

Workforce Issues for the Addiction Profession

Donald Osborn, NAADAC President

Cynthia Moreno Tuohy, NAADAC
Executive Director



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Scopes of Practice & Career Ladder for Substance Use Disorder

Treatment of substance use disorders (SUD) is recognized as a multidisciplinary practice supported by theoretical and scientific literature.



Scopes of Practice & Career Ladder for Substance Use Disorder

Research has demonstrated that evidence-based treatment of substance use disorders can lead to significant reductions in drinking and drug taking as well as major improvements in physical and mental health and social functioning.



Scopes of Practice & Career Ladder for Substance Use Disorder

However, the provision of culturally relevant evidence-based practices and the demonstration of significant treatment outcomes depend on an effectively trained and supported workforce.¹



Scopes of Practice & Career Ladder for Substance Use Disorder

The Patient Protection and Affordable Care Act and the Mental Health Parity and Addiction Equity Act requires health plans, self-insured employers, and union-funded group health plans that offer mental health and substance use disorder benefits to establish the same financial requirements and benefit limitations that apply to general medical and surgical care.



Scopes of Practice & Career Ladder for Substance Use Disorder

Behavioral health providers are preparing for changes in business practices along with developing the workforce needed to respond to changes in payment for services and anticipated increase in the demand for services.



Scopes of Practice & Career Ladder for Substance Use Disorder

The substance use disorder treatment field will be held to the same standards and requirements as the primary health field. Therefore, the substance use disorder treatment profession needs to be ready to document and codify its services and service delivery systems



Scopes of Practice & Career Ladder for Substance Use Disorder

SAMHSA convened key stakeholders in March 2010 to develop a Model Scope of Practice and Career Ladder. Stakeholders included :

- Representatives from the higher education
- National Association of State Alcohol/Drug Abuse Directors (NASADAD)
- State Association of Addiction Services (SAAS)



Scopes of Practice & Career Ladder for Substance Use Disorder

SAMHSA convened key stakeholders in March 2010 to develop a Model Scope of Practice and Career Ladder. Stakeholders included :

- ❑ International Certification and Reciprocity Consortium (IC&RC)
- ❑ NADAAC, the National Association of Addiction Professionals
- ❑ Addiction Technology Transfer Center (ATTC) network.



Scopes of Practice & Career Ladder for Substance Use Disorder

- The draft Model Scope of Practice and Career Ladder were then sent out for field review and comments.
- This document provides a framework and a guide for States to develop their own Substance Use Disorder Scopes of Practice and Career Ladders to meet the needs of their specific jurisdiction.



Scopes of Practice & Career Ladder for Substance Use Disorder

Note that the recommendations in this document do not include standards for peer recovery workers.

It was determined that stakeholders from the recovery community would be best suited to develop these requirements unique to the peer recovery workforce



Scopes of Practice & Career Ladder for Substance Use Disorder

How the Scopes of Practice and Career Ladder can be used

This Model Scope of Practice and Career Ladder can be used and has been adapted by States and their constituencies, including the Single State Authorities (SSAs), leaders in the field, providers, professional associations, credentialing bodies, State consumer groups, and institutions of higher education.



Scopes of Practice & Career Ladder for Substance Use Disorder

These constituencies might use a model Scope of Practice to:

- Protect the public by setting standards;
- Put practice in line with higher education;
- Allow practitioners to be reimbursed for services (e.g., to collect 3rd party reimbursement);
- Raise awareness of the profession; and
- Inform workforce development activities.



Scopes of Practice & Career Ladder for Substance Use Disorder

There are many benefits that can result from the establishment of career ladders. These benefits include:

- Employee retention—career ladders illustrate potential for advancement, which serves as an incentive for employees to stay with organizations or within a field.



Scopes of Practice & Career Ladder for Substance Use Disorder

- Performance incentives—the opportunity for advancement motivates employees to produce and perform well on the job and to acquire new knowledge and skills.



Scopes of Practice & Career Ladder for Substance Use Disorder

- A career development program—the graphic representation of career ladders (such as the charts included) provides an easily understood tool to assist career counselors and individuals in career planning and decision-making.



