

Department of Labor & Industries
 Apprenticeship Section
 PO Box 44530
 Olympia WA 98504-4530



REQUEST FOR REVISION OF STANDARDS

decline to sign <hr/> L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Teri Gardner 12-6-2021

From: Health Care Apprenticeship Consortium Program Standards #2169

(NAME OF PROGRAM STANDARDS)

Teri Gardner 12-15-2021

Please update our Standards of Apprenticeship to reflect the following changes.

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Authorized signatures

(chr.) <i>Laura Hopkins</i>	Approved by: Washington State Apprenticeship & Training Council
(sec.)	Secretary of WSATC:
date: 12/03/2021	date:

attach additional sheets if necessary

Occupational Objective(s):	SOC#	Term [WAC 296-05-015]
MEDICAL ASSISTANT	31-9092.00	2000 HOURS
CENTRAL STERILE PROCESSING TECHNICIAN	31-9093.00	2000 HOURS
PHARMACY TECHNICIAN	29-2052.00	2000 HOURS
<u>BEHAVIORAL HEALTH TECHNICIAN</u>	<u>21-1094.00</u>	<u>2000 HOURS</u>
<u>PEER COUNSELOR</u>	<u>21-1019.00</u>	<u>2000 HOURS</u>
<u>SUBSTANCE USE DISORDER PROFESSIONAL</u>	<u>21-1011.00</u>	<u>4000 HOURS</u>

II. MINIMUM QUALIFICATIONS:

Medical Assistant, Central Sterile Processing Technician, and Pharmacy Technician:

Education: **High School Diploma or equivalent or a two-year Associates' degree.**

Substance Use Disorder Professional (SUDP):

Age: **At least 18 years old.**

Education: **High School Diploma or equivalent or a two-year Associates' degree.**

Physical: **Must be able to perform the duties of the position with or without reasonable accommodations.**

Testing: **All applicants must complete college administered placement assessment and have a minimum placement result into, or college course completion of, English and Math courses at or above the following course levels or equivalent: college math 087/091 ['Foundations of Algebra' or 'Descriptive Statistics'] and English 098 ['Integrated Reading & Writing II']**

Other: **None**

Behavioral Health Technician:

Age: **At least 18 years old.**

Education: **Must be enrolled in a program to achieve a high school diploma or equivalent, have a High School Diploma or equivalent or a two-year Associates' degree.**

Physical: **Must be able to perform the duties of the position with or without reasonable accommodations.**

Testing: **None**

Other: **None**

Peer Counselor:

Age: **At least 18 years old.**

Education: **Must be enrolled in a program to achieve a high school diploma or equivalent, have a High School Diploma or equivalent or a two-year Associates' degree.**

Physical: **Must be able to perform the duties of the position with or without reasonable accommodations.**

Testing: **None**

Other: **Successful completion of Washington State Certified Peer Counseling Exam or provide signed employer agreement allowing apprentice to complete exam post hire.**

IV. TERM OF APPRENTICESHIP:

- A. The Medical Assistant, Central Sterile Processing Technician, and Pharmacy Technician, Behavioral Health Technician and Peer Counselor programs will consist of a minimum of 2000 hours of reasonably continuous employment and be completed in 12-24 months.**
- B. The Substance Use Disorder Professional program will consist of a minimum of 4000 hours of reasonably continuous employment and be completed in 24-36 months.**

V. INITIAL PROBATIONARY PERIOD:

~~All apprentices employed in accordance with these standards shall be subject to an Initial Probationary Period of the first 400 hours of employment as an apprentice.~~

- 1. The Initial Probationary Period for the Medical Assistant, Central Sterile Processing Technician, Pharmacy Technician, Behavioral Health Technician and Peer Counselor is the first 400 hours of employment as an apprentice.**
- 2. The Initial Probationary Period for the Substance Use Disorder Professional (SUDP) is the first 800 hours of employment as an apprentice.**

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

E.

~~There shall be no more than (1) apprentice to every (1) journey-level worker per job site/work unit.~~

1. Ratio for the Medical Assistant, Central Sterile Processing Technician, Pharmacy Technician Apprentices:

There shall be no more than (1) apprentice to every (1) journey-level worker per job site/work unit.

2. Ratio for the Behavioral Health Technician, Peer Counselor and Substance Use Disorder Professional (SUDP) Apprentices:

There shall be no more than (2) apprentice to every (1) journey-level worker per job site/work unit.

Healthcare employers must meet the above requirements and any regulatory supervisory requirements as determined by statute or their regulatory entities.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Wage Progression Schedules

Behavioral Health Technician

<u>Step</u>	<u>Hour Range or competency step</u>	<u>Percentage of journey-level wage rate*</u>
<u>1</u>	<u>0000-1000</u>	<u>88%</u>
<u>2</u>	<u>1001-2000</u>	<u>95%</u>

Peer Counselor

<u>Step</u>	<u>Hour Range or competency step</u>	<u>Percentage of journey-level wage rate*</u>
<u>1</u>	<u>0000-1000</u>	<u>88%</u>
<u>2</u>	<u>1001-2000</u>	<u>95%</u>

Substance Use Disorder Professional

<u>Step</u>	<u>Hour Range or competency step</u>	<u>Percentage of journey-level wage rate*</u>
<u>1</u>	<u>0000-1000</u>	<u>85%</u>
<u>2</u>	<u>1001-2000</u>	<u>90%</u>
<u>3</u>	<u>2001-3000</u>	<u>95%</u>
<u>4</u>	<u>3001-4000</u>	<u>97%</u>

VIII. WORK PROCESSES:

D. Behavioral Health Technician Approximate Hours/Competency Level

- 1. Working with Others.....100 hours**
 - a. Communicates Effectively**
 - b. Builds Positive Relationships**

