

Recruiting Staff During a Time of Transition



National Office
ATTC

Unifying science, education
and services to transform lives.

SSDP VII Workforce Development Track
August 20, 2008
Mary Beth Johnson, MSW

Recruitment

Recruitment involves the process of identifying and hiring the best qualified addictions professional for the job.

Why is Recruitment Important?

The recruitment of qualified workers is an important aspect of Workforce Development.

It ensures the availability of a capable workforce able to meet the growing treatment and recovery needs of our nation.

In 2000 a total of 61,000 individuals were employed as substance abuse and behavioral disorders counselors. By 2010 there will be a need for an additional 21,000 practitioners. *

* *Source: National Association of State Alcohol and Drug Abuse Directors (NASADAD). (2003). Recommendations related to closing the treatment gap, NASADAD policy position paper.*

Recruitment Challenges

Our nation is facing a workforce development crisis in the addiction treatment and recovery services field because of many complicated and interconnected issues.

The workforce is also being challenged with the demand for increased accountability, limited access to information technology and the need to rapidly incorporate scientific advances into the treatment process.

Recruitment Challenges, contd.

Contributors to these recruitment challenges include:

- Low salaries and minimal benefits
- High Workloads
- High Turnover
- No uniform educational standards or defined career paths
- Stigma
- Lack of incentives

ATTC Network Role

The ATTC Network is committed to **improving** the competency of current and future practitioners primarily by creating and expanding continuing education and university coursework, developing academic programs, increasing clinical placements and setting educational standards.

The Network takes a broad approach to **upgrading** the skills of practitioners and other health professionals and **disseminates** the latest science to the treatment and recovery community, offering a multitude of timely products and services.

It is a unified approach in delivering cutting-edge knowledge and skills which develop a powerful workforce . . .

A workforce having the potential to transform individual lives.

Workforce Resources

- Pre-Service Education
- PFR/ATTC Leadership Institute
- Continuing Education
- Additional Resources & Tools

Currently the addiction treatment and recovery field is faced with complex cases demanding a high level of skill and professional training. Therefore, continuous development of staff skills is imperative in the delivery of high-quality client care.

Certification Info

Certification Info:
ATTC Network database consisting of basic information on a variety of state, national, and international bodies offering licensing & credentialing for drug and alcohol counselors.

www.attcnetwork.org/find/certinfo

Note: This database is currently linked to the ATTCnetwork.org and will be transferred to the new site very soon.

Licensing & Certification Requirements

Find basic information on a variety of state, national, and some international bodies that offer licensing & credentialing for drug and alcohol counselors.

If you are a certification board and would like your information updated or changed, please send your request to CertificationInfo@nattc.org.

(If you are looking for institutions that offer a certificate, bachelor, master and/or Ph.D. program in substance use disorders as well as those that offer a concentration, specialty or minor in the addiction field [follow this link to the ATTC's Directory of Addiction Study Programs.](#))

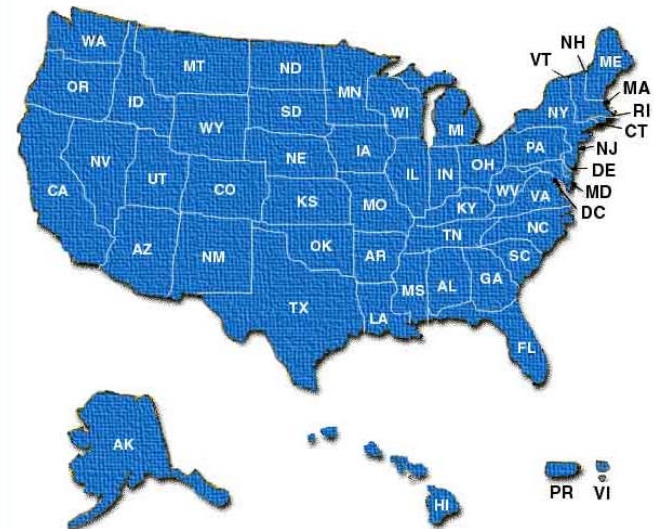
Select a search method from one of the menus, enter a keyword or click on a state or territory in the map below.

Notice: Certification Info is in the process of being updated. If you find any broken links/telephone numbers, etc. that are inaccurate, please contact Cindy Christy at christvc@nattc.org. Thank you for your patience while we are making these revisions.

select a state select a territory select a country

select an organization

Enter a Keyword:



Certification Info, contd.

[Back to Certification Info](#)

Results for RI

The licensing or certification board(s) located in the state you selected is/are listed below. Follow a link to view details.

