

*Health Workforce Initiative  
is pleased to present:*

# An Introduction to

## BEHAVIORAL/MENTAL HEALTH CAREERS

*"Ushering the Next Generation of Para-professionals to Professionals"*

### **Presenter**

Irene Ornelas, MSW, LCSW  
Regional Director, Employer Engagement  
Health Sector, South Central Coast Regional Consortium  
Health Workforce Initiative  
California Community Colleges  
[Irene.Ornelas@canyons.edu](mailto:Irene.Ornelas@canyons.edu)



**Health Workforce Initiative**



California  
Community  
Colleges

# Objectives for today's presentation

- ▶ Objective #1: Increase awareness of behavioral health careers and their related pathways.
- ▶ Objective #2: Identify where to locate local educational programs.

## Agenda

- ▶ Career Pathway Presentation
- ▶ Career Presenters
- ▶ Question and Answers

# My journey....



Irene Ornelas, MSW, LCSW  
Mom, Social Worker, Curious Human  
Being, Advocate, & Urban Explorer

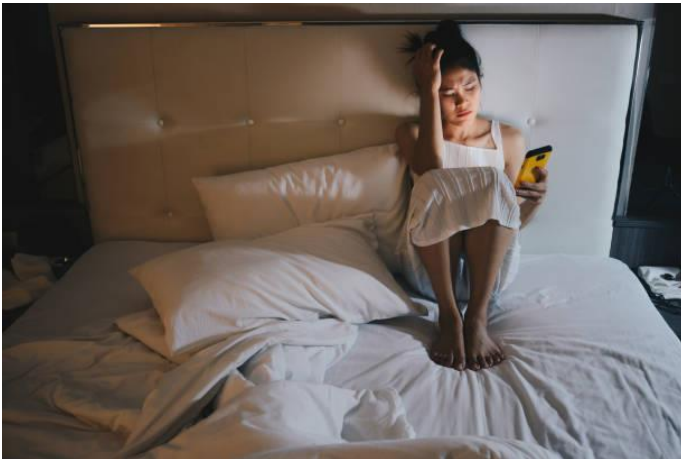
# What is mental health?

*Mental health, as defined by the World Health Organization, is “a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”*



# Behavioral Health Versus Mental Health - What's the Difference?

- ▶ *Behavioral health describes the connection between the health and well-being of the body and the mind.*



- ▶ *Mental health, which is one area of behavioral health, can include a variety of factors, such as biology, psychological state, and habits.*

# Psychology Today describes behavioral health as the following:

*“It’s a way of being inclusive. Behavioral health includes not only ways of promoting well-being by preventing or intervening in mental illness such as depression or anxiety, but also has as an aim preventing or intervening in substance abuse or other addictions.”*



# Types of Behavioral Health Services

*Behavioral health services can include but are not limited to:*

- ▶ *Marriage and family counseling/therapy*
- ▶ *Individual counseling/therapy*
- ▶ *Group counseling/therapy*
- ▶ *Addiction treatments*
- ▶ *Psychiatric hospitalization*



# When choosing a career in behavioral health you should know....

## Growth in an industry

- ▶ According to the U.S. Bureau of Labor and Statistics “Employment of substance abuse, behavioral disorder, and mental health counselors is projected to grow 25 percent from 2019 to 2029, much faster than the average for all occupations.”
- ▶ California projected annual job openings of 4850 from 2018-2028

## California Wages

- ▶ On average of those employed as Substance Abuse, Behavioral Disorder, and Mental Health Counselors/Therapist earn on average \$50,090 (\$24.08/hr) annually. With an annual high earnings of \$96,920 (\$46.60/hr).

4) <https://www.bls.gov/ooh/community-and-social-service/substance-abuse-behavioral-disorder-and-mental-health-counselors.htm#tab-6>

5) <https://www.onetonline.org/link/summary/21-1014.00>





# FACT

- ▶ We all experience different levels of mental health throughout our lives.
  - ▶ Depression is the leading cause of disability worldwide.
  - ▶ *Over 44 million American adults (18.07%), have a mental health condition.*
  - ▶ Less than 50% of U.S. adults with mental illness received treatment in 2018.
  - ▶ 1 in 6 U.S. youth aged 6-17 experience a mental health disorder each year

