

SUD/OD COMPETENCIES

1. Communicate and collaborate effectively as a social worker with patients and other providers as part of an SUD/OD care team.

- I understand the role of a social worker as part of an SUD/OD care team.
- I have a good understanding of my role on the SUD/OD care team.
- I understand the roles of the members of the SUD/OD treatment team and feel confident in my ability to engage the appropriate members to address a patient's general and behavioral health problems.
- I understand how to assess a patient's health literacy.
- I understand how to convey relevant information about behavioral health including SUD/OD and general health in a way that is non-judgmental and helps overcome barriers or stigma to access services.
- I have working knowledge of care team meetings, inter-professional roles, and the inter-professional practice approach to patient care.
- I feel confident in my ability to communicate information to clinicians and providers, SUD/OD care colleagues and other professionals to enhance integrated care delivery.
- I feel confident in my ability to problem-solve and facilitate team processes when there are professional disagreements within the care team.
- I feel confident in my ability to give an "elevator speech" to patients about my role on the care team and the services available.

2. Have a working knowledge of behavioral and psychological factors in SUD/OD

- I have a working knowledge of behavioral and psychological factors in SUD/OD
- I have a working knowledge of how psychosocial and behavioral health factors and conditions interact with SUD/OD.
- I have a working knowledge of how social determinants of health impact care.
- I have a working knowledge of social determinants of health.
- I understand the influence of family systems, trauma, human development and/or adverse childhood experiences on care and health in substance use.

3. Recognize a basic understanding of the role of pharmacotherapeutic agents in SUD/OD treatment, including medication assisted treatment, with an understanding of why and when they are indicated.

- I understand the different types of medication assisted treatment (MAT) available for substance use disorders, how and when they are prescribed.

- I have a working knowledge of the names and purposes of medications used for treating OUD and some other forms of SUD
- I can identify symptoms of opioid overdose and perform overdose prevention measures including administration of naloxone.

4. Identify and assess substance use health needs in a variety of social work practice settings and assess patient's readiness to engage in treatment.

- I can demonstrate an ability to assess for substance use disorders in a variety of social practice settings and identify the most appropriate course of treatment, and refer patients to services if appropriate.
- I understand the strengths and limitations of screening tools and measures used to identify SUD/OD
- I understand how to evaluate a patient's readiness-to change.
- I am able to quickly provide detailed information about a patient's strengths and problems to other care team members.
- I have a working knowledge of the theories of substance use disorders and discuss how each aligns with social work values.

5. Provide efficient and effective care delivery using evidence-based interventions, in collaboration with other providers and community supports.

- I have a working knowledge of evidence-based behavioral health interventions that may be used in SUD/OD prevention, treatment, and recovery, especially brief interventions based on motivational interviewing and SBIRT to address problematic substance use.
- I understand what resources are available in a community to support a patient's care plan or self-management and recovery.
- I have working knowledge of how and when to refer or navigate patients to specialties or community referrals.
- I have a working knowledge of "warm handoffs" and their role in SUD/OD prevention, treatment and recovery.
- I have a working knowledge of what "efficient and effective" care is in an SUD/OD prevention, treatment, or recovery setting.
- I have a working knowledge of mandated reporting requirements on abuse and neglect in Colorado.
- I feel confident in my ability to develop relationships with community organizations, agencies, or schools that offer resources to more fully meet patients' needs.
- I have working knowledge of person-centered care.
- I feel confident in my ability to evaluate my own competencies and determine the need for continuing education in SUD/OD prevention, treatment and recovery.

- I have working knowledge of appropriate documentation billing and reimbursement procedures in SUD/OD treatment settings.

6. Recognize personal and community biases, handle ethical dilemmas, and engage appropriate use of self in working with patients, families, and services provides.

- I understand my own biases towards individuals with substance use disorders and cultivate respect for those with substance use problems.
- I can explore ethical dilemmas that social workers may encounter in substance use disorder treatment settings and when using/referring patients to different types of treatment approaches.
- I understand strategies to de-stigmatize substance use disorders, behavioral health problems and treatment.

7. Evaluate effectiveness of SUD/OD care delivery and implement strategies for improvement.

- I understand how to evaluate a treatment plan and initiate a change of ask for a consultation when the care is not working.
- I have a working understanding of how to measure patient outcomes of behavior change and goals at every visit.
- I understand how to use data to help monitor a patient's progress.
- I have a working knowledge of strategies to evaluate and improve care team collaboration to enhance the patient's engagement and care.
- I have working knowledge of process improvement methods to enhance teamwork and clinical care.
- I understand strategies for managing stress in an SUD/OD practice.

8. Provide and advocate for culturally responsive, whole-person, and family-oriented care.

- I understand the importance of engaging a patient and their family and building rapport for planning and decision-making regarding their care.
- I understand the role of social functioning and relationships in health, illness, health practices, health beliefs, and participation in treatment and feel confident in my ability to integrate family and cultural strengths in support of patient care.
- I have a working understanding of how to take into account gender, gender identity, sexual orientation, disability, ethnicity/race, age, and other distinctive cultural identifications while planning and providing care.
- I feel confident in my ability to quickly adapt treatment approaches based on cultural factors to help make care more acceptable and successful.
- I have a working knowledge of health disparities, especially those that exist in rural and medically under-served communities.

- I feel confident in my ability to advocate for patients when there are systemic barriers such as social, economic, and political access to substance use care.