



California Community Colleges

Career Advancement Guide for Current & Prospective Students

Careers in Behavioral Health

August 2024

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Introduction

What are career advancement maps?

- **Key steps that you could take to begin** (or move up in) a specific career
- Guides explaining the **education and certifications needed** to hold specific jobs / roles
- Collection of **expected wages for each job / role** to help you understand the potential financial value of a career

What should you use this guide for?

- **Exploring potential careers** and learning more about jobs of interest
- Understanding the **education requirements, time, and effort necessary to start or advance** in a chosen career
- Informing **further research and/or discussions with a counselor on choosing a college program that is right for you**



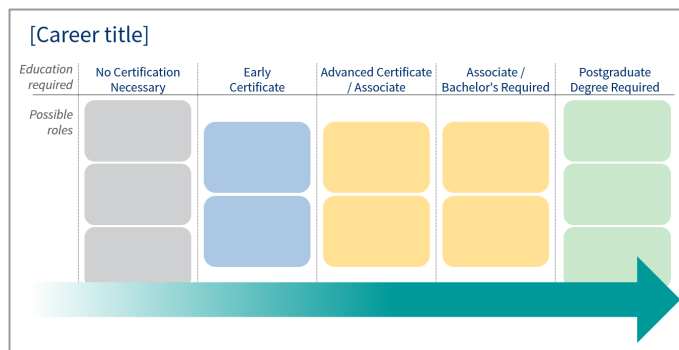
Note: This guide *does not explain every possible career, and the options shown are not always the only routes possible*; instead, these maps illustrate the most common routes to pursue a few specific careers

How to use this guide

Read career maps from left to right

Roles with no certification necessary are found on the far left of the map; the **level of education required for each role increases as you move from left to right**

Whether you are starting at step zero or step five, these career maps can help you find jobs of interest, along with the education needed and expected wages



Sample career map

Look to additional pages for further detail

Career maps are followed by **detailed pages on specific roles**

These pages can tell you information on **job descriptions, wages in your area, and more detailed education / certification requirements**

Detail view

Certified Nursing Assistant (CNA)

Role Description	
• Provide nursing care to patients under medical or licensed nursing supervision	

Job Duties	
• Assist patients with key tasks related to basic needs	
• ...	

Education and Certification Requirements	
Students seeking CNA certification must complete 160 hours of training in a Nursing Assistant training program approved by the California Department of Public Health...	

Regional Wages		
Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	XX.XX	XX.XX
Central/Mother Lode	XX.XX	XX.XX
Inland Empire/Desert	XX.XX	XX.XX
Los Angeles	XX.XX	XX.XX
North/Far North	XX.XX	XX.XX
Orange County	XX.XX	XX.XX
San Diego/Imperial Counties	XX.XX	XX.XX
South Central Coast	XX.XX	XX.XX
Total Statewide	XX.XX	XX.XX

Sample additional detail page



More research is needed!

Use this guide to start exploring career options, then **do more research and talk to a counselor** to get personalized advice

Counselors can give advice on **choosing a California Community Colleges program that will help you achieve your goals**



Note: This guide highlights **education / certification requirements and wages for the State of California, specifically**. Students who plan to work outside of California should research requirements and wages in other states.

This guide outlines four key careers within the behavioral health space

1

Psychiatry & Psychiatric Nursing

Psychiatry focuses on diagnosis and treatment of mental, emotional, and behavioral conditions

Psychiatric Nursing is a specialized form of nursing focused on the care of patients with psychiatric conditions

E.g., Providing medical treatment to a patient with severe depression in an inpatient care facility

2

Psychology & Counseling

Psychology focuses on the scientific study of the mind, encompassing a range of topics related to how people think, feel, and act

Behavioral health counseling focuses on helping clients understand their behavioral health & develop coping strategies for specific challenges

E.g., Providing cognitive-behavioral therapy (CBT) to a patient with severe anxiety disorder in an outpatient setting

3

Behavior Analysis

Behavior analysis focuses on the science of behavior and improving the human condition through behavior change

E.g., Teaching a child with autism to communicate with adults using picture cards

4

Social Work & Substance Abuse Counseling

Social work focuses on helping vulnerable individuals & communities deal with challenges in their everyday lives

Substance abuse counseling is a specialized field of counseling focused on the support & care of individuals with substance abuse disorders

E.g., Developing a support plan for a homeless individual in a community outreach program; conducting therapy sessions for a patient recovering from opioid addiction in a rehabilitation center

Psychiatry & Psychiatric Nursing | Career advancement

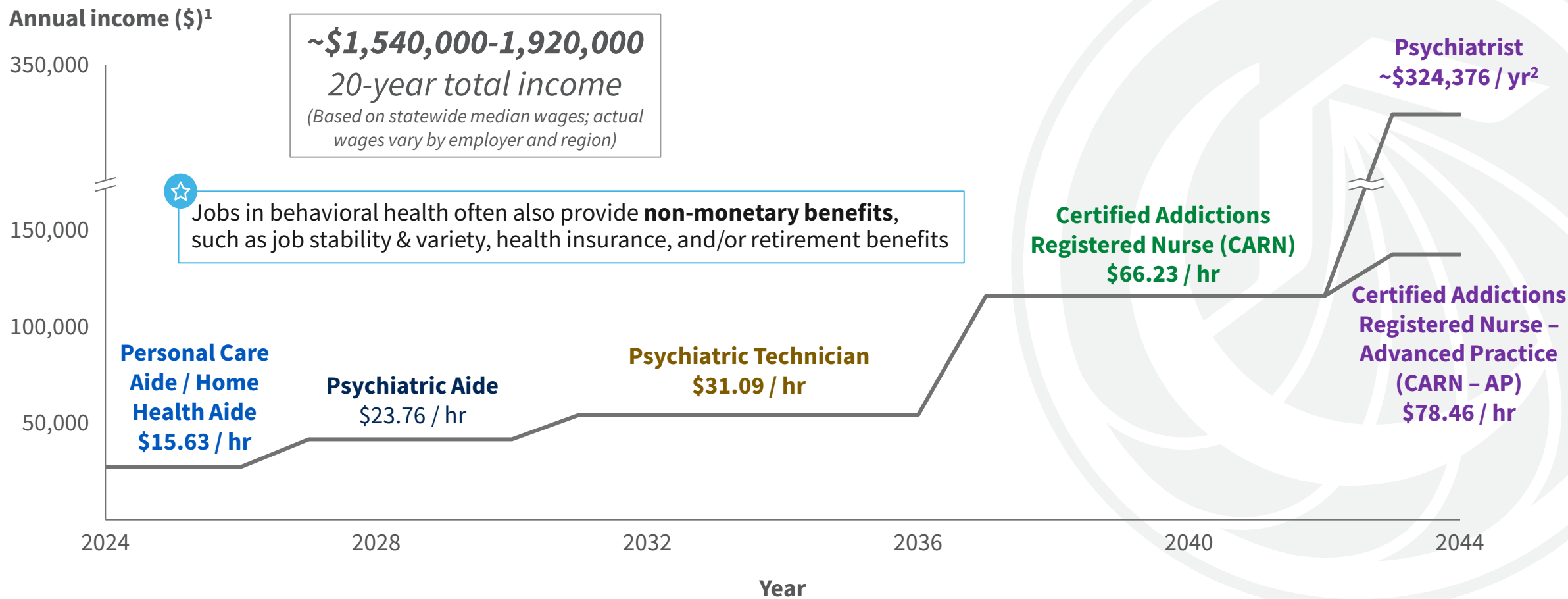
Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become CARN without having been CHW)