*There are not enough mental health professionals to help those in need.*

6) <https://www.eachmindmatters.org/mental-health/>

7) <https://www.mhanational.org/issues/state-mental-health-America>

8) <https://www.learnhowtobecome.org/make-a-difference-careers/mental-health/>

9) <https://namica.org/what-is-mental-illness/facts-statistics/>

# Does this sound like you?



# The World Needs You!



***“Pursuing a career in behavioral health can put you in a position to help others.”***

# Psychiatrist, NP, LMFT, LCSW, LPCCC, LEP....

## Counselor vs Therapist...

### What's the difference?

1. Education & Certification
  - Years in program
  - Area & emphasis of study
  - Licensed under a certifying organization
2. Scope of Practice (what services are they qualified to provide)
3. Where they work

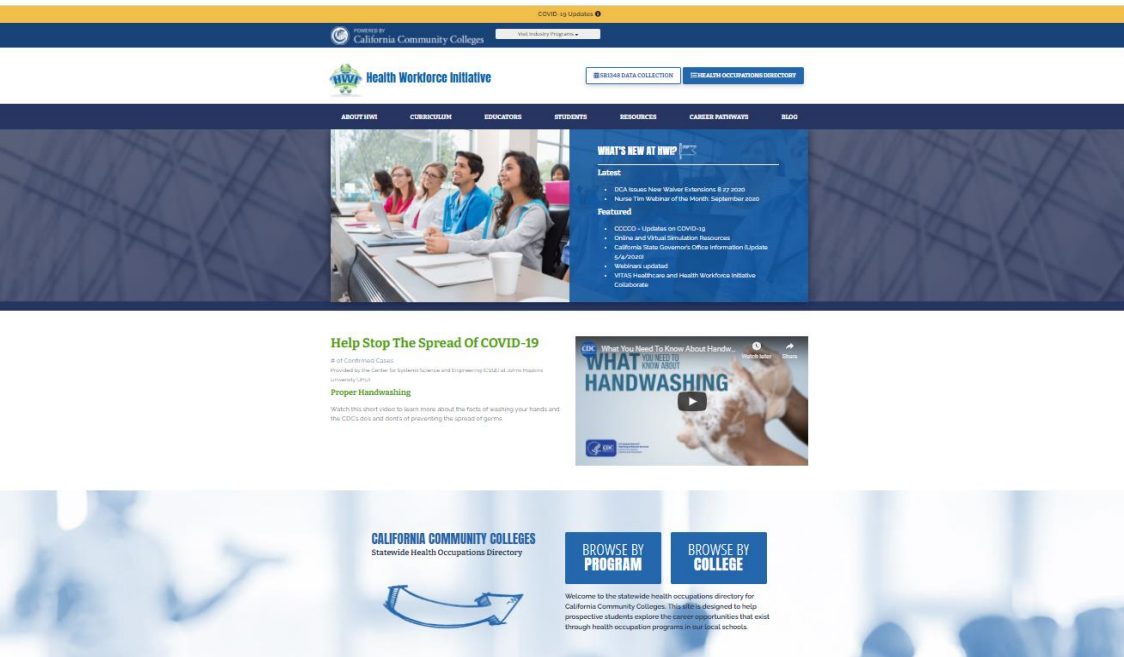


<i>Professional Title</i>	<i>Requires Post Graduate Practice Hours &amp; Licensing Exam to Practice “therapy or counseling”</i>	<i>Years of Graduate Program</i>	<i>Prescribes Medication</i>	<i>Program</i>	<i>Area of Study</i>	<i>Works in the Community (private practice, community agency, school, etc.)</i>	<i>Works in a Medical Setting (hospital, clinic, medical practice, etc.)</i>
<i>Psychiatrist</i>	X	6+	X	<b>Medical School plus Psychiatry Residency</b> (Licensed by Medical Board of CA: Licensed Psychiatrist)	Post medical school focus on <i>diagnosis, treatment and prevention of mental, emotional and behavioral disorders including both physical &amp; mental aspects.</i>	X	X
<i>Psychiatric-Mental Health Nurse Practioner</i>	X	4-6+	X	<b>Master’s in Nursing &amp; Doctorate in Nursing Practice</b> (CA Board of Nursing)	Emphasis on <i>diagnosis, treatment and prevention of mental, emotional and behavioral disorders including both physical &amp; mental aspects.</i>	X	X
<i>Licensed Clinical Psychologist</i>	X	6+		<b>Ph.D., Psy.D., Ed.D. Doctorate Program - specializing in counseling</b> (Board of Psychology of CA: Licensed Psychologist)	Emphasis on psychotherapy, psychosocial interventions including assessment & testing, relationships between brain function and behavior, and the environment and behavior	X	X
