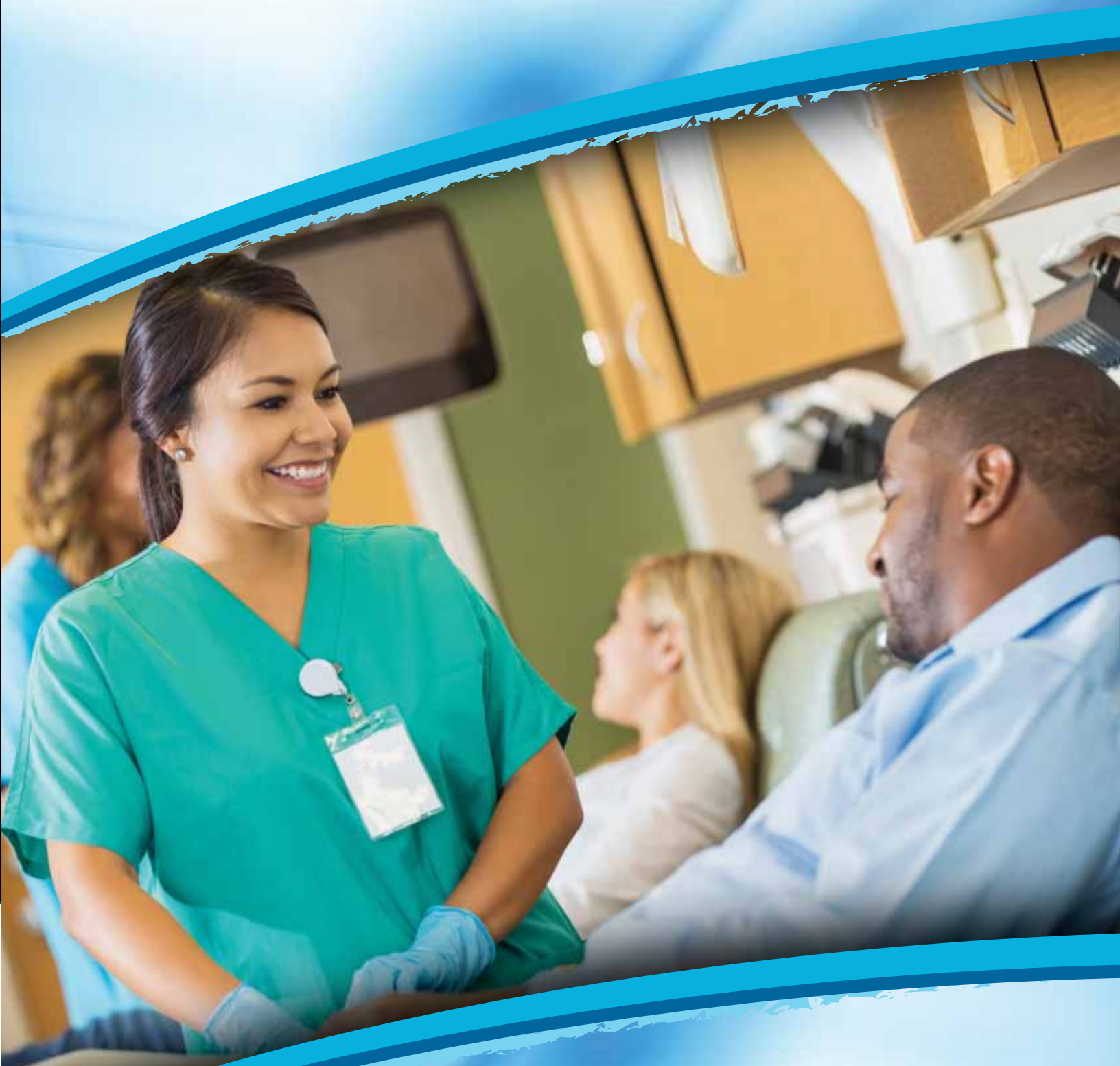


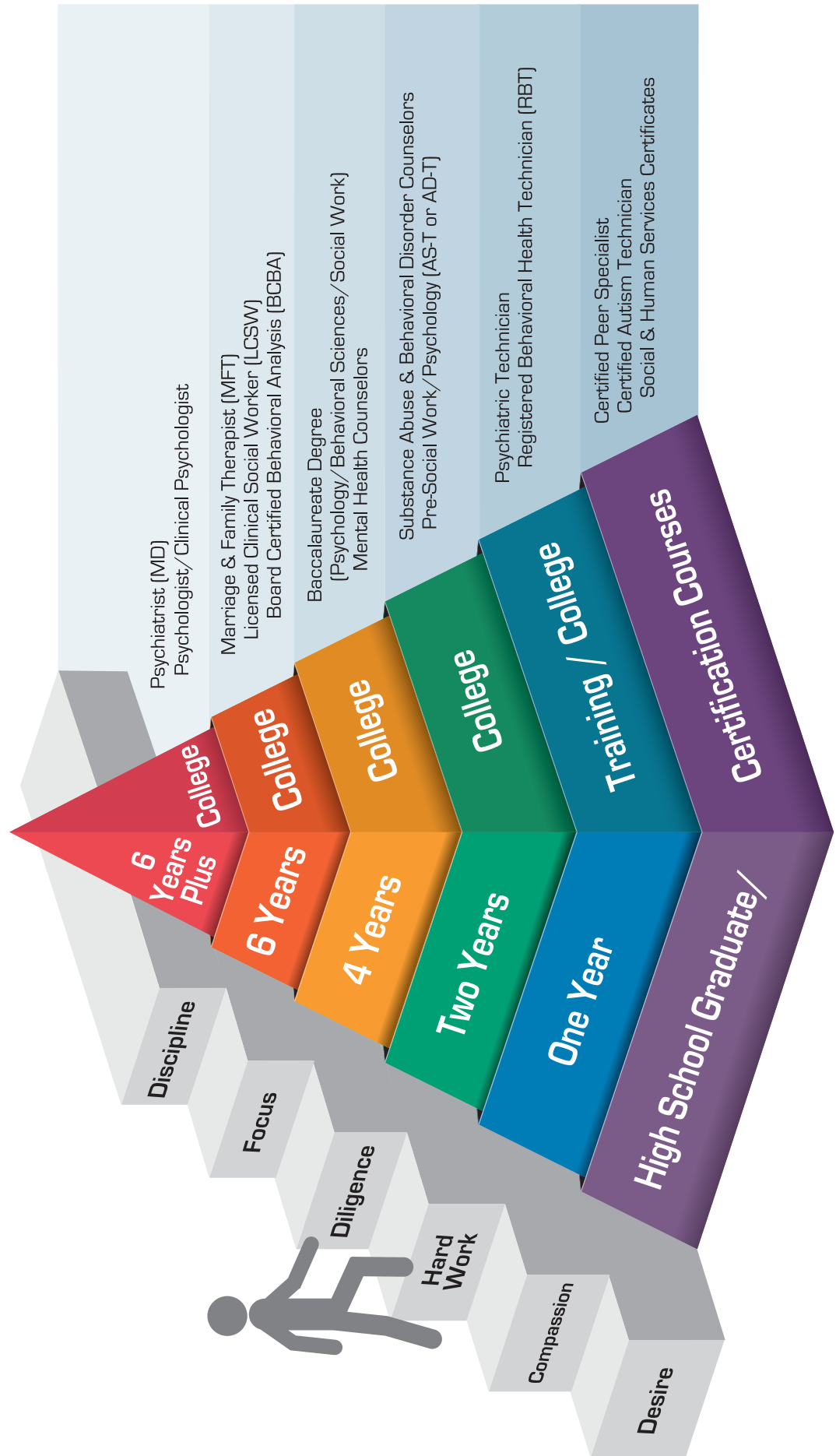
Exploring Health Careers: What Do You Want To Be?