[The Rhode Island Board for the Certification of Chemical Dependency Professionals \(RIBCCDP\)](#)

[State of Rhode Island Department of Mental Health, Retardation and Hospitals](#)

Click on



[home](#) | [contact us](#) | [site map](#)

Addiction Technology Transfer Center National Office

(816) 235-8888 email: CertificationInfo@nattc.org

Funded by the [Center for Substance Abuse Treatment \(CSAT\)](#).

[Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)

Certification Info, contd.



Rhode Island

Affiliation: [IC&RC](#)

The Rhode Island Board for the Certification of Chemical Dependency Professionals (RIBCCDP)

31 Smith Avenue - 3 (Rear)

Greenville, RI 02828 USA

phone 401-349-3822 or TDD 1 (800) 745-5555

fax 401-349-3833

www.ribccdp.com/index.html

ricert@msn.com

Requirements:

[Counselor In Training \(CIT\)](#)

[Licensed Chemical Dependency Professional \(LCDP\) - Track 1 & Track 2](#)

[Licensed Chemical Dependency Clinical Supervisor Requirements \(LCDCS\)](#)

[Recognized Clinical Supervisor \(RCS\)](#)

[Student Assistance Counselor \(SAC\)](#)

[Certified Prevention Specialist \(CPS\)](#)

[Advanced Certified Prevention Specialist \(ACPS\)](#)

[Certified Prevention Specialist Supervisor \(CPSS\)](#)

[Certified Criminal Justice Professional \(CCJP\)](#)

[Regualification - Recertification Requirements](#)

[Performance Domains - Core Functions](#)

Counselor In Training (CIT)

- o Requires 1 year/2000 clock hours supervised work experience providing the applicant's clinical supervisor has the required credentials and the applicant submits a formal job description documenting substance abuse counseling along with performance of the Core Functions of an alcohol and drug counselor.
- o 50% of applicants qualifying experience must be gained within five (5) years prior to application.

Education/Training

- o Requires a minimum of 140 clock hours of education.
- o 70 hours must be substance abuse specific
- o The remaining may include 70 hours in counselor training.



Certification Info, contd.

Number of States:

Requiring and/or offering licensure:	27
Offering prevention certification:	24
Offering criminal justice certification:	19
Offering recovery certification:	1

Numbers based on information available at the time Certification Info database entries were last updated.

Competency Identification & Development

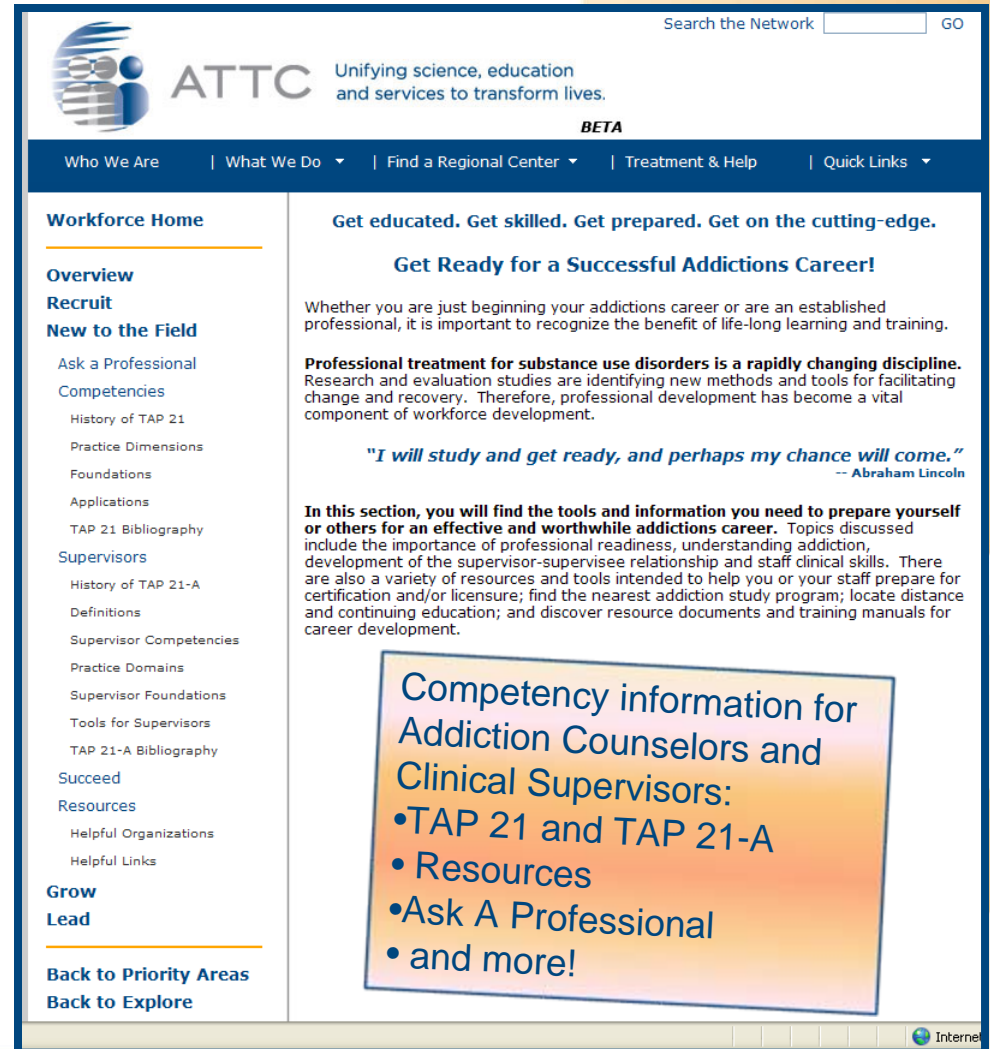
Get Ready for a Successful Addictions Career!

