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INTRODUCTION

The Addiction Technology Transfer Center (ATTC) Network Coordinating Office (NCO), funded by the Substance Abuse and Mental Health Services (SAMHSA), has designed three competency-based guides to raise awareness of resources available to build the capacity of the workforce to address the opioid crisis. The digital guides are relevant to psychologists, counselors, social workers, peer support workers, and other behavioral health professionals who intersect with people at risk for misuse of, or who are already misusing, opioids. Contemporary use of prescription or illicit opioids has led to the current opioid crisis in the US, where opioid overdose has increased fivefold since 1999 and where every day more than 115 people die of an opioid overdose. It is important to acknowledge the continuum of prevention, treatment, and recovery when addressing people who have, or are at risk of developing, an opioid use disorder. Therefore, we have organized the guides to align with this continuum.

The methods used to develop the guides follow:

• Initial development and planning meeting between senior SAMHSA and ATTC NCO staff identified the need for the document and target audiences. The need was identified through an increase in requests to SAMHSA to educate the behavioral health field on understanding and addressing opioid use.

• Senior staff at the ATTC NCO held several exploratory meetings to review materials that are currently available on the ATTC and SAMHSA websites. In addition, senior staff identified the core competencies for each of the target audiences (psychologists and counselors, social workers, and peer support workers) to use for a crosswalk of competencies and resources.

• ATTC NCO senior staff conducted a crosswalk of competencies and resources through an iterative process of resource review and matching those resources to particular competencies.

• The identified competencies and resources were then sent out for review by subject matter experts (SMEs) from the Bringing Recovery Supports to Scale Technical Assistance Center Strategy (BRSS TACS), Council on Social Work Education (CSWE), International Certification & Reciprocity Consortium (IC&RC), and NAADAC, the Association for Addiction Professionals.

• ATTC NCO senior staff reviewed the SMEs' recommendations and made recommended revisions.

• ATTC NCO senior staff conducted two rounds of review to come to consensus on the final arrangement of the crosswalk of the competencies and matching resources.

It is the hope of the ATTC NCO that this digital guide will give the behavioral healthcare workforce information to be able to enhance their professional knowledge and skills so that all can have an appropriate, active role in preventing, treating, and/or supporting recovery from opioid use disorders.
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QUICK GUIDE

Step 1. Choose an Area of Focus
There are 16 competencies listed in this interactive guide to assist Peer Support Workers providers in enhancing their professional knowledge, attitudes, and skills in preventing, treating, and supporting recovery of patients and communities with opioid use disorders. Refer to the Table of Contents to identify the competency that matches your learning or professional objectives.

Step 2. Click on a Resource Icon
Resources listed below each competency were selected to address the knowledge, skills, and attitudes required to meet such competency. Each has been vetted and recommended by senior staff at the ATTC Network Coordinating Office. Click on an icon to transfer you to the resource for further exploration.

Resources are presented in a variety of formats to appeal to a larger audience with diverse learning styles. View the resource format key below for further clarification.

RESOURCE FORMAT KEY

- Online Courses
- Presentation Slides, PowerPoints
- Toolkit
- PDF Documents
- Bibliography
- Fact Sheet
- Mobile Apps
- Report Peer-Reviewed Article
- Webinars
- Movie
- YouTube Video
- Checklists
- Pamphlets
- Interactive Journals
- Handbooks
- Books/Textbooks
- Technical Assistance Publication (TAP)
- Research Database
- Distance Educational Events Requiring Travel
- Treatment Improvement Protocol (TIP)
- Chart
- Websites
- Articles
- Blog Posts
- Curriculum

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Know when to refer to a clinician or supervisor ..........................................................................................11
Understand interactions of physical and behavioral health related to opioid misuse. ............................... 12
Recognize potential risk factors for opioid overdose. ................................................................................ 13
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Demonstrate knowledge of community resources and those specific to opioid misuse and physical health and how to navigate the benefits system .................................................................................... 25
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COMPETENCY:
UNDERSTAND THE ROLE OF PREVENTION IN ADDRESSING THE OPIOID CRISIS

Source: The President’s Commission on Combating Drug Addiction and the Opioid Crisis

Addressing the Opioid Crisis: Prioritizing What Works (2018)
SAMHSA’s Center for the Application of Prevention Technologies

Collaboration to Prevent Opioid Misuse and Overdose: Eliminating Silos (2018)
SAMHSA

Seeing the Whole Elephant: The Critical Role of Collaboration in Addressing the Opioid Crisis (2018)
SAMHSA

Overdose Prevention: Don’t Run—Call 911 (2018)
NAADAC

PREVENTION AND THE CONTINUUM OF CARE

Prevention is an important component of the continuum of care, which represents a comprehensive approach to behavioral health. Each component of the continuum (promotion, prevention, treatment, and recovery) presents opportunities for addressing behavioral health problems and for collaborating across sectors.

