

1. Overview and Definition of Co-Occurring Disorders and Integrated Care

Individuals with Co-Occurring Disorders may manifest in vastly different ways in each type of service setting within an integrated system. It is important in the context of any workforce development initiative to include specific orientation and training at the outset; this helps programs and providers readily recognize and welcome individuals with complex needs at any place or point of engagement.

| Skill | Knowledge | Resources/ Sources of Information |
|---|---|---|
| <p>1.1. Able to define what a co-occurring disorder is, share information on the prevalence of co-occurring disorders and promote the importance of integrated treatment.</p> | <ul style="list-style-type: none"> ● Knowledge of the prevalence rate of Co-Occurring Disorders and barriers to receiving care. <p>Knowledge that overall health is influenced by many factors (genetics, behavior, environmental and physical influences, medical care and social factors). Familiar with the impact of the social determinants of health. Knowledge of the impact that age, gender, race, and culture have on the prevalence rate and treatment of individuals with co-occurring disorders. Knowledge of Integrated Care Models and Treatment and the importance of treating both disorders at the same time. Understand the limitations of only treating one disorder at a time.</p> <ul style="list-style-type: none"> ● Understand the barriers of addressing each disorder at different locations, by different clinicians and/or programs. ● Understand that while integrated treatment is the goal, not all treatment organizations have capacity for integrated care (i.e., organizational structures and systems, certifications, staff and capacities to treat both categories of disorders in one place). However, all treatment programs have, or can develop, the capacity to coordinate care. | <p>Substance Abuse and Mental Health Services Administration. (2002). “Report to Congress in the Presentation and Treatment of Co-Occurring Substance Abuse Disorders and Mental Disorders”. https://www.ncmhjj.com/wp-content/uploads/2014/10/Behavioral_Health-Primary_CoOccurringRTC.pdf</p> <p>Social Determinants of Health https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health</p> <p>Integrated Systems and Services for People with Co-Occurring Mental Health and Substance Use Conditions: What’s Known, What’s New, and What’s Now? https://www.nasmhpd.org/sites/default/files/TAC_Paper_8_508C.pdf</p> <p>Integrating Treatment for Co-Occurring Disorders https://www.naadac.org/assets/2416/2011-07-14_integrating_treatment_for_co-occurring_disorders_webinarslides.ppt</p> <p>What is Integrated Care? https://www.integration.samhsa.gov/about-us/what-is-integrated-care</p> <p>MCMH Brief: Co-Occurring Mental Health and Substance Use Disorder: Guiding Strategies in Integrated Care Part 1 https://mncamh.umn.edu/wp-content/uploads/2019/01/practicebrief_january2014_singles_0.pdf Part 2 https://mncamh.umn.edu/wp-content/uploads/2019/01/practicebrief_march2014_singles_0.pdf</p> |

| | | |
|---|---|--|
| | | <p>Practice Guidance: Ensuring Effective Treatment for Persons with Co-Occurring Disorders https://www.mass.gov/files/documents/2016/07/ow/effective-treatment-for-persons-with-co-occurringdisorders-feb15.docx Integrating Co-occurring Disorders - An Introduction to What Every Addiction Counselor Needs to Know (2011) https://www.naadac.org/integrating-co-occurring-disorders--an-introduction-to-what-every-addiction-counselor-needs-to-know Integrated Treatment of Co-Occurring Disorders https://www.youtube.com/watch?v=J4wyhBYxjRY&feature=youtu.be</p> |
| <p>1.2 Able to understand and describe an individual's mental health and substance use history.</p> | <ul style="list-style-type: none"> ● Knowledge of common mental health terms. ● Knowledge of common substance use terms. ● Knowledge of commonly misused drugs. ● Knowledge of psychotropic medications. ● Knowledge of medication assisted treatment. | <p>Definitions and Terms Related to Co-Occurring Disorders http://atforum.com/documents/OP1-DefinitionsandTerms-8-13-07.pdf Training Frontline Staff - Integrated Treatment for Co-Occurring Disorders - Module 2 Practical Knowledge of Common Substances https://store.samhsa.gov/system/files/trainingfrontlinestaff-itc.pdf Chapter 2 of "Substance Abuse Treatment for Persons with Co-Occurring Disorders, Treatment Improvement Protocol 42" (TIP 42), SAMHSA/CSAT, 2013. https://store.samhsa.gov/system/files/sma13-3992.pdf Understanding Drug Use and Addiction https://d14rmgtrwzf5a.cloudfront.net/sites/default/files/drugfacts-Understanding-drug.pdf Addictionary https://www.recoveryanswers.org/addiction-ary/ University of New Mexico Psychoactive Medications Power Point and Handout http://coc.unm.edu/common/training/Handouts_Heimerl-Reeve_-_2.pdf http://coc.unm.edu/common/training/psychoactive_medications_presentation_Dec09.pdf Behavioral Health Medications (formerly Psychotherapeutic Medications: What Every Counselor Should Know) A companion piece to A Collaborative Response: Addressing the Needs of Consumers</p> |