Edited by:
Valerie A. Fisher, RN, MA
Central Region Deputy Sector Navigator
Health Workforce Initiative
www.ca-hwi.org



Behavior Health Career Pathways



National Certified Peer Specialist (NCPS)

Job Description: Peer support is the “process of giving and receiving encouragement and assistance to achieve long-term recovery.” Peer supporters “offer emotional support, share knowledge, teach skills, provide practical assistance, and connect people with resources, opportunities, communities of support, and other people” (Mead, 2003; Solomon, 2004). In behavioral health, peers offer their unique lived experience with mental health conditions to provide support focused on advocacy, education, mentoring, and motivation. (From Mental Health America’s website: <https://www.mhanational.org/>)

Educational Requirements: Life experience with mental health illness or addiction, 40 hours of training plus 3000 hours of volunteer services.

Salary Range: \$19,945 to \$36,463 per year*



For Additional Information:

QR Code: <https://www.mhanational.org/national-certified-peer-specialist-ncps-certification-get-certified#WhatIsTheNCPS>

Video Link:

<https://www.youtube.com/watch?v=SMO3F1mjSaA>

Board Certified Autism Technician (BCAT)

Job Description: Autism Technicians work under the supervision of a licensed professional, helping individuals and children diagnosed with autism spectrum disorders reach normal developmental goals by using Applied Behavioral Analysis. May work in a school, home or community setting.

Educational Requirements: High School Diploma, plus postsecondary education – 40 hour training course. In addition, a minimum of 15 hours of supervised field experience and passage of the examination offered by Behavioral Intervention Certification Council (BICC).

Salary Range: \$29,120 to \$37,440 per year*



For Additional Information:

QR Code:

<https://behavioralcertification.org/about-us-autism-spectrum-disorder/>

Video Link:

https://www.youtube.com/watch?v=RBB_81ao7uo



Social & Human Service Certificate

Job Description: Social and Human Service Assistants help determine and locate appropriate social service agencies such as those providing health care and physical and mental rehabilitation. or behavioral mental health services. They work under the direction and supervision of nurses, counselors, social workers, psychologists, or other professionals and may be a member of a treatment team working to support clients.

Educational Requirements: Human Services can be a challenging major in college due to slight variations in educational focus and depending on the type of client you wish to serve upon completion. Most community colleges offer program of study in “Human Services” as short-term certificates and/or 2 year degrees (which may or may not be transferable). Your focus within human services can be (but not limited to): Drug & Alcohol/Substance Abuse; Geriatric Mental Health Services; Developmental Disabilities; Patient Advocacy; Sociology and Psychology.

If you plan to advance your career with additional education, be sure the college and program you are attending is transferable. Otherwise a short-term certificate program can give you enough education to land your first job.

Note: There are several state or national organizations which offer “certification” for para-professionals in this area. For more information visit: www.mynextmove.org/profile/summary/21-1093.00

Salary Range: \$35,000 to \$60,970 per year*



For Additional Information:

QR Code:

<https://www.bls.gov/oes/current/oes211093.htm#st>

Video Link:

<https://www.youtube.com/watch?v=141edaJISJ8>

Psychiatric Technician

Job Description: A psychiatric technician is a mental health professional, normally working under the direction of psychiatrists and/or psychiatric registered nurses. They provide hands-on direct care to developmentally or emotionally disabled people, as well as those suffering from mental illnesses such as psychosis and dementia. Treatment measures include basic nursing care, administration of oral and injectable medications, documentation of observations and care in nursing records.

Educational Requirements: Must be at least 18 years of age and have a high school diploma or GED. The completion of a 12 to 18 month certification training program offered by a community college or other accredited school is also required. Equivalent college coursework combined with work experience may be substituted (for veterans with military training and some apprenticeship programs). Following training, psychiatric technicians must pass a written examination and be licensed by the state of California. For more information, please see the Board of Vocational Nursing and Psychiatric Technicians at: <http://www.bvnpt.ca.gov/>

Salary Range: \$40,580 to \$79,290 per year*



For Additional Information:

QR Code:

http://www.bvnpt.ca.gov/licensees/psychiatric_technician.shtml

Video Link:

https://www.youtube.com/watch?v=IU6mSOueN_U

Registered Behavioral Technician (RBT®)

Job Description: Very similar to an Autism Technician but with more post-secondary education. The Registered Behavior Technician™ (RBT®) is a paraprofessional certification in behavior analysis. RBTs assist in delivering behavior analysis services and practice under the direction and close supervision of an RBT Supervisor.

