

Professional Development & Educational Resources For Behavioral Health Providers

There are many educational and training opportunities and resources for behavioral and mental health care providers. The following list of resources provides a starting point in finding career development educational and training opportunities that are right for you or your organization's employees.

National Resources

[SAMHSA's](#) mission is to reduce the impact of substance abuse and mental illness on America's communities. Its home page offers links to a diversity of information and resources. Several specific resources it provides that are relevant to professional development and educational opportunities for behavioral health providers include the following:

- [SAMHSA's Co-Occurring Center for Excellence Workforce Development and Training](#) provides a PowerPoint presentation on workforce development issues and strategies, including background, attitudes/values, clinician's competencies, avoiding burnout, and staff turnover among many other topics.
- [SAMSHA Center for Substance Abuse Treatment's \(CSAT\) Knowledge Application Program \(KAP\)](#) provides substance abuse treatment professionals with publications, online education, and other resources that contain information on best treatment practices.
- [SAMHSA ADS Center](#) (Resource Center to Promote Acceptance, Dignity, and Social Inclusion Associated with Mental Health) conducts approximately six training teleconferences per year that are free of charge and open to the general public.

[AddictionCareers](#) is a collaboration of four groups that include the [Northeast Addiction Technology Transfer Center \(ATTC\)](#); the [Central East ATTC](#); the [ATTC National Office](#); and [NAADAC, the Association of Addiction Professionals](#). Together, they have created a campaign highlighting the positive impact addictions treatment and recovery services professionals make on individuals and their communities. There is a page dedicated [to careers and educational pathways](#) that includes the Directory of Addiction Studies Programs, International Coalition for Addiction Studies Education (INCASE), and International Nurses Society on Addictions (IntNSA). Additional information on each group member is as follows:

- [The Northeast Addiction Technology Transfer Center](#) (Northeast ATTC) is designed to enhance the quality of addiction treatment and recovery services within our region, which includes New York and Pennsylvania, by providing policymakers, providers, consumers and other stakeholders with state-of-the-art information through technology translation and transfer activities. The Northeast ATTC is managed by the Institute for Research, Education and Training in Addictions (IRETA), which is a non-profit organization dedicated to the integration of knowledge and science with service so that every person has an opportunity to achieve wellness and maintain recovery from addiction.
- [The Central East Addiction Technology Transfer Center](#) (Central East) provides important addiction-related information for the public and addiction professionals. The Central East covers Delaware, the District of Columbia, Maryland, and New Jersey and is managed by The Danya Institute, a non-profit organization dedicated to promoting health, education, and well-being of individuals and communities.
- [ATTC National Office](#) (located in Kansas City, MO) provides a wide range of information for professional development and on-going education, some of which include:
 - [Workforce Development](#) provides professional development information and resources for addiction treatment and recovery professionals. By 2010, the demand for addiction professionals and licensed treatment staff with graduate-level degrees is projected to increase by 35 percent. The ATTC Network provides resources for the addictions treatment and recovery services workforce as they strive to meet this demand in services.
 - [Workforce Development Resources](#) provides links for results on a workforce survey and the increasing need for addiction care professionals, recruitment/retention resources, research briefs, credentialing/standards, and organizational development.
 - [Addiction Technology Transfer Center](#) (ATTC) provides listings of conferences, subscriptions, networks, and events that promote knowledge and development in the addictions treatment and recovery services field.
 - [The National Addiction Technology Transfer Center Network](#) (ATTC) provides a comprehensive list of institutions offering a certificate, associate, bachelor, master, and/or doctoral program in substance use disorders.

- [The National Addiction Technology Transfer Center Network](#) (NATTC) provides a comprehensive list of institutions offering a certificate, associate, bachelor, master, and/or doctoral program in substance use disorders.
- [NAADAC, the Association for Addiction Professionals](#), is the largest membership organization serving addiction counselors, educators, and other addiction-focused health care professionals that specialize in addiction prevention, treatment, recovery support, and education. With 8,000 members and 43 State affiliates, NAADAC's network of addiction services professionals spans the United States and world. NAADAC's members work to create healthier individuals, families, and communities through prevention, intervention, quality treatment, and recovery support. Several resources they provide related to professional development and on-going education include the following:
 - [NAADAC's Education Center](#) provides educational resources, information, and activities that support the latest developments in addiction counseling. To fit learning preferences and needs, there is video, audio, and text-based formats available and members can track NAADAC accredited activities.
 - [NAADAC approved education providers'](#) lists training and education for individuals seeking to become certified or want to maintain their certification. All educational training programs are reviewed for content applicability to State and national certification standards; also, see NAADAC's [Career Center](#).
 - NAADAC's Life-Long Learning Series on [Motivational Interviewing: Clinical Practice with Pharmacotherapy](#) provides practical training with the goal to introduce addiction and other helping professionals to specific skills needed to integrate Motivational Interviewing and pharmacotherapy with the Stages of Change model.
 - [NAADAC speaker's bureau](#) provides listings of professionals who can provide training and presentations in a diverse range of topics, including:
 - Special Populations
 - Clinical Issues
 - Clinical Supervision
 - Co-Occurring Disorders
 - New Theories/Approaches