SAMHSA Center for the Application of Prevention Technologies
Prevention and Behavioral Health
Preventing Prescription Drug Misuse: Selected Strategies and Associated Risks (2017)
SAMHSA’s Center for the Application of Prevention Technologies

The Role of Prevention in Addressing Opioid Overdose (2016)
SAMHSA’s Center for the Application of Prevention Technologies

The Surgeon General’s Office

Preventing Drug Use Among Children and Adolescents (2003)
National Institute on Drug Abuse
COMPETENCY:
UNDERSTAND NALOXONE DISTRIBUTION AND USE AS AN OPIOID ANTAGONIST
Source: Surgeon General’s Advisory on Naloxone and Opioid Overdose

Addressing the Opioid Crisis: How Naloxone Is Changing the Way We Think About Prevention (2018)
SAMHSA

SAMHSA Opioid Overdose Prevention Toolkit (2018)
SAMHSA

Medication and Counseling Treatment – Naloxone (2018)
SAMHSA

Preventing Opioid Overdose: Increasing the Availability of Naloxone (2018)
SAMHSA's Center for the Application of Prevention Technologies


For patients currently taking high doses of opioids as prescribed for pain, individuals misusing prescription opioids, individuals using illicit opioids such as heroin or fentanyl, health care practitioners, family and friends of people who have an opioid use disorder, and community members who come into contact with people at risk for opioid overdose, knowing how to use naloxone and keeping it within reach can save a life.”

Surgeon General's Advisory on Naloxone and Opioid Overdose
Surgeon General of the United States
Public Health Service,
VADM Jerome Adams
Harm Reduction and Opioid Misuse: Looking Beyond Naloxone (2018)
SAMHSA’s Center for the Application of Prevention Technologies

Preparation for Naloxone Distribution: Resources for First Responders and Others (2018)
SAMHSA Center for the Application of Prevention Technologies

Opioid Overdose and the Role of Prescriber Education (2018)
SAMHSA’s Center for the Application of Prevention Technologies

Harm Reduction Coalition

Get Naloxone Now (2017)
Get Naloxone Now is endorsed by ATTC Northeast and Caribbean
COMPETENCY:
RECOGNIZE SIGNS OF OPIOID MISUSE AND COPING STRATEGIES, INCLUDING THE GRIEF PROCESS

Source: Combined Core Competencies for Colorado’s Peer Specialists

Understanding and Overcoming Opioid Abuse (2018)
American Psychological Association

Tips for Survivors: Coping With Grief After a Disaster or Traumatic Event (2017)
SAMHSA

Recognizing and Recovering from Opioid Use Disorder: Keys for Success for Patients and Families (2018)
Advocates for Opioid Recovery Online Course

Opioid Overdose Prevention Toolkit (2016)
SAMHSA

OPIOID ADDICTION IS A CHRONIC BRAIN DISEASE

Addiction is a primary, chronic disease of brain reward, motivation, memory, and related circuitry. Dysfunction in these circuits leads to characteristic biological, psychological, social, and spiritual manifestations.

American Society of Addiction Medicine Fact Sheet: Treating Opioid Addiction as a Chronic Disease
COMPETENCY:
KNOW WHEN TO REFER TO A
CLINICIAN OR SUPERVISOR
Source: Combined Core Competencies for Colorado’s Peer Specialists

SBIRT: Screening, Brief Intervention, and Referral to Treatment (2018)
SAMHSA-HRSA Center for Integrated Health Solutions

Talking About Overdose With People Who Use Opioids (2018)
SAMHSA’S Center for the Application of Prevention Technologies

HealtheKnowledge:
• Foundations of SBIRT (2016)
ATTC Network

Advocacy for Medication Assisted Recovery: An Interview with Walter Ginter (2009)
William White Papers

“The advent of peer recovery support services is an important milestone within the history of addiction treatment and recovery. Such services stand as potentially important resources to speed recovery initiation, enhance service retention in treatment, and facilitate the transitions to recovery maintenance … ”

William White, Selected Papers Blog, Power of Peer Support
COMPETENCY:
UNDERSTAND INTERACTIONS OF PHYSICAL AND BEHAVIORAL HEALTH RELATED TO OPIOID MISUSE
Source: Combined Core Competencies for Colorado’s Peer Specialists

  NIDA
- Chronic Substance Use and Cognitive Effects on the Brain: An Introduction (2016)
  SAMHSA
  Pacific Southwest ATTC
  NIDA

What are the other health consequences of opioid use disorder?

