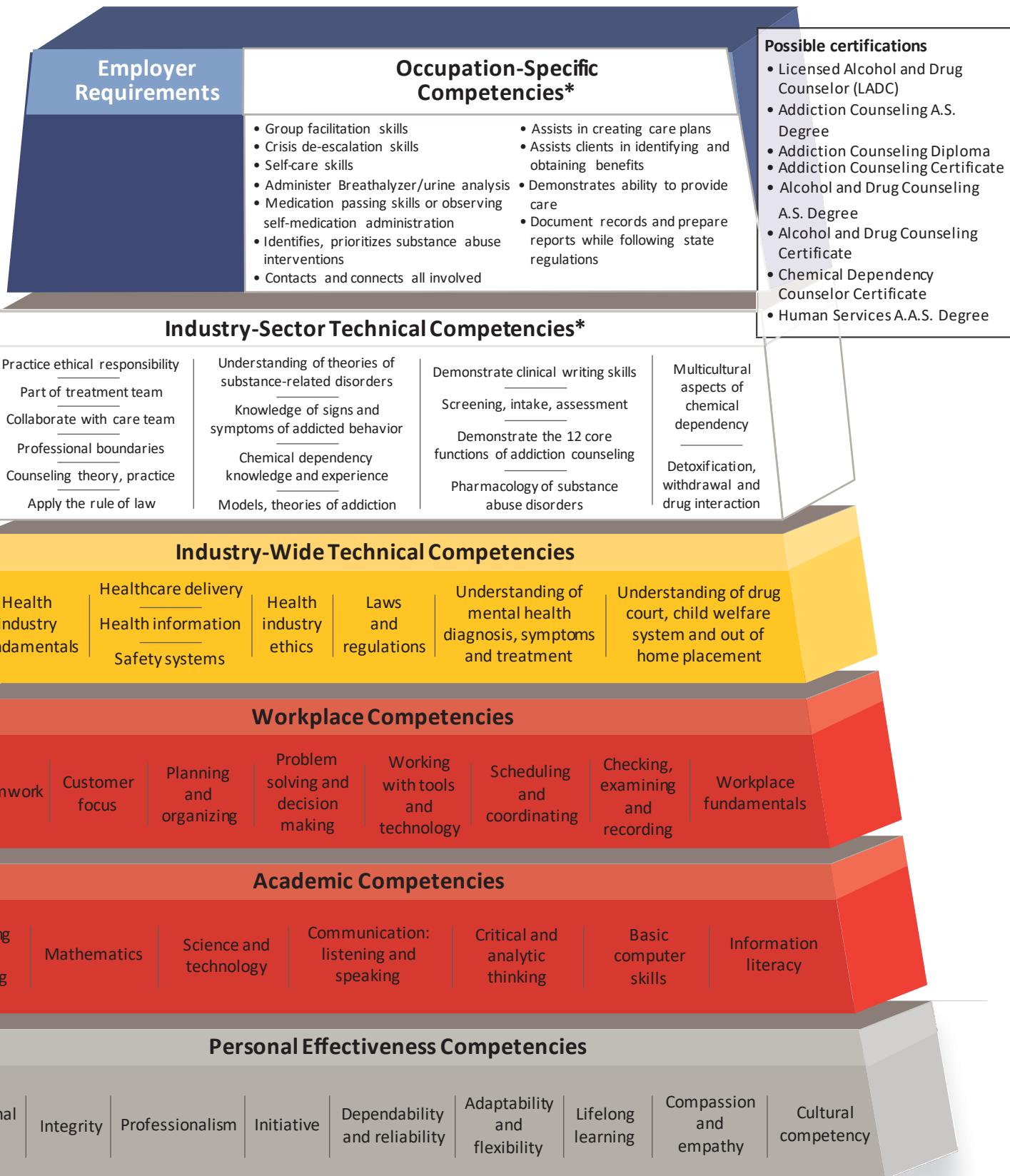


# Minnesota Dual-Training Pipeline

## 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 Health Care Services

### Addiction Specialist

A healthcare professional who helps 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

- Practice ethical responsibility – 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 – Understanding on how to work within a care team environment and 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 – recognizing the problematic pattern of use, which leads to clinically significant impairment or distress.
- Chemical dependency knowledge and experience – when the body becomes dependent on the chemical and its effects.
- Models and theories of addiction – including other problems related to substance abuse.
- Demonstrate clinical writing skills – for professional documentation.
- Pharmacology of substance abuse disorders – including the dynamics of addiction.
- Screening, intake, assessment – in order to develop an effective treatment plan.
- Demonstrate the twelve core functions of addiction counseling – to be effective and successful in building a plan to overcome dependency.
- Counseling theory and practice – for crisis intervention, orientation and client education.
- Multicultural aspects of chemical dependency – chemical dependency and the family in culturally diverse and identified populations.
- Apply the rule of law – related to addiction counseling.
- Understanding of theories of substance related disorders and conditions – such as post-acute withdrawal syndrome; traumatic brain injuries; mental health conditions.
- Detoxification, withdrawal and drug interaction – symptoms and length of time in detoxification methods and the harmful interaction of varying substances.

## Occupation-Specific Competencies

- Group facilitation skills – ability to plan, guide and manage to ensure group objectives are met effectively.
- Crisis de-escalation skills – includes a variety of psychosocial techniques aimed at reducing violent and/or disruptive behavior.
- Self-care skills – important professional development activities that will help to cognitively, physically and emotionally assist in challenging work.
- Administer breathalyzer/urine analysis – 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.
- Identifies and prioritizes substance abuse interventions– to be addressed in treatment and continuing care.
- Contacts and involves all involved– 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 – 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– including referring them to public or private agencies, as well as social and community services.
- Demonstrates ability to provide care – by adjusting approaches to reflect developmental level and cultural differences.
- Document records and prepare reports while following state regulations – concerning client visits, treatment plan and outcomes.

### Possible Certifications:

Licensed Alcohol and Drug Counselor (LADC)  
Addiction Counseling A.S. Degree  
Addiction Counseling Diploma  
Addiction Counseling Certificate  
Alcohol and Drug Counseling A.S. Degree  
Alcohol and Drug Counseling Certificate  
Chemical Dependency Counselor Certificate  
Human Services A.A.S. Degree

## Medical Laboratory Technician Competency Training Plan

	Course	Course Description	Credit/Non-Credit	Hours spent on Competency
<b><i>Related Instruction Competencies</i></b>				
Practice ethical responsibility				
Part of treatment team				
Collaborate with treatment team				
Professional boundaries				
Knowledge of signs and symptoms of addicted behavior				
Chemical dependency knowledge and experience				
Models and theories of addiction				
Demonstrate clinical writing skills				
Pharmacology of substance abuse disorders				
Screening, intake, assessment				
Counseling theory and practice				
Multicultural aspects of chemical dependency				
Apply the rule of law				

Understanding of theories of substance related disorders				
Detoxification, withdrawal, and drug interaction				
<b><i>On-The-Job Training is the work experience and instruction. Training experience need not be in the exact order as listed below</i></b>				
	<b>Trainer/Instructor</b>	<b>Name of person responsible for verifying competency mastery</b>	<b>Hours spent on competency</b>	
Group facilitation skills				
Crisis de-escalation skills				
Self-care skills				
Administer breathalyzer/urine analysis				
Medication passing skills or observing self-medication administration				
Identifies and prioritizes substance abuse interventions				
Contacts and connects all involved				
Assists in creating care plans				
Assists clients in identifying and obtaining benefits				
Functional assessment				
Demonstrates ability to provide care				
Document records and prepare reports				