Possible roles	Additional yrs. of education req.				
	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-8 Years ² Postgraduate Degree Required
	Other Occupation	Peer Support Specialist ~\$18-23/hr ³ <ul style="list-style-type: none">80 hrs of training through CalMHSA-approved vendorMust pass Medi-Cal Peer Support Specialist Certification exam	Psychiatric Technician ~\$31.09/hr <ul style="list-style-type: none">Also known as Behavioral Health or Mental Health TechnicianComplete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs)Must pass California Psychiatric Technician Licensure Exam	Certified Addictions Registered Nurse (CARN) ~\$66.23/hr ⁴ <ul style="list-style-type: none">Work as a Registered Nurse⁵ (RN) for 2,000 hours (~1 yr) in addictions-related nursing and complete 30 hours of continuing educationMust pass CARN examination	Certified Addictions Registered Nurse – Advanced Practice (CARN – AP) ~\$78.46/hr ⁶ <ul style="list-style-type: none">Earn a Master's degree (~2 yrs) or higher in NursingHave 45 hrs of continuing educationWork 500 supervised hrs in addictions & 1500 hrs as an Advanced Practice Nurse in addictions
	Psychiatric Aide ~\$23.76/hr <ul style="list-style-type: none">Also known as Mental Health Worker (MHW), Mental Health Aide, Mental Health TechnicianEmployer requirements vary; some may require only high school diploma, while others may require CNA or related certifications			Psychiatric / Mental Health Nurse ~\$78.46/hr ⁶ <ul style="list-style-type: none">Earn either PMH-BC credential or P/MH designationPMH-BC: Complete 2 yrs of full-time RN practice, 2000 hrs of clinical practice, 30 hours of continuing education, and passing score on PMH-BC examinationP/MH designation: Earn Master's in Mental Health / Psychiatric Nursing (~2yrs) & complete 2 yrs of supervised clinical experience in psychiatric / mental health services	
	Community Health Worker (CHW) ~\$25.12/hr <ul style="list-style-type: none">Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce CommissionTraining programs for CHWs vary significantly in length, from 1-week organization-based training to 3-semester community college-basedCertification is not necessary to work as a CHW, but it is possible to earn Certificate of Achievement through a CCC program		Other Relevant Roles E.g., Medical Assistant, Licensed Vocational Nurse (LVN)	Other Relevant Roles E.g., Registered Nurse ⁵ (RN – ADN / RN – BSN)	Psychiatrist ~\$324,376/yr ⁷ <ul style="list-style-type: none">Earn Doctor of Osteopathic (DO) or Doctor of Medicine degree (MD) from medical school (~4 yrs)Complete psychiatry residency (~4 yrs)Opportunity to specialize through additional fellowship programs
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA), Registered Substance Abuse Counselor				

1. No prior certifications necessary to earn Associate or Bachelor's Degree, though prior experience (e.g., as Certified Nursing Assistant or Licensed Vocational Nurse) may boost a candidate's application for ADN or BSN programs
2. Most MSN programs require BSN for admission (some online programs may accept ADN, but uncommon)
3. Based on job posting wages from various hiring websites
4. RN wage data combines RN-ADN and RN-BSN wages; wages may vary by education level and specialization
5. See Career in Nursing Guide for RN position requirements
6. Median wage for Nurse Practitioner position; wage may vary by specialization
7. Average annual statewide wage listed, though annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ)
Note: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; Addictions Nursing Certification Board; California Health Care Foundation; Medical Board of California; American Nurses Association; O*NET by U.S. Department of Labor; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Psychiatry & Psychiatric Nursing | Continued education along a psychiatry / psychiatric nursing career journey can lead to high long-term financial value

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



1. Positions with hourly wages annualized assuming 35 working hours per week, 50 working weeks per year 2. Average annual statewide wage listed, though annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ)
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Psychology & Counseling | Career advancement

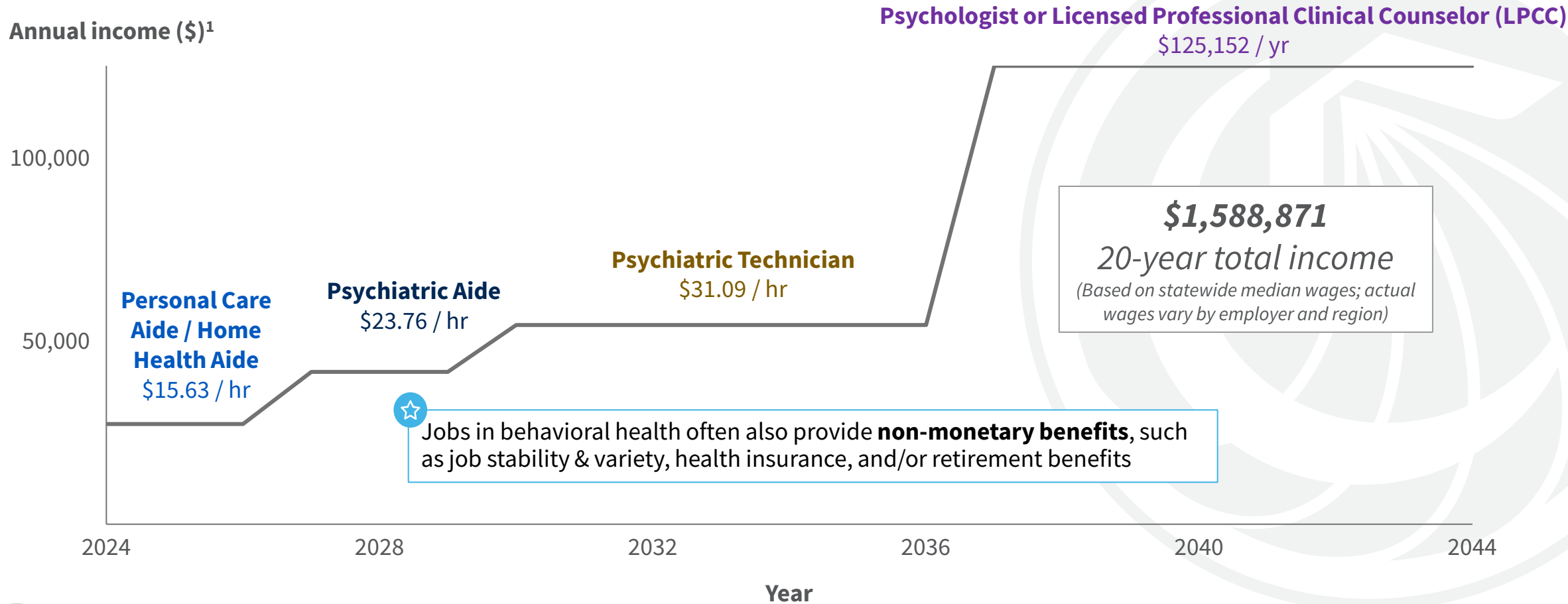
Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become LPCC without having previously been CHW)

