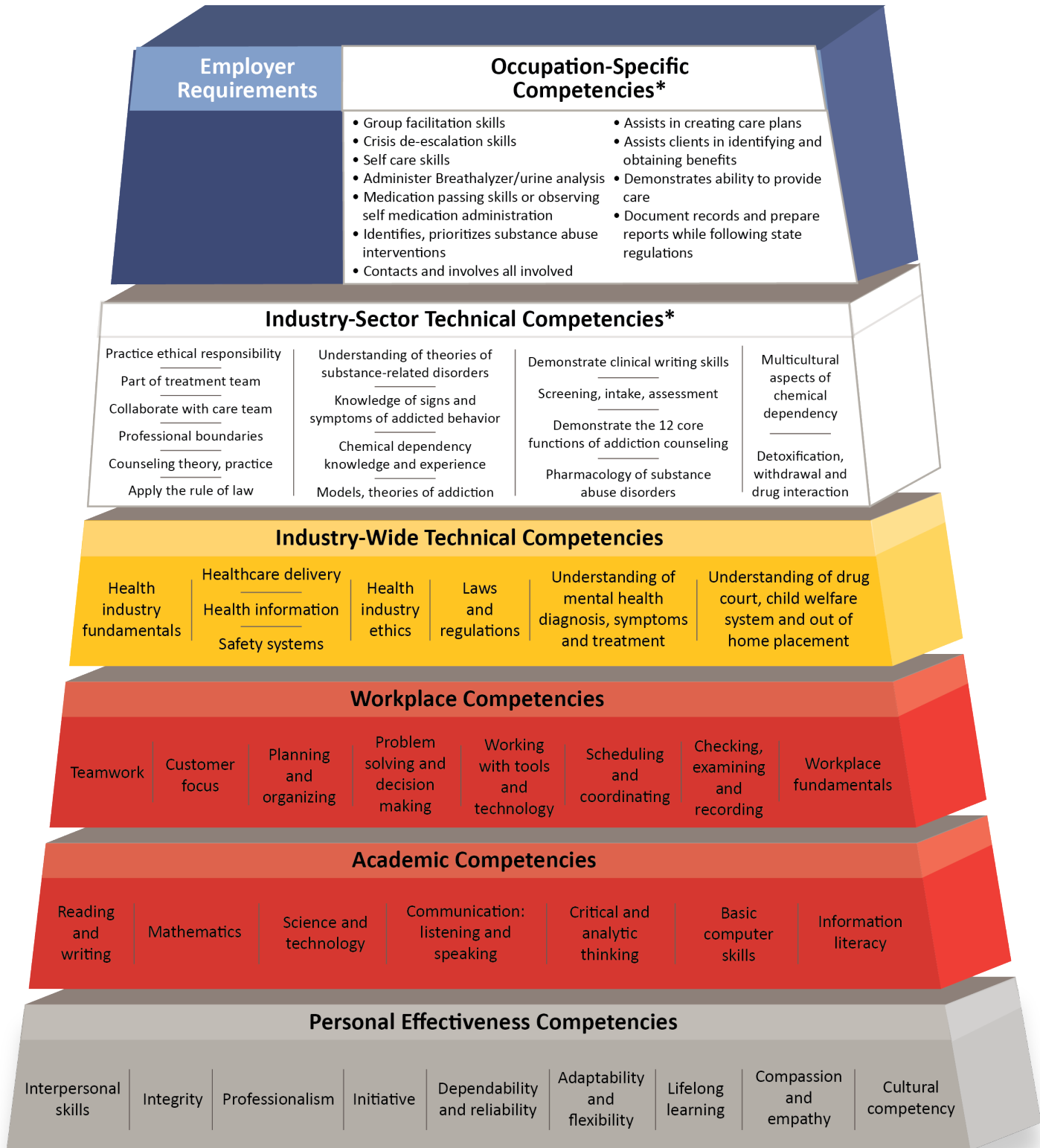


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Addiction Specialist



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



Competency Model for Addiction Specialist

Addiction Specialist – This position is responsible for helping patients overcome dependence on drugs, alcohol, and destructive behaviors. Addiction specialists intervene when patients are often at their lowest points in their struggles with addiction. A certified drug and alcohol counselor may also work with the families of addicts to assist the healing process. These professionals may work in outpatient facilities, inpatient rehabilitation centers or hospitals.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Practice ethical responsibility** – Understand that medical ethics allow for people, regardless of race, gender, or religion to be guaranteed quality and principled care.
- **Part of treatment team** – Understand how to function as part of a team of care providers.
- **Collaborate with care team** – Understand how to effectively collaborate with colleagues for appropriate patient care.
- **Professional boundaries** – Understand what professional boundaries are and identify poor ones. Learn how to create healthy boundaries from the very beginning of the relationship.
- **Knowledge of signs and symptoms of addicted behavior** – Able to recognize the problematic pattern of use, which leads to clinically significant impairment or distress.
- **Chemical dependency knowledge and experience** – Understand when the body becomes dependent on a chemical and its effects.
- **Models and theories of addiction** – Understanding of addiction and other problems related to substance abuse.
- **Demonstrate clinical writing skills** – Able to express professional documentation.

- **Pharmacology of substance abuse disorders** – Understand the dynamics of addiction and uses, effects, and types of action of drugs.
- **Screening, intake, assessment** – Understand how to develop an effective treatment plan.
- **Demonstrate the twelve core functions of addiction counseling** – Ability to be effective and successful in building a plan to overcome dependency.
- **Counseling theory and practice** – Understand crisis intervention, orientation, and client education.
- **Multicultural aspects of chemical dependency** – Understand chemical dependency and the family in culturally diverse and identified populations.
- **Apply the rule of law** – Understand the law related to addiction counseling.
- **Understanding the theories of substance related disorders and conditions** – Able to understand post-acute withdrawal syndrome; traumatic brain injuries; mental health conditions.
- **Detoxification, withdrawal, and drug interaction** – Understand the symptoms and length of time of detoxification methods and the harmful interaction of varying substances.

Occupation-Specific Competencies

On-the-Job Training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Group facilitation skills** - Ability to plan, guide and manage to ensure group objectives are met effectively.
- **Crisis de-escalation skills** - Understand a variety of psychosocial techniques aimed at reducing violent and/or disruptive behavior.
- **Self-care skills** – Understand the importance of professional development activities that will help to assist in challenging work cognitively, physically and emotionally.

- **Administer breathalyzer/urine analysis** – Able to operate tools that can be used to make informed decisions about alcohol and other substance use.
- **Medication passing skills or observing self-medication administration** – Ability to prepare, educate and administer medications and/or observing patient self-medicate using safe and correct methods.
- **Identify and prioritize substance abuse interventions** – Understand as it relates to treatment and continuing care.
- **Contacts and involves all involved** – Understand the importance of including patient, referrer, and family as appropriate in assessment and care planning processes. Facilitates family conferences and requests supervision when required.
- **Assists in creating care plans** - Understands individualized care that includes multidisciplinary input as well as involvement of the patient and other appropriate collateral resources. Assists in developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse.
- **Assists clients in identifying and obtaining benefits** – Able to refer to public or private agencies, as well as social and community services.
- **Demonstrates ability to provide care** – Understand the need to adjust approaches to reflect developmental levels and cultural differences.
- **Document records and prepare reports while following state regulations** – Understand the importance of documenting visits, treatment plan and outcomes.

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