| | | |
|--|--|--|
| | | <p>with Co-Occurring Substance Use and Mental Health Disorders. http://www.attcnetwork.org/userfiles/file/MidAmerica/BHMed_2014_033114.pdf</p> <p>Medications and Counseling Treatment https://www.samhsa.gov/medication-assisted-treatment/treatment</p> <p>The Fundamentals of Medication Assisted Treatment https://www.mentalhealthamerica.net/sites/default/files/5.19%20%20MHA%20Annual%20Conference%20The%20%20Fundamentals%20of%20MAT%20%20rev53017%20NS.pptx</p> |
| <p>1.3 Able to explain the comorbidity in co-occurring disorders in a way that individual and families can understand.</p> | <ul style="list-style-type: none"> ● Knowledge of how substance use and mental illness interact. ● Knowledge of how co-occurring disorders and other disorders interact. | <p>Facts for Families About Co-Occurring Disorders https://www.hazeldenbettyford.org/articles/cooccurring-disorder-facts</p> <p>Comorbidity: Addiction and other Mental Illnesses https://www.drugabuse.gov/sites/default/files/rrcomorbidity.pdf</p> <p>Comorbidity: Substance Use Disorders and Other Mental Illnesses https://d14rmgtrwzf5a.cloudfront.net/sites/default/files/drugfacts-comorbidity.pdf</p> <p>Common Comorbidities and Substance Use https://www.drugabuse.gov/node/pdf/1155/common-comorbidities-with-substance-use-disorders</p> |
| <p>1.4 Able to identify both risk and protective factors that contribute to substance use and mental health disorders.</p> | <ul style="list-style-type: none"> ● Knowledge of the characteristics (biological, psychological, family, community, or cultural) that are associated with a higher likelihood of developing a mental health or substance use disorder. ● Knowledge of the characteristics associated with a lower likelihood of developing a mental health or substance use disorder or that reduce a risk factor's impact. | <p>Hazelden Foundation Stress Vulnerability Coping Handout http://www.bhevolution.org/public/document/stress-vulnerability.pdf</p> <p>Risk and Protective Factors https://www.samhsa.gov/sites/default/files/20190718-samhsa-risk-protective-factors.pdf</p> <p>Risk and Protective Factors for Mental, Emotional, and Behavioral Disorders Across the Life Span http://dhss.alaska.gov/dbh/documents/prevention/programs/spfsig/pdfs/iom_matrix_8%205x11_final.pdf</p> <p>Adverse Childhood Experiences and Prevention Planning https://cdn.ymaws.com/www.fadaa.org/resource/resmgr/files/webinar_handouts/Handout_FADAA_ACE_August_201.pdf</p> |

| | | |
|---|---|--|
| | | <p>The Role of Adverse Childhood Experiences in Substance Misuse and Related Behavioral Health Problems https://mnprc.org/wp-content/uploads/2019/01/aces-behavioral-health-problems.pdf</p> <p>Genes and Addiction https://learn.genetics.utah.edu/content/addiction/genes/</p> <p>Adolescent Brain https://learn.genetics.utah.edu/content/addiction/adolescent/</p> <p>Addiction and the Brain https://www.addictionpolicy.org/hubfs/APF2019/APF_Addiction%20and%20the%20Brain%20flyer_2.6.19.pdf</p> <p>Bringing the Power of Science to Bear on Drug Abuse and Addiction https://www.drugabuse.gov/node/pdf/1923/bringing-the-power-of-science-to-bear-on-drug-abuse-and-addiction</p> <p>Drugs, Brains and Behavior: The Science of the Addiction https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/drugs-brain</p> |
| <p>1.5 Able to identify common triggers and coping strategies as they relate to mental health and substance use.</p> | <ul style="list-style-type: none"> ● Knowledge of triggers and warning signs that maintain or increase substance use or mental health symptoms. ● Knowledge of coping strategies that relieve symptoms. ● Understand that diet, sleep, stress, gut health, and exercise impact overall physical and behavioral health. | <p>Module 4.1: Recognizing Triggers and Urges Boston Center for Treatment Development and Training http://www.mass.gov/eohhs/docs/dph/substance-abuse/sbirt/bt-manual-module4.pdf</p> <p>Mental Health Awareness Fact Sheets (Diet and Nutrition, Exercise, Gut-Brain Connection, Sleep and Stress) pages 12-22 http://www.escneo.org/Downloads/2018%20Mental%20Health%20Toolkit.pdf</p> |
| <p>1.6 Able to engage individuals with complex needs in a welcoming manner at all points within an integrated system of care.</p> | <ul style="list-style-type: none"> ● Knowledge that successful engagement involves instilling hope, treating individuals with respect and dignity, and supporting individuals as active participants in their care. ● Understand the importance of establishing and maintaining engagement and alignment with individuals and other key players throughout the treatment process. ● Knowledge that establishing a good rapport impacts an individual's initial and | <p>Developing Welcoming Systems for Individuals with Co-Occurring Disorders: The Role of the Comprehensive Continuous Integrated System of Care Model http://kenminkoff.com/articles/dualdx2004-1-devwelcomingsys.pdf</p> <p>Improving Access to Effective Care for People Who Have Mental Health and Substance Use Disorders https://nam.edu/wp-content/uploads/2016/09/Improving-Access-to-Effective-Care-for-People-Who-Have-Mental-Health-and-Substance-Use-Disorders.pdf</p> |