- 2. Providing Services.....200 hours**
 - a. Coordinates care**
 - b. Assists with medication management**

- 3. Cultural Competency & Individualized Care.....400 hours**
 - a. Delivers culturally relevant services**
 - b. Obtains consultation on cultural issues**

- 4. Documenting.....50 hours**
 - a. Completes required documentation**

- 5. Professional and Ethical Conduct.....400 hours**
 - a. Fulfills responsibilities and commitments**
 - b. Practices ethically**
 - c. Obtains client consent**
 - d. Maintains confidentiality and privacy**
 - e. Manages stress and maintains personal health**

- 6. Professional Development.....100 hours**
 - a. Seeks opportunities to improve knowledge, skills and abilities**
 - b. Uses supervision effectively**

- 7. Engages Peers in Collaborative and Caring Relationships.....250 hours**
 - a. Provides Support**
 - b. Personalizes Support**
 - c. Provides information about skills related to health, wellness and recovery**
 - d. Helps manage crises**
 - e. Values Communication**

- f. Supports Collaboration and Teamwork**
- g. Promotes Growth and Development**

8. Foundational Skills.....400 hours

- a. Basic computer skills**
- b. Understands basic knowledge of electronic Health Care Record System as relevant to the position**
- c. Basic office skills: phone, printer, fax, etc**
- d. Has completed de-escalation training (introductory)**
- e. Trauma Informed Care – Exploring Trauma and its impact on the person served (this should include components around institutional trauma and how that affects accessing care etc.)**
- f. Understands the concept of whole person care**
- g. Education regarding social determinates of health (as appropriate for this position)**
- h. Basic use of distress tolerance and other regulating skills**
- i. Displays basic understanding of medication trends and uses within the SUD realm, as appropriate for this position**
- j. Exhibits ability to gather information regarding medication side effects and signs/symptoms**
- k. Performs basic screen on intake – temperature, blood pressure**
- l. Performs urine drug screening**

9. Nursing Assistant – Certified.....100 hours

- a. Perform basic technical skills; take and record vital signs, assist client with various aspects of personal care**
- b. Demonstrate proper hygiene before patient interaction**
- c. CPR/First Aid training**
- d. Blood borne pathogens training (includes HIV/Aids training)**
- e. Utilizes appropriate interventions for physical mobility or transfer of clients**
- f. Displays professional communication with client, client’s family and co-workers using alternative modes of communication when necessary**
- g. Understand and adheres to HIPAA regulations**
- h. Demonstrates infection control techniques and knowledge of precautions**
- i. Demonstrates knowledge of safety procedures, proper PPE usage and emergency procedures.**
- j. Understands rules and regulations applied to Nursing Assistants.**

Total Hours/# of Competency Levels: 2000 hours

E. Peer Counselor Approximate Hours/Competency Level

1. Working with Others.....300 hours

- a. Communicates Effectively**
- b. Builds Positive Relationships**

2. Strengths Assessment and Recovery Needs.....150 hours

- a. Gathers information using multiple sources**
- b. Assesses and Identifies strengths and needs**

- 3. Planning Services.....100 hours**
 - a. Supports participant & identified natural supports family member decision-making in developing the plan of care**
 - b. Celebrates goals when achieved and supports new recovery goals and objectives**

- 4. Assist participant in developing personal plans.....100 hours**
 - a. Identify individual goals and need for plans**
 - b. Understand the difference between and the specific need for a Wellness Recovery Action Plan, advance directive, relapse prevention plan, no harm contract and a goal plan for recovery**

- 5. Providing Services.....400 hours**
 - a. Coordinates care in coordination with team**
 - b. Maintains safe working environment and working relationships (emotional, physical, etc. safety)**
 - c. Awareness of trauma informed practices**
 - d. Identifies and has awareness of crisis intervention and de-escalation techniques in peer settings. Crises**

- 6. Linking to Community Resources.....100 hours**
 - a. Identifies recommended and appropriate resources**
 - b. Supports participant & family decision-making in selecting resources**
 - c. Connects individuals and families to community resources**

- 7. Community Education & Advocacy.....150 hours**
 - a. Provides education**
 - b. Participates in prevention activities**
 - c. Provides advocacy**

- 8. Cultural Competency & Individualized Care.....200 hours**
 - a. Delivers culturally relevant services**
 - b. Obtains consultation on cultural issues**
 - c. Understands multi-culturalism and how it relates to resiliency**

- 9. Documenting.....50 hours**
 - a. Completes required documentation on time**
 - b. Responds to participant requests to view records**
 - c. Understands RCW's and WAC's around documentation**

- 10. Professional and Ethical Conduct.....250 hours**
 - a. Fulfills responsibilities and commitments**
 - b. Practices ethically**
 - c. Obtains participant consent**
 - d. Maintains confidentiality and privacy**
 - e. Manages stress and maintains personal health**

- 11. Professional Development.....100 hours**
 - a. Seeks opportunities to improve knowledge, skills and abilities**
 - b. Uses supervision effectively**

12. Engages Colleagues in Collaborative and Caring Relationships.....100 hours

- a. Provides support**
- b. Shares lived experiences of recovery**
- c. Personalizes peer support**
- d. Supports recovery planning**
- e. Links to resources, services and supports**
- f. Provides information about skills related to health, wellness and recovery**
- g. Helps peers manage crises**
- h. Values communication**
- i. Supports collaboration and teamwork**
- j. Promotes leadership and advocacy**
- k. Promotes growth and development**

