

# MHRT /C Redesign Initiative Implementation Update

June 24, 2019



## Welcome and Introductions



Leticia: Hello, first some introductions, I'm Leticia Huttman, Employment and Workforce Development Manager, DHHS/SAMHS,

And the team from the Muskie School Center for Learning (each introduced themselves):

Jeanne Hackett  
Jacinda Dionne  
and  
Scott Bernier. I will monitor the chat.

Leticia: Please enter your questions in the chat. We'll do our best to be answer them following webinar.

## Today's Agenda

- MHRT/C program implementation update
- Certification requirements
- Academic programs update
- Non-academic training update
- Credit for work experience
- Continuing education requirement
- Q&A

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## MHRT/C Program Implementation Update

- Beginning Fall 2019, the new competency domains go into effect
- Full MHRT/C certificates have an expiration date and a continuing education requirement
- Existing full MHRT/C, II, III, IV certificates not updated by January 1, 2020 will be invalid

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Jeanne

- 1) A main reason for the MHRT/C program redesign was to update the knowledge competencies and skills necessary for Maine's adult behavioral health workforce. A competency sub-committee was formed and after a lot of work arrived at eight new competency domains. You can find these on the CFL website. Beginning in the fall, we will be transitioning to these new competencies and in a bit we'll discuss options for meeting the new requirements. Individuals who have already taken courses or training for their certificate will be phased-in to the new program, and their applications will be reviewed on a case-by-case basis. This will be explained in a later section.
- 2) There are no changes at this time to the MHRT I or the MHRT/CSP (Crisis Service Provider) certification programs.
- 3) Since January 2018, new Full MHRT/C certificates have been issued with a two-year expiration period, and a continuing education requirement. We'll talk more about continuing education later in the presentation.
- 4) Full certificates that were issued under the 2008 guidelines (or before) are being updated and reissued. Certificates not updated by January 1, 2020 will be invalid.

## MHRT/C Program Implementation Update (cont.)

- For a new updated full certificate, please send complete personal (home) contact information using this designated e-mail address:

**[updatemhrtccontactinfo@cfl-muskie.org](mailto:updatemhrtccontactinfo@cfl-muskie.org)**

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If you hold a full MHRT/C without an expiration date, or a MHRT II, III, or IV certificate, please contact this office using this email link to obtain a current certificate. Scott Bernier will update your record and issue a new certificate in the next few months.

## Certification Requirements

Applicants for MHRT/C certification must meet eight knowledge competency domains using *one or more* of the following options:

- Academic education
- Non-academic training
- Credit for related work experience
- Prior Learning Assessment (PLA) for academic credit

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Jeanne

The pathway to certification will be different for each applicant depending on their educational background and related work experience history.

The more related education and work experience an individual has, the sooner they'll be able to achieve full certification. Specific requirements will vary depending on that individual's particular background. The most direct route to certification is through approved academic courses.

Alternatively, an applicant can use a combination of college-level courses, non-academic trainings, related work experience, or a Prior Learning Assessment for academic credit, to meet the requirements. (Several colleges and universities provide the Prior Learning Assessment, and you can find information about that on the CFL web site.)

The CFL web site is being updated and enhanced and will list college and university programs that have recently been approved for MHRT/C certification. There will also be an online navigation feature to determine which pathway an applicant is on and what their next steps would be to obtain certification.

Jacinda Dionne will now talk about the academic programs in Maine that offer MHRT/C courses.

## Academic Programs

- There are currently ten *approved* degree and certificate programs for *full MHRT/C certification*
- More expected this summer
- Many schools are spreading the competencies across several courses
- We will evaluate applicants' qualifications on a case-by-case basis during the transition to the redesigned certification program

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Jacinda:

We currently have 10 degree programs and 2 certificate programs that are now approved for full certification under the new requirements

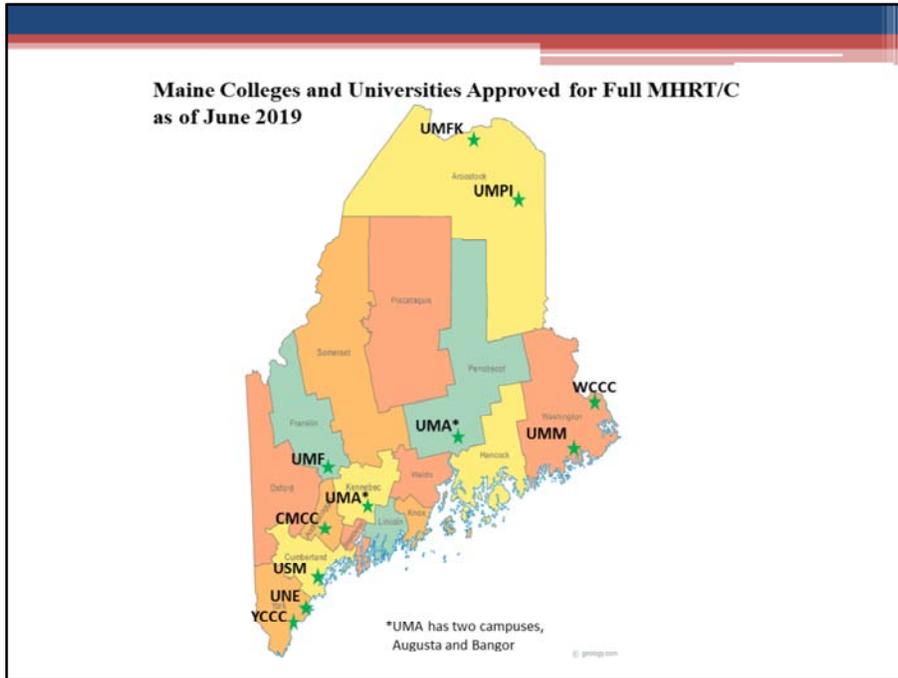
There are 4 pending programs under review at this time, and we are expecting several more to be submitted over the summer.