Additional yrs. of education req.				
	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required
Possible roles	Other Occupation	Peer Support Specialist ~\$18-23/hr ² <ul style="list-style-type: none">80 hrs of training through CalMHSA-approved vendorMust pass Medi-Cal Peer Support Specialist Certification exam	Psychiatric Technician ~\$31.09/hr <ul style="list-style-type: none">Also known as Behavioral Health or Mental Health TechnicianComplete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs)Must pass California Psychiatric Technician Licensure Exam	Case Manager ~\$20-25/hr ² <ul style="list-style-type: none">Complete Associate (~1.5-2 yrs) or Bachelor's (~4 yrs) degree in Psychology, Social Work, or related fieldAdditional training / experience requirements vary by employer
	Psychiatric Aide ~\$23.76/hr <ul style="list-style-type: none">Also known as Mental Health Worker (MHW), Mental Health Aide, Mental Health TechnicianEmployer requirements vary; some may require only high school diploma while others may require CNA or related certifications			Psychologist ~\$125,152/yr <ul style="list-style-type: none">Graduate with a qualifying doctoral degree – e.g., Doctor of Psychology (~4-6 yrs)Complete 3000 hrs of supervised professional experiencePass EPPP & CPLEE examinations
	Community Health Worker (CHW) ~\$25.12/hr <ul style="list-style-type: none">Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce CommissionTraining programs for CHWs vary significantly in length from 1-week organization-based training to 3-semester community college-based trainingCertification not necessary to work as CHW, but possible to earn Certificate of Achievement through CCC program			School Psychologist ~\$108,454/yr <ul style="list-style-type: none">Complete a post-baccalaureate degree in school psychology (e.g., Master of Education in School Psychology)Apply for the Pupil Personnel Services Credential or Licensed Education Psychologist license
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA), Registered Substance Abuse Counselor			Certified Wellness Coach Average wage to be determined (new role)³ <ul style="list-style-type: none">Complete Associate degree (~1.5-2 yrs) from any CCC in Social Work, Human Services, or Addiction Studies <u>and</u> have 400 hours of related field experience ORComplete Associate Degree (~1.5-2 yrs) in Psychology, Sociology, or Child Development <u>and</u> have 1000 hrs of related field experience
				Licensed Professional Clinical Counselor (LPCC) ~\$125,152/yr <ul style="list-style-type: none">Complete 60 semester hrs of graduate coursework related to counseling (e.g., Master of Arts in Counseling)Gain 3000 supervised hrs of clinical experience as an Associate Professional Clinical Counselor (APCC)Pass the LPCC Law & Ethics Exam & NCMHCE Clinical Exam

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites 3. Brand-new role as of 2024, so there is a limited wage data publicly available; expected wages should match similar positions in the local school district
Note: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; California Board of Psychology; CA Health Care Foundation; Medical Board of California; CA Commission on Teacher Credentialing; CA Board of Behavioral Sciences; HCAI ; O*NET by U.S. Department of Labor; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Psychology & Counseling | Though it takes time to become a Psychologist or Licensed Clinical Counselor, the financial payoff can be significant



Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



1. Positions with hourly wages annualized assuming 35 working hours per week, 50 working weeks per year
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Behavior Analysis | Career advancement

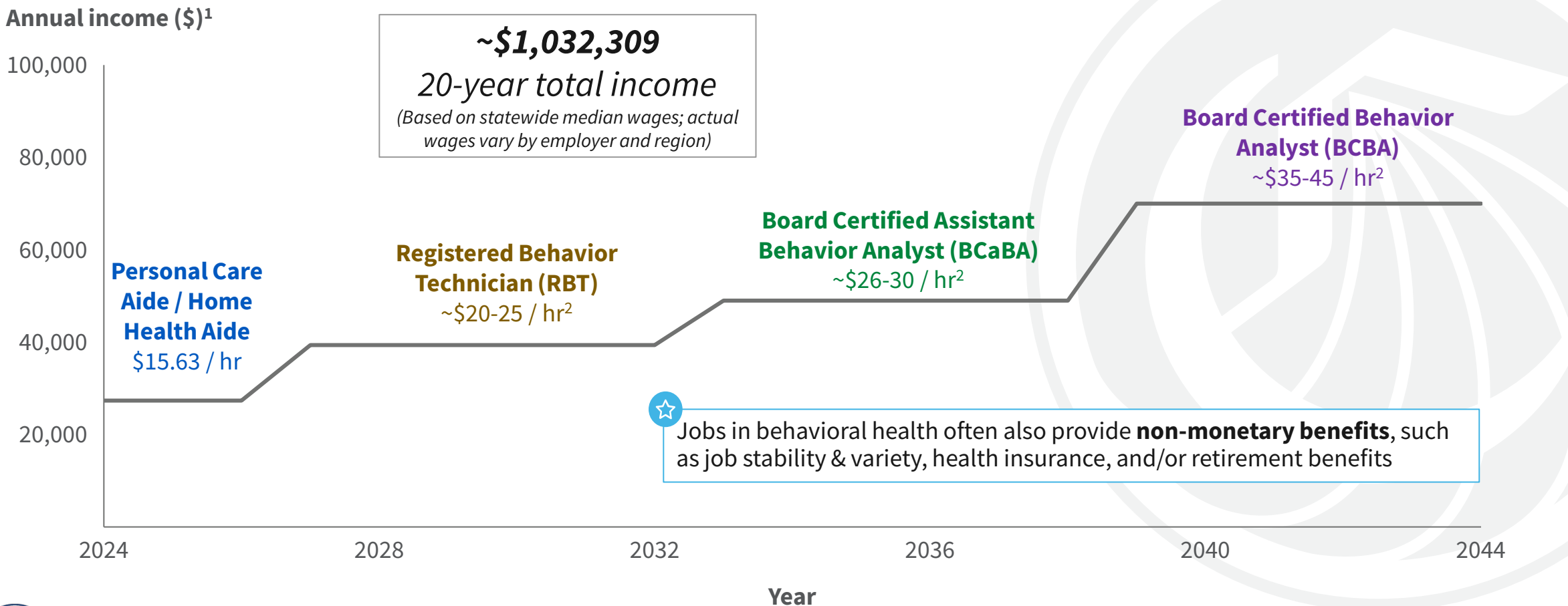
Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become BCBA without having previously been CHW)

Additional yrs. of education req.	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-3 Years Postgraduate Degree Required
Possible roles	Other Occupation	<div>Registered Behavior Technician (RBT) ~\$20-25/hr²<ul style="list-style-type: none">Complete approved 40-hr RBT trainingPass RBT Initial Competency Assessment</div>	<div>Psychiatric Technician ~\$31.09/hr<ul style="list-style-type: none">Also known as Behavioral Health or Mental Health TechnicianComplete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs)Must pass California Psychiatric Technician Licensure Exam</div>	<div>Board Certified Assistant Behavior Analyst (BCaBA) ~\$26-30/hr²<ul style="list-style-type: none">Complete approved Bachelor's degree (~4 yrs) including behavior-analytic courseworkComplete 1000 Concentrated Supervised Fieldwork hrs <u>or</u> 1300 Supervised Fieldwork hrsPass BCaBA certification examination</div>	<div>Board Certified Behavior Analyst (BCBA) ~\$35-45/hr²<ul style="list-style-type: none">Graduate with Master's degree or higher from an approved behavior analysis degree programComplete 1500 Concentrated Supervised Fieldwork hrs <u>or</u> 2000 Supervised Fieldwork hrsPass BCBA certification examination</div>
	Psychiatric Aide ~\$23.76/hr <ul style="list-style-type: none">Also known as Mental Health Worker (MHW), Mental Health Aide, Mental Health TechnicianEmployer requirements vary; some may require only high school diploma while others may require CNA or related certifications				
	Community Health Worker (CHW) ~\$25.12/hr  <ul style="list-style-type: none">Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce CommissionTraining programs for CHWs vary significantly in length from 1-week organization-based training to 3-semester community college-based trainingCertification not necessary to work as CHW, but possible to earn Certificate of Achievement through CCC program				
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA)		<div>Other Relevant Roles E.g., Licensed Vocational Nurse (LVN)</div>	<div>Other Relevant Roles E.g., Case Manager, Certified Wellness Coach</div>	