Total Hours/# of Competency Levels: 2000 hours

F. Substance Use Disorder Professional (SUDP) Approximate Hours/Competency Level

1. Understanding Addiction.....250 hours

- a. Understand a variety of models and theories of addiction and other problems related to substance use.**
- b. Recognize the social, political, economic, and cultural context within which addiction and substance abuse exist, including risk and resiliency factors that characterize individuals and groups and their living environments.**
- c. Describe the behavioral, psychological, physical health, and social effects of psychoactive substances on the person using and significant others.**
- d. Recognize the potential for substance use disorders to mimic a variety of medical and mental health conditions and the potential for medical and mental health conditions to coexist with addiction and substance abuse.**

2. Treatment Knowledge.....250 hours

- a. Describe the philosophies, practices, policies, and outcomes of the most generally accepted and scientifically supported models of treatment, recovery, relapse prevention, and continuing care for addiction and other substance-related problems**
- b. Recognize the importance of family, social networks, and community systems in the treatment and recovery process**
- c. Understand the importance of research and outcome data and their application in clinical practice.**
- d. Understand the value of an interdisciplinary approach to addiction treatment.**

3. Application to Practice.....250 hours

- a. Understand the established diagnostic criteria for substance use disorders, and describe treatment modalities and placement criteria within the continuum of care.**
- b. Describe a variety of helping strategies for reducing the negative effects of substance use, abuse, and dependence**
- c. Tailor helping strategies and treatment modalities to the client's stage of dependence, change, or recovery.**
- d. Provide treatment services appropriate to the personal and cultural identity and language of the client.**
- e. Adapt practice to the range of treatment settings and modalities.**

- f. Be familiar with medical and pharmacological resources in the treatment of substance use disorders.**
- g. Understand the variety of insurance and health maintenance options available and the importance of helping clients access those benefits.**
- h. Recognize that crisis may indicate an underlying substance use disorder and may be a window of opportunity for change.**
- i. Understand the need for and use of methods for measuring treatment outcome**

4. Professional Readiness.....250 hours

- a. Understand diverse cultures, and incorporate the relevant needs of culturally diverse groups, as well as people with disabilities, into clinical practice.**
- b. Understand the importance of self-awareness in one's personal, professional, and cultural life.**
- c. Understand the addiction professional's obligations to adhere to ethical and behavioral standards of conduct in the helping relationship.**
- d. Understand the importance of ongoing supervision and continuing education in the delivery of client services.**
- e. Understand the obligation of the addiction professional to participate in prevention and treatment activities.**
- f. Understand and apply setting-specific policies and procedures for handling crisis or dangerous situations, including safety measures for clients and staff.**

5. Clinical Evaluation (Screening)250 hours

- a. Establish rapport, including management of a crisis situation and determination of need for additional professional assistance.**
- b. Gather data systematically from the client and other available collateral sources, using screening instruments and other methods that are sensitive to age, developmental level, culture, and gender. At a minimum, data should include current and historic substance use; health, mental health, and substance-related treatment histories; mental and functional statuses; and current social, environmental, and/or economic constraints.**
- c. Screen for psychoactive substance toxicity, intoxication, and withdrawal symptoms; aggression or danger to others; potential for self-inflicted harm or suicide; and co-occurring mental disorders.**
- d. Assist the client in identifying the effect of substance use on his or her current life problems and the effects of continued harmful use or abuse.**
- e. Determine the client's readiness for treatment and change as well as the needs of others involved in the current situation.**
- f. Review the treatment options that are appropriate for the client's needs, characteristics, goals, and financial resources.**
- g. Apply accepted criteria for diagnosis of substance use disorders in making treatment recommendations.**
- h. Construct with the client and appropriate others an initial action plan based on client needs, client preferences, and resources available.**
- i. Based on the initial action plan, take specific steps to initiate an admission or referral and ensure follow-through.**

6. Clinical Evaluation (Assessment)250 hours

- a. Select and use a comprehensive assessment process that is sensitive to age, gender, racial and ethnic culture, and disabilities**
- b. Analyze and interpret the data to determine treatment recommendations**

- c. Seek appropriate supervision and consultation.**
- d. Document assessment findings and treatment recommendations.**

7. Treatment Planning.....200 hours

- a. Use relevant assessment information to guide the treatment planning process.**
- b. Explain assessment findings to the client and significant others.**
- c. Provide the client and significant others with clarification and additional information as needed.**
- d. Examine treatment options in collaboration with the client and significant others.**
- e. Consider the readiness of the client and significant others to participate in treatment.**
- f. Prioritize the client's needs in the order they will be addressed in treatment.**
- g. Formulate mutually agreed-on and measurable treatment goals and objectives.**
- h. Identify appropriate strategies for each treatment goal.**
- i. Coordinate treatment activities and community resources in a manner consistent with the client's diagnosis and existing placement criteria.**
- j. Develop with the client a mutually acceptable treatment plan and method for monitoring and evaluating progress.**
- k. Inform the client of confidentiality rights, program procedures that safeguard them, and the exceptions imposed by regulations.**
- l. Reassess the treatment plan at regular intervals or when indicated by changing circumstances.**

8. Referral.....100 hours

- a. Establish and maintain relationships with civic groups, agencies, other professionals, governmental entities, and the community at large to ensure appropriate referrals, identify service gaps, expand community resources, and help address unmet needs.**
- b. Continuously assess and evaluate referral resources to determine their appropriateness.**
- c. Differentiate between situations in which it is most appropriate for the client to self-refer to a resource and situations requiring counselor referral.**
- d. Arrange referrals to other professionals, agencies, community programs, or appropriate resources to meet the client's needs.**
- e. Explain in clear and specific language the necessity for and process of referral to increase the likelihood of client understanding and followthrough.**
- f. Exchange relevant information with the agency or professional to whom the referral is being made in a manner consistent with confidentiality rules and regulations and generally accepted professional standards of care.**
- g. Evaluate the outcome of the referral.**