People with a substance use disorder often have one or more associated health issues, which could include lung or heart disease, stroke, cancer, or mental health conditions. Imaging scans, chest X-rays, and blood tests can show the damaging effects of long-term drug use throughout the body.

Adapted from NIDA, Drugs, Brains, and Behavior: The Science of Addiction
Opioid Overdose Prevention Toolkit (2016)
SAMHSA

Preventing Prescription Drug Misuse: Understanding Who Is At Risk (2016)
SAMHSA’s Center for the Application of Prevention Technologies

Those at higher risk of opioid overdose include people who:

- are opioid dependent, in particular following reduced tolerance (following detoxification, release from incarceration, cessation of treatment);
- inject opioids;
- use prescription opioids, in particular those taking higher doses;
- use opioids in combination with other sedating substances;
- use opioids and have medical conditions such as HIV, liver or lung disease or suffer from depression; and
- household members of people in possession of opioids (including prescription opioids).

World Health Organization (WHO) Information Sheet on Opioid Overdose
COMPETENCY:
SHARE LIVED EXPERIENCES OF RECOVERY AND MODEL APPROPRIATE USE OF PERSONAL STORY AND SELF-ADVOCACY

Sources: 1) SAMHSA Core Competencies for Peer Workers in Behavioral Health Services
2) Combined Core Competencies for Colorado’s Peer Specialists

Share Your Story (2018)
SAMHSA BRSS TACS

Survivors’ Lives Changed Forever Due to Opioids (2018)
National Safety Council

Storytelling Training Part II (2016)
Great Lakes ATTC

Great Lakes ATTC

By sharing their experiences, peers bring hope to people in recovery and promote a sense of belonging within the community.

SAMHSA Peer Support and Social Inclusion

In My Own Words: A Compilation of Essays by Individuals Supported by Medication-Assisted Treatment in Long-Term Recovery (2011)
ATTC Network
COMPETENCY:
UNDERSTAND PERSON-CENTERED RESILIENCY AND RECOVERY PLANNING FOR ALL AGES AND STAGES

Source: Combined Core Competencies for Colorado’s Peer Specialists

Recovery LIVE! Opioid Use Disorder, Medication, and Recovery (2017)
SAMHSA

Decisions in Recovery: Treatment for Opioid Use Disorders (2016)
SAMHSA

Plan Your Recovery Personal Stories (2016)
Plan Your Recovery

What Is Person-Centered Care?
Person-centered care—also known as patient-centered care—means consumers have control over their services, including the amount, duration, and scope of services, as well as choice of providers.

SAMHSA, Person- and Family-centered Care and Peer Support
Some communities have been exposed to disproportionate levels of trauma and violence. For example, American Indians, Alaska Natives, and African Americans have experienced historical trauma that can be transmitted from one generation to the next. Military service members, veterans, and their families have dealt with the losses, fears, and injuries associated with ongoing wars.

SAMHSA, Trauma and Resilience Resources
COMPETENCY:
UNDERSTAND IMPACTS OF LABELS, STIGMA, AND DISCRIMINATION RELATED TO OPIOID MISUSE AND DEMONSTRATE CULTURAL SENSITIVITY AND ACCEPTANCE OF INDIVIDUAL EXPERIENCES BY USING GUIDING PRINCIPLES PERTINENT TO POPULATION SERVED

Source: Combined Core Competencies for Colorado’s Peer Specialists

Talking About Overdose With People Who Use Opioids (2018)
SAMHSA’S Center for the Application of Prevention Technologies

Fast Focus: The Opioid Epidemic and Socioeconomic Disadvantage (2018)
Institute for Research on Poverty

SAMHSA’s Center for the Application of Prevention Technologies

Opioid Misuse in Rural America (2018)
USDA

Reframing the Opioid Prevention Narrative: Addressing Misperceptions (2018)
SAMHSA