<i>Licensed Clinical Social Worker (LCSW)</i>	X	2-3		<b>Master in Social Work (MSW)</b> (CA Board of Behavioral Sciences)	Strong emphasis on social justice and equality including psychotherapy, <i>diagnosis, treatment and prevention of mental, emotional and behavioral disorders.</i>	X	X
<i>Licensed Educational Psychologist (LEP)</i>	X	2-3		<b>MS in School Psychology</b> (CA Board of Behavioral Sciences)	Emphasis in performing academic and psychological assessments, identifying special education needs and developing support strategies.	X	
<i>Licensed Marriage &amp; Family Therapist (LMFT)</i>	X	2-3		<b>MA/MS/MFT Counseling, Clinical Counseling, Clinical Psychology</b> (CA Board of Behavioral Sciences)	Emphasis of individuals, couples and family systems. Psychotherapy including <i>diagnosis and treatment, and prevention of mental, emotional and behavioral disorders.</i>	X	
<i>Licensed Professional Clinical Counselor (LPCC)</i>	X	2-3		<b>MA/MS Counseling Psychology, Clinical Psychology</b> (CA Board of Behavioral Sciences)	Emphasis on individual counseling. Psychotherapy including <i>diagnosis and treatment, and prevention of mental, emotional and behavioral disorders.</i>	X	

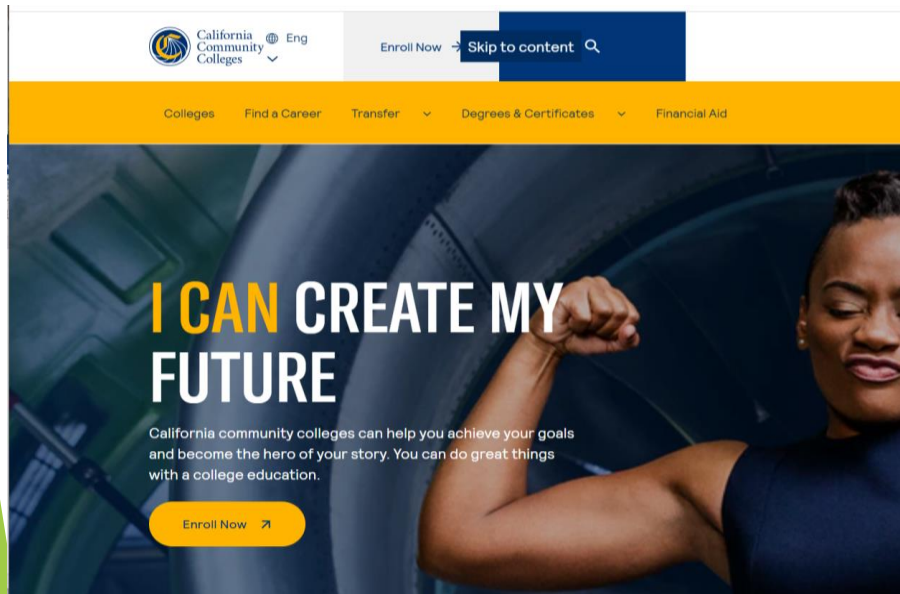
# Career Exploration Resources

- ▶ <https://ca-hwi.org/career-pathways/behavioral-mental-health-pipeline/>
  - ▶ Interactive Career Exploration Tool
  - ▶ Career Awareness Virtual Symposiums videos
  - ▶ Career Maps
    - ▶ Certificates & Educational Degrees
    - ▶ Jobs/Positions Related to Level of Education
    - ▶ Licensing requirements (MD, Psychologist, Mental Health Nurse Practitioner, LCSW, LEP, LMFT, & LPCC)
- ▶ <http://drjosephhammer.com/psych-grad-school/the-mental-health-professions-career-test/>
- ▶ <https://explorehealthcareers.org>
- ▶ <https://icangotocollege.com>
- ▶ <https://www.learnhowtobecome.org/make-a-difference-careers/mental-health/>