9. Service Coordination - Implementing the Treatment Plan.....100 hours

- a. Initiate collaboration with the referral source.**
- b. Obtain, review, and interpret all relevant screening, assessment, and initial treatment planning information**
- c. Confirm the client's eligibility for admission and continued readiness for treatment and change.**
- d. Complete necessary administrative procedures for admission to treatment.**
- e. Establish accurate treatment and recovery expectations with the client and involved significant others, including but not limited to: • The nature of services • Program goals • Program procedures • Rules regarding client conduct • The schedule of treatment activities • Costs of treatment • Factors affecting duration of care • Clients' rights and responsibilities • The effect of treatment and recovery on significant others.**

- f. Coordinate all treatment activities with services provided to the client by other resources.**

10. Service Coordination – Consulting.....100 hours

- a. Summarize the client’s personal and cultural background, treatment plan, recovery progress, and problems inhibiting progress to ensure quality of care, gain feedback, and plan changes in the course of treatment.**
- b. Understand the terminology, procedures, and roles of other disciplines related to the treatment of substance use disorders.**
- c. Contribute as part of a multidisciplinary treatment team.**
- d. Apply confidentiality rules and regulations appropriately**
- e. Demonstrate respect and nonjudgmental attitudes toward clients in all contacts with community professionals and agencies.**

11. Service Coordination: Continuing Assessment & Treatment Planning..100 hours

- a. Maintain ongoing contact with the client and involved significant others to ensure adherence to the treatment plan.**
- b. Understand and recognize stages of change and other signs of treatment progress.**
- c. Assess treatment and recovery progress, and, in consultation with the client and significant others, make appropriate changes to the treatment plan to ensure progress toward treatment goals.**
- d. Describe and document the treatment process, progress, and outcome.**
- e. Use accepted treatment outcome measures.**
- f. Conduct continuing care, relapse prevention, and discharge planning with the client and involved significant others.**
- g. Document service coordination activities throughout the continuum of care**
- h. Apply placement, continued stay, and discharge criteria for each modality on the continuum of care.**

12. Counseling - Individual Counseling.....250 hours

- a. Establish a helping relationship with the client characterized by warmth, respect, genuineness, concreteness, and empathy.**
- b. Facilitate the client’s engagement in the treatment and recovery process.**
- c. Work with the client to establish realistic, achievable goals consistent with achieving and maintaining recovery.**
- d. Promote client knowledge, skills, and attitudes that contribute to a positive change in substance use behaviors.**
- e. Encourage and reinforce client actions determined to be beneficial in progressing toward treatment goals.**
- f. Work appropriately with the client to recognize and discourage all behaviors inconsistent with progress toward treatment goals.**
- g. Recognize how, when, and why to involve the client’s significant others in enhancing or supporting the treatment plan.**
- h. Promote client knowledge, skills, and attitudes consistent with the maintenance of health and prevention of HIV/AIDS, tuberculosis, sexually transmitted diseases, hepatitis C, and other infectious diseases.**
- i. Facilitate the development of basic and life skills associated with recovery.**
- j. Adapt counseling strategies to the individual characteristics of the client, including but not limited to disability, gender, sexual orientation, developmental level, culture, ethnicity, age, and health status.**

- k. Make constructive therapeutic responses when the client's behavior is inconsistent with stated recovery goals.**
- l. Apply crisis prevention and management skills.**
- m. Facilitate the client's identification, selection, and practice of strategies that help sustain the knowledge, skills, and attitudes needed for maintaining treatment progress and preventing relapse.**

13. Counseling - Group Counseling.....250 hours

- a. "Describe, select, and appropriately use strategies from accepted and culturally appropriate**
- b. models for group counseling with clients with substance use disorders."**
- c. Carry out the actions necessary to form a group, including but not limited to determining group type, purpose, size, and leadership; recruiting and selecting members; establishing group goals and clarifying behavioral ground rules for participating; identifying outcomes; and determining criteria and methods for termination or graduation from the group.**
- d. Facilitate the entry of new members and the transition of exiting members**
- e. Facilitate group growth within the established ground rules and movement toward group and individual goals by using methods consistent with group type**
- f. Understand the concepts of process and content, and shift the focus of the group when such a shift will help the group move toward its goals.**
- g. Describe and summarize the client's behavior within the group to document the client's progress and identify needs and issues that may require a modification in the treatment plan.**

14. Counseling - Counseling Families, Couples, and Significant Others...150 hours

- a. Understand the characteristics and dynamics of families, couples, and significant others affected by substance use.**
- b. Be familiar with and appropriately use models of diagnosis and intervention for families, couples, and significant others, including extended, kinship, or tribal family structures.**
- c. Facilitate the engagement of selected members of the family or significant others in the treatment and recovery process.**
- d. Assist families, couples, and significant others in understanding the interaction between the family system and substance use behaviors.**
- e. Assist families, couples, and significant others in adopting strategies and behaviors that sustain recovery and maintain healthy relationships.**

15. Client, Family, and Community Education.....150 hours

- a. Provide culturally relevant formal and informal education programs that raise awareness and support substance abuse prevention and the recovery process.**
- b. Describe factors that increase the likelihood for an individual, community, or group to be at risk for, or resilient to, psychoactive substance use disorders.**
- c. Sensitize others to issues of cultural identity, ethnic background, age, and gender in prevention, treatment, and recovery.**
- d. Describe warning signs, symptoms, and the course of substance use disorders.**
- e. Describe how substance use disorders affect families and concerned others.**
- f. Describe the continuum of care and resources available to the family and concerned others.**
- g. Describe principles and philosophy of prevention, treatment, and recovery.**

