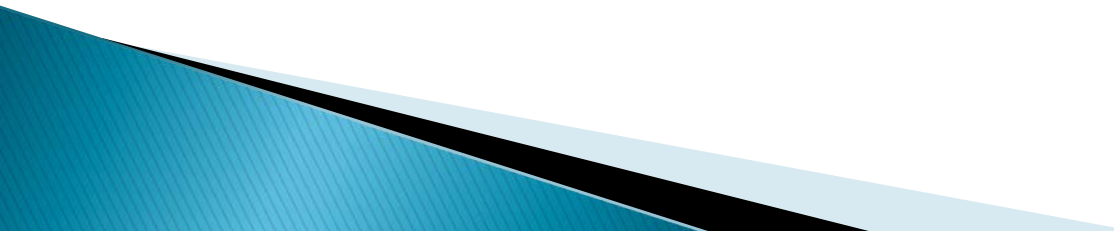




NAVAJO NATION

Department of Behavioral Health Services

Recruitment & Retention Initiative

- ▶ The Department of Behavioral Health Services (DBHS) number one priority is licensure and certification. Why?
 - Quality of service
 - Overall significance of DBHS as a service provider
 - Ability to bill for services rendered allows for program sustainability
 - Program standards to meet requirements if necessary for accreditation.
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Licenses / Certification

- ▶ Licensing utilized by DBHS:
 - Arizona Board of Behavioral Health Examiners
 - Substance Abuse and Alcohol Counseling
 - Licensed Independent Substance Abuse Counselor (LISAC)
 - Licensed Associate Substance Abuse Counselor (LASAC)
 - Licensed Substance Abuse Technician (LSAT)
 - Master's Level Independent
 - Licensed Professional Counselor (LPC)
 - Licensed Associate Counselor (LAC)
 - Licensed Clinical Social Worker (LCSW)
 - Licensed Master Social Worker (LMSW)
 - Licensed Baccalaureate of Social Work (LBSW)
 - Licensed Marriage & Family Therapist (LMFT)
 - Licensed Associate Marriage & Family Therapist (LAMFT)

License/Certification cont'd.....

- ▶ **New Mexico Counseling & Therapy Practice Board**
 - Substance Abuse and Alcohol Counseling
 - Licensed Alcohol and Drug Abuse Counselor (LADAC)
 - Licensed Substance Abuse Associate (LSAA)
 - Tier 1: Associate's Degree
 - Tier 2: Bachelor's Degree
 - Tier 3: Master's Degree
 - Master's Level Independent
 - Licensed Professional Clinical Mental Health Counselor (LPCC)
 - Licensed Marriage & Family Therapist (LMFT)
 - Licensed Professional Art Therapist (LPAT)
- ▶ **New Mexico Board of Social Work Examiners**
 - Licensed Independent Social Worker (LISW)
 - Licensed Master Social Worker (LMSW)
 - Licensed Baccalaureate Social Worker (LBSW)

Certification

▶ DBHS Faith Based Services

- Traditional Practitioner
 - Dine' Medicine Men's Association
 - Dine' Hat'aalii Association
- Counselor (Clinical Pastoral Counselor)
 - Ordination through religion/denomination
- Prevention Specialist
 - New Mexico Credentialing Board of BH Professionals
 - Certified Prevention Specialist (PS)
 - Certified Prevention Intern (CPI)
 - Southwest Certification Board
 - Certified Prevention Specialist
 - Arizona Board of Certification of Addiction Counselors
 - Certified Prevention Specialist

Grandfathering

▶ Arizona

- ABBHE established by law in 1989 to certify professionals.
- Voluntary certification changed to mandatory licensure on July 1, 2004.
 - DBHS employees who held the certification were automatically changed to a LISAC (without testing).

▶ New Mexico

- House Bill 713 (Senate Bill 494)
 - Allowed for experienced and qualified Certified Alcohol and Drug Abuse Counselors (CADACs) to be grandfathered into the system as Licensed Alcohol and Drug Abuse Counselor (LADACs).
 - Must pass exam to attain a CADAC
 - The CADAC was converted to a LADAC
 - The intent of the legislation was to help increase access to behavioral health services through Medicaid in rural and tribal areas of the state.
 - Provided a three (3) year window for the NMC&TPB to grant licensure to providers who have been certified as CADACs. The three year window began 7/1/2007 through 7/1/2010.