*Addiction Counseling Competencies:
The Knowledge, Skills, and Attitudes of
Professional Practice*

Technical Assistance Publication Series
(TAP 21)

*Competencies for Substance Abuse Treatment
Clinical Supervisors*

Technical Assistance Publication Series
(TAP 21-A)



Search the Network GO

ATTC Unifying science, education and services to transform lives.

BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Workforce Home

Overview

Recruit

New to the Field

- Ask a Professional Competencies
- History of TAP 21
- Practice Dimensions
- Foundations
- Applications
- TAP 21 Bibliography

Supervisors

- History of TAP 21-A
- Definitions
- Supervisor Competencies
- Practice Domains
- Supervisor Foundations
- Tools for Supervisors
- TAP 21-A Bibliography

Succeed

Resources

- Helpful Organizations
- Helpful Links

Grow Lead

Back to Priority Areas

Back to Explore

Get educated. Get skilled. Get prepared. Get on the cutting-edge.

Get Ready for a Successful Addictions Career!

Whether you are just beginning your addictions career or are an established professional, it is important to recognize the benefit of life-long learning and training.

Professional treatment for substance use disorders is a rapidly changing discipline. Research and evaluation studies are identifying new methods and tools for facilitating change and recovery. Therefore, professional development has become a vital component of workforce development.

"I will study and get ready, and perhaps my chance will come."
-- Abraham Lincoln

In this section, you will find the tools and information you need to prepare yourself or others for an effective and worthwhile addictions career. Topics discussed include the importance of professional readiness, understanding addiction, development of the supervisor-supervisee relationship and staff clinical skills. There are also a variety of resources and tools intended to help you or your staff prepare for certification and/or licensure; find the nearest addiction study program; locate distance and continuing education; and discover resource documents and training manuals for career development.

**Competency information for
Addiction Counselors and
Clinical Supervisors:**

- TAP 21 and TAP 21-A
- Resources
- Ask A Professional
- and more!

Internet

New Web site Feature: Ask a Professional

NEW! Ask a Professional

This Web site gives you access to professionals across the country who are waiting to hear from you!

The screenshot displays the ATTC website interface. At the top, there is a search bar labeled 'Search the Network' and a 'GO' button. The ATTC logo is on the left, with the tagline 'Unifying science, education and services to transform lives.' and the word 'BETA' below it. A navigation menu includes 'Who We Are', 'What We Do', 'Find a Regional Center', 'Treatment & Help', and 'Quick Links'. The main content area is split into two columns. The left column, titled 'Workforce Home', contains a list of links: Overview, Recruit, New to the Field, Ask a Professional, Competencies, History of TAP 21, Practice Dimensions, Foundations, Applications, TAP 21 Bibliography, Supervisors, History of TAP 21-A, Definitions, Supervisor Competencies, Practice Domains, Supervisor Foundations, Tools for Supervisors, TAP 21-A Bibliography, Succeed, Resources, Helpful Organizations, and Helpful Links. The right column, titled 'Ask A Professional', contains the following text: 'Have questions about getting started in the addiction treatment and recovery services field?', 'Are you working on a report or would just like to know more about what substance abuse counseling is really like?', 'You can have your questions answered by experts in the field!', and 'This Web site gives you access to professionals across the country who are waiting to hear from you!'. Below this are three professional profiles: Tom Hill, MSW; Sara Moscato Howe, MS, CHES; and Linda Kaplan, MA. At the bottom of the right column, there are two more profiles: Joe Powell, LCDC, CAS and Onaje M. Salim, LPC, MAC, CCS. The footer of the screenshot shows 'Addiction Technology Transfer Center Network' and 'Funded by Substance Abuse and Mental Health Services Administration'.