Scopes of Practice & Career Ladder for Substance Use Disorder

Substance Use Disorder (SUD) professionals work in a broad variety of disciplines but share an understanding of the addiction process that goes beyond the narrow confines of any specialty.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities of a counselor per TAP 21:

- ❖ Clinical Evaluation
- ❖ Treatment Planning
- ❖ Referral
- ❖ Service Coordination
- ❖ Counseling
- ❖ Client, Family, and Community Education
- ❖ Documentation
- ❖ Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

CATEGORY 4: INDEPENDENT CLINICAL SUBSTANCE USE DISORDER COUNSELOR/SUPERVISOR

An Independent Clinical Substance Use Disorder Treatment Counselor/Supervisor typically has a Masters or other post graduate degree and is licensed to practice independently.



Scopes of Practice & Career Ladder for Substance Use Disorder

The scope of practice for Independent Clinical Substance Use Disorder Counselor/Supervisor can include:

- Clinical evaluation, including screening, assessment, and diagnosis of Substance Use Disorders (SUDs) and Co-Occurring Disorders (CODs)
- Treatment Planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention



Scopes of Practice & Career Ladder for Substance Use Disorder

- Referral
- Service Coordination and case management in the areas of SUDs and CODs
- Counseling, therapy, trauma informed care, and psycho-education with individuals, families, and groups in the areas of SUDs and CODs
- Client, Family, and Community Education
- Documentation
- Professional and Ethical Responsibilities
- Clinical supervisory responsibilities for all categories of SUD Counselors



Scopes of Practice & Career Ladder for Substance Use Disorder

The Independent Clinical Substance Use Disorder Counselor/Supervisor can practice under the auspice of a licensed facility, within a primary care setting, or as an independent private practitioner. It is the responsibility of the Independent Clinical Substance Use Disorder Counselor/Supervisor to seek out clinical supervision and peer support.



Scopes of Practice & Career Ladder for Substance Use Disorder

CATEGORY 3: CLINICAL SUBSTANCE USE DISORDER COUNSELOR

The Clinical Substance Use Disorder Treatment Counselor typically has a Masters or other post graduate degree. Depending on the jurisdiction, persons in this position either have not attained their license, or the license is restricted to practice only under supervision of a Category 4 Independent Clinical Substance Use Disorder Counselor/Supervisor.



Scopes of Practice & Career Ladder for Substance Use Disorder

Category 3 Clinical Substance Use Disorder Counselor scope of practice can include:

- Clinical evaluation, including screening, assessment, and diagnosis of Substance Use Disorders (SUDs) and Co-Occurring Disorders (CODs)
- Treatment Planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention



Scopes of Practice & Career Ladder for Substance Use Disorder

- Referral
- Service Coordination and case management in the areas of SUDs and CODs
- Counseling, therapy, trauma informed care, and psycho-education with individuals, families and groups in the areas of SUDs and CODs
- Client, Family, and Community Education
- Documentation
- Professional and Ethical Responsibilities
- Clinical supervisory responsibilities for categories Levels 1 and 2 as well as Substance Use Disorder Technicians.



Scopes of Practice & Career Ladder for Substance Use Disorder

The Substance Use Disorder Counselor 3 can only practice under the auspice of a licensed facility, within a primary care setting, and under clinical supervision of a Clinical Substance Use Disorder Counselor 4.



Scopes of Practice & Career Ladder for Substance Use Disorder

CATEGORY 2: SUBSTANCE USE DISORDER COUNSELOR

The Scope of Practice for the category of those with a Bachelor's degree includes the following activities with clinical supervision of a Clinical Substance Use Disorder Counselor or other state approved supervisor:



Scopes of Practice & Career Ladder for Substance Use Disorder

- Clinical evaluation, including diagnostic impression or Screening, Brief Intervention, and Referral to Treatment Referral (SBIRT)
- Treatment Planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention
- Referral
- Service Coordination and case management for SUDs and CODs



Scopes of Practice & Career Ladder for Substance Use Disorder

- Counseling, therapy, trauma informed care, and psycho-education with individuals, families, and groups
- Client, Family, and Community Education
- Documentation
- Professional and Ethical Responsibilities
- Clinical supervisory responsibilities for all categories of SUD Counselors



Scopes of Practice & Career Ladder for Substance Use Disorder

The Substance Use Disorder Counselor
2 can only practice under the
auspice of a licensed facility, within
a primary care setting, and under
the clinical supervision of Clinical
Substance Use Disorder
Counselor/Supervisor or Clinical
Substance Abuse Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

CATEGORY 1: ASSOCIATE SUBSTANCE USE DISORDER COUNSELOR

The Scope of Practice for the category of those with an Associate's degree include the following activities with clinical supervision from a Clinical Substance Abuse Counselor or state approved supervisor and/or administrative supervision of a Substance Abuse Counselor:



Scopes of Practice & Career Ladder for Substance Use Disorder

- Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT).
- Monitor treatment plan/compliance
- Referral
- Service Coordination and case management for SUD



Scopes of Practice & Career Ladder for Substance Use Disorder

- Psycho-educational counseling of individuals and groups
- Client, Family, and Community Education
- Documentation
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

The Associate Substance Use Disorder Treatment Counselor can only practice under the auspice of a licensed facility or a primary care setting, and under the clinical and/or administrative supervision of an Independent Clinical Substance Use Disorder Counselor/Supervisor and a Clinical Substance Use Disorder Counselor or the administrative oversight of the Substance Use Disorder Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

SUBSTANCE USE DISORDER TECHNICIAN

The Scope of Practice for the category of those with a high school diploma or a GED include the following activities with clinical supervision from a Clinical Substance Abuse Counselor/Supervisor, Clinical Substance Abuse Counselor or state approved supervisor and/or administrative supervision of a Substance Abuse Counselor:



Scopes of Practice & Career Ladder for Substance Use Disorder

- Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT).
- Monitor treatment plan/compliance
- Referral
- Service Coordination and case management for SUD



Scopes of Practice & Career Ladder for Substance Use Disorder

- Psycho-educational counseling of individuals and groups
- Client, Family, and Community Education
- Documentation
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

The Substance Use Disorder Technician can only practice under the auspice of a licensed facility or a primary care setting, and under the clinical and/or administrative supervision of Clinical Substance Use Disorder Counselor/Supervisor, Clinical Substance Abuse Counselor, or the administrative oversight of the Substance Use Disorder Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

The Career Ladder for the Field of Substance Use Disorders presented here provides a framework for understanding the education, training, and supervised work experience necessary to enter and move up in the field to positions of increased responsibility. Some staff without degrees may start in an entry-level category and decide to pursue additional education and training to increase their level of responsibility, while others may decide to remain in such a position because it continues to be fulfilling and meaningful to them.



Scopes of Practice & Career Ladder for Substance Use Disorder

Career Ladder for the Field of Substance Use Disorders

- Career ladders are occupational structures designed to encourage and reward competent employee performance . Employees move up the rungs of the ladder by demonstrating successful performance and/or obtaining education and training that prepares them for the next level. Career ladders help employees plan for upward mobility in their careers, even if they start in an entry-level job.



Scopes of Practice & Career Ladder for Substance Use Disorder

Category 4 Independent Clinical Substance Use Disorder Counselor/ Supervisor

Education:

Master's degree in SUD counseling or other allied mental health professional (e.g. MA in social work, mental health counseling, marriage and family counseling, etc.), including at least 300 hours of SUD related topics --if not received with degree, it can be obtained as advanced coursework outside the school setting.



Scopes of Practice & Career Ladder for Substance Use Disorder

Licensing & Credentialing:

- Most states require some kind of license and/or credential at this level. Licensing is separate from credentialing in some states, while some states link licensing to credentials. Appropriate license and/or credential and written exam from a nationally-recognized credentialing body based on state regulations is required.



Scopes of Practice & Career Ladder for Substance Use Disorder

Training & Advanced Course Work:

- Assumes that foundational and advanced courses have been taken on substance use disorders and counseling, trauma informed care, as well as supervised practicum and/or internships; if not, at least 300 hours of specific SUD training must be obtained. **OFTEN NEEDED FOR THIS LEVEL:** Additional course work on clinical supervision.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervised Work Experience:

- Prior to taking the exam for this particular credential, individual must complete 4,000 hours of POST Master's level supervised work experience in SUDs consistent with the laws and regulations of each state, with a minimum of 2,000 hours of direct client hours.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities:

- Clinical evaluation, including screening, assessment, and diagnosis of Substance Use Disorders (SUDs) and Co-Occurring Disorders (CODs)
- Treatment planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention.



Scopes of Practice & Career Ladder for Substance Use Disorder

- Referral
- Client, Family, and Community Education
- Documentation
- Service Coordination, and case management in the areas of SUDs and CODs
- Therapy and psycho-education with individuals, families, and groups in the areas of SUDs, CODs, and Trauma informed care
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

Setting

- All confidential settings, including primary care settings and private independent practice
- **Supervisory Responsibilities**
- Clinical supervisory responsibilities for all categories of SUD Counselors
- *All services are trauma informed, and all providers are prepared to practice in primary care settings.*



Scopes of Practice & Career Ladder for Substance Use Disorder

Category 3 Clinical Substance Use Disorder Counselor

Education:

- Master's degree in SUD counseling or other allied mental health professional (e.g., MA in social work, mental health counseling, marriage and family counseling, etc.), including at least 300 hours of SUD related topics --if not received with degree, it can be obtained as advanced coursework outside the school setting.