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites
Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; Behavior Analyst Certification Board; CA Health Care Foundation; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Behavior Analysis | Continued education along a behavior analysis career journey can lead to wages of up to \$45/hour or more

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)













1. Assuming 35 working hours per week, 50 working weeks per year 2. Wage data not available from the California Employment Development Dept for these roles, so wage ranges are based on a survey of job postings from Indeed.com
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023; Indeed.com



Social Work & Substance Abuse Counseling | Career advancement

Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become LCSW without having previously been CARN)

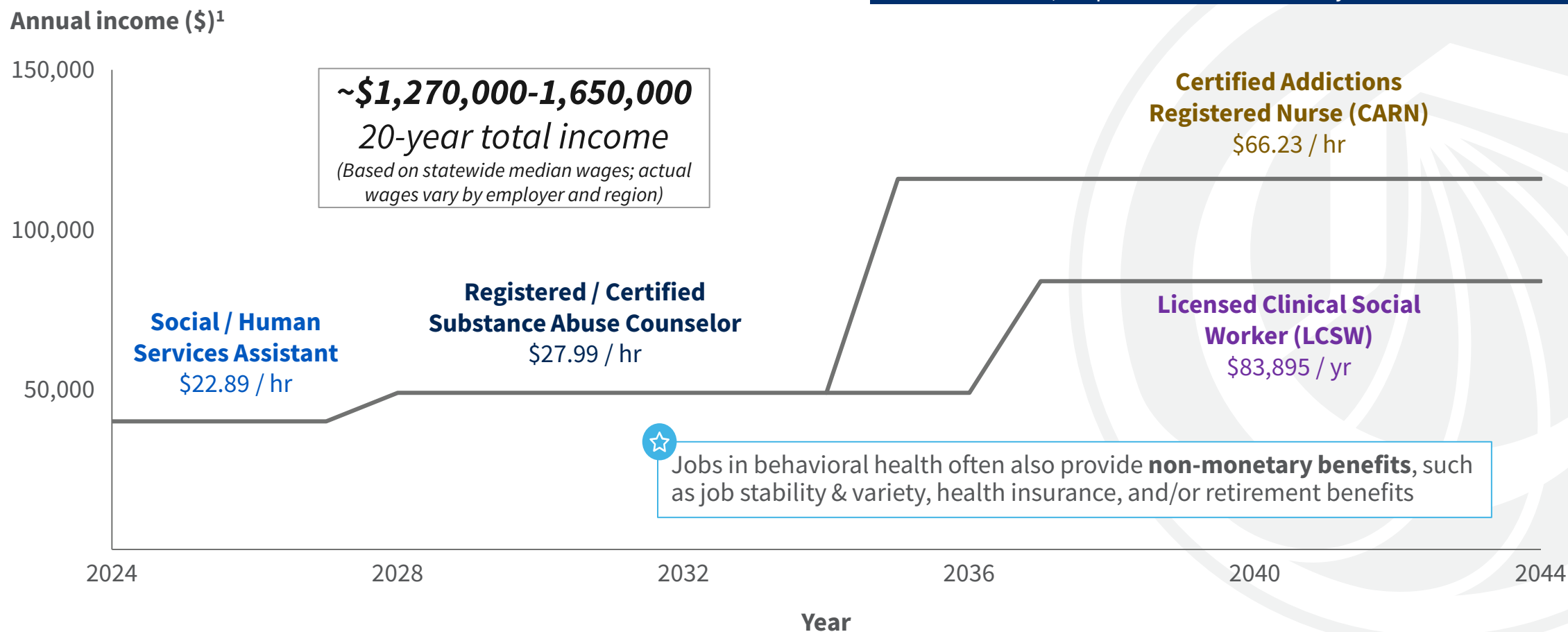
Additional yrs. of education req.	become LCSW without having previously been CARN				
	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-3 Years Postgraduate Degree Required
Possible roles	<div><p>Social / Human Services Assistant ~\$22.89/hr</p><ul style="list-style-type: none">Some employers require prior experience in clerical work for social services settings</div>	<div><p>Peer Support Specialist ~\$18-23/hr²</p><ul style="list-style-type: none">CalMHSA-approved vendor training (80 hrs)Must pass Medi-Cal Peer Support Specialist Certification exam</div> <div><p>Registered Substance Abuse Counselor ~\$27.99/hr³</p><ul style="list-style-type: none">Complete 9-hr orientation; commit to earn certification within 5 yrs of registrationSubstance Use Disorder-related education not required; often preferred by employers</div>	<div><p>Psychiatric Technician ~\$31.09/hr</p><ul style="list-style-type: none">Also known as Behavioral Health or Mental Health TechnicianComplete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs)Must pass California Psychiatric Technician Licensure Exam</div> <div><p>Certified Substance Abuse Counselor ~\$27.99/hr³</p><ul style="list-style-type: none">Pass the IC&RC examinationComplete 2,000-3,000 hrs of supervised clinical experienceComplete an approved Addiction Studies / Substance Use Disorder-related program</div> <div><p>Other Relevant Roles E.g., Medical Assistant, Licensed Vocational Nurse (LVN)</p></div>	<div><p>Certified Wellness Coach Avg. wage to be determined⁶</p><ul style="list-style-type: none">Complete Associate degree (~1.5-2 yrs) from any CCC in Social Work, Human Services, or Addiction Studies <u>and</u> have 400 hrs of related field experienceORComplete Associate degree (~1.5-2 yrs) in Psychology, Sociology, or Child Development <u>and</u> have 1,000 hrs of related field experience</div> <div><p>Case Manager ~\$20-25/hr²</p><ul style="list-style-type: none">Complete Associate (~1.5-2 yrs) or Bachelor's (~4 yrs) degree in Psych, Social Work, or related fieldAdditional training / experience requirements vary by employer</div> <div><p>Certified Addictions Registered Nurse (CARN) ~\$66.23/hr⁴</p><ul style="list-style-type: none">Work as a Registered Nurse⁵ (RN) for 2,000 hours (~1 yr) in addictions-related nursing and complete 30 hours of continuing educationMust pass CARN examination</div> <div><p>Other Relevant Roles Registered Nurse (RN – ADN or BSN)</p></div>	<div><p>Licensed Clinical Social Worker (LCSW) – Healthcare & Mental Health / Substance Abuse ~\$83,895/yr</p><ul style="list-style-type: none">Earn Master's degree in Social Work (~2-3 yrs)Complete 3,000 total supervised hours of work experiencePass LCSW Law & Ethics Exam and ASWB Clinical Exam</div> <div><p>Social Worker – Child, Family, & School ~\$63,614/yr⁷</p><ul style="list-style-type: none">Complete a post-baccalaureate degree to specialize in an area of social work (e.g., School Social Work)For School Social Worker: Apply for the Pupil Personnel Services CredentialObtain (optional) licensure by passing LCSW Law & Ethics Exam and ASWB Clinical Exam</div>