HealtheKnowledge: Understanding the Basis of Race, Ethnicity, and Culture (2018)
ATTC Network New England ATTC
COMPETENCY:
UNDERSTAND IMPACTS OF LABELS, STIGMA, AND DISCRIMINATION RELATED TO OPIOID MISUSE AND DEMONSTRATE CULTURAL SENSITIVITY AND ACCEPTANCE OF INDIVIDUAL EXPERIENCES BY USING GUIDING PRINCIPLES PERTINENT TO POPULATION SERVED

Source: Combined Core Competencies for Colorado’s Peer Specialists

Health Disparities in Latino and African-American Communities (2018)
SAMHSA

ATTC Center of Excellence: YMSM + LGBT Resources (2018)
ATTC Network

Introduction to Special Series on Addiction in the LGBTQ Community (2018)
Cambridge Health Alliance BASIS

Cultural Competency and Spirituality (2017)
Mid-America ATTC; Family-Centered Behavioral Health Support for Pregnant and Postpartum Women

The National Network to Eliminate Disparities in Behavioral Health (NNED)

The NNED supports information sharing, training, and technical assistance among organizations and communities dedicated to the behavioral health and well-being of diverse communities. The NNED identifies and links “pockets of excellence” in reducing disparities and promoting behavioral health equity.
Mid-America ATTC

SAMHSA’s Center for the Application of Prevention Technologies

Engaging Diverse Populations in Recovery Support Services (2016) 
SAMHSA

Cultural Competency for Understanding and Addressing the Prevention Needs of Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning (LGBTQ) Populations (2016) 
SAMHSA Center for Application of Prevention Technologies

Language Matters

Mid-America ATTC developed the Language Matters Awareness Card in conjunction with the ATTC Network’s initiative to reduce stigma and discrimination through the use of person-first language.

Cultural Competency for Working With Immigrant Populations (2016) 
SAMHSA Center for Application of Prevention Technologies
COMPETENCY:
UNDERSTAND IMPACTS OF LABELS, STIGMA, AND DISCRIMINATION RELATED TO OPIOID MISUSE AND DEMONSTRATE CULTURAL SENSITIVITY AND ACCEPTANCE OF INDIVIDUAL EXPERIENCES BY USING GUIDING PRINCIPLES PERTINENT TO POPULATION SERVED

Source: Combined Core Competencies for Colorado’s Peer Specialists

- Cultural Activation Prompts (2016):
  - Gaining Awareness, Part I
  - Gaining Awareness, Part II
  SAMHSA

  SAMHSA

- Cultural Elements in Treating Hispanic and Latino Populations (2013)
  ATTC Network

- Through the Diamond Threshold: Promoting Cultural Competency in Understanding American Indian Substance Misuse (2011)
  ATTC Network

- Risk and Protective Factors for Substance Abuse and/or Mental Health Problems Among Alaska Native and Native American Populations (2013)
  SAMHSA Center for Application of Prevention Technologies
COMPETENCY:
BE ABLE TO APPLY THE FOLLOWING EVIDENCE-BASED PRACTICES TO PROMOTE RECOVERY IN INDIVIDUALS WITH OPIOID USE DISORDERS:
(A) SHARED DECISION-MAKING
(B) MOTIVATIONAL INTERVIEWING
(C) WELLNESS RECOVERY ACTION PLANNING

Sources: 1) Combined Core Competencies for Colorado’s Peer Specialists 2) Mental Health America Peer Services Toolkit

**Shared Decision-Making Tools (2018)**
SAMHSA BRSS TACS

**Cultivating Change Talk, Part 2 (2018)**
Institute for Research, Education, & Training in Addictions

**MI Skill Building: How to Recognize, Respond to, and Elicit Change Talk, Part 1 (2017)**
Institute for Research, Education, and Training in Addictions

**HealthKnowledge (2016):**
- Tour of Motivational Interviewing
Mid-America ATTC

**Motivational Interviewing for Peer Support Providers (Session 1) (87 min.) – February 12, 2015**
SAMHSA BRSS TACS

**Motivational Interviewing (Session 2) (88 min.) – April 9, 2015**
SAMHSA BRSS TAC

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**What Is Motivational Interviewing?**

Motivational interviewing (MI) is a patient-centered method for enhancing intrinsic motivation to change health behavior by exploring and resolving ambivalence.