Due to the content of the new domains, we have seen some changes in how colleges and universities have approached meeting these new competencies. For example, we are seeing many more educators choosing to spread the competencies throughout their entire programs rather than having separate courses that correspond with each individual domain.

In the process of aligning their programs, many of our academic contacts have found that there are some gaps within their existing programs, particularly in those areas that were not part of the current MHRT/C requirements, such as Ethics, Mind-Body, and Policy Knowledge. Some faculty have addressed these gaps by creating whole new courses. Others have collaborated with other faculty members either from within or sometimes outside their own institutions to find ways to integrate these competencies. We've been quite pleased with all of the collaboration we've been seeing amongst faculty around identifying innovative options for meeting the new competencies.

The new competencies do go into effect this fall. As of this fall, we will begin evaluating transcripts according to the new competency domains.

There will be a transition period for current students in approved MHRT/C academic programs. We will assess applicant's transcripts and qualifications on a case-by-case basis and that process will be individualized and based on several factors, such as which courses the student has already completed under the 2008 Guidelines, the gaps that the student has toward full certification under the new requirements, and what their institution is offering for courses.



Jacinda:

This is a visual showing the geographic distribution of the programs that we have approved so far. As you can see, the approved programs are pretty evenly spread out across the state which we are very pleased about, and we're looking forward to adding even more programs to the map in the coming weeks and months.

## Non-Academic Training Update

- Continue to recognize the existing non-academic courses through transition
- Standard curricula currently being developed: Domains 1, 2, 5, and 8
- Implement enhanced quality assurance program

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Jeanne:

1. As we mentioned, another way for individuals to complete the MHRT/C requirements is through non-academic courses and training.

During the transition to full implementation, we will continue to accept the existing approved non-academic MHRT/C courses that an individual has completed, however, there might be gaps to fully meet the new domain requirements.

2. The Maine Office of SAMHS is developing standard curricula for all eight of the competency domains. The plan is to have four of these domains completed in the coming year. These will be disseminated using a train-the-trainer model.

The 4 domains currently under development are #1 - Behavioral, Psychological, and Rehabilitation Intervention Models, #2- Community Integration and Inclusion, #5 – Policy Knowledge, and #8 – Vocational Support.

During this process, we'll identify alternative training resources an applicant can access to meet the domain requirements.

3. A new set of trainer standards and an enhanced quality assurance program will be implemented as part of the non-academic training option. We hope to make those available later this summer.

## Credit for Work Experience

- *Six months* related work experience required for those with a *related academic degree*
- *One year* related work experience required for those *without a related academic degree*
- Applicants may meet up to four MHRT/C competency domains under the new Credit for Work Experience option
- Credit for Work Experience form must be completed and signed by the applicant's clinical supervisor

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Jacinda:

The credit for work experience option was previously referred to as the Waiver option. In the redesigned program, an individual with a human services-related academic degree can use six months of related work experience to satisfy a competency domain. Related work experience is defined as work in adult mental health services.

An individual without a related academic degree can use 12 months of work experience to satisfy a domain.

In the new program, an applicant can waive up to four competency domains.

Each domain has its own waiver form, which lists the specific competencies under that domain. On the form, the supervisor needs to verify that the worker indeed met the competencies in that domain, and then give a brief description of how they did that.

This Credit for Work Experience option is one element of the redesigned program that we have already begun implementing.

## Continuing Education Requirement

- Full MHRT/C certificate holders only, not Provisional
- 18 hours of continuing education related to the eight competency domains
- At least 4 of these hours must be in ethics
- Renewal every 2 years
- Relevant continuing education completed for other licensures/certifications can be submitted as long as the training is completed in the two-year expiration period and relates to the competency domains

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Jeanne:

1-The continuing education requirement is a new requirement for Full certificate holders only.

2 – The 18 hours of continuing education training must relate to the eight new competency domains. Because each of the domains consists of many competencies, the continuing education needs to apply only to one or more of the competencies.

SAMHS recommends that an individual consult with their supervisor about what particular training topics within the eight domains would be most useful to achieve their professional development training goals and needs.

Again, the competency domains can be found on the CFL web site.

3 – A minimum of four of the 18 hours must be in ethics, and of course, one can take more than four hours of ethics.

4 – The certificate has a two-year expiration period, and the continuing education must be completed during this timeframe. It can't be something taken several years ago, it must be current.

5 - Continuing education for other certifications or licenses (such as targeted case management, alcohol and drug certification, social work license, etc.) will likely be accepted, as long as it is applicable to the eight competency domains and is taken during the certificate's two-year expiration period.

An applicant may submit in-house training hours as well, as long as it has been approved by CFL. It cannot be regular weekly supervision hours, for example.

The MHRT/C certificate holder is responsible for submitting the required renewal documentation, and we will issue the new certificate directly to the employee. Agencies should obtain a copy from the employee for their file.

Documentation includes a renewal form, a certificate(s) of completion with the program title, trainer's name, date of training, and number of hours. For online courses an individual may need to request a certificate of completion since not all online programs offer them. We ask that individuals do not send us documentation until they are ready to renew their certificate. Please keep your training certificates on file, and send a complete package when you are applying for renewal. Renewal applications and CE documentation will be reviewed no sooner than 90 days before the certificate expires.

6 – Again, the competency domains, continuing education resources, and forms can be found on the CFL website.

This wraps up our presentation. We hope you found it informative. We'll now move into some of the questions we received in the chat room.

## Contact Information

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