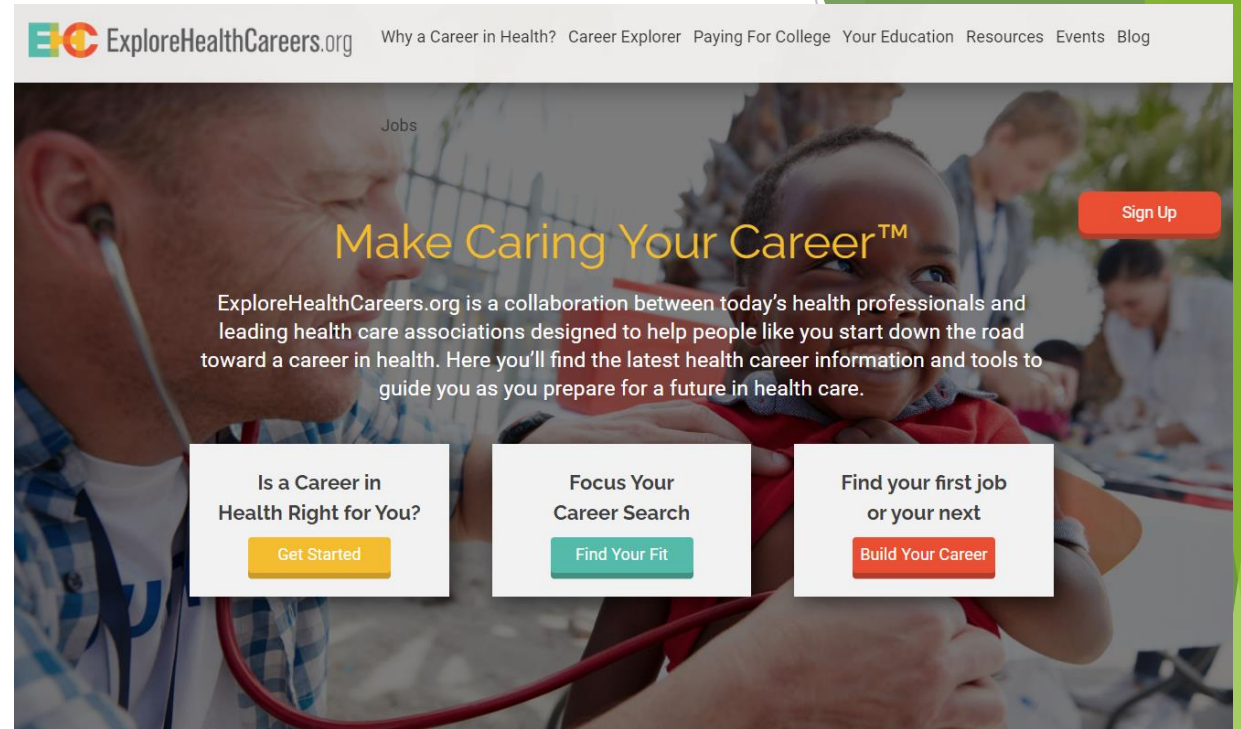




<https://www.ca-hwi.org>

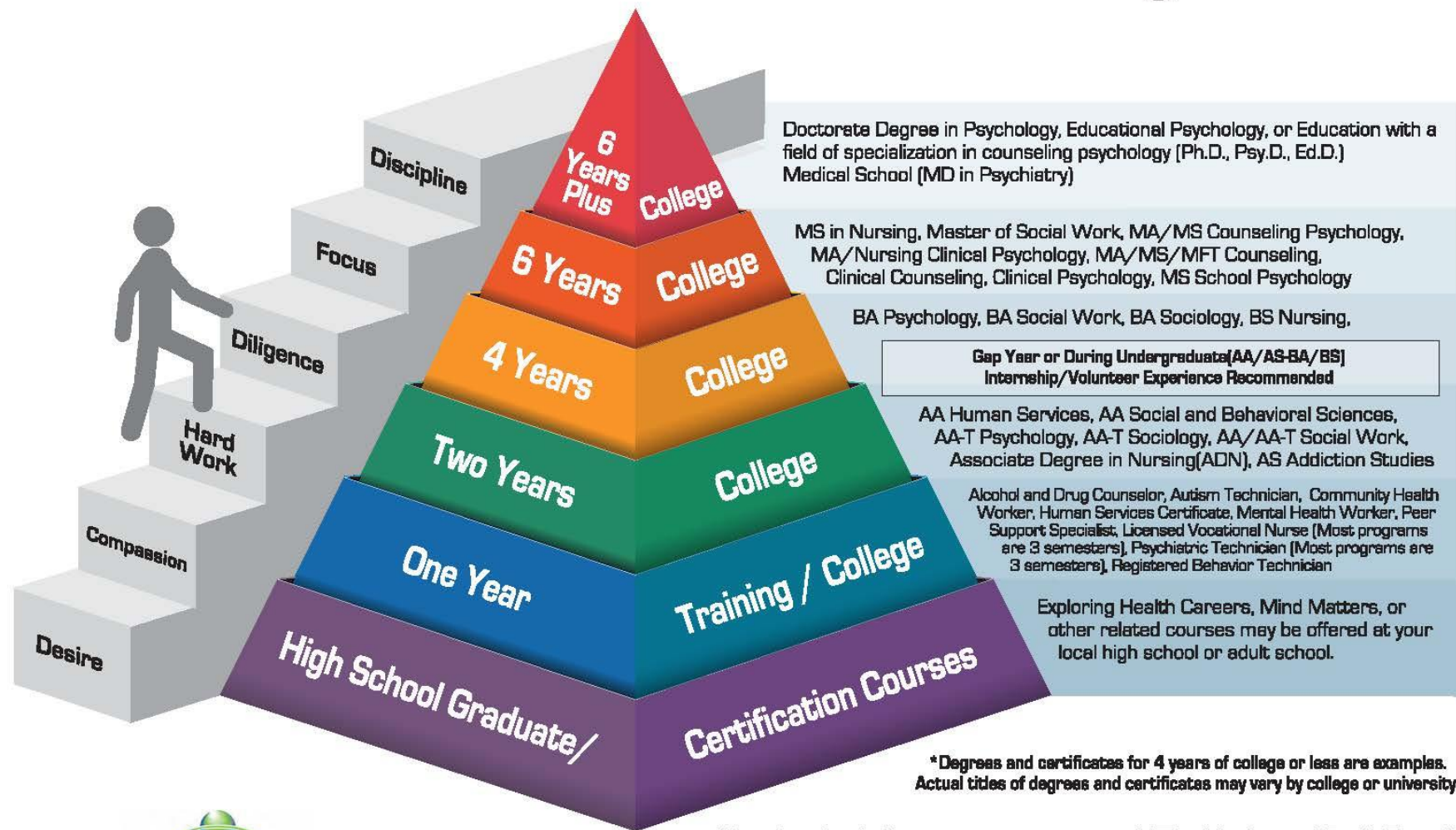


<https://icangotocollege.com>



<https://explorehealthcareers.org>

# Behavioral-Mental Health Related Certificates and Educational Degrees



\*Degrees and certificates for 4 years of college or less are examples. Actual titles of degrees and certificates may vary by college or university.



# Behavioral-Mental Health Jobs/Positions Related to Level of Education

<b>Master's Degree/Doctorate</b>	<p><b>**Licensed Practitioners:</b> Nurse Practitioner, Psychiatrist, School Psychologist (LEP), Psychologist, Licensed Professional Clinical Counselor (LPCC) Private Practice Mental Health Clinician/Therapist*all license levels, Hospital/Hospice Social Worker (MSW/ASW/LCSW's only), Art Therapist, Supervisor with the County (APS/CPS), Program Director/Manager/Administrator</p> <p>Hospital Social Worker, Hospice Social Worker, Adult/Child Social Worker, Behavioral Analyst, School Social Worker/Counselor w/Pupil Personnel Services Credentials (PPS), Mental Health Clinician/Therapist with the following only ASW, APCC,AMFT (Must be supervised by a licensed professional), Pre-License School Psychologist, Program Director/Manager/Administrator</p>
<b>Bachelor's Degree</b>	<p>Behavioral Health Specialist/Designee, Assistant Behavioral Analyst, Case Manager, Care Coordinator, Vocational Rehabilitation Worker, Child Welfare Worker, Outreach Specialist, *Psychiatric RN, *Music Therapist</p>
<b>Associate of Arts/Science Degree</b>	<p><b>Gap Year or During Undergraduate(AA/AS-BA/BS) Internship/Volunteer Experience Recommended</b></p> <p>*ADN/RN,*Alcohol and Drug Counselor, Community/Social Service Assistant, Eligibility Worker, Housing Coordinator, Mental Health Worker</p>
<b>Certificate Programs</b>	<p>Alcohol and Drug Counselor, Autism Technician, Community Health Worker, Human Services Assistant/Worker, *LVN, Mental Health Worker, Peer Support Specialist,*Psychiatric Technician, Registered Behavior Technician</p>
<b>High School Diploma/GED</b>	<p>Office Support Staff, Advocate (Peer, Family, Housing) Peer Support Specialist, Parent Partner</p>