- h. Understand and describe the health and behavior problems related to substance use, including transmission and prevention of HIV/AIDS, tuberculosis, sexually transmitted diseases, hepatitis C, and other infectious diseases.**
- i. Teach life skills, including but not limited to stress management, relaxation, communication, assertiveness, and refusal skills**

16. Documentation.....200 hours

- a. Demonstrate knowledge of accepted principles of client record management.**
- b. Protect client rights to privacy and confidentiality in the preparation and handling of records, especially in relation to the communication of client information with third parties.**
- c. Prepare accurate and concise screening, intake, and assessment reports.**
- d. Record treatment and continuing care plans that are consistent with agency standards and comply with applicable administrative rules.**
- e. Record progress of client in relation to treatment goals and objectives.**
- f. Prepare accurate and concise discharge summaries.**
- g. Document treatment outcome, using accepted methods and instruments.**

17. Professional and Ethical Responsibilities.....175 hours

- a. Adhere to established professional codes of ethics that define the professional context within which the counselor works to maintain professional standards and safeguard the client.**
- b. Adhere to Federal and State laws and agency regulations regarding the treatment of substance use disorders.**
- c. Interpret and apply information from current counseling and psychoactive substance use research literature to improve client care and enhance professional growth.**
- d. Recognize the importance of individual differences that influence client behavior, and apply this understanding to clinical practice.**
- e. Use a range of supervisory options to process personal feelings and concerns about clients.**
- f. Conduct self-evaluations of professional performance applying ethical, legal, and professional standards to enhance self-awareness and performance.**
- g. Obtain appropriate continuing professional education.**
- h. Participate in ongoing supervision and consultation.**
- i. Develop and use strategies to maintain one's physical and mental health.**

18. Communication.....100 hours

- a. Engages in active and reflective listening.**
- b. Uses 'person centered/person first' language.**
- c. Speaks clearly and slowly enough to be understood.**

19. Assessment.....25 hours

- a. Assess client's preferred method of communication and language barriers.**

20. Medication Management.....75 hours

- a. Review the list of the client's medications, their effects and side effects.**
- b. Coaches the client on strategies for taking medications as prescribed.**
- c. Coaches the family on strategies for supporting the client in taking medications.**
- d. Assists the client in monitoring and reporting medication effects and side effects to the medical prescriber.**

- 21. Counseling.....25 hours**
- a. Helps the client define the problem by telling their story, discussing their situation, and challenging his or her current perspective, when warranted.**
- 22. Crisis Management.....100 hours**
- a. Assists in implementing the response to an individual, family, or community crisis.**
 - b. Communicates with the family and others about the crisis and the response.**
 - c. Assists with notifications and investigations of reportable events (e.g., abuse, domestic violence, assaults, neglect, deaths).**
 - d. Assists the client and family in obtaining services related to the crisis (e.g. domestic violence shelter; emergency foster care).**
 - e. Participates in debriefing meetings to discuss the crisis and the response.**
- 23. Cultural Competency and Individualized care.....250 hours**
- a. Is aware of and able to manage their own stereotypes and biases, as it relates to race, gender, class, ability, age, sexual orientation, immigration status, religion, and other marginalized groups. Has learned skills to recognize and work on new biases as they are uncovered.**
 - b. Is aware of their privileged identities and uses their privilege to advocate on behalf of those who experience marginalization, being mindful not to do for their clients what they can do for themselves.**
 - c. Leading with race as a foundation; applies knowledge of race, ethnicity, gender identity, sexual orientation, life span development, socio economic status, religion, disability, immigration status, and intergenerational differences when delivering services.**
 - d. Utilizes a strength-based model, promoting empowerment as a goal and desirable treatment outcome for all people by fostering client and family decision-making, problem-solving, and self-determination.**
 - e. Takes risk and leans into their discomfort to engage clients in conversations about their experiences related to race, class, gender, sexual orientation, ability, and immigration status.**
 - f. Takes risks to engage clients in dynamics of differences that exist between themselves and their clients.**
 - g. Utilizes appropriate culturally relevant resources and a combination of traditional and client-centered practices when providing services (e.g., storytelling, talking circles, and deferring to elders), while being mindful of cultural appropriation.**
 - h. Understands and applies knowledge of the systemic roots of addiction, history of drugs in America, and the intersection of failed interventions and racism. Also understands resiliency and what is working in interventions.**
 - i. Understands and applies knowledge of the compounding effects of having more than one identity (e.g., race, class, gender, sexual orientation, immigration status, ability, age) and more than one variable (e.g., addiction, previous incarceration) and the impact of intersectionality.**
 - j. Has knowledge of and works to mitigate the mental health and cultural stigma around substance use; acts as an advocate**
 - k. Applies knowledge of implicit bias to institutions; advocates for change when an institutional policy or procedure has a bias.**

- l. Demonstrates foundational knowledge of microaggressions and engages in courageous conversations when they witness, experiences, or commit a microaggression or other offenses.**
- m. Applies knowledge that the tools and infrastructure of mental health diagnosis and care is inherently biased and has been used to further racism. Acknowledges cultural trauma and adjusts patient care appropriately.**
- n. Provides culturally appropriate, trauma-informed care and healing from multiple angles. Understands health disparities in the context of mental health.**
- o. Effectively integrates culturally responsive practices and skillfully adapts utilizing multiple practices - e.g. motivational interviewing, group facilitation, trauma-informed practices, health and social systems navigation.**
- p. Engages client to increase understanding of how the person sees the world and how they view the world seeing them (e.g., shapes, trust, and respect; impact of oppression, systemic racism, discrimination).**
- q. Understands the compounding impact of incarceration, poverty, and/or other systems involvement (i.e. foster care, homelessness).**
- r. Is flexible in care, communication, and approach so the client feels comfortable being themselves.**
- s. Demonstrates awareness of how the power differential between the care provider and the client impacts the helping relationships.**
- t. Understands the complexity of dual relationships and how to navigate ethically.**
- u. Routinely considers and discusses cultural responsiveness in supervision and team meetings.**
- v. Consults with elders or traditional healers in the community when appropriate.**