*Source: American Academy of Pediatrics, Motivational Interviewing*
COMPETENCY:
HELP PEERS TO MANAGE CRISSES RELATED TO OPIOID MISUSE

Source: SAMHSA Core Competencies for Peer Workers in Behavioral Health Services

ATTC Mountain Plains

Harm Reduction and Opioid Misuse: Embracing Positive Change (2018)
SAMHSA Center for the Application of Prevention Technologies

Implementing Innovative Approaches to Crisis Services: Peer-Led Crisis Respite and Opioid Overdose Prevention Programs (70 min.) – March 16, 2016
SAMHSA BRSS TACS Policy Academy

Crisis Counseling Assistance and Training Program (CCP) Guidance (2016)
FEMA/SAMHSA Guide

As of May 2018, Recovery Coaches who are part of the ED2Recovery network have made 526 contacts with those seeking recovery following an opioid overdose or other opioid-related admission in Wisconsin emergency departments.

ATTCC/NIATx Service Improvement Blog
Community Resilience: Recovering Together
COMPETENCY:
PROVIDE INFORMATION ABOUT SKILLS RELATED TO HEALTH, WELLNESS, AND RECOVERY AND LINK PEERS TO RESOURCES, SERVICES, SUPPORTS, AND PSYCHO-EDUCATION MATERIALS PERTINENT TO OPIOID USE DISORDERS

Sources: 1) SAMHSA Core Competencies for Peer Workers in Behavioral Health Services
2) Combined Core Competencies for Colorado’s Peer Specialists.

- **Opioid Patient Education Handout (2018) (English) (Spanish)**
  - ATTC Network

- **Peer Recovery PORTAL Network (2018)**
  - MARS Project

- **Opioid Factsheet for Patients (2018)**
  - Centers for Disease Control

- **TurnTheTideRx: For Patients (2018)**
  - Turn the Tide Rx

- **Peer Involvement in Integrated Physical and Behavioral Health Services: Promoting Wellness Through Recovery-Oriented Care (90 min.) – February 28, 2013**
  - SAMHSA BRSS TACs
COMPETENCY:
HELP INDIVIDUALS AND FAMILIES RECOGNIZE THEIR NATURAL SUPPORTS
Source: Combined Core Competencies for Colorado's Peer Specialists

Opioid Epidemic Practical Toolkit: Helping Faith and Community Leaders Bring Hope and Healing to Our Communities (2018)
US Department of Health and Human Services

June 2017: Community Health Centers and First Responders: Strengthening Communities Through Education
• Webinar
• Discussion Guide
SAMHSA Road to Recovery

The Opioid Crisis: Community Is Key to Addressing the Epidemic (2018)
ATTC/NIATx

Recovery Community Organizations (2018)
Faces and Voices of Recovery

Easier Together: Partnering with Families to Make Recovery Possible (2017)
Mid-America ATTC

Responding to the Opioid Epidemic (2017)
ATTC/NIATx 2017

SAMHSA has delineated four major dimensions that support a life in recovery:

- Health
- Home
- Purpose
- Community

Find more information at the SAMHSA page, Recovery and Recovery Support
Recovery Community Organizations (RCOs)

Recovery community organizations focus on the reality of long-term recovery from addiction to alcohol and other drugs for over 20 million Americans and their families. The recovery community organization, its leaders, and members have a singular goal: enhancing the quantity and quality of support available to people seeking and experiencing long-term recovery from addiction.

*Faces and Voices of Recovery Recovery Community Organization Toolkit*
ACKNOWLEDGE THAT PERSONAL WELLNESS IS A PRIMARY RESPONSIBILITY.

Source: Combined Core Competencies for Colorado’s Peer Specialists

**Work and Well-Being: A Guide for Addiction Professionals**
Central East ATTC

**Health and Wellness for Peer Supporters and Family Supporters: Strategies for Well-Being, Self-Care, and Relapse Prevention**
SAMHSA’S Program to Achieve Wellness

**Self-Care for Addiction Professionals: Why It Counts and How to Do It**
NAADAC

### SAMHSA’s Eight Dimensions of Wellness

**What Is Wellness?**

Wellness is being in good physical and mental health. Because mental health and physical health are linked, problems in one area can impact the other. At the same time, improving your physical health can also benefit your mental health, and vice versa. It is important to make healthy choices for both your physical and mental well-being.