DBHS Positions

▶ Substance Abuse Counselor

- A high school diploma/GED and six (6) months of experience providing chemical addiction counseling services to patients with substance abuse issues; or an equivalent combination of education and experience.
- No License requirement
- Salary: \$9.76 per hour/\$20,300.80 per annum

▶ Senior Substance Abuse Counselor

- An Associate's degree in Chemical Dependency, Behavioral Health, Counseling or related field; and two (2) years experience providing psychosocial clinical services to patients with substance abuse; or an equivalent combination of education and experience.
- Licensing requirement at the Intern level – LSAA, LSAT, LASAC
- Salary: \$13.75 per hour/\$28,600.00 per annum

▶ Principal Substance Abuse Counselor

- A Bachelor's degree in Chemical Dependency, Behavioral Health, Counseling; and two (2) years of clinical counseling experience.
- Licensing requirement at the minimum LADAC, LISAC or Master's level license.
- Salary: \$21.18 per hour/\$44,054.40 per annum

DBHS Position cont'd.....

▶ Clinical Specialist – Intern

- A Master's degree in Counseling, Behavioral Health, Psychology, Social Work or a closely related field.
- Required to take and pass an entry level examination for clinical practice within six (6) months of date of hire or meet the requirements for entry level clinical licensure by meeting respective State requirements.
- Must obtain a LISW, LPCC, LMFT or equivalent independent license for clinical practice within three (3) years from date of hire.
- Requires clinical supervision
- Salary: \$22.96 per hour; \$47,756.80 per annum

▶ Clinical Specialist

- A Master's degree in Counseling, Behavioral Science, Psychology, Social Work, Health Service Administration or related field and three (3) years of supervisory experience, two (2) years of which must have been in a clinical setting.
- License requirement at the Master's Level Independent.
- Salary: \$25.03 per hour; \$52,062.40 per annum

▶ Clinical Family Therapist

- A Master's degree in Clinical Psychology, Counseling, Clinical Social Work or related field; and six (6) years of professional psychotherapy, counseling or social work experience, two (2) years of which must have been in a supervisory capacity.
- License requirement at the Master's Level Independent.
- Salary: \$27.27 per hour; \$56,721.60 per annum

DBHS Position cont'd.....

▶ Clinical Director

- A Master's degree in Clinical Social Work, Counseling, Psychology, Art Therapy or Addictions; and six (6) years of clinical experience, two (2) years of which must have been in a supervisory capacity.
- License requirement at the Master's Level Independent.
- Salary: \$29.73 per hour; \$61,838.40 per annum

▶ Behavioral Health Director

- A Master's degree in Behavioral Health, Psychology, Health Care Administration, Public Health, Medicine or a closely related field; and six (6) years of responsible administrative experience in a health center or residential setting, two (2) years of which must have been in a supervisory capacity; **OR** a Doctorate degree in Behavioral Health, Psychology, Health Care Administration, Public Health, Medicine or a closely related field; and four (4) years of responsible administrative experience in a health center or residential setting, two (2) years of which must have been in a supervisory capacity.
- License requirement at the Master's Level (or higher) Independent for clinical practice.
- Salary: \$40.64 per annum; \$84,531.20 per annum

Recruitment & Retention

▶ Impact on DBHS

- Across the United States and in Native American communities there is staff shortage for behavioral health clinical professionals.
- Grandfathered counselors have and continue to retire.
- Licensure and certification changes at the state level have drastically impacted current DBHS employees from advancing.
 - Minimum degree requirement at the Bachelor and Master's level.
- College/University graduates have no viable avenue for licensing and certification
 - Lack work experience in degree field
 - Lack hours (direct clinical work, contact hours)

Recruitment & Retention cont'd....

- ▶ DBHS initiative of grow within –
 - Development of the Clinical Specialist – Intern (CS–I) position.
 - DBHS currently has 13 positions across Navajo Nation
 - Proposed to create at least 5 more
 - Once the individual attains the Master’s Level Independent License, they will advance to the Clinical Specialist position.
 - In process is the revision to the Substance Abuse series
 - Change the minimum requirement of the Substance Abuse Counselor position to become the “intern” position by requiring a Bachelor’s degree only. Degree must be in related field.
 - Similar to CS–I, this will require attaining a Bachelor’s level independent license (LADAC/LISAC) within established timeline.
 - Change the licensure requirements of the Senior Substance Abuse Counselor position to impose an established timeline to attain intern level license.
 - This is to force movement to the next level of licensing.

Recruitment & Retention cont'd....

- Establishment of Behavioral Health Aide Position
 - College students enrolled in the Associate's level substance abuse program.
 - Collaborating with Navajo Technical University and UNM-Gallup to establish a curriculum for substance abuse counseling.
 - During school breaks, DBHS can hire college students to gain knowledge and experience by shadowing counselors and/or other staff.
 - This would allow students to see first hand what the field entails.
 - To encourage continuing in the field and pursue a Bachelor's degree.

Thank You!!

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