Scopes of Practice & Career Ladder for Substance Use Disorder

Licensing & Credentialing:

- Many states require some kind of license and/or credential at this level. Licensing is separate from credentialing in some states, while some states link licensing to credentials. Appropriate license and/or credential and written exam from a nationally-recognized credentialing body based on state regulations is sometimes required, and often includes the requirement that the Level 3 clinician is supervised by a Category 4, Independent Clinical Substance Use Disorder Clinician/Supervisor.



Scopes of Practice & Career Ladder for Substance Use Disorder

- In other jurisdictions, this is a pre-license phase that also requires supervision by a Category 4 Clinician/Supervisor

Training & Advanced Course Work:

- Assumes foundational and advanced courses have been taken on substance use disorders and counseling, trauma informed care, as well as supervised practicum and/or internships; if not, at least 300 hours of specific SUD training must be obtained.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervised Work Experience:

- Prior to taking the exam for this particular credential, individual must complete 3,000 hours of POST Master's level supervised work experience in SUDs consistent with the laws and regulations of each state, with a minimum of 2,000 hours of direct client hours.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities:

- Clinical evaluation, including screening, assessment, and diagnosis of Substance Use Disorders (SUDs) and Co-Occurring Disorders (CODs)
- Treatment planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention.



Scopes of Practice & Career Ladder for Substance Use Disorder

- Referral
- Client, Family, and Community Education
- Documentation
- Service Coordination, and case management in the areas of SUDs and CODs
- Therapy and psycho-education with individuals, families, and groups in the areas of SUDs, CODs, and trauma informed care
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

The Clinical Substance Use Disorder Treatment Counselor can only practice under the auspice of a licensed facility, and under the clinical supervision of Category 4 Independent Clinical Substance Use Disorder Counselor/Supervisor.



Scopes of Practice & Career Ladder for Substance Use Disorder

Setting:

- All confidential settings, including primary care settings and private independent practice



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervisory Responsibilities:

- Clinical supervisory responsibilities for Categories 1 and 2 of SUD Counselors
- *All services are trauma informed, and all providers are prepared to practice in primary care settings.*



Scopes of Practice & Career Ladder for Substance Use Disorder

Category 2 Substance Use Disorder Counselor

Education

- Bachelor's degree in SUD counseling or other allied mental health professional (e.g., social work, mental health counseling, etc.), including at least 200 hours of SUD related topics --if not received with degree, it can be obtained as advanced coursework outside the school setting.



Scopes of Practice & Career Ladder for Substance Use Disorder

Licensing & Credentialing:

- Most states require some kind of credential or certification at this level. Appropriate credential and written exam from a nationally-recognized credentialing body based on state regulations is required.



Scopes of Practice & Career Ladder for Substance Use Disorder

Training & Advanced Course Work:

- Assumes foundational and higher level undergraduate courses have been taken on substance use disorders, trauma informed care, and counseling, as well as supervised practicum and/or internships; if not, at least 200 hours of specific SUD training must be obtained.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervised Work Experience:

- Prior to taking the exam for this particular credential, individual must complete a minimum of 2,000 hours of Bachelor's level supervised work experience in SUDs consistent with the laws and regulations of each state, with a minimum of 600 hours of direct client work.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities:

- Screening, Brief Intervention and Referral (SBIRT), clinical evaluation, including diagnostic impression, screening, and assessment of SUD
- Treatment planning for SUDs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention



Scopes of Practice & Career Ladder for Substance Use Disorder

- Referrals
- Client, Family, and Community Education
- Documentation
- Service Coordination, and case management for SUD and COD
- Psycho-educational counseling of individuals, families, and groups as well as therapy with individuals and groups and trauma informed care
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

The Substance Use Disorder Treatment Counselor can only practice under the auspice of a licensed facility and under the clinical supervision of Category 3 or 4 Clinical Substance Use Disorder Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

Setting:

- All confidential settings, including primary care settings with supervision provided --not including private practice settings.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervisory Responsibilities:

- Provide administrative supervision of Category 1 Substance Use Counselor and Entry Level Substance Use Disorder Technician.
- *All services are trauma informed, and all providers are prepared to practice in primary care settings.*



Scopes of Practice & Career Ladder for Substance Use Disorder

Category 1 Associate Substance Use Disorder Counselor

Education:

- Associate's degree in a behavioral science field with a clinical application, including at least 100 hours of SUD related topics --if not received with degree, can be obtained as advanced coursework outside the school setting.