Educational Requirements: High School graduate with some post-secondary education. Some employers want you to have a Bachelor's degree but it is not required to obtain this credential.

Salary Range: \$35,360 to \$52,000 per year*



For Additional Information:

QR Code:

<https://www.bacb.com/>

Video Link:

https://www.youtube.com/watch?v=7v9n5_PJ5Do

Substance Abuse & Behavioral Disorder Counselors

Job Description: Substance abuse and behavioral disorder counselors (paraprofessional) advise people who suffer from alcoholism, drug addiction, eating disorders, or other behavioral problems. They provide treatment and support to help the client recover from addiction or modify problem behaviors.

Educational Requirements: Many community colleges offer courses in "Addiction Studies" in which counseling is embedded in the 2 year associate's degree program.

Salary Range: \$30,000 to \$79,680 per year*



For Additional Information:

QR Code:

<http://www.Mynextmove.org/profile/summary/21-1011.00>

Video Link:

http://www.youtube.com/watch?v=pM_Xfm1Zdvk

Bachelor's Degrees (Social Work, Psychology, or Behavioral Sciences)

Job Description: In this occupational area, there are no specific job titles connected with the major at the Baccalaureate level.

Educational Requirements: There are 10 California State Universities (CSU) that offer BA degrees in Social Work. If you are certain that you want to become a master's prepared LCSW/MFT then it is possible for you to attend a CSU and major in social work /psychology/behavioral sciences. However if you choose this route, be mindful of GPA requirements for admission to graduate programs (>3.2 GPA) and that you will not have any "job ready" skills when you complete your bachelor's degree. Early career counseling and educational planning is needed in order for you to maximize your educational pathway.

Another option is to explore psychology, sociology, human sciences courses at a community college and transfer to a CSU after 2 years. This option would require that you know which college you want to attend and that you take courses designed to transfer to that CSU after completion of your AS degree. These pathways are called AA-Ts or AS-T degrees. Again, it would be imperative that you have a good college counselor that you can work with in order to stay on track and be success with your transfer efforts.

Salary Range: N/A



For Additional Information:

QR Code:

Student Transfer Information System – "ASSIST" <https://assist.org/>

Video Link: N/A

Mental Health Counselor & Marriage and Family Therapists (MFT)

Job Description: Mental health counselors or marriage and family therapists help people manage and overcome mental and emotional disorders and problems with their family and other relationships. They listen to clients and ask questions to help the clients understand their problems and develop strategies to improve their lives. They may deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging.

Educational Requirements: Applicants need a master's degree in psychology, clinical mental health counseling, marriage and family therapy, or a related mental health field. A bachelor's degree in most fields is acceptable to enter a master's program. Counseling programs prepare students to recognize symptoms of mental and emotional disorders and to use effective counseling strategies. Marriage and family therapy programs teach students about how marriages, families, and relationships function and how these relationships can affect mental and emotional disorders.

Salary Range: \$31,300 to \$87,630 per year*



For Additional Information:

QR Code:

<http://mynextmove.org/profile/summary/21-1013.00>

Video Link:

<https://www.youtube.com/watch?v=O-6fB0IWXEU>



Licensed Clinical Social Worker (LCSW)

Job Description: (choose specialty below)

Healthcare Social Workers: Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. Healthcare social worker may also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

Child, Family & School Social Workers: Provide social services and assistance to improve the social and psychological functioning of children and families and to maximize the family well-being and the academic functioning of children. School social workers may assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, drug abuse and truancy.

Educational Requirements: Master's degree programs in social work (MSW) prepare students for work in their chosen specialty by developing clinical assessment and management skills. All programs require students to complete supervised fieldwork or an internship (can be several years). Social workers must also be licensed by the CA. Department of Consumer Affairs, Board of Behavioral Sciences.

For more information, please visit the BBS which outlines other counselor opportunities at the Masters level as well: http://www.bbs.ca.gov/consumer/what_is.shtml

Also employers prefer to hire counselors who have graduated from programs accredited by the Council for Accreditation of Counseling & Related Educational Programs. <http://www.cacrep.org/>

Note: When choosing programs at the Master's degree level there are many options regarding the type, specialty and focus of the program. Please do significant research to be sure your education and training is in the area where you want to work. There are lots of choices here for a successful career!