24. Professional and Ethical Conduct.....75 hours

- a. Minimizes absences, arrives, on time, and completes a full work day.**
- b. Works within the limits of assigned duties and role.**
- c. Recognizes personal limits of knowledge and skills.**
- d. Complies with special rules and procedures related to consent for: involuntary commitment; mandated reporting; minors; on individuals unable to consent, under guardianship, or subject to a court order.**
- e. Recognizes signs of personal stress.**

25. Promotes Leadership and Advocacy.....75 hours

- a. Participates in efforts to eliminate prejudice and discrimination of people who have behavioral health conditions and their families.**
- b. Actively participates in efforts to improve the organization.**

Total Hours/# of Competency Levels: 4000 hours

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

B. (See Below) Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Medical Assistant: 288 hours

Central Sterile Processing Technician: 354 hours

Pharmacy Technician: 264 hours

Behavioral Health Technician: 250 hours

Peer Counselor: 250 hours

Substance Use Disorder Professional 280 hours

Teri Gardner 12-6-2021

Department of Labor & Industries
 Apprenticeship Section
 PO Box 44530
 Olympia WA 98504-4530



Journey Level Wage Rate
 From which apprentices' wages rates are computed

TO: Washington State Apprenticeship & Training Council

From Healthcare Apprenticeship Consortium Program #2169

(NAME OF STANDARDS)

Occupations	County(s)	Journey Level Wage Rate	Effective Date:
Medical Assistant	All Washington Counties and authorized Oregon Counties	\$17.81	August 25, 2021
Sterile Processing Tech	All Washington Counties and authorized Oregon Counties	\$16.45	December 6, 2021
Pharmacy Technician	All Washington Counties and authorized Oregon Counties	\$18.50	August 25, 2021
Substance Use Disorder Professional	All Washington Counties and authorized Oregon Counties	\$22.00	upon program approval
Behavioral Health Technician	All Washington Counties and authorized Oregon Counties	\$19.00	upon program approval
Peer Counselor	All Washington Counties and authorized Oregon Counties	\$19.00	upon program approval

Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Sponsor Health Care Apprenticeship Consortium Program Standards #2169		<i>Teri Gardner 12-16-2021</i> <i>Teri Gardner 12-6-2021</i>
Skilled Occupational Objective Behavioral Health Technician		
Term/OJT Hours 2000 Hours	Total RSI Hours 250	
Training Provider Clover Park Technical College		

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprenticeship and assures that:

1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliance with WISHA and applicable federal and state regulations.

Laura Hopkins, Executive Director
Mark Beaufait, Director of Apprenticeship
Printed Name of Program Sponsor

Mark S Beaufait auth signer - 12/6/2021
Signature of Program Sponsor

By the signature placed below, the **training provider** assures that:

1. The RSI will be conducted by instructors who meet the qualifications of "competent instructor" as described in WAC 296-05-003.
 - a. Has demonstrated a satisfactory employment performance in his/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
 - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
 - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
2. If using alternative forms of instruction, such as electronic media, or other self-study, such defined.

Brandon Rogers

correspondence,
instruction is clearly

Brandon Rogers
Print Name Training Provider

Signature of Training Provider

Dean
Title of Training Provider

Clover Park Technical College
Organization of Training Provider

If there are additional training providers, please provide information and signatures on the next page.

Additional Resources: [Apprenticeship Related Supplemental Instruction \(RSI\) Plan Review Glossary of Term \(F100-519-000\)](#) and [Apprenticeship Related Supplemental Instruction \(RSI\) Plan Review Criteria \(F100-521-000\)](#).

SBCTC Program Administrator has reviewed RSI plan and recommendations of the Trade Committee.

Click or tap here to enter text.

Print Name of SBCTC Program Administrator

Signature of SBCTC Program Administrator

Date

SBCTC recommends approval

SBCTC recommends return to sponsor

Additional Training Providers (if necessary)

Mary Garguile



Print Name Training Provider

Signature of Training Provider

Chief Academic Officer

Olympic College

Title of Training Provider

Organization of Training Provider

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Title of Training Provider

Organization of Training Provider

Program Sponsor: Health Care Apprenticeship Consortium Program Standards #2169	Skilled Occupational Objective: Behavioral Health Technician
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Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of element/course" field.

Describe minimum hours of study per year in terms of (check one):

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Nursing Assistant - Certified	Planned Hours: 90
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: After completion of this course, students will receive training sufficient to qualify for and pass the NCSBN NNAAP CNA Exam written and hands-on skills sections. This class will cover topics in order for students to; be familiar with Healthcare Systems and the different roles and responsibilities with in the Healthcare System; demonstrate proper catheter care; understand Anatomy and recognize interventions to support physical mobility and transfers; ability to assist with specimen collection; demonstrate effective Communication to include charting, SBAR reporting, written observations and utilizing alternative communication methods; understand the principles of Infection Control, understand the relationship between personal hygiene, nutrition and oral care related to body systems; communicate professionally with residents to include resident's directives and maintain HIPAA regulations; demonstrate Safety (proper PPE) and recognize Safety dangers.	