| | | |
|--|---|---|
| | <p>ongoing engagement in the treatment process as well as treatment outcomes.</p> <ul style="list-style-type: none"> ● Knowledge of the stigma and internalized stigma experienced by people with co-occurring disorders. ● Understand how the presence of a substance use disorder and mental illness might impact an individual's ability to engage in treatment. ● Understand the importance of identifying an individual's readiness to change, knowledgeable of the stages of change and of the tools for strategies and tools to promote treatment engagement. ● Knowledge of system level barriers to treatment engagement (housing, financial, insurance, transportation, etc.). ● Knowledge that cultural minorities are underserved in the current behavioral health system and barriers that present, which include mistrust of the behavioral health care system based on previous experiences, historical oppression, culturally-based help-seeking behaviors, individual and institutional discrimination, and lack of cultural competency on the treatment community's part. ● Knowledge of the adjustments needed to make behavioral health treatment accessible and effective for different ages, races, cultures, ages, genders, and sexual orientations. | <p>From Evaluation to Action: Tools for Effective Person and Family Engagement https://www.thenationalcouncil.org/wp-content/uploads/2017/09/From-Evaluation-to-Action-Tools-for-Effective-Person-and-Family-Engagement.pdf</p> <p>The Impact of Mental Illness Stigma on Seeking and Participating in Mental Health Care, Corrigan, et al. http://journals.sagepub.com/stoken/rbtf/dDpyhM2zRi.Fg/full</p> <p>Treatment engagement of individuals experiencing mental illness: review and update https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4780300/</p> <p>Engagement - A New Standard for Mental Health Care https://www.nami.org/About-NAMI/Publications-Reports/Public-Policy-Reports/Engagement-A-New-Standard-for-Mental-Health-Care/NAMI_Engagement_Web.pdf</p> <p>TIP 35 - Enhancing Motivation for Change in Substance Abuse Treatment- Chapter 1 Conceptualizing Motivation And Change https://www.ncbi.nlm.nih.gov/books/NBK64972/</p> <p>Toward an Addiction-ary: Language, Stigma, Treatment, and Policy https://facesandvoicesofrecovery.org/wp-content/uploads/2019/06/Toward-an-Addiction-ary-Language-Stigma-Treatment-and-Policy.pdf</p> <p>Healing the Stigma of Addiction http://www.williamwhitepapers.com/pr/Woll%2C%20Healing%20the%20Stigma%20of%20Addiction.pdf</p> <p>Healing the Stigma of Depression https://aidsetc.org/sites/default/files/resources_files/HealingtheStigmaofDepression.pdf</p> <p>Why We Don't Come: Patient Perceptions on No-Shows http://www.ibhpartners.org/wp-content/uploads/2015/12/No-show-article-by-Lacy.pdf</p> <p>The Five P's for Resuming Contact with Clients https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4490859/table/T1/?report=objectonly</p> <p>Cultural Competency: Its impact on addiction treatment and recovery</p> |
|--|---|---|

