD
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
Growing a BHA Program

• **Natural helpers**

• **Supervision**

• **System to provide regular training**
  • Based on Standards & Procedures
  • Skills-based training
  • Industry certification vs. Academic pipeline

• **On-the-Job training**
Growing a BHA Program

- **Integration**
  - Into BH system
  - Included in tx plan
  - Train other providers how to work with BHAs

- **Partnerships and resources**
  - BHAs as a resource (community, culture)

- **Consistency / fidelity**

- **Sustainability**
  - Billing and documentation
Quyana!

ANTHC: www.anthc.org
CHAPCB: www.akchap.org

BHA program

e-mail: behavioralhealth@anthc.org
web: anthc.org/behavioral-health-aide-program/