APS = Adult Protective Services  
 CPS = Child Protective Services  
 ADN = Associate Degree in Nursing  
 AMFT = Associate Marriage and Family Therapist  
 APCC = Associate Professional Clinical Counselor  
 ASW = Associate Clinical Social Worker  
 LCSW = Licensed Clinical Social Worker  
 LEP = Licensed Educational Psychologist  
 LPCC = Licensed Professional Clinical Counselor  
 LVN = Licensed Vocational Nurse  
 MSW = Master of Social Work  
 PMH = Psychiatric Mental Health Nurse  
 RN = Registered Nurse

\*\*These certificates and licensed positions require a specific number of supervised training hours prior to taking a professional licensing exam. (See Behavioral-Mental Health Educational Career Pathway page for details)

**JOB/POSITION TITLES LISTED  
MAY DIFFER BY COUNTY/CITY**



Health Workforce Initiative  
<https://ca-hwi.org>

# MENTAL & BEHAVIORAL HEALTH CAREER PATHWAYS

This tool allows you to explore career options for specific degrees or career education pathways at-a-glance.

- Click on a degree to see career options
- Click on a career to see its education pathway
- Click "learn more" after clicking on a career to get more information

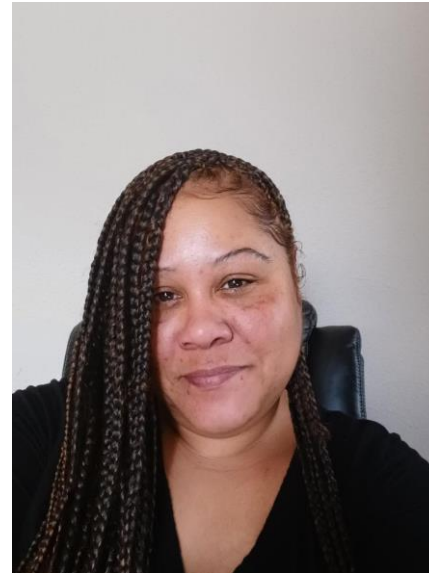
Education Level	Certificate, Degree or Credential		Career	
<b>6+ Years College</b>	LCSW Licensed Educational Psychologist (LEP) LPCC Ph.D., Psy.D., Ed.D. Doctorate Degree	Licensed Clinical Psychologist LMFT Medical School Psychiatrist (Medical Doctor)	Art Therapist Licensed Professional Clinical Counselor (LPCC) Mental Health Clinician/Therapist (LCSW) Psychiatrist (Medical Doctor)	Licensed Educational Psychologist (LEP) Mental Health Clinician (LPCC) Mental Health Clinician/Therapist (LMFT) Psychologist (Licensed Clinical)
<b>6 Years College</b>	Master of Clinical Counseling Master of Counseling Master of Social Work	Master of Clinical Psychology Master of Marriage & Family Therapy MS Educational Psychologist	Adult/Child Social Worker Behavioral Analyst Hospital/Hospice Social Worker Program Director/Manager/Administrator School Social Worker with PPSC	Associate Professional Clinical Counselor (APCC) County Supervisor (APS/CPS) Mental Health Clinician/Therapist (AMFT) School Psychologist
<b>4 Years College</b>	BA Music Therapy BA Social Work Pre-Med	BA Psychology BA Sociology	Assistant Behavioral Analyst Care Coordinator Child Welfare Worker Outreach Specialist	Behavioral Health Specialist Case Manager Music Therapist Vocational Rehabilitation Worker
<b>2 Years College</b>	AA Human Services AA-T Psychology AA-T Sociology	AA Social & Behavioral Sciences AA-T Social Work & Human Services AS Addiction Studies	Alcohol and Drug Counselor Housing Coordinator Outreach Specialist	Eligibility Worker Mental Health Worker Social Service Assistant
<b>1 Year College</b>	Alcohol & Drug Studies Gerontology Peer Support Specialist	Community Health Worker Mental Health Worker Psychiatric Technician	Advocate (Peer, Family, Housing) Case Manager Mental Health Worker	Alcohol and Drug Counselor Community Health Worker Parent Partner