Element/Course: De-escalation & Crisis Management	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including managing effectively personal and professional boundaries with clients, families, and the community. De-escalation skills and techniques.	

Element/Course: Working with Others	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including engaging in active and reflective listening, utilizing non-judgmental words and behaviors. Learn skills to communicate with the client's family and significant others (with client consent). Using "person centered/person first" language. Building positive relationships, the value of communication, and supportive and collaborative teamwork.	

Element/Course: Medication Management	Planned Hours: 15
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course:	

This class will cover topics including relevant to setting and job scope, reviews the list of the client's medications and information regarding effects and side effects. Relevant to setting and job scope, coaches the client on strategies for taking medications as prescribed.
 Relevant to setting and job scope, assists the client in monitoring and reporting medication effects and side effects to the medical prescriber and Seeks assistance, as needed from first responders, or community members.

Element/Course: Providing Services	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including collaborating with care team to help implements the plan of care. Monitor client's condition, behavior, and progress on a continuous basis to document and share with care team.	

Element/Course: Cultural Competency & Individualized Care	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including cultural diversity including people with disabilities and implications for treatment. HIV/Aids and infectious disease brief risk intervention for people with substance use disorder. Delivering culturally relevant services and obtains consultation on cultural issues.	

Element/Course: Documentation	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics that include completing all required documentation based on agency protocols. Producing documentation that is objective, accurate, and legible with correct language, grammar, and spelling. Completing documentation in a timely manner.	

Element/Course: Professional & Ethical Conduct	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including fulfilling responsibilities and commitment, practicing ethically, obtaining client consent, maintaining confidentiality and privacy, managing stress and maintaining personal health.	

Element/Course: Professional Development	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including seeking opportunities to improve knowledge, skills and abilities. Using supervision effectively.	

Element/Course: Motivational Interviewing	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including showing respect and concern for others through words and actions through the use of strength-based, evidence-based practices.	

Element/Course: Trauma Informed Care	Planned Hours: 25
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including neuroscience (response and memory) of trauma and its relationship to adverse childhood experiences. Key, trauma informed principles addressing trauma-related prevention, intervention, and treatment issues.	

Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Sponsor Health Care Apprenticeship Consortium Program Standards #2169		<i>Teri Gardner 12-16-2021</i> <i>Teri Gardner 12-6-2021</i>
Skilled Occupational Objective Peer Counselor		
Term/OJT Hours 2000 Hours	Total RSI Hours 250	
Training Provider Clover Park Technical College		

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Laura Hopkins, Executive Director
 Mark Beaufait, Director of Apprenticeship

 Printed Name of Program Sponsor

Mark S Beaufait auth signer - 12/6/2021

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2. If using alternative forms of instruction, such as correspondence, video, or other self-study, such instruction is clearly defined.

Brandon Rogers

Brandon Rogers

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 Signature of Training Provider

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Clover Park Technical College

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SBCTC Program Administrator has reviewed RSI plan and recommendations of the Trade Committee.

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 Print Name of SBCTC Program Administrator Signature of SBCTC Program Administrator Date

SBCTC recommends approval

SBCTC recommends return to sponsor

Additional Training Providers (if necessary)

Mary Garguile



Print Name Training Provider

Signature of Training Provider

Chief Academic Officer

Olympic College

Title of Training Provider

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Organization of Training Provider

Program Sponsor: Health Care Apprenticeship Consortium Program Standards #2169	Skilled Occupational Objective: Peer Counselor
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Describe minimum hours of study per year in terms of (check one):

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Ethics & Boundaries	Planned Hours: 50
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Practices ethical peer support and understands concepts such as mandated reporting, dual relationships, duty to warn and confidentiality b. Understands consumer rights and consent c. Understands how to set and enforce strong ethical boundaries d. Understands their ethical obligation to themselves to practice self care e. Understands how to ethically use their lived experience to bring hope to every interaction.	

Element/Course: Forming Internal & External Partnerships	Planned Hours: 45
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Understands the concept of "gate keeping" and knows how to utilize external partners to best serve individuals being served and supported. b. Builds internal strength-based relationships with colleagues in order to best coordinate care. c. Understands coordinated care as it relates to building relationships, documentation and holistic service delivery.	

Element/Course: Working from a trauma informed perspective with an emphasis on post traumatic growth	Planned Hours: 25
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Utilizes the (6) components of trauma informed care in peer support practice. b. Understands the difference between vicarious trauma and secondary trauma and the effect on the Certified Peer Counselor in a practice setting. c. Understands how to address crisis in a trauma informed way. d. Develops an understanding of when to co-create a trauma informed and resiliency based post traumatic growth plan with individuals served and supported.	

Element/Course: Cross cultural partnerships and cultural humility	Planned Hours: 50
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Delivers culturally relevant services b. Understand the historical role of oppression in marginalized communities c. Understand privilege and microaggressions in the workplace d. Understand multiculturalism in the context of peer support delivered services. e. Understand how culture can enhance recovery and resiliency and assist individuals in reaching their goals.	

Element/Course: Documentation, Confidentiality, record security & Resource and Referral	Planned Hours: 35
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Learns the fundamental components of documentation as they relate to frequency, duration and outcomes. b. Understand RCW, WAC and all policies and procedures of required Medicaid and agency documentation. c. Understands the Health Insurance Portability and Accountability Act of 1996, and how it relates to peer support documentation. d. Understand consent in the behavioral health field and how to best utilize requests for information from internal and external partners. e. Understands the concept of a warm hand off in the referral process. f. Understands the relationship between documentation and the outside referral process. g. Understands coordinated care and the importance of a team approach.	

