



BPMT  
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# Key Findings from the BPMT Psychedelic Assisted-Therapy Job Analysis Survey

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# Objectives

The Board of Psychedelic Medicine and Therapies (BPMT), in collaboration with ACS Ventures, LLC, conducted a comprehensive **job analysis** to establish the knowledge, skills, and tasks required for Psychedelic-Assisted Therapy (PAT) practitioners. The findings inform the development of a credentialing exam and practitioner eligibility criteria that ensures safe, ethical, and competent delivery of PAT across diverse practice settings and populations.

## Objectives

- **Purpose:** Develop a standardized framework for PAT practice that reflects current professional requirements and ethical standards.
- **Goal:** Ensure that certified practitioners possess the necessary knowledge and competencies for safe, ethical, and effective PAT delivery.



# FIGURE 1: STUDY PHASES AND PROCESS



# The job analysis was conducted in three phases:

## Phase 1. Focus Groups:

- **Participants:** 17 Subject Matter Experts (SMEs) with diverse expertise in clinical practice, research, and education.
- **Outcome:** Developed a draft framework organized into three domains:
  - **Assessment:** Evaluating client needs and suitability for PAT.
  - **PAT Process:** Preparing and guiding clients through the therapeutic experience.
  - **Post-Treatment Activities:** Supporting integration and long-term care.
- In addition to defining these domains, the focus groups also identified crosscutting knowledge areas such as ethics, cultural competence, and pharmacology, which are essential across all aspects of PAT.



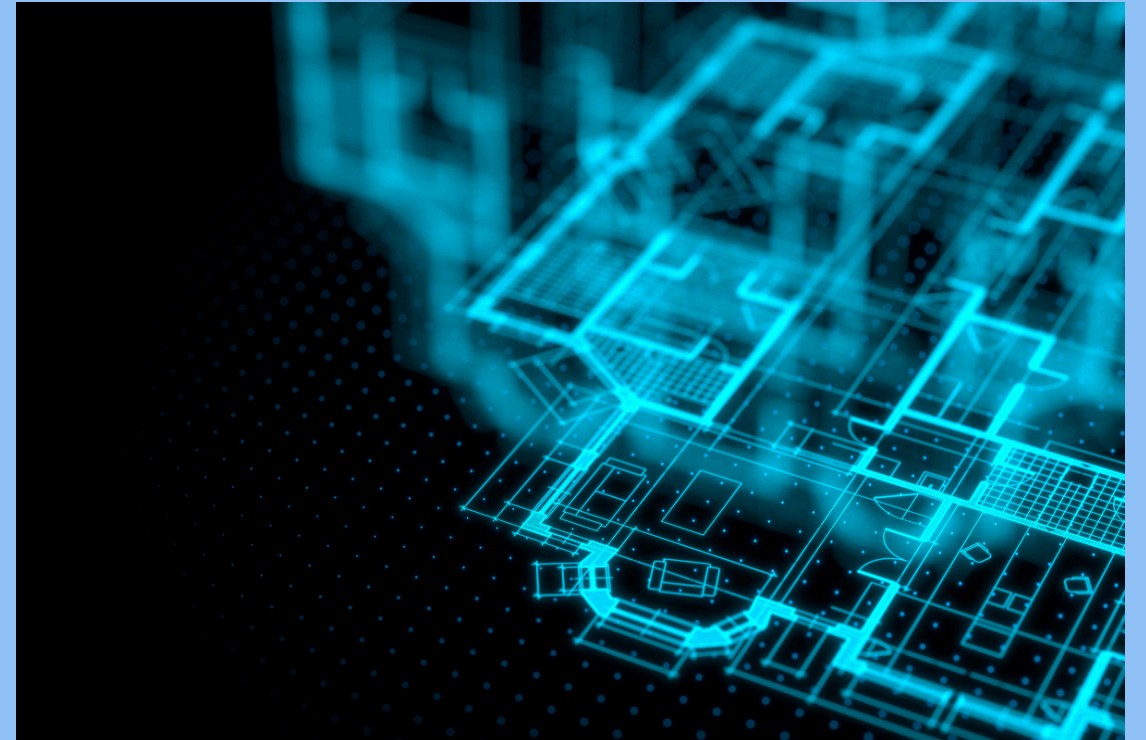
## Phase 2. Survey:

- **Participants:** 366 respondents were predominantly advanced-degree professionals with an average of 16 years in mental health and 5 years in psychedelics.
- **Objective:** Validate and refine the draft framework.
- **Survey included:**
  - Ratings on the importance of **15 core tasks**.
  - Input on certification prerequisites.
  - Feedback on knowledge statements—survey statements designed to assess an individual's level of knowledge required to perform a particular job function—for PAT practice.

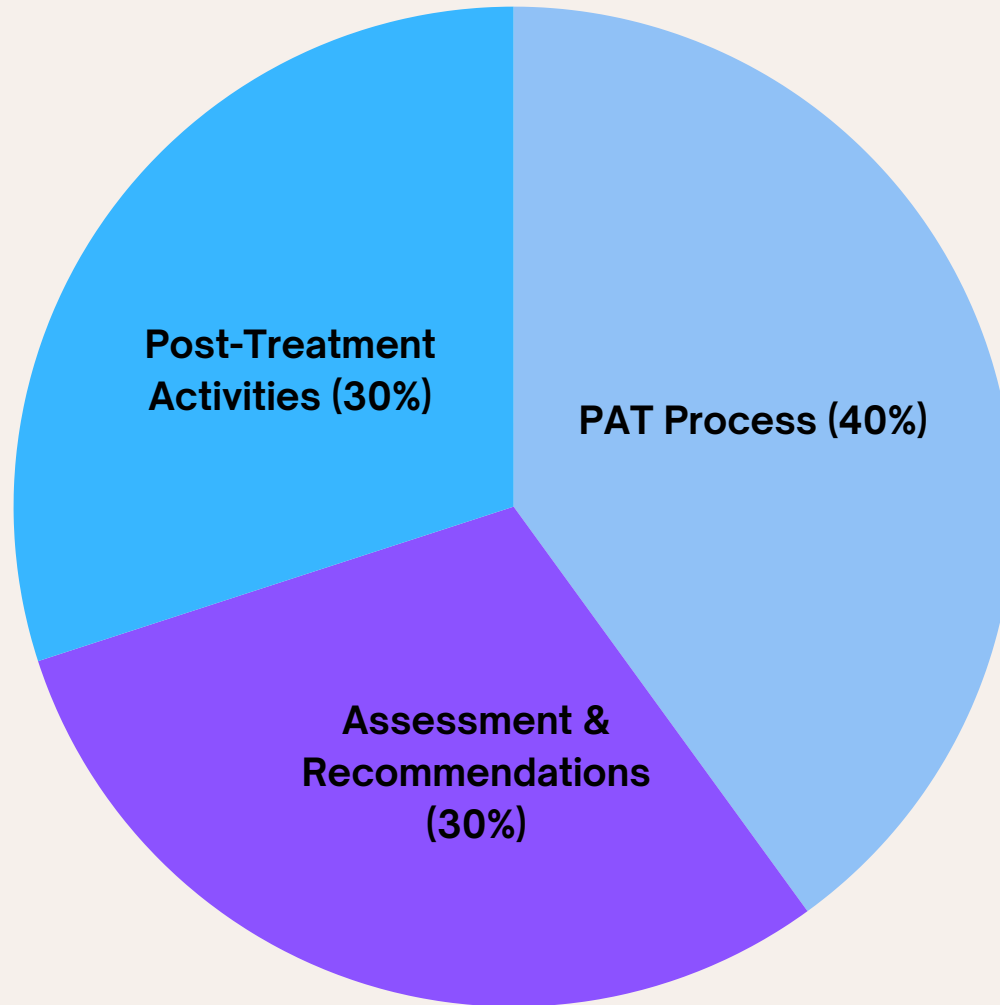


## Phase 3. Analysis and Blueprint Development:

- Survey data were analyzed to develop a certification exam blueprint (outline of content areas and distribution of content for a certification exam).
- SMEs provided recommendations on task prioritization and exam weighting:
  - PAT Process: 40%**
  - Assessment: 30%**
  - Post-Treatment Activities: 30%**
- Focus groups identified key areas of knowledge that apply across all aspects of Psychedelic-Assisted Therapy, including ethics, cultural competence, and pharmacology.