| | | |
|--|--|--|
| | | <p>https://scaoda.wisconsin.gov/scfiles/diversity/DiversityAODAandCulturalCompetence.pdf</p> <p>Mental Health: Culture, Race and Ethnicity https://www.ncbi.nlm.nih.gov/books/NBK44243/pdf/Bookshelf_NBK44243.pdf</p> <p>Working with Youth with Co-Occurring Disorders http://www.oregon.gov/oha/HSD/AMH/CoOccurring%20Resources/Working%20with%20Youth%20with%20Co-Occurring%20Disorders.ppt</p> <p>A Tale of Two Systems: Co-Occurring Mental Health and Substance Abuse Disorders Treatment for Adolescents https://pdfs.semanticscholar.org/9196/290436e6a63e7bc61b62330a92363969a3a1.pdf</p> <p>Linking Older Adults with Resources on Medication, Alcohol, and Mental Health https://store.samhsa.gov/system/files/sma03-3824_2.pdf</p> <p>Racial/Ethnic Differences in Mental Health Service Use among Adults https://www.samhsa.gov/data/sites/default/files/MHServicesUseAmongAdults/MHServicesUseAmongAdults.pdf</p> <p>Gender Differences in Substance Abuse Treatment Clients with Co-Occurring Psychiatric and Substance Use Disorders https://pdfs.semanticscholar.org/43e4/59819c175f710102e45d227c9c71f417eed0.pdf</p> <p>Gender Differences in Primary Substance of Abuse across Age Groups https://www.samhsa.gov/data/sites/default/files/sr077-gender-differences-2014.pdf</p> <p>Age and Gender-Based Populations https://www.samhsa.gov/specific-populations/age-gender-based</p> <p>Gender differences in mental health https://sites.oxy.edu/clint/physio/article/Genderdifferencesinmentalth.pdf</p> <p>Addressing the Specific Behavioral Health Needs of Men https://store.samhsa.gov/system/files/sma14-4736.pdf</p> <p>Substance Abuse Treatment: Addressing the Specific Needs of Women TIP 51</p> |
|--|--|--|

| | | |
|---|---|--|
| | | https://store.samhsa.gov/system/files/sma15-4426.pdf |
| <p>1.7 Able to identify the supports available to individuals with co-occurring disorders, as well as the barriers that present when integrating care for individuals with co-occurring disorders in Anne Arundel County.</p> | <ul style="list-style-type: none"> ● Knowledge of the various local and national agencies often utilized by individuals with co-occurring disorders. ● Knowledge of own organizations' role within the larger behavioral health system. ● Knowledgeable of the barriers to service integration in Anne Arundel County. | <p>SAMSHA https://www.samhsa.gov/ Behavioral Health Administration https://bha.health.maryland.gov/Pages/Index.aspx Navigating the Public Behavioral Health System http://namimd.org/uploaded_files/856/Navigating_the_Public_Behavioral_Health_System_PBHSComms.pptx Anne Arundel County Department of Health https://www.aahealth.org/ Anne Arundel County Mental Health Agency and Crisis Response http://www.aamentalhealth.org/ Department of Human Services http://dhr.maryland.gov/ Department of Aging http://www.aacounty.org/departments/aging-and-disabilities/ Behavioral Health Treatment Locator https://findtreatment.gov/ Network of Care http://annearundel.md.networkofcare.org/mh/</p> |
| <p>1.8 Ability to identify the steps of the treatment and recovery process (screening, assessment, diagnosis, treatment, recovery, and wellness.)</p> | <ul style="list-style-type: none"> ● Understand that engagement and building a therapeutic rapport is the first step in the treatment process. ● Understand the difference between conducting a screen (identifying the possibility of having a disorder) versus an assessment (confirming the presence of a disorder, the type, severity, protective factors, and other disorders that are present that affect the functioning of the patient.) ● Understand that a diagnosis often follows a comprehensive assessment and is the identification and labeling of a disorder | <p>Screening, Assessment and Treatment Planning for Persons with Co-Occurring Disorders Overview Paper 2 https://namirensco.files.wordpress.com/2015/01/x144x-co-occurring-phd1131.pdf Distinguishing Between Screening and Assessment for Mental and Behavioral Health Problems https://www.apaservices.org/practice/reimbursement/billing/assessment-screening Mental Health and Substance Use Disorders Recovery Definitions, Concepts, and Principles</p> |

| | | |
|--|--|--|
| | <p>based on its signs and symptoms. Clinicians (licensed drug and alcohol counselors, licensed clinical social workers and counselors, psychiatrists, psychologists, and psychiatric nurse practitioners) diagnose mental disorders and substance use disorders using the criteria listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM).</p> <ul style="list-style-type: none">● Understand that a comprehensive assessment serves as the basis for an individualized treatment plan that is matched to the individual needs, readiness, preferences, and personal goals.● Understand that treatment refers to the services provided, such as therapy or counseling, and/or medication that incorporate strategies and techniques to address the treatment plan goals.● Understand that recovery supports, and services that reinforce (peer support, family, housing assistance) can work in conjunction with treatment and support gains made in treatment.● Understand that recovery as defined by SAMHSA is a process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.● Understand that wellness as defined by the World Health Organization, is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community. | <p>https://facesandvoicesofrecovery.org/wp-content/uploads/2019/06/Mental-Health-and-Substance-Use-Disorders-Recovery-Definitions-Concepts-and-Principles.pdf</p> |
|--|--|--|