Scopes of Practice & Career Ladder for Substance Use Disorder

Licensing & Credentialing :

- Most states require some kind of credential at this level. Appropriate license and/or credential and written exam from a nationally-recognized credentialing body based on state regulations is required.



Scopes of Practice & Career Ladder for Substance Use Disorder

Training & Advanced Course Work:

- Assumes foundational courses have been taken on substance use disorders, trauma informed care, and counseling as well as supervised practicum and/or internships completed. Advanced course work and training are usually not required at this level unless SUD specific training was not obtained through course work. If not, then 100 hours of specific SUD course work is required.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervised Work Experience:

- Prior to taking the exam for this particular credential, individual must complete a minimum of 2,000 hours of Associate level supervised work experience in SUDs consistent with the laws and regulations of each state, with a minimum of 600 hours of direct client work.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities :

- Diagnostic impression, Screening, Brief Intervention and Referral (SBIRT) of SUD
- Monitor treatment plan/compliance
- Referrals
- Client, Family, and Community Education



Scopes of Practice & Career Ladder for Substance Use Disorder

- Documentation
- Service Coordination, and case management for SUD
- Psycho-educational counseling of individuals and groups
- Professional and Ethical Responsibilities



Scopes of Practice & Career Ladder for Substance Use Disorder

The Associate Substance Use Disorder Treatment Counselor can only practice under the auspice of a licensed facility and under the clinical and/or administrative supervision of the clinical supervision of Category 3 or 4 Clinical Substance Use Disorder Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

Setting:

- All confidential settings, including primary care settings with supervision provided, and not including private practice settings



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervisory Responsibilities:

- Cannot provide clinical or administrative supervision of staff but can supervise community and social activities.



Scopes of Practice & Career Ladder for Substance Use Disorder

Entry Level Substance Use Disorder Technician

Education

- GED/High School Diploma



Scopes of Practice & Career Ladder for Substance Use Disorder

Licensing & Credentialing :

- Many states require some kind of credential for entry level staff. Appropriate credential and written exam from a nationally-recognized credentialing body based on state regulations.



Scopes of Practice & Career Ladder for Substance Use Disorder

Training & Advanced Course Work :

- 150 clock hours from a jurisdiction approved education provider (related to KSA's or TAP 21) and minimum of 6 clock hours of ethics training. This must be completed before beginning supervised experience.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervised Work Experience :

- Prior to taking the exam for this particular credential, individual must complete a minimum of 1,500 hours of entry level supervised work experience in SUDs that is consistent with the laws and regulations of each state.



Scopes of Practice & Career Ladder for Substance Use Disorder

Activities :

- Often able to implement independently:
- Screening of SUD and COD
- Monitor Treatment Plan Compliance



Scopes of Practice & Career Ladder for Substance Use Disorder

Under Supervision:

- Psycho-educational counseling independently, and with groups for clients and families
- Treatment Planning
- Documentation



Scopes of Practice & Career Ladder for Substance Use Disorder

- The Substance Use Disorder Technician can only practice under the auspice of a licensed facility and under the clinical and/or administrative supervision of Category 3 or 4 Independent, Clinical Category 3 Master's, or the administrative oversight of the Substance Use Disorder Counselor.



Scopes of Practice & Career Ladder for Substance Use Disorder

Setting :

- All confidential settings, except private practice, with supervision provided.



Scopes of Practice & Career Ladder for Substance Use Disorder

Supervisory Responsibilities:

- Cannot provide clinical or administrative supervision of staff but can supervise community and social activities.



Scopes of Practice & Career Ladder for Substance Use Disorder

Questions to the Participants:

- What implications does the Scope of Practice have in your state?
- Are there other implications regarding the Career Ladder?
- How will you use this information?



Scopes of Practice & Career Ladder for Substance Use Disorder

Thank you for Participating!

Don Osborn

dposborn@hotmail.com

Cynthia Moreno Tuohy

cmoreno@naadac.org

