

## Behavioral Health Technician Apprenticeship

### Occupational Overview for Employers

Expand and enhance your skilled behavioral health workforce today! The Health Care Apprenticeship Consortium (HCAC) training program for Behavioral Health Clinic/Treatment Center/Hospital Technicians helps you recruit and retain skilled employees.

A Behavioral Health Technician receives their Nursing Assistant certification (NA-C) and is trained to assist clinics, treatment centers, and hospitals in providing behavioral healthcare for patients.

### Benefits of Apprenticeships

Apprenticeship programs, in addition to adding new staff, are proven to build retention of current staff mentor/preceptor Behavioral Health Technicians and increase their leadership skills. Apprentices “learn while they earn”—working full time while gaining skills taught by experienced teachers, coaches, and assigned mentor/preceptor Behavioral Health Technician. Apprentices earn college credit through our partnership with Clover Park Technical College’s Behavioral Health Technician program, and also sign a two-year post-graduation service commitment agreement. Healthcare Apprenticeship positions typically attract more than 30 qualified candidate applications per opening.

Learn more by [visiting our website](#), and by watching these informative short videos:

[Healthcare Apprenticeship Consortium - Overview](#)

[Healthcare Apprenticeship Consortium -Employer Apprenticeship Implementation](#)

### Program Details

The apprenticeship program for Behavioral Health Technician involves:

- **250 hours** of classroom and lab sessions
- **2,000 hours** of work experience
- Passing the NA-C exam, and complete specific classroom and lab coursework for their behavioral health related duties.

### Process

Healthcare organizations employing Behavioral Health Technician apprentices must complete simple Training Agent and Non-Discrimination agreements to register as an employer (“Training Agent”) with the Washington State Apprenticeship and Training Council ([we provide guidance to help you complete this requirement](#)).

Behavioral Health Technician apprentices are supervised by the lead provider at the center, and work with other Behavioral Health Technicians who are trained as mentor/preceptors. Mentors at each location assist facility providers with apprentices’ On-the-Job learning. Classrooms (virtual real-time) and Labs (in-person) are hybrid, with access available throughout Washington and adjoining communities.

**Employer program cost: \$3,750** per candidate (regular cost)



**OR \$0 per candidate** (for employers who complete grant-based requirements) \*

Limited grant is funding available to cover the entire cost for early-bird employer applicants

\*[Contact us](#) to learn about how to meet the requirements for grant-funded employer incentives.

## Timeline

Behavioral Health Technician cohort (depends on hiring sequence & background-check timing per employer):

### 2 – 3 months before program starts

- Sign agreements (TAA, EEO, etc.)
- Determine clinic, shift & lab details
- Establish implementation processes

### 1.5 – 2 months in advance

- Candidate recruitment
- Mentor training
- Finalize OJT Plan
- Applicant review & interviews

### 2 weeks in advance

- Enrollment & onboarding
- Mentor & apprentice assignment
- Register apprentices with regulatory agency(s)

### Program starts

- Orientation
- Classes and clinic begin

The Behavioral Health Technician program is governed by and accredited through the Health Care Apprenticeship Consortium's Program Standards (#2169) with the State Apprenticeship Council (approved 01/2022). Copies of our program standards are available upon request.

### The Health Care Apprenticeship Consortium

The Consortium is open to all healthcare employers in Washington. The Health Care Apprenticeship Consortium (HCAC) is an all-employer (signatory and non-signatory) and multi-union Washington State-registered Joint Apprenticeship Training Committee, with program administration by the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund.

For more information, visit [healthcareapprenticeship.org](https://healthcareapprenticeship.org)