

CAAP CONTENT OUTLINE

FINAL OCTOBER 2021

BEHAVIORAL HEALTH COMPETENCE

1. Knowledge of substance use disorders, mental health disorders, co-occurring disorders, process addictions and recovery.
2. Recognize the signs and symptoms of substance use disorders, mental health disorders, co-occurring disorders, process addictions and recovery.
3. Knowledge of and the ability to identify behaviors related to substance use disorders, mental health disorders, co-occurring disorders, and process addictions.
4. Understand relapse/reoccurrence of substance use disorders, mental health disorders, co-occurring disorders, process addictions and the impact on the individual's and/or family's recovery.
5. Knowledge of psychopharmacology used in the treatment of substance use and mental health disorders.
6. Understand the relationship between psychoactive substances and mental health and emotional disorders.
7. Knowledge of drug interactions and awareness of their potential impact to the individual.
8. Knowledge of the types of substances of use.
9. Recognize signs, symptoms, and methods of substance use.
10. Identify signs and symptoms of intoxication, tolerance, withdrawal, and overdose.
11. Knowledge of recovery/wellness pathways and models of addiction.
12. Knowledge of trauma-informed care.
13. Knowledge of the effects of trauma on the individual and family.
14. Knowledge of clinical needs of various populations (women, adolescents, veterans, etc.).
15. Knowledge of risk factors for suicide, homicide, family violence, self-injury, and other harmful behaviors.
16. Understand the mutual impact of substance use disorders, mental health disorders, co-occurring disorders, process addictions and recovery on the individual, family, and community.
17. Educate the individual, family, and community about substance use disorders, mental health disorders, co-occurring disorders, process addictions and recovery.

CASE MANAGEMENT

1. Understand and utilize ASAM criteria.
2. Knowledge of screening and assessment tools and applications.
3. Knowledge of referral resources for individuals and families including those that require special considerations, accommodations and/or services.
4. Knowledge of barriers to accessing services.
5. Advocate for individuals and families.
6. Identify services and resources to meet the individual and/or family's needs including financial, eligibility requirements, limitations, and other criteria of services.
7. Knowledge of skill development for individuals and families.
8. Identify strengths, resources, and systems to achieve and advance goals.
9. Knowledge of measurement and monitoring techniques to assist the individual and family to achieve and advance their goals.

10. Assist the individual and family in understanding and navigating systems (healthcare, justice involved, organizational, etc.).
11. Follow-up with referral resources to ensure services are being provided in a timely manner and meeting the identified need(s).
12. Understand the importance of documentation.
13. Bridge the gap between collaborative entities (providers, community agencies, religious organizations, etc.) when working with individuals and families from diverse cultures.

ETHICAL RESPONSIBILITY AND PROFESSIONALISM

1. Conduct self in an ethical manner by adhering to codes of ethics and standards of practice.
2. Adhere to confidentiality and privacy rights in accordance with employer and legal reporting requirements.
3. Understand the limits of one's own education, training, experience, and scope of practice and when to refer to other professionals.
4. Adhere to requirements set by state or federal governments, and/or employing organization.
5. Maintain boundaries that distinguish between professional and personal relationships.
6. Understand and challenge stigma and discrimination.
7. Engage in continuing professional development relative to services provided.
8. Show openness and respect for multiple recovery/wellness pathways.
9. Understand issues related to accessibility, discrimination, abuse, neglect, and criminal activity that may be reportable or are mandatory to report under law and regulation.
10. Address ethical issues as they relate to legal and social challenges facing individuals and families.
11. Advocate for and engage in supervision, continuing education, networking, and other resources for professional development and lifelong learning for self and colleagues.

SAFETY AND SELF-CARE

1. Identify risks and safety in various settings.
2. Understand limitations and boundaries around safety.
3. Manage commitment to one's own organization's mission while advocating for the safety of self and others.
4. Understand strategies to de-escalate potential conflict.
5. Identify emergency or crisis situations and facilitate access to appropriate resources.
6. Communicate effectively during escalation and de-escalation of potential crisis situations in relationship to organization policy.
7. Knowledge of crisis management plans.
8. Advocate for safety training, policy, and protocols.
9. Promote one's own health and well-being.
10. Identify and practice ways to cope with personal and organizational stressors.
11. Understand challenges and boundaries as they relate to self-care.

PROFESSIONAL COMMUNICATION AND INTERPERSONAL SKILLS

1. Engage the individual and establish rapport.
2. Knowledge of Motivational Interviewing.
3. Knowledge of Stages of Change.
4. Explain terms and concepts in ways that individuals, families, community members, and professional colleagues can understand.
5. Address conflicts that may arise in a professional and safe manner.
6. Communicate professionally, respectfully, clearly, and concisely using person-centered language (written, verbal, etc.) in all interactions.
7. Ensure communication access for all populations, including providing reasonable accommodations required under state or federal law.

CULTURAL COMPETENCY

1. Knowledge and understanding of the connection between one's own culture and its impact on work with diverse individuals, families, communities, and colleagues.
2. Use cultural background and life experience while maintaining objectivity and professional behavior.
3. Recognize, respect, and understand different aspects of culture, language, and identity and how these can influence the thinking, beliefs, and behavior of others.
4. Understand that organizational culture can influence the way services are delivered and the way individuals and families experience services.
5. Interact sensitively and non-judgmentally with individuals from diverse cultures.
6. Understand cultural bias(es) and practice cultural humility.
7. Identify when individuals and families require language assistance, translation, and/or interpretation, and know how to obtain these services.
8. Advocate for and promote the use of culturally and linguistically appropriate services and resources.
9. Identify different aspects of culture and how these can influence health beliefs and behavior.
10. Utilize language and behavior that is responsive to the diversity of cultures encountered.