# Citations

1. Unknown. (2021, September 9). *What are Behavioral Health Services?* Uprise Health. Retrieved October 8, 2021, from <https://www.ibhsolutions.com/blog/what-are-behavioral-health-services/>.
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5. Summary report for: 21-1014.00 - mental health counselors. O\*NET OnLine. (n.d.). Retrieved October 8, 2021, from <https://www.onetonline.org/link/summary/21-1014.00>.
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# Peer Support Specialist

*Peer providers, (e.g., peer support specialists, recovery coaches) are people who use their experience of recovery from mental health and/or substance use disorders to support others in recovery.*



**Nichole Rosendo**  
**Peer Support Specialist**  
**CAL VOICES**



# Alcohol & Drug Counselor (Substance Use Disorder Counselor)

Alcohol & Drug Counselor or substance abuse counselors work closely with individuals and groups to identify problem behaviors and offer solutions. Their focus is on the world of addiction and its far-reaching effects, with the aim of assisting patients in finding the right path to recovery and staying on that path for as long as possible.



**Jené Hinton-Railsback, AA, RADT, BA**

*(Education Degree: AA Early Childhood Education & Addiction Treatment Studies, BA in Child Development, MA in Psychology (in progress))*

***DUI Counselor San Luis Obispo County  
Drug & Alcohol DUI Program***

# Associate Professional Clinical Counselor (APCC)

*An Associate (prior to licensure) Professional clinical counselors (APCC) focus primarily on the needs of patients as individuals with the purpose of improving mental health, though they may also work with families and in group settings. Through a broader scope of intervention, APCCs diagnose and treat individual patients living with mental and emotional illness, substance abuse, disability, personal trauma, and psychological and social developmental disorders.*



***Amanda Limon, APCC, MPH, MS***

***(Education Degree: Master of Public Health &  
Master of Science in Counseling)***

# Licensed Clinical Social Worker (LCSW)

*A LCSW is a Licensed Clinical Social Worker. These professionals work in a wide variety of settings to provide emotional support, mental health evaluations, therapy and case management services to people experiencing psychological, emotional, medical, social and/or familial challenges.*



**Marcus Lopez, LCSW**

*(Education Degree: Master of Social Work)*

**Private Practice Therapist, Clinic Administrator  
Ventura County Behavioral Health, & Clinical  
Supervisor MHM Services**

# Licensed Clinical Psychologist

*A Licensed Clinical Psychologist is a professional who can work in a wide variety of settings to help people learn to cope with stressful situations, overcome addictions, manage their chronic illnesses. They also provide tests and assessments that can help diagnose a condition or tell more about the way a person thinks, feels, and behaves. These tests may evaluate intellectual skills, cognitive strengths and weaknesses, vocational aptitude and preference, personality characteristics, and neuropsychological functioning.*



***Sandra Pisano, PsyD***

***(Education Degree: Doctor of Psychology)***

**Clinical Psychologist, Director of Behavioral Health  
AltaMed Health Services Corp.**

# Psychiatric-Mental Health Nurse Practitioner

*A Psychiatric-Mental Health Nurse Practitioner (PMHNPs) is an Advanced Practice Registered Nurse (APRN) who provide comprehensive mental health care to patients suffering from behavioral problems and mental health disorders. Not only do PMHNPs provide diagnostic care and treatment, they also focus on psychiatric/mental health maintenance and wellness. They use both medicinal and therapeutic interventions in treatment plans to help patients.*



**Sabrina Friedman, EdD, DNP, PMHCNS-BC, FNP-C**

*(Education Degree: Master's in Nursing, Doctorate in Education,  
& Doctorate in Nursing Practice)*

**Psychiatric Clinical Nurse Specialist/Family Nurse Practitioner**

**Riverside Psychiatric Medical Group-Private Practice**

**&**

**Azusa Pacific University- Associate Professor  
Psychiatric & Family Nurse Practitioner Programs**



**Thank you for  
your participation!**



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