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites 3. Median wage for substance abuse, behavioral disorder, and mental health counselors; wages may vary by certification status 4. RN wage data combines RN-ADN and RN-BSN data; wages may vary by education level 5. See Career in Nursing guide for RN position requirements 6. Brand-new role as of 2024, so there is a limited wage data publicly available; expected wages should match similar positions in the local school district 7. Statewide median annual wage data missing; listed wage reflects average of regional median wages
Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: CA Mental Health Services Authority; CA Dept. of Health Care Services; Board of Vocational Nursing and Psychiatric Technicians; CA Board of Psychology; CA Health Care Foundation; Medical Board of CA; CA Commission on Teacher Credentialing; CA Board of Behavioral Sciences; American Nurses Association; HCAI; O*NET; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Social Work & Substance Abuse Counseling | Pursuing continued education to become a Licensed Clinical Social Worker or Certified Addictions RN can lead to 2-3x wage growth

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



Role-specific details

Role details

Peer Support Specialist

Role Description

- **Individuals in recovery from a mental illness or substance use disorder (or relatives of someone with these challenges) provide peer support to others** facing similar issues (see detail in 'job duties')
- May serve clients in various settings, including at **primary care offices, emergency rooms, and recovery centers**

Job Duties

- **Provide recovery-oriented services** – e.g., assessing client needs, helping clients set and achieve recovery-related goals, and connecting clients to support resources

Education and Certification Requirements

Individuals can be certified as Medi-Cal Peer Support Specialists through the California Mental Health Services Authority (CalMHSA).

To seek certification, individuals must be 18 years of age or older, possess a high school diploma or equivalent, and **self-identify (a) as having had experience with recovery from a mental illness or substance use disorder themselves or (b) as a relative of someone with these challenges.**

Those who meet these qualifications may complete an **80-hour CalMHSA-approved training program & pass the certification exam** to become a certified Medi-Cal Peer Support Specialist.

There are opportunities to complete further training in **four areas of specialization: Parent, Caregiver, and Family Member Peer; Crisis Care; Unhoused Services; Justice Involved Services.**

Wage Information

**Estimated Statewide
Average Hourly Wage**
~\$18-23

Wage data for Peer Support Specialist is **not listed in California's Employment Development Department database**, likely due to the relatively new nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Psychiatric Aide & Psychiatric Technician

Role Description <ul style="list-style-type: none">Care for individuals with mental, emotional, or developmental conditions under the guidance of advanced health practitioners (psychiatric aides must also be directly supervised by technicians)Work in various settings including hospitals, mental health facilities, & correctional facilities																																
Job Duties <ul style="list-style-type: none">Both aides & technicians provide hands-on care to patients (listening to concerns; leading therapeutic activities; helping with basic needs like feeding, bathing, dressing) and provide patient status updates to supervisorsAides must be supervised by technicians while providing care																																
Education and Certification Requirements Psychiatric Aide <p>Employer requirements vary; some may require only high school diploma while others may require CNA or related certifications.</p> Psychiatric Technician <p>Students may complete a Psychiatric Technician program (~1-1.5 years¹) accredited by the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT). Students may also furnish proof of equivalent education that meets the guidelines published by BVNPT.</p> <p>After satisfying the education requirement, students must pass the California Psychiatric Technician Licensure Examination administered by BVNPT. Upon payment of a licensure fee, passing this examination grants a Psychiatric Technician licensure in the state of California.</p>																																
Wage Information <u>Psychiatric Aides</u> <div>Statewide Median Hourly Wage \$25.05</div> <div>Statewide Average Hourly Wage \$23.76</div> <u>Psychiatric Technicians</u> <table><tr><th>Region</th><th>Median hourly wage (\$)</th><th>Average hourly wage (\$)</th></tr><tr><td>Bay Area</td><td>33.63</td><td>33.36</td></tr><tr><td>Central/Mother Lode</td><td>34.56</td><td>33.35</td></tr><tr><td>Inland Empire/Desert</td><td>32.75</td><td>30.36</td></tr><tr><td>Los Angeles</td><td>25.22</td><td>27.52</td></tr><tr><td>North/Far North</td><td>24.65</td><td>27.65</td></tr><tr><td>Orange County¹</td><td>-</td><td>28.09</td></tr><tr><td>San Diego/Imperial Counties</td><td>25.05</td><td>37.09</td></tr><tr><td>South Central Coast</td><td>40.97</td><td>30.48</td></tr><tr><td>Total Statewide</td><td>31.09</td><td>30.50</td></tr></table>			Region	Median hourly wage (\$)	Average hourly wage (\$)	Bay Area	33.63	33.36	Central/Mother Lode	34.56	33.35	Inland Empire/Desert	32.75	30.36	Los Angeles	25.22	27.52	North/Far North	24.65	27.65	Orange County ¹	-	28.09	San Diego/Imperial Counties	25.05	37.09	South Central Coast	40.97	30.48	Total Statewide	31.09	30.50
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North/Far North	24.65	27.65																														
Orange County ¹	-	28.09																														
San Diego/Imperial Counties	25.05	37.09																														
South Central Coast	40.97	30.48																														
Total Statewide	31.09	30.50																														

1. Median hourly wage missing for this region
Source: Bureau of Labor Statistics; [Board of Vocational Nursing and Psychiatric Technicians Licensure Requirements](#); Cleveland Clinic; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Community Health Worker (CHW)

Role Description

- Serve as a **liaison between health service organizations and community members** to increase access to and improve the quality of healthcare services
- Work in various settings including **hospitals, public health departments, and community-based organizations**

Job Duties

- **Improve community access to health services** by meeting patients in the community, connecting community members with important resources, educating patient populations, providing translation assistance in healthcare settings, and more

Education and Certification Requirements

Community Health Workers (CHWs) are **not certified in California**, and there are **no standardized training curricula or requirements** for CHWs.

Training programs vary significantly between *organization-based* and *college/university-based* programs. **Organization-based programs** range from **1-12 weeks in length**. **College/university-based programs** range from **8 weeks to 3 semesters in length**. It is possible to earn a non-degree **Certificate of Achievement** from a California Community College CHW training program. Training programs may teach students to **assist with healthcare access, recognize community needs, collect health data, and network with government / health agencies**.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	34.22	33.60
Central/Mother Lode	22.68	25.37
Inland Empire/Desert	22.60	27.26
Los Angeles	23.58	25.58
North/Far North	27.22	27.96
Orange County	22.72	25.47
San Diego/Imperial Counties	22.61	26.41
South Central Coast	26.39	27.08
Total Statewide	25.12	28.11

Role details

Substance Abuse Counselor (I/II)

Role Description

- Provide support and **counseling to individuals struggling with** or recovering from **substance use disorders**
- Work in various settings including **mental health centers, community health centers, and private practice medical offices**

Job Duties

- **Provide recovery-oriented services**, such as assessing new clients, conducting individual and group counseling, and providing support services during and after treatment (e.g., case management, family member education)

Education and Certification Requirements

The California Department of Health Care Services recognizes **three certifying organizations for substance abuse counselors**:

- 1) California Association for Alcohol and Drug Educators (CAADE)
- 2) California Association of DUI Treatment Programs (CADTP)
- 3) California Consortium of Addiction Programs and Professionals (CCAPP)

Registration or certification through one of these three agencies is required to work as a substance abuse counselor in California.

