

# WHAT DOES HEALTHQUEST APPRENTICESHIP OFFER PARTICIPATING EMPLOYERS?



## HealthQuest Apprenticeship

*Learn. Serve. Succeed.*



**FADAA**  
Service Branch



**Florida Behavioral  
Health Association**  
Inform. Innovate. Influence.



### A "ready-to-work" talent pipeline that will reduce business turnover costs:

- Standardizes job-based competencies to create a pool of ready-to-work candidates
- Increases employee loyalty by providing career pathways and promotional opportunities into middle- and high-skill occupations for new and existing talent
- Provides a framework for competency-based wage and compensation increases to reward skills increases
- Enhances safety and patient care quality for staff, team, and patients by recruiting vetted, well-trained individuals



### A scalable and sustainable solution to workforce issues:

- Convenes a network of employers, curriculum development experts, and apprenticeship experts to develop tailored training curriculum that meets the needs of a single provider or a consortium of providers
- Provides information on resources, such as tax credits or scholarships, which may reduce costs for employers or assist apprentices with costs for items such as tools, uniforms, or other materials for the apprenticeship



### A competency-based training framework for high-demand occupations:

- Creates common competency-based career pathways in high-demand, targeted occupations for behavioral healthcare industry members
- Provides access to a customized framework for supervisor and mentor training to better grow talent in the industry
- Offers resources, such as guidebooks, handbooks, on-site training, and more, around competency models and mentor-supervisor relationships



### An intentional training program designed with providers at the forefront:

- Provides established training curriculum, administration of program, marketing support, and technical assistance throughout partnership
- Supports attainment of certification through the Florida Certification Board upon graduation through reimbursement of associated testing fees and corresponding curriculum design
- Funding available for small agencies of less than 50 employees to off-set wage costs for a limited period of time



## Want to learn more about HealthQuest Apprenticeship?




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*HealthQuest Apprenticeship (HQA) is an equal opportunity program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers listed may be reached by persons using TTY/TDD equipment via the Relay Service at 711.*

Florida Behavioral Health Association ■ Florida Alcohol and Drug Abuse Association

316 East Park Avenue, Tallahassee, FL 32301 | 850.224.6048

Apprenticeship	Description	Enrollment Requirements	Completion requirements
<b>Addictions Counselor</b>  	<p>Addiction counselors can support anyone with drug or alcohol addiction throughout the treatment process and create an individualized plan for recovery, relapse prevention, and aftercare. Through counseling, psycho-educational groups, and other interventions, addiction counselors can help a person misusing substances at any stage of readiness to achieve and maintain recovery.</p> <p>This apprenticeship supports accreditation. Certified Addiction Counselor (CAC) is an intermediate practice credential for people who work side-by-side with clinical staff to provide services to individuals with substance use conditions. It designates competency in the domains of clinical evaluation; treatment planning; counseling; case management and referral; client, family, and community education; documentation; and professional responsibilities.</p>	<ul style="list-style-type: none"> <li>• Minimum 18 years old.</li> <li>• A high school diploma, General Educational Development (GED) equivalency or other high school equivalency</li> <li>• Must be able to read, write, and speak the English language</li> <li>• Must possess and maintain a current and valid drivers' license with picture I.D.</li> <li>• Must be able to legally work in the US</li> </ul>	<p><b>On-the-Job-Training:</b> 2400 - 3000 hours (estimated as 14 - 18 months) of continuous employment including the probationary period.</p> <p><b>Supplemental instruction:</b> Apprentices employed under these standards shall complete a minimum of 270 Clock or 6 Credit hours of supplemental instruction in technical subjects related to the occupation</p>
<b>Peer Specialist</b>  	<p>Peer Specialists are individuals who self-identify as living in recovery from mental health and/or substance use conditions and use that lived experience to help others with behavioral health conditions through role modeling, coaching, and mentoring while connecting them to resources and the community, and advocating for their wishes and rights.</p> <p>This apprenticeship supports accreditation. The Certified Recovery Peer Specialist (CRPS) credential designates competency in the domains of recovery support, advocacy, mentoring and professional responsibilities. CRPS credentials also include endorsements to demonstrate the certified professional's lived experience.</p>	<ul style="list-style-type: none"> <li>• Minimum 18 years old.</li> <li>• A high school diploma, General Educational Development (GED) equivalency or other high school equivalency</li> <li>• Must be able to read, write, and speak the English language</li> <li>• Must possess and maintain a current and valid drivers' license with picture I.D.</li> <li>• Must be able to legally work in the US</li> <li>• Lived experience as an adult in recovery for a minimum of 2-years from a mental health and/or substance use condition.</li> </ul>	<p><b>On-the-Job-Training:</b> 2000 hours (estimated as 12 months) of continuous employment.</p> <p><b>Supplemental instruction:</b> Apprentices employed under these standards shall complete a minimum of 144 Clock hours of supplemental instruction in technical subjects related to the occupation.</p>
<b>Behavioral Health Technician</b>  	<p>Behavioral Health Technicians are individuals who assist clinical staff by providing support services to adults or children who are receiving treatment for substance use and/or mental health conditions in residential programs, inpatient settings, or community-based programs.</p> <p>This apprenticeship supports accreditation. The Certified Behavioral Health Technician (CBHT) credential designates competency in the domains of foundations of behavioral health; direct care and recovery support; conflict resolution and safety; and professional responsibility.</p>	<ul style="list-style-type: none"> <li>• Minimum 18 years old.</li> <li>• A high school diploma, General Educational Development (GED) equivalency or other high school equivalency</li> <li>• Must be able to read, write, and speak the English language</li> <li>• Must possess and maintain a current and valid drivers' license with picture I.D.</li> <li>• Must be able to legally work in the US</li> </ul>	<p><b>On-the-Job-Training:</b> 2000 hours (estimated as 12 months) of continuous employment.</p> <p><b>Supplemental instruction:</b> Apprentices employed under these standards shall complete a minimum of 144 Clock hours of supplemental instruction in technical subjects related to the occupation.</p>