## FIGURE 2: CERTIFICATION EXAM CONTENT WEIGHTING



- **PAT Process (40%)**  
Facilitating the therapeutic use of psychedelics, including preparation, session monitoring, and ensuring client safety during treatment.
- **Assessment & Recommendations (30%)**  
Supporting clients in integrating their psychedelic experiences through follow-up sessions, resources, and addressing ongoing needs.
- **Post-Treatment Activities (30%)**  
Evaluating client suitability for psychedelic therapy and creating personalized treatment plans based on their medical and psychological history.



# Key Findings

## Core Competencies:

The study validated 15 essential job tasks, categorized into three primary domains.

## Essential knowledge areas:



**Ethics**



**Cultural humility**



**Pharmacology**



**Neuroplasticity**



**Scientific Foundations of Psychedelic Therapies**

## Certification Prerequisites:

- Licensure in mental health or healthcare fields.
- Completion of 240 hours of formal training, including ethics and cultural sensitivity.
- 2 years of post-licensure experience with 100 hours in PAT settings.

## Respondent Demographics:

- 98% held advanced degrees.
- 78% were actively practicing in PAT.





# FIGURE 3: RESPONDENT DEMOGRAPHICS

## Years of PAT Experience

- Average of 16 years in mental health fields
- Average of 5 years in Psychedelic-Assisted Therapy

## Education Levels

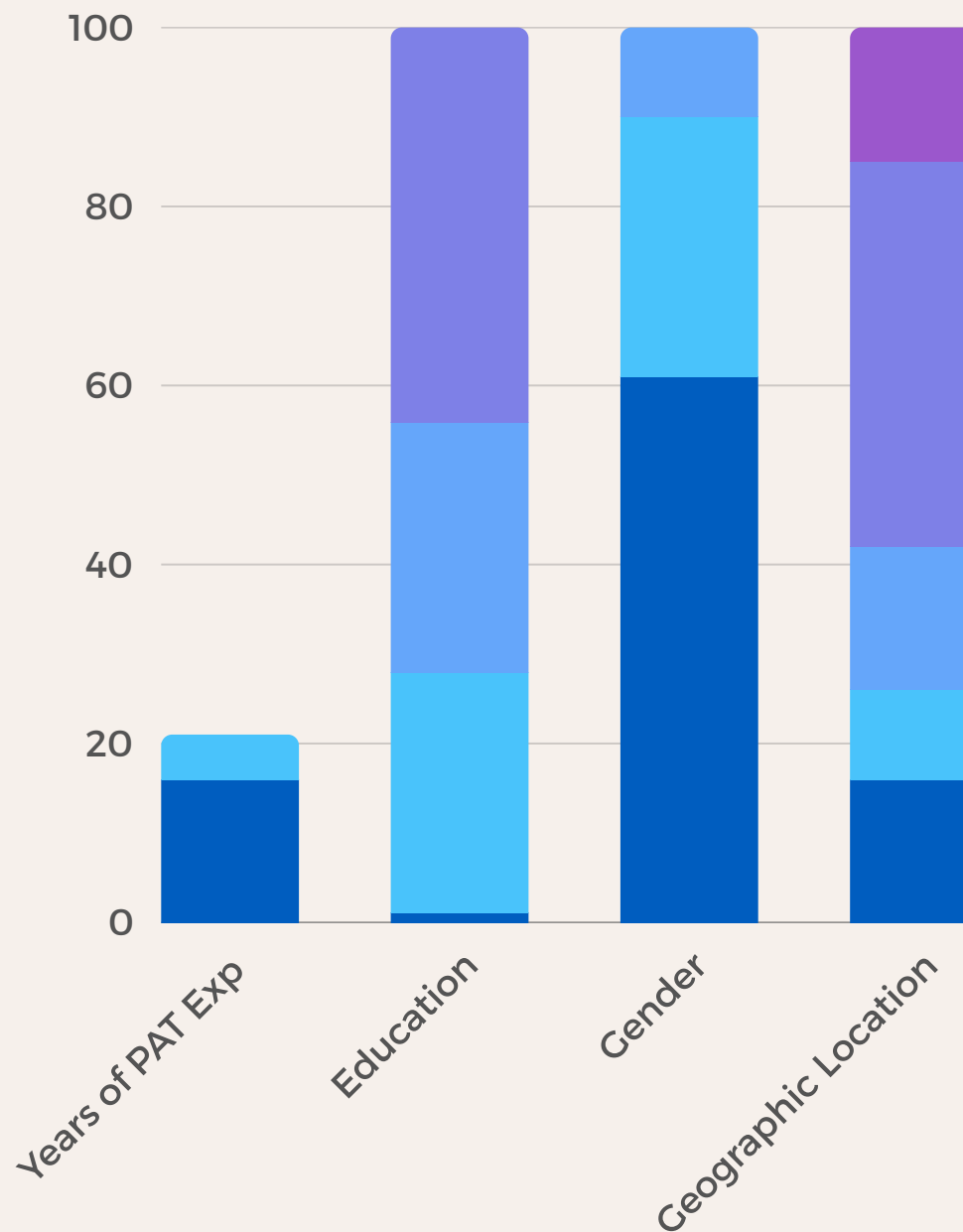
- 1% Bachelor's Degree or lower
- 27% Master's Degrees
- 28% Doctorate Degrees
- 44% Medical Degrees