Each of the three certifying organizations offers several levels of certification based on level of education and experience; [see detailed breakdown on following page.](#)

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	29.78	34.83
Central/Mother Lode	26.32	31.42
Inland Empire/Desert	29.01	31.64
Los Angeles	25.20	31.69
North/Far North	29.25	32.62
Orange County	24.93	29.70
San Diego/Imperial Counties	24.45	28.46
South Central Coast	28.03	30.57
Total Statewide	27.99	32.18

Source: CA Dept. of Health Care Services; County of Los Angeles Public Health; Bureau of Labor Statistics; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details | Substance Abuse Counselor registration & certification options (II/II)

First, must register with one of three agencies to begin providing counseling services

Registration title	Certifying organization	Registration requirements
Registered Addiction Counselor (RAC)	CAADE's Addiction Counselor Certification Board of California (ACCBC)	<ul style="list-style-type: none">• Must be currently enrolled in or have completed an ACCBC-approved Alcohol and Drug Studies program
Registered Alcohol/Drug Technician (RADT)	California Consortium of Addiction Programs and Professionals (CCAPP)	<ul style="list-style-type: none">• Must complete 9-hour online orientation offered by CCAPP or ZipMart (covers ethics, confidentiality, and boundaries)
Substance Use Disorder Registered Counselor (SUDRC)	California Association of DUI Treatment Programs (CADTP)	<ul style="list-style-type: none">• Must complete 9-hour online orientation from a CADTP-approved provider (covers ethics, confidentiality, and boundaries)



Once registered, Substance Abuse Counselors **must earn certification** from one of three agencies within 5 years

Certification title	Certifying organization	Certification requirements
Certified Addiction Treatment Counselor I (CATC I)	CAADE's Addiction Counselor Certification Board of California (ACCBC)	<ul style="list-style-type: none">• Pass IC&RC exam• Completion of an ACCBC-approved Community College or post-secondary Alcohol and Drug Studies program (at least 30 semester units in length)• 2,240 supervised clinical experience hours
Certified Alcohol & Drug Counselor Level I (CADC-I)	California Consortium of Addiction Programs and Professionals (CCAPP)	<ul style="list-style-type: none">• Pass IC&RC exam• Completion of 315 hours of education from a CCAPP-approved college• 3,000 hours of supervised work experience (including 255 hours of field practicum)
Substance Use Disorder Certified Counselor (SUDCC)	California Association of DUI Treatment Programs (CADTP)	<ul style="list-style-type: none">• Pass IC&RC exam• Completion of 315 hours of substance use disorder-related work experience• 2,080 hours of substance use disorder-related work experience (including 160 hours of practicum)

1. Registration is not equivalent to and is not an alternative to certification; once registered, the requirements for certification must be completed within 5 years 2. The certification options listed on this page reflect the "first-level" of certification only; each certifying organization offers several tiers of certification based on level of experience (number of hours) & education (degree type), and readers are recommended to review the requirements on each organization's website to choose the certification level that matches their background

Source: ACCBC [Registration](#) & [Certification](#) Requirements, CCAPP [Registration](#) & [Certification](#) Requirements, CADTP [Registration](#) & [Certification](#) Requirements

Role details

Certified Wellness Coach

Role Description

- Provide care to children and teenagers through **"early intervention" services that support overall physical, emotional, and mental wellbeing**
- Work in various settings including **schools, local education agencies, and community organizations**

Job Duties

- Offer non-clinical services to children and teenagers such as **wellness education, health screening, individual and group counseling, and crisis referral**

Education and Certification Requirements

Apply through HCAI¹ for certification:

Certified Wellness Coach I

Applicants with an **Associate degree in Social Work, Human Services, or Addiction Studies from a California Community College need 400 hours of field experience** to earn the Certified Wellness Coach I certification. Applicants with an Associate degree in these subjects from a different institution or an Associate degree in Child Development, Early Intervention, Psychology, or Sociology from any institution need 1,000 hours of related field experience to obtain the certification.

Certified Wellness Coach II

Applicants with a **Bachelor's degree in Social Work, Human Services, or Addiction Studies from a California college need 800 hours of field experience** to earn the Certified Wellness Coach II certification. Those with a Bachelor's degree in these subjects from a different institution or a Bachelor's degree in Child Development, Early Intervention, Psychology, or Sociology from any institution need 2,000 hours of related field experience to obtain the certification.

Wage Information

Certified Wellness Coach is a brand-new role as of 2024, so there is a limited amount of wage data publicly available. Expected wages should match similar positions in the local school district.

It is recommended that users research job postings in their local area or contact employers (schools, local education agencies, community organizations) directly to gain a better understanding of wages for this role in their region.

1. California Department of Healthcare Access and Information

Source: [HCAI Certified Wellness Coach Site](#); [HCAI Certified Wellness Coach Employer Resource Guide](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Case Manager

Role Description

- Provide regular & ongoing support to clients (typically individuals facing developmental, academic, housing, mental health, substance abuse, or correctional / legal challenges)
- Work in a variety of settings, including **healthcare facilities (e.g., hospitals, mental health facilities), social / human service organizations, criminal justice settings, nonprofit organizations, and schools**

Job Duties

- Work to **understand client needs, connect them with appropriate resources, & advocate on their behalf**
- **Check in regularly** to monitor clients' care and help them navigate important decisions, complete paperwork, and/or improve self-management skills

Education and Certification Requirements

Case managers come from a variety of backgrounds, including social work, psychology, nursing, and other healthcare settings.

Requirements for case managers vary by employer. Case manager roles typically require a **Bachelor's degree in social work, psychology, nursing, or a similar field.**

Regional Wages

Estimated Statewide Average Hourly Wage

~\$20-25

Wage data for Case Manager not listed in California's Employment Development Department database likely due to the varying nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Certified Addictions Registered Nurse (CARN & CARN – AP)

Role Description

- Provide **specialized nursing care** related to the prevention, intervention, treatment, and management of **substance use disorders**
- Work in various settings including **hospitals, community health centers, and rehabilitation facilities**
- **Two different certifications, based on level of education and experience:** CARN and CARN - AP

Job Duties

- **Serve patients struggling with substance use disorders** by performing initial assessments, evaluating patient progress, providing support for symptoms of recovery, monitoring for signs of relapse, and administering medications where applicable

Education and Certification Requirements

Certification in addictions nursing requires an active Registered Nursing (RN) license.¹

CARN Certification

An RN must have **30 hours of continuing education credits** and evidence of **2,000 hours of experience related to addictions nursing** within the last 3 years to be eligible for CARN certification.

CARN-AP Certification

RNs must hold a **Master's degree** or higher in nursing in order to qualify for the CARN-AP certification. An RN must have **45 hours of continuing education credits**, a minimum of **500 supervised hours** in addictions, and **1,500 hours of nursing experience** in addiction as an Advanced Practice Nurse (APN or APRN) within the last 3 years.

