



# TECHNICAL COMPETENCIES

for Canada's Substance  
Use Workforce v. 3

## TREATMENT PLANNING



Canadian Centre  
on Substance Use  
and Addiction

Evidence. Engagement. Impact.



Canadian Centre  
on Substance Use  
and Addiction

All behavioural indicators across proficiency levels are examples only and can be adapted or tailored to meet individual organizational needs and mandates.

For CCSA's competencies, substance use is inclusive of situations where professionals are working with individuals who use or have used substances, are diagnosed with a medically recognized substance use disorder or are experiencing harms as a result of using substances. For more information, please refer to the criteria for substance use disorders in the *Diagnostic and Statistical Manual of Mental Disorders*, 5<sup>th</sup> edition (DSM-5).

For more information on sex- and gender-based analysis (SGBA+), please visit [www.ccsa.ca/sex-and-gender-based-analysis](http://www.ccsa.ca/sex-and-gender-based-analysis)

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Collaboratively developing a treatment and well-being plan based on screening and assessment findings, ensuring that activities and resources reflect people's needs, strengths and goals. The process also includes monitoring, evaluating, planning for discharge and updating the treatment plan so that it reflects people's evolving needs and goals.

### EXAMPLES

1 = Foundational	2 = Developing	3 = Proficient	4 = Advanced
<ol style="list-style-type: none"> <li>Explains the organization's treatment planning process so that people can make informed decisions about their treatment options</li> <li>Provides basic information about available treatment programs and services to people and refers them to programs and services, as appropriate</li> <li>Demonstrates awareness and understanding of different ways of knowing, including Indigenous ways of knowing, and applies them when developing individualized treatment plans (e.g., land-based healing, etc.)</li> <li>Identifies and helps address individual barriers to treatment such as lack of transportation, safety planning or access to food security or childcare services</li> <li>Adheres to all legislation, guidelines, procedures and protocols regarding confidentiality and professional ethics</li> <li>Ensures the treatment plan meets the individual's goals for well-being using a person-directed approach that includes considerations for overall health care</li> </ol>	<ol style="list-style-type: none"> <li>In collaboration with people, assesses individual and structural barriers they may be experiencing in committing to and engaging in treatment plan activities</li> <li>Collaborates with people and multi-disciplinary professionals to:               <ol style="list-style-type: none"> <li>Establish a basic understanding of treatment planning</li> <li>Identify realistic and achievable short- and long-term goals</li> <li>Identify cultural, gender-related, contextual and personal factors that should be considered in the plan</li> <li>Develop a treatment plan based on evidence-informed practices and the individual's goals, age, gender, culture and context, e. Adapt the plan over time, so it continues to respond to the individual's needs and other life circumstances</li> </ol> </li> <li>Incorporates strength-based feedback from partner, family and social supports in developing the treatment plan, when appropriate; considers other-than-human supports (e.g., companion and service animals, connection to nature, etc.)</li> <li>Keeps clear and accurate records of all key information gathered during the treatment planning process</li> <li>Monitors people's progress throughout the course of treatment, celebrates successes, recognizes the opportunities provided by setbacks or obstacles, and supports people in responding to them</li> <li>Assists senior staff in evaluating treatment planning activities</li> </ol>	<ol style="list-style-type: none"> <li>Assesses the relative severity of substance use and mental health issues, if present, and adjusts the treatment plan to reflect the relative priority of each</li> <li>Applies a range of evidence-, and gender- and trauma-informed techniques and approaches to support commitment to the treatment plan and related activities</li> <li>Creatively engages with people with complex or sensitive backgrounds, multi-disciplinary professionals and multiple ways of knowing to help improve the likelihood of achieving treatment goals</li> <li>Monitors emerging information about sex-, gender-, trauma- and evidence-informed approaches that could aid in developing effective treatment plans</li> </ol>	<ol style="list-style-type: none"> <li>Collaborates with a broad range of multi-disciplinary professionals to design and implement treatment plans and activities that address complex needs, population groups and contexts</li> <li>Supervises or coaches others in the design and delivery of effective, gender- and culturally sensitive treatment plans</li> <li>Leads or collaborates with others in planning and conducting evaluations of treatment planning</li> <li>Leads the development of appropriate tailored treatment programming options for specific populations and groups</li> <li>Provides education and training opportunities to others to enhance understanding of evidence-, gender- and trauma-informed treatment approaches</li> </ol>