## Gender

- 61% Cisgender Women
- 29% Cisgender Men
- 10% Nonbinary/Genderqueer/Two Spirit/Transgender/Other/Prefer Not to Respond

## Geographic Location

- 16% Northeast
- 10% Midwest
- 16% South
- 43% West
- 15% Multiple Regions



\*Broad representation across the U.S. with most respondents practicing in urban and metropolitan settings.



# Exam Structure

The BPMT certification exam is designed to assess the practical competencies and critical knowledge areas required for Psychedelic-Assisted Therapy (PAT) practitioners. Each exam item is directly linked to a specific job task to ensure alignment with real-world practice.

## Exam Format:

- 100-150 multiple-choice and scenario-based questions designed to assess applied knowledge and decision-making.
- Case study-based items evaluating clinical judgment, ethics, and cultural competence.
- Questions incorporate cross-cutting knowledge, such as pharmacology, safety protocols, and therapeutic approaches.
- Ensures certified practitioners demonstrate a comprehensive understanding of PAT and are well-equipped to provide safe, ethical, and effective care.



# Impact

The BPMT credentialing process is a direct response to the need for standardized, ethical, and competent PAT practitioners. This study ensures that certification is rigorous and aligned with real-world practice.

## Practitioner Perspectives from the Survey:

- 85% of respondents support a standardized certification for PAT practitioners.
- 72% of respondents believe personal experience with non-ordinary states of consciousness is essential for competency.
- Nearly all respondents emphasized the need for cultural competency training in certification.



## How This Certification Elevates the Field:

- Promotes Public Trust – Establishes a recognized standard for PAT practitioners.
- Ensures Safety & Ethical Practice – Incorporates training in risk assessment, informed consent, and client care.
- Expands Accessibility – Includes training on cultural humility to serve diverse populations.
- Supports Professional Growth – Requires continuing education in ethics, pharmacology, and neuroscience.



# Conclusion

The job analysis survey and analysis ensure that BPMT-certified practitioners are equipped to deliver safe, competent, and ethical Psychedelic-Assisted Therapies.

By formalizing standards and integrating crosscutting knowledge, BPMT establishes itself as a leader in responsibly advancing the field of psychedelic medicine and therapies.



# References

American Educational Research Association, American Psychological Association, & National Council on Measurement in Education (Eds.). (2014). Standards for educational and psychological testing. American Educational Research Association.

National Commission for Certifying Agencies. (2021). Standards for the accreditation of certification programs. Institute for Credentialing Excellence.



# Acknowledgements

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