- Pharmacology

[The American Association for Marriage and Family Therapy \(AAMFT\)](#) facilitates research, theory development, and education. AAMFT develops standards for graduate education and training, clinical supervision, professional ethics, and the clinical practice of marriage and family therapy. It hosts an annual national training conference each fall as well as a week-long series of continuing education institutes in the summer and winter and publishes the scholarly research Journal of Marital and Family Therapy. A range of professional and practice development products are available, including videotapes, books, and brochures.

[The Annapolis Coalition](#) was funded by SAMHSA in its third phase of activity to further the use of competency-based approaches to build a stronger workforce. Four position papers were developed in this phase, drawing heavily on advanced work on competencies in business and general medicine. Topics included: fundamental concepts and definitions; strategies for building competency models; tools for assessing competency; and progress in competency development for key segments of the behavioral health workforce. Their final report is as follows:

- [*Innovative Practices in Behavioral Health Workforce Development*](#) – is the final report for the Annapolis Coalition’s project on the Behavioral Health Workforce that was tasked by SAMSHA to review available research and reports on workforce problems and strategies relevant to their area of focus, including obtaining broad input on these issues from stakeholders from their sector of the behavioral health field.

[Community Anti-Drug Coalitions of America \(CADCA\)](#) is the nation’s leading drug abuse prevention organization, representing the interests of more than 5,000 community anti-drug coalitions in the country. As a vehicle for coalition training, technical assistance, evaluation, research, and capacity building, CADCA's National Coalition Institute works continually to help America's community anti-drug coalitions get smarter faster.

[Cross Country Education](#) offers continuing education credit with over 100 professional healthcare organizations as well as works with national and State boards and associations to provide continuing education for healthcare professionals. You can search for specific providers of a certification or training by name (e.g., CA Board of Behavioral Science, National Board for Certified Counselor, National Association of Alcoholism and Drug Abuse Counselors, and many others) or by State. Results provide dozens of options for trainings on many different subjects near you or that are available remotely or through a cassette.

[Health Workforce Information Center](#) provides education and training resources for Mental Health Workers.

[Mental Health First Aid](#) (MHFA) has developed a 12-hour course that teaches how to provide first aid to a person developing a mental health problem or in a mental health crisis until appropriate professional treatment is received or until the crisis resolves. It is taught in all States in Australia and has been adopted by many States in the U.S. Also, see [Mental Health First Aid USA](#), which is managed, operated, and disseminated by three national authorities – the National Council for Community Behavioral Healthcare, the Maryland Department of Health and Mental Hygiene, and the Missouri Department of Mental Health.

[Mental Health and Telemedicine Organizations and Their Events](#) provides a worldwide calendar and locator for resources in mental health that is maintained by Myron L. Pulier.

[NAMI Education and Training Resources](#) provide information and resources on education, training, and peer support for programs such as NAMI Family-to-Family, NAMI Peer-to-Peer, and NAMI Basics.

[The National Association of Social Workers \(NASW\)](#) is the largest membership organization of professional social workers in the world, with 145,000 members. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound social policies.

[The National Association of State Alcohol and Drug Abuse Directors, Inc. \(NASADAD\)](#) is a private, not-for-profit educational, scientific, and informational organization. NASADAD's basic purpose is to foster and support development of effective alcohol and other drug abuse prevention and treatment programs throughout every State. Several facets of NASADAD include the following organizations:

- [National Treatment Network \(NTN\)](#) as a component of the NASADAD is an organization of State alcohol and other drug agency treatment representatives dedicated to promotion of effective, socially responsive programs, and evidence and research-based best practices to expand and improve the publicly funded substance abuse treatment system in each State.
- [The National Prevention Network \(NPN\)](#), an organization of State alcohol and other drug abuse prevention representatives, is a component of NASADAD that provides a national advocacy and communication system for prevention. State prevention representatives work with their respective State Agency Directors for alcohol and other drug abuse to ensure the provision of high quality and effective alcohol, tobacco, and other drug abuse prevention

services in each State. The NPN, in collaboration with the NASADAD Prevention Committee and staff, implement its mission at the National level.

