

Behavioral Health Aide (BHA) Student Selection Checklist

Student Requirements and Responsibilities



☐ Pre-Requisites and Program Matriculation

- 18 years of age or older
- High school diploma, GED, or other high-school equivalency credential, or completion of an accredited associate or bachelor's degree program (must provide school transcripts or GED certificate)
- Acceptance as a trainee by the sponsoring health clinic
- Acceptance into Associates Degree (AAS) BHA Education Program
 - Basic Training Application due 4 or more weeks prior to each of the four sessions
- Completed eBHAM (Behavioral Health Aide/Practitioner Manual) Training
- Completed eBHAM Core Competencies Checklist
- Background check (If required by the tribal health organization)
- Health screening and immunization record
- Completed required basic health and safety training
- Physically capable of performing the essential functions of the training program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others

☐ Other Requirements

- Has signed sponsorship agreements in place with their tribal sponsoring tribal health organization (THO)
- Has a fully qualified supervisor within the sponsoring THO, and must at all times operate under the guidance of that supervisor while carrying out training-related professional duties within the THO
- Must review and adhere to written apprenticeship standards
- Commits to completing all required training program coursework
- Commits to completing approximately 4,000 on-the-job learning hours and related training instruction while completing the BHA training program
- Completes a probationary period of 25 percent of the length of the program or 1 year; whichever is shorter, but not less than 1,000 hours
- Agrees to employment with their THO as a BHA for 2 years following successful completion of the AAS BHA Program and signs a training agreement with the sponsoring clinic
- Must complete all training program components. The sponsoring clinic may grant credit toward the term of apprenticeship to new trainees based on demonstration of previous skills or knowledge equivalent to those identified in the written apprenticeship standards. Students must submit a request for such credit at the time of program application and provide documentation.
- Must have financial support from the sponsoring tribe to fund program participation
- Tribe may require repayment for sponsorship, if the student leaves training program prior to successful completion of the AAS BHA program
 - If employment by THO is terminated for any reason prior to completion of the 2-year period, after successful completion of the AAS BHA Program, then a pro-rated amount must be paid as agreed on between the student and the tribe.

☐ Additional Guidance and Information

- Individuals who might be a good fit for BHA training:
 - Current paraprofessional-level employees in your tribal health facility
 - Students completing their high-school or GED requirements with an interest in a health-focused career
 - Tribal members interested in higher education opportunities that allow them to continue living in the community
- The Northwest Portland Area Indian Health Board is currently partnering with tribes to nominate students for BHA training. There are a few options for the BHA education pathway and to become fully certified Behavioral Health Aide Practitioners following successful completion of the 2-year training program coursework, on-the-job learning hours, and related training instruction.
- All tribes considering enrolling a student in the BHA Training Program project should contact [Katie Hunsberger](#) at (775) 230-9844 or khunsberger@npaihb.org