Salary Range: \$84,000 to \$97,000 per year (Kaiser) / \$60,000 to \$106,000 per year (Public School District)*



For Additional Information:

QR Code: Healthcare Social Workers:

<https://www.bls.gov/OES/Current/oes211022.htm>

Child, Family and School Social Workers:

<https://www.bls.gov/oes/current/oes211021.htm>

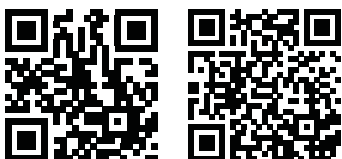
Video Link: <https://www.youtube.com/watch?v=y2acXu2BX0s>

Board Certified Behavioral Analysis (BCBA)

Job Description: A board-certified behavior analyst (BCBA) is a healthcare professional who studies the behavior of children and adults and creates plans to improve or change problematic behaviors. They often work with people who have developmental disabilities, brain injuries or emotional control, social or behavioral issues. (Indeed.com 2020)

Educational Requirements: An accredited master's degree is required however there are several different pathways to obtaining this credential. Coursework and field work experience in the following areas are acceptable: 1.) Studies in Behavioral Analytics 2.) Faculty Teaching and Research 3.) Post-Doctoral Experience.

Salary Range: \$63,230 to 104,574 per year*



For Additional Information:

QR Code:

<https://www.bacb.com/bcba/>

Video Link:

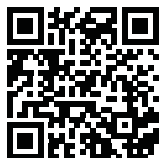
<https://www.youtube.com/watch?v=gjv13LmNcRk>

Psychologist/Clinical Psychologist

Job Description: Clinical psychologists diagnose and/or evaluate mental and emotional disorders of individuals through observation, interview, and psychological tests. They also formulate and administer programs of treatment. They can work in out-patient and in-patient mental healthcare facilities, private practices, and academic settings. Clinical psychologists who work for a college or university often take on additional teaching and research responsibilities.

Educational Requirements: Most clinical counseling and research psychologists need a doctoral degree. Students can complete a Ph.D. in psychology or a Doctor of Psychology (Psy.D.) degree. Again, there are lots of educational options here, do your research!

Salary Range: \$57,000 to \$155,350 per year*



For Additional Information:

QR Code:

<https://www.bls.gov/oes/current/oes193031.htm>

Video Link:

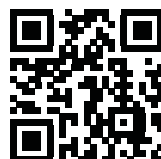
<https://www.youtube.com/watch?v=9ZaLipDgFZQ>

Psychiatrist (MD)

Job Description: A psychiatrist is a physician who is trained in the medical, psychological, and social components of mental, emotional, and behavioral disorders. They utilize a broad range of treatment modalities, including diagnostic tests, prescribing medications, psychotherapy, and helping patients and their families cope with stress and crises.

Educational Requirements: After earning a bachelor's degree, aspiring psychiatrists must complete four-years of medical school. Following successful graduation from medical school, a residency, as well as the possibility of a fellowship, is required which may take up to four additional years. Upon completion of the residency, they may begin to practice after passing a medical licensing exam and a board certification exam in psychiatry.

Salary Range: \$169,000 to \$208,000 per year*



For Additional Information:

QR Code:

American Psychiatric Association - <https://www.psychiatry.org/>

Video Link:

<https://www.youtube.com/watch?v=ksY04IJg4u4>



*Source: National Center for O*NET Development – California/Fresno 2020 wage data.

These materials were produced pursuant to a grant from Kaiser Permanente Mental Health and Wellness (MHW) Initiative Strategic Partnership Grant (16040) and hosted by the Health Workforce Initiative (20-156-001) powered by the California Community College Chancellors Office.



Health Workforce Initiative

<https://ca-hwi.org/>



POWERED BY

California Community Colleges

These materials were produced pursuant to a grant from Kaiser Permanente Mental Health and Wellness (MHS) Initiative Strategic Partnership Grant (16040) and by the Health Workforce Initiative (20-156-001). Powered by the California Community College Chancellor's Office 2020.