- [The Women's Services Network \(WSN\)](#) as a component of NASADAD functions as a specialty network under the auspices of the National Treatment Network (NTN), and in collaboration with the National Prevention Network (NPN) having women's treatment and prevention issues as the focus while remaining dedicated to the NTN's overall goal of effective, socially responsive treatment delivery for all populations.

[The National Council for Community Behavioral Healthcare](#) is a membership organization that supports and highlights members' work with information, education, and initiatives directed at improving clinical and business practices. It supports programs such as the Psychiatric Leadership Development Program (funded by the Center for Mental Health Services) as well as has other information and resources relevant to behavioral health field.

[National Institute of Health \(NIH\) Office of Science and Educational Resources](#) has a list of educational resources available, including NIH Science Education Volunteer Opportunities, High School, Middle School, and Elementary School curriculum as well as access to scientific journals and new research.

[National Institute of Mental Health](#) provides listings of research, trainings, and career development programs.

[The Northwest Frontier ATTC](#) is a catalyst for the improvement of addiction services within the Northwest and Pacific Islands. Programs are prioritized to meet the region's most critical needs, including workforce development, educator support, treatment improvement, and the promotion of innovative science-based practices.

[International Certification and Reciprocity Consortium \(IC&RC\)](#) represents 75 Member Boards, including 44 U.S. States, the District of Columbia, two U.S. Territories, and three branches of the U.S. military. Members also include 22 countries and six Native American Territories. IC&RC's credentials include Alcohol and Drug Counselor (ADC), Advanced Alcohol and Drug Counselor (AADC), Clinical Supervisor (CS), Prevention Specialist (PS), Certified Criminal Justice Addictions Professional (CCJP), Certified Co-Occurring Disorders Professional (CCDP), and Certified Co-Occurring Disorders Professional Diplomate (CCDPD).

[The State Association of Addiction Services \(SAAS\)](#) is a national organization of State alcohol and drug addiction treatment and prevention provider associations. It serves as an information broker and advocate that link State associations with national

developments such as evidence-based practices and providing input to federal organizations on the needs of community-based services providers and their clients.

State and Sub-State Resources

In addition, State's may offer professional programs for mental health professionals; to find your State's resources, search within your State's Web site using appropriate key words or search for your State by using the information on the International Certification and Reciprocity Consortium Web site, specifically the [IC&RC member board list](#). The following is a sample of some of the State or local professional development and educational resources that are available at State and local levels.

[Behavioral Health Associates](#) provides services in Cleveland, OH, and on the Web, it provides accurate, useful mental health resources for members of the public, for mental health professionals, for healthcare providers, and for business and industry; provides effective self-help materials for members of the public; and provides educational programs for mental health professionals.

[Behavioral Health Training and Education Network](#) (BHTEN) provides and supports quality training and educational opportunities for the behavioral health system in Philadelphia with emphasis on behavioral health recovery and resiliency, trauma-informed practice, and cultural competence. Its Learning Center provides educational and training opportunities for behavioral health professionals.

[BHETA, Behavioral Health Education & Training Academy](#) (BHETA) provides the County of San Diego Behavioral Health System with staff development services that increase competency in culture, co-occurring disorders, family centered services, and resiliency as is required to do outreach, assess, and support recovery of severely mentally ill adults, children, and their families.

[Community Behavioral Health Association of Maryland](#) (CBH) is a professional organization serving the interests of community service providers in Maryland through public policy/advocacy, professional development/training, and information.

[The Tennessee Association of Mental Health Organizations](#) (TAMHO) is a Statewide trade association representing Community Mental Health Centers (CMHCs) and other nonprofit corporations that provide behavioral health services as well as provide support, information, and professional development resources and opportunities.

[Seminole Behavioral Healthcare](#) is a private, nonprofit organization whose goal is to provide comprehensive behavioral-health care in Florida. It has education, resources, and training opportunities for both consumers and professionals (e.g., course on Trauma Informed Care, professional internships.)

[The Southeastern Pennsylvania Behavioral Health Industry Partnership](#) has recently published a searching report focusing on emerging workforce issues in the behavioral healthcare arena.

Article

[Guidelines for Best Practice in Behavioral-Skills Training](#) is an article that offers 19 suggestions to promote emotional intelligence in your workplace. The article is written by Shari Caudron and published in Workforce, July 1999.