Element/Course: Supervision utilization	Planned Hours: 15
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Utilizes supervision effectively b. Understands the difference between clinical and standard supervision. c. Prepares for supervision in group and individual settings. d. Understands how to document supervision encounters effectively.	

Element/Course: Utilizing personal lived experience to enhance participants recovery journey	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: a. Understand the power of lived experience as it relates to bringing hope to every interaction through intentional peer support practices. b. Uses personal story in an intentional manner for the purpose of assisting an individual to reach their own recovery goals as outlined in their Individual Service Plan (ISP).	

c. Learns evidence-based suicide prevention techniques and is able to manage crisis in peer support practices.

Element/Course: Crisis intervention and de-escalation including suicidality recognition and intervention	Planned Hours: 20
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Mode of Instruction (check all that apply)

Classroom Lab Online Self-Study

Provided by: Clover Park Technical College

Description of element/course:

- a. Understand the fundamental components of crisis intervention in peer settings.
- b. Learn how to identify, address and utilize motivational interviewing in crisis situations.
- c. Learn how to follow up with recovery and resiliency tools with an individual who has experienced a crisis.
- d. Understand how to write advance directives and other meaningful recovery associated plans such as WRAP, No harm contracts and relapse prevention plans.

SBCTC recommends approval

SBCTC recommends return to sponsor

Additional Training Providers (if necessary)

Mary Garguile



Print Name Training Provider

Signature of Training Provider

Chief Academic Officer

Olympic College

Title of Training Provider

Organization of Training Provider

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Organization of Training Provider

Program Sponsor: Health Care Apprenticeship Consortium Program Standards #2169	Skilled Occupational Objective: Substance Use Disorder Professional
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Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of element/course" field.

Describe minimum hours of study per year in terms of (check one):

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Understanding Substance Use Disorder & Medication Management	Planned Hours: 60
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class covers topics including understanding substance use disorder, pharmacological actions of alcohol and other drugs, substance misuse and substance use disorder treatment methods. Be familiar with medical and pharmacological resources.	

Element/Course: Documentation I	Planned Hours: 60
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: Screening, Assessment, Treatment Planning: This class will cover topics including understanding substance use disorder placement, continuing care, and discharge criteria, including ASAM criteria. Substance use disorder clinical evaluation using DSM-5 (screening and referral to include comorbidity). Substance use disorder individual service planning. Documentation to include screening, intake, assessment, individual service plan, clinical reports, clinical progress notes, discharge summaries, and other client related data.	

Element/Course: Documentation II	Planned Hours: 60
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including insurance and electronic billing processes. Substance use disorder confidentiality, substance use disorder case management, and substance use disorder rules and regulations.	

Element/Course: Ethical Framework for Counseling	Planned Hours: 40
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including professional and ethical responsibilities.	

Element/Course: Health Equity & Cultural Competence	Planned Hours: 40
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Clover Park Technical College	
Description of element/course:	

This class will cover topics including cultural diversity including people with disabilities and implications for treatment. HIV/Aids and infectious disease brief risk intervention for people with substance use disorder. Chronic disease management.

Element/Course: Crisis Management	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including referral and use of community resources, service coordination. De-escalation techniques. Assessing social determinants of health needs.	

Element/Course: Individual Counseling	Planned Hours: 60
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: Individual Counseling: This class will cover topics including approaches to counseling that are person-centered and have demonstrated effectiveness with substance use disorder.	

Element/Course: Group Counseling	Planned Hours: 60
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including describing, selecting, and appropriately using strategies from accepted and culturally appropriate models for group counseling.	

Element/Course: Relapse Prevention	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: Relapse Prevention: This class will cover topics including the philosophies, practices, policies, and outcomes of the most generally accepted and scientifically supported models of treatment, recovery, relapse prevention, and continuing care for substance use disorder.	

Element/Course: Family Counseling & Referral	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including substance use disorder counseling for families, couples, and significant others. Client, family, and community education.	

Element/Course: Developmental Psychology	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	
Description of element/course: This class will cover topics including fundamental theories and perspectives relevant to developmental psychology.	

Element/Course: Abnormal Psychology	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Clover Park Technical College	

Description of element/course:

This class will cover topics including psychopathology that studies unusual patterns of behavior, emotion, and thought, which could possibly be understood as a mental disorder.

Element/Course: Suicide Prevention

Planned Hours: 10

Mode of Instruction (check all that apply)

Classroom Lab Online Self-Study

Provided by: Clover Park Technical College

Description of element/course:

This class will cover topics including understanding suicide is a complex public health issue that requires coordination and cooperation among health care providers, individuals, and family members, and treatment services, and the community. Prevention, intervention, and postvention efforts.

Element/Course: Co-Occurring

Planned Hours: 30

Mode of Instruction (check all that apply)

Classroom Lab Online Self-Study

Provided by: Clover Park Technical College

Description of element/course:

This class will cover topics including understanding the presence of concurrent psychiatric and/or medical disorders in combination with substance use disorder.

Element/Course: Adolescent Counseling

Planned Hours: 30

Mode of Instruction (check all that apply)

Classroom Lab Online Self-Study

Provided by: Clover Park Technical College

Description of element/course:

This class will cover topics including screening and assessment tools, principles of adolescent substance use disorder treatment, ASAM criteria for adolescent placement, comprehensive care, and discharge. Becoming familiar with evidence-based practices for prevention. Identifying social and emotional needs.

Element/Course: Trauma Informed Care

Planned Hours: 20

Mode of Instruction (check all that apply)

Classroom Lab Online Self-Study

Provided by: Clover Park Technical College

Description of element/course:

This class will cover topics including neuroscience (response and memory) of trauma and its relationship to adverse childhood experiences. Key, trauma informed principles addressing trauma-related prevention, intervention, and treatment issues.