MHRT/C Re-design Initiative Provider Update

November 29, 2017
Today’s Agenda

- Welcome and Introductions
- Brief History of the MHRT Certification
- Current MHRT/C Re-design Initiative
- Update of Changes
- Transition Plan
- Question & Answer
Welcome and Introductions
Brief History of the MHRT/C Certification

• Competency based certification program developed in the early 1990’s
• Periodic revisions to streamline and update the MHRT/C certification program
• Competency updates have included: vocational aspects of disability, co-occurring disorders, cultural competency
## Current MHRT/C Re-design Initiative

### Greater Flexibility
- Fewer competency domains to satisfy
- Fewer hours needed to meet requirements for applicants with academic degrees
- Credit for related certifications and trainings
- Provisional certificate valid for two years

### Accelerated Pathways
- Multiple pathways to certification
- Career ladder from MHRT 1 toward MHRT/C
- Competency domains can be waived with related work experience documented by either clinical OR administrative supervisor
- More options for non-academic courses
- Tuition reimbursement incentive

### Qualified Workforce
- Online module specific to Maine's mental health system
- Continuing education requirement including four hours in ethics
- Aligns with rule-making changes emphasizing employment and integrated healthcare
- Related work experience required for non-degree applicants
## What’s Different in the New Program?

<table>
<thead>
<tr>
<th>Current MHRT/C Program</th>
<th>Re-designed MHRT/C Program</th>
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<tbody>
<tr>
<td><strong>1.</strong> Two provisional levels, A and B</td>
<td><strong>1.</strong> One two-year provisional certificate</td>
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<td><strong>2.</strong> Ten courses to satisfy competencies</td>
<td><strong>2.</strong> Eight competency domains with more completion options</td>
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<td><strong>3.</strong> No continuing education requirement</td>
<td><strong>3.</strong> Two-year certificate renewable with 18 hours of continuing education</td>
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<td><strong>4.</strong> No standard overview of Maine’s mental health system</td>
<td><strong>4.</strong> Free online module “Maine’s Mental Health System 101”...</td>
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<td><strong>5.</strong> Minimal emphasis on ethical behavior in practice</td>
<td><strong>5.</strong> Introduction of a Code of Conduct and educational requirements in ethics</td>
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<td><strong>6.</strong> Competency can be waived with approval by clinical supervisor, with one year of relevant work experience</td>
<td><strong>6.</strong> Depending on one’s educational background, a domain can be waived by clinical or administrative supervisor*, with six months to one year of relevant work experience</td>
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MHRT/C Competencies

- Competency Sub-Committee
- Review of existing competencies
- Identification of new topic areas
- Competency survey
- Stakeholder feedback
Eight Competency Domains

1. Behavioral, Psychological, and Rehabilitative Intervention Models
2. Community Integration and Inclusion
3. Ethics and Professional Conduct
4. Trauma and Resiliency
5. Policy Knowledge
6. Mind-Body Connection
7. Cultural Competency
8. Vocational Support
Academic Programs

• There will continue to be pre-approved courses and degree programs for certification
• Academic programs are currently reviewing existing courses, degree and certificate programs for alignment with competency domains
• Crosswalk and course descriptions are submitted for approval on an ongoing basis
• Pre-approved academic courses and programs will be utilizing the new competencies by Fall 2019.
Non-Academic Model

- Continue to run and recognize the existing program through transition
- Reviewing national online options
- SAMHS/DHHS considering standardized curricula for some of the Domains
- Maintain and increase flexibility
- Enhanced quality assurance program will be developed
Maine’s Mental Health System 101: An Introduction to Our History, Values, Services, and Roles

- One-hour interactive module
- Required for Provisional MHRT/C certification
- High level overview of essential knowledge areas & topics
- No cost
- Open for anyone to complete
Pick a card to begin
Check Your Knowledge

Drag and drop the type of community to the matching circle.

Segregation

Integration

Inclusion

Exclusion
Pathways to Certification

- Consider relevant education, experience, training and certifications
- A variety of options to satisfy requirements
- Accelerated pathways for degree holders
- More fully developed career ladders and lattices
- Enhanced waiver process
- Simplified tools to navigate the application process
Enhanced Waiver Process

- Six months related work experience for those with a related degree
- Waiver is written and signed by the applicant’s clinical supervisor
- If applicant doesn’t have a clinical supervisor, it may be written and signed by an administrative supervisor with documentation to that effect
Continuing Education Requirement

- Beginning in January 2018, new full MHRT/C certificates will be issued with a two-year expiration date.
- Current full MHRT/C certificate holders will be transitioned to the new system by July 2018. Their new expiration date will depend on the original month of issuance.
- For certificate renewal every two years, the full MHRT/C certificate holder will be required to submit documentation of 18 hours of continuing education related to the eight domains. A minimum of four hours must be in ethics.
- Relevant continuing education completed for other licensures/certifications may be considered as long as the training is completed in the two-year expiration period and addresses the new competency domains.
Code of Conduct: An Ethical Approach to MHRT/C Practice

- Ethics Sub-Committee
- DHHS/SAMHS review and decision points
- Implementation of Code of Conduct
Implementation Plan

- Phased implementation over the next two years
- Will run parallel systems during the transition/phase-in, allowing for greater flexibility
- Pre-approved academic programs under review
- Redesigned non-academic model pending
- Beginning January 2018, new full certificates will have an expiration date with a continuing education requirement for renewal
- July 2018 all existing full certificates will have an expiration date
TIMELINE FOR IMPLEMENTATION OF MHRT/C REDESIGN

- Advisory and competency committees update
- Launch online module Maine’s MH System
- Assign number & expiration date to new certificates; CE requirement begins
- Outreach to existing full MHRT/C certificate holders re: CE and renewal
- Transition full MHRT/C certificate holders to new renewal system/CE
- Introduce Code of Conduct to FY19 contracts
- Full Implementation
Communication Tools

- Updated websites – DHHS/SAMHS, CFL
- Revised Guidelines
- Periodic webinars and conference calls
- Infographics
- Technical assistance as needed
Please select your highest level of completed education:

- Degree or certificate from a pre-approved program
- 4-year degree or higher in a related field
- 2-year related degree or 30 academic credits in related field
- 2-year degree or higher in an unrelated field
- High school diploma with other certification
- No degree

Additional Guidance...
I have chosen:
• 2-year related degree or 30 academic credits in related field

Next, have you completed the online module “Maine’s Mental Health System 101”?

Additional Guidance...
Application Process

I have chosen:
- 2-year related degree or 30 academic credits in related field
- Completed “Maine’s Mental Health System 101”

Next, have you satisfied 2 out of the 3 Priority Domains?

Sample Choice

Yes  No

Additional Guidance...
I have chosen:

• 2-year related degree or 30 academic credits in related field
• Completed “Maine’s Mental Health System 101”
• Satisfied 2 out of the 3 Priority Domains

Congratulations! You are eligible for a two-year provisional certificate under Pathway C.

Upon an application certificate review, you will be required to satisfy any outstanding competency domain by: a qualifying academic course, or, a PLA, or, 24 hours of non-academic training, or, a waiver with six months of related work experience.
Questions?
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