Regional Wages²

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	82.64	79.82
Central/Mother Lode	60.95	62.56
Inland Empire/Desert	61.00	60.64
Los Angeles	64.07	62.66
North/Far North	67.70	69.63
Orange County	66.09	61.45
San Diego/Imperial Counties	58.78	58.57
South Central Coast	56.54	60.04
Total Statewide	66.23	66.56

1. See Career in Nursing guide for details on requirements to become a Registered Nurse 2. Wages shown are for standard Registered Nurse position; wages may vary by specialization and level of education
Source: [Addictions Nursing Certification Board](#); NurseJournal; 2023 Occupational Employment and Wage Statistics (OEWS)
Survey collected by California Employment Development Dept

Role details

Psychiatric / Mental Health Nurse (P/MH)

Role Description

- Provide specialized **nursing care to individuals with psychiatric, mental health, and substance use-related conditions**
- Work in settings including **private practice offices, hospitals, & residential mental health facilities**

Job Duties

- **Intervene in moments of crisis** for patients
- Provide **psychiatric rehabilitation**, patient education, and psychotherapy
- Administer medications

Education and Certification Requirements

California nurses can specialize in psychiatry and mental health by earning the **Psychiatric-Mental Health Nursing—Board Certified (PMH-BC) credential or the P/MH designation**.

To qualify to take the PMH-BC credential exam, nurses need an **active RN license, 2 years of full-time RN practice, 2000 hours of clinical practice, and 30 hours of continuing education** in psychiatric-mental health. Passing the exam (which is administered by the American Nurses Credentialing Center) grants the credential.

Nurses can qualify for the P/MH designation in California through **postgraduate coursework and experience**. Nurses can apply for the P/MH designation through the California Board of Registered Nursing if they have completed a **Master's degree in psychiatric / mental health nursing and 2 years of clinical experience** providing psychiatric / mental health counseling services.

Regional Wages¹

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	82.64	79.82
Central/Mother Lode	60.95	62.56
Inland Empire/Desert	61.00	60.64
Los Angeles	64.07	62.66
North/Far North	67.70	69.63
Orange County	66.09	61.45
San Diego/Imperial Counties	58.78	58.57
South Central Coast	56.54	60.04
Total Statewide	66.23	66.56

1. Wages shown for Registered Nurse position; wages may vary by specialization and level of education
Source: California Board of Registered Nursing; [American Nurses Credentialing Center PMH-BC Credential Requirements](#); American Psychiatric Nurses Association; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Psychiatrist

Role Description <ul style="list-style-type: none">• Diagnose and treat mental, emotional, and behavioral conditions as a medical doctor through medication management and psychotherapy• Work in various settings including private practice offices, hospitals, and rehabilitation programs																					
Job Duties <ul style="list-style-type: none">• Provide psychiatric care by performing medical tests, diagnosing patient conditions, prescribing medications, and forming individualized treatment plans for patients	Regional Wages <table><tr><th>Region</th><th>Average annual wage¹ (\$K)</th></tr><tr><td>Bay Area</td><td>345</td></tr><tr><td>Central/Mother Lode</td><td>275</td></tr><tr><td>Inland Empire/Desert</td><td>329</td></tr><tr><td>Los Angeles</td><td>332</td></tr><tr><td>North/Far North</td><td>271</td></tr><tr><td>Orange County</td><td>342</td></tr><tr><td>San Diego/Imperial Counties</td><td>328</td></tr><tr><td>South Central Coast</td><td>261</td></tr><tr><td>Total Statewide</td><td>324</td></tr></table>	Region	Average annual wage ¹ (\$K)	Bay Area	345	Central/Mother Lode	275	Inland Empire/Desert	329	Los Angeles	332	North/Far North	271	Orange County	342	San Diego/Imperial Counties	328	South Central Coast	261	Total Statewide	324
Region	Average annual wage ¹ (\$K)																				
Bay Area	345																				
Central/Mother Lode	275																				
Inland Empire/Desert	329																				
Los Angeles	332																				
North/Far North	271																				
Orange County	342																				
San Diego/Imperial Counties	328																				
South Central Coast	261																				
Total Statewide	324																				
Education and Certification Requirements <p>Students must first complete medical school to become doctors, which requires 4 years of postgraduate education.</p> <p>After medical school, doctors must complete a residency training program in psychiatry (at least 4 years) certified by the American Board of Psychiatry and Neurology (ABPN). Residency training programs involve extensive supervised patient care experience and rigorous teaching.</p> <p>At the end of residency, doctors must pass the ABPN Psychiatry certification examination to become board-certified psychiatrists.</p> <p>Psychiatrists have the option to become sub-specialists in a particular area (e.g., Child and Adolescent Psychiatry) by completing a fellowship and passing an ABPN certification examination in that subspecialty.</p>																					

1. Annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ) 23
Source: American Board of Psychiatry and Neurology; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Licensed Professional Clinical Counselor (LPCC)

Role Description

- **Provide counseling and psychotherapy to individuals, couples, families, and groups**
- Work in various settings including **private practice offices, schools, hospitals, community agencies**
- **May develop an area of expertise** to work with special populations or issues (may require additional training or certification)

Job Duties

- **Provide a range of services** related to counseling and psychotherapy such as mental health assessments, diagnoses, psychoeducation, clinical case management, career counseling, and crisis services

Education and Certification Requirements

Students must earn a qualifying **Master's degree** (at least 60 semester units, ~2 yrs) in **counseling, psychotherapy**, or a related field. After graduation, students are eligible to **register as an Associate Professional Clinical Counselor (APCC)** through the California Board of Behavioral Sciences. Candidates must be registered as APCCs to accrue the supervised experience hours required for LPCC licensure.

APCCs must **complete 3,000 hours of supervised clinical experience** over a minimum of 2 years and maximum of 6 years to qualify for LPCC licensure. Candidates must also **pass the California Law and Ethics Exam and National Clinical Mental Health Counselor Examination (NCMHCE)**. Candidates qualify for LPCC licensure after completion of the above requirements.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	137	140
Central/Mother Lode	128	123
Inland Empire/Desert	128	130
Los Angeles	125	129
North/Far North	126	121
Orange County	113	126
San Diego/Imperial Counties	130	125
South Central Coast	109	108
Total Statewide	125	129

Role details

Psychologist

Role Description

- **In outpatient & hospital settings**, use therapeutic techniques (e.g., "talk therapy," behavior therapy) to help clients cope more effectively with life problems (e.g., grief, trauma, mental health issues)
- **In academic and research settings**, study the mind, human experience, and behavior

Job Duties

- In clinical settings, may perform tasks such as **assessing patients, developing treatment plans, and tracking patient progress**

Education and Certification Requirements

Applicants for licensure must possess a **qualifying doctoral degree in psychology** or a related field. Applicants must also have **3,000 hours (~2 yrs) of supervised experience**. Up to 1,500 of these hours may be accrued before completion of the doctoral degree. **Applicant must register as a psychological associate** (requires an application, \$40 fee, official transcripts, and Supervision Agreement form) to complete the rest of the required supervised hours.

Applicants must **pass the Examination for Professional Practice in Psychology (EPPP)**, which can be taken after the completion of 1,500 supervised experience hours. Applicants must also pass the **California Psychology Law and Ethics Examination (CPLEE)**, which can be taken after all 3,000 hours of supervision are completed.

After all requirements are completed, applicants are eligible for **licensure by the California Board of Psychology**.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	137	140
Central/Mother Lode	128	123
Inland Empire/Desert	128	130
Los Angeles	125	129
North/Far North	126	121
Orange County	113	126
San Diego/Imperial Counties	130	125
South Central Coast	109	108
Total Statewide	125	129

Role details

School Psychologist

Role Description

- Identify and **address learning, behavioral, and emotional needs** (e.g., coping with bullying, addressing poor academic performance, managing mental health issues) **in school-aged children**
- Typically work **in academic institutions to provide psychological services to students**

Job Duties

- Work closely with educators to **develop individualized education plans (IEPs) for students, monitor student academic performance, provide counseling to students, and more**

Education and Certification Requirements

Individuals interested in school psychology can earn the Pupil Personnel Services (PPS) credential or Licensed Educational Psychologist (LEP) license.

Pupil Personnel Services (PPS) Credential

Required for school psychologists in California public schools. Candidates must complete a **post-baccalaureate program** with at least **60 semester units in a California Commission-approved school psychology program**, including a **practicum with school-aged children**. Successful students are recommended by their program to the Commission on Teacher Credentialing for the credential.

Licensed Educational Psychologist (LEP) License

Requires a qualifying **Master's degree in psychology, school psychology, counseling, or related field**, and **60 semester hours of postgraduate work** in pupil personnel services. Applicants must also have **three years of full-time experience** as a school psychologist and **pass the LEP Written Exam**.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	120	118
Central/Mother Lode	116	115
Inland Empire/Desert	108	115
Los Angeles	104	97
North/Far North	110	113
Orange County	108	103
San Diego/Imperial Counties	117	119
South Central Coast	114	120
Total Statewide	108	111

Role details

Licensed Clinical Social Worker (LCSW)

Role Description

- Offer **counseling, intervention, and case management services** to individuals facing mental, social, or medical difficulties, while also **analyzing the social and environmental influences** that contribute to these issues
- Work in a variety of settings, including **child and/or family services, clinics, court or forensic settings, hospitals, private practice offices, social services, and non-profits**

Job Duties

- Offer a variety of clinical services, such as **assessment, diagnosis, treatment planning, individual / group / family therapy, connecting clients to resources to address social and environmental challenges, and case management**

Education and Certification Requirements

To qualify for LCSW licensure, candidates must hold a **Master's degree in Social Work** (~2-3 years). This degree allows candidates to **register as Associate Social Workers (ASWs) with the California Board of Behavioral Sciences**. Registration as an ASW is necessary for candidates to gain the supervised experience hours required for LCSW licensure.

ASWs must **complete 3,000 hours of supervised clinical experience** over a minimum of 2 years for LCSW licensure. Candidates must also **pass the California Law and Ethics Exam and Association of Social Work Boards Exam (ASWB)**. Candidates qualify for LCSW licensure after completion of all the above requirements.

Regional Wages

Healthcare Social Workers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	105	108
Central/Mother Lode	83	87
Inland Empire/Desert	79	85
Los Angeles	82	88
North/Far North	84	92
Orange County	79	85
San Diego/Imperial Counties ²	81	83
South Central Coast	82	85
Total Statewide	84	92

Mental Health & Substance Abuse Social Workers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	96	94
Central/Mother Lode	78	80
Inland Empire/Desert	89	86
Los Angeles	86	87
North/Far North	66	76
Orange County	77	85
San Diego/Imperial Counties	64	72
South Central Coast	83	82
Total Statewide	83	85

Role details

Social Worker – Child, Family, & School

Role Description

- Offer **counseling, intervention, and case management services** to children and families, while also **analyzing the social and environmental influences** that contribute to these issues
- Work in a variety of settings, including **child and/or family services, schools, court or forensic settings, hospitals, private practice offices, social services, and non-profits**

Job Duties

- Advocate for students
- Connect families with needed services
- Arrange adoptions & foster homes for children

Education and Certification Requirements
California does not require a license in order to be employed as a social worker. Child, Family, & School social workers may choose to be licensed as Licensed Clinical Social Workers (LCSWs). [See the LCSW backup page for more details on requirements for licensure.](#)

School Social Worker

The Pupil Personnel Services Credential, conferred by the California Commission on Teacher Credentialing, is required for employment as a school social worker in California public schools and may be preferred or required by non-public schools. Candidates must complete a post-baccalaureate program with at least 45 semester units in a Commission-approved school social work program, including a practicum with school-aged children. Successful students are recommended for the credential by their program to the Commission on Teacher Credentialing.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	68	75
Central/Mother Lode	54	58
Inland Empire/Desert	64	64
Los Angeles	68	73
North/Far North	64	64
Orange County	68	68
San Diego/Imperial Counties	64	64
South Central Coast	59	61
Total Statewide¹	64	66

1. Total statewide median and average annual wages missing from data; listed wages reflect average of regional median/average wages

Source: [California Commission on Teacher Credentialing Pupil Personnel Services Credential requirements site](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Registered Behavior Technician (RBT)

Role Description

- **Assist advanced behavioral health professionals in providing Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior challenges
- Work directly with clients **under the direct supervision of a Board Certified Assistant Behavior Analyst (BCaBA) or Board Certified Behavior Analyst (BCBA)**
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- Work directly with clients to **solve their behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **Implement care plan** developed by the BCaBA or BCBA supervisor

Education and Certification Requirements

Individuals must **be at least 18 years of age and hold a high school diploma or equivalent** to seek RBT certification.

Individuals must complete an accredited **40-hour RBT training program** and **pass the RBT Initial Competency Assessment**. After completing these requirements, individuals can **apply for RBT certification through the Behavior Analyst Certification Board**.

Wage Information

Estimated Statewide Average Hourly Wage

~\$20-25

Wage data for Registered Behavior Technician not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Board Certified Assistant Behavior Analyst (BCaBA)

Role Description

- **Provide Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior challenges, **under the supervision of a Board Certified Behavior Analyst (BCBA)**
- Work **under the supervision of a Board Certified Behavior Analyst (BCBA)** & **may supervise a Registered Behavior Technician (RBT)**
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- **Solve behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **May recommend changes to client care plans** to be approved by supervising BCBA
- **May supervise a Registered Behavior Technician (RBT)** who works directly with client

Education and Certification Requirements

Candidates must have a **Bachelor's degree** or higher **and have completed the behavior-analytic coursework requirements** set by the Behavior Analyst Certification Board.

Candidates must also **complete either 1,300 hours of supervised fieldwork or 1,000 hours of concentrated supervised fieldwork**, which involves more intensive supervision (i.e., more frequent contact with supervisors and a higher percentage of supervised hours per period).

After meeting all eligibility requirements, candidates must **pass the BCaBA certification examination**. Passing the exam confers BCaBA certification. **BCaBAs do not need additional licensing in California, but other states may have further licensure requirements.**

Wage Information

Estimated Statewide Average Hourly Wage

~\$26-30

Wage data for Board Certified Assistant Behavior Analyst not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Board Certified Behavior Analyst (BCBA)

Role Description

- **Supervise Registered Behavior Technicians (RBTs) & Board Certified Assistant Behavior Analysts (BCaBAs) providing Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior-related challenges
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- **Solve behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **Develop care plans for clients** and approve proposed adjustments to care plans from BCaBAs

Education and Certification Requirements

Candidates must have a **Master's degree or higher from an accredited behavior analysis program** or a different Master's degree with the required behavior-analytic coursework as specified by the Behavior Analyst Certification Board.

Candidates must also **complete either 2,000 hours of supervised fieldwork or 1,500 hours of concentrated supervised fieldwork**, which involves more intensive supervision (i.e., more frequent contact with supervisors and a higher percentage of supervised hours per period).

After meeting all eligibility requirements, candidates must **pass the BCBA certification examination**. Passing the exam confers BCBA certification. **BCBAs do not need additional licensing in California, but other states may have further licensure requirements.**

Wage Information

Estimated Statewide Average Hourly Wage

~\$35-45

Wage data for Board Certified Behavior Analyst not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.



California Community Colleges

Thank you!

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