Recruitment and Retention Resources

Workforce Home

Overview

Recruit

New to the Field

Grow

Why Employees Leave

Top Reasons

Staff Shortages

Why Keep Employees

Management Practices

What Employees Want

How to Keep Employees

The Interview

Qualifications

Onboarding

Engagement

Selfcare

Resources for Managers

Sample Letters

Resources for Growth

Lead

NEW!



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Search the Network GO

BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Workforce Home

Overview

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Onboarding

Engagement

Selfcare

Resources for Managers

Sample Letters

Resources for Growth

Lead

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Resources for Managers

This **Resources for Managers** section is specifically targeted for managers/clinical supervisors. This section offers several sample forms, letters and other documents for review and modification, as well as specific tools and resources to assist supervisors with their daily responsibilities. It also serves as an employee retention resource for supervisors, offering tips and checklists to assist in the recruitment, orientation (onboarding) and retainment of quality addiction treatment practitioners who are motivated and happy.

Management Library

Interviewing

Assessment

Orientation/Onboarding

Letters and Forms

Performance Evaluation/Development Plans

Reports

Recognition

Books

Organizations

Featured ATTC Resources

Wellness

Management Help Library – free management library with comprehensive topic listing.

Interviewing:

Basic Interview Guide – form for interviewing

Job Description – sample job description from the Research Foundation of SUNY

Job Description Writer – tool for writing job descriptions from Careeronestop.

Assessment:

Leadership Effectiveness Inventory from the United States Department of Agriculture (USDA) Graduate School – 360 degree assessment utilized at the PFR/ATTC Leadership Institute to assess individual strengths and developmental needs.

NEW!

Recruitment Video

The screenshot shows the ATTC website with a navigation bar and a main content area. The ATTC logo is on the left, with the tagline 'Unifying science, education and services to transform lives.' and 'BETA' below it. The navigation bar includes 'More Resources', 'Join the Campaign', 'About the Field', 'Get Started', and 'Find Careers'. The main content area is titled 'Addiction Careers' and features a video player on the left and text on the right. The video player shows a man in a white lab coat. The text on the right includes the heading 'Imagine Who You Could Save', a list of links for 'Kinds of Careers', 'Testimonials', 'Defining Addiction and Substance Abuse', 'Want to get Started in the Field?', and 'Learn about the Recruitment Campaign'. There are also two testimonials with photos of people and a section titled 'The Outlook for Addiction-Oriented Jobs is Excellent.' followed by a 'Join Us.' section.

Search the Network GO

ATTC Unifying science, education and services to transform lives.
BETA

More Resources Join the Campaign About the Field Get Started Find Careers

Addiction Careers



Watch the video and begin saving lives

Kinds of Careers
Learn out about careers in addictions treatment and recovery services

Testimonials
Here about the difference people are making every day

Defining Addiction and Substance Abuse
Find information about the disease of addiction

Want to get Started in the Field?
Details on certification, education, and more to get you started

Learn about the Recruitment Campaign

Imagine Who You Could Save

Save families. Save jobs. Save communities. Save lives.

One in nine people is affected by addiction.
Substance use disorders impact every sector of society. All races, cultures, ages and genders are affected. The good news is that addiction is treatable, and you can help. Addictions professionals not only provide hope to individuals and families; they save lives.

"I've done something. I've made a difference." [hear more...](#)



"Addiction is a brain disease and not a judgement on character." [hear more...](#)



The Outlook for Addiction-Oriented Jobs is Excellent.
The number of these jobs is predicted to grow as the current workforce retires and new jobs are created to meet the nation's need for treatment services.

Join Us.
Four groups, the Northeast Addiction Technology Transfer Center (ATTC), NAADAC, the Association of Addiction Professionals, the Central East ATTC, and the ATTC National Office, came together to

Internet

Imagine Who You Can Save Award Winning Video

This ongoing recruitment campaign includes numerous components, including the award winning video, a FREE Recruitment Kit, and a variety of other marketing materials.

Produced by the Northeast ATTC Regional Center, NAADAC, the Association of Addiction Professionals, the Central East ATTC Regional Center, and the ATTC National Office.

Recruitment Video, contd.

The screenshot shows a website interface for 'Addiction Careers'. At the top, there is a logo and the text 'BETA'. Below this, a navigation bar includes 'Imagine Who You Could Save' and 'Addiction Careers'. A secondary navigation bar contains links: 'More Resources', 'Join the Campaign', 'About the Field', 'Get Started', and 'Find Careers'. On the left side, a vertical menu lists: 'Careers In Addictions', 'Substance Abuse and Treatment', 'Recruitment Campaign', 'Listen to Testimonials', 'Getting Started', and 'Other Resources'. The main content area is titled 'Listen to Testimonials' and displays six individual portraits arranged in two columns. Each portrait is accompanied by the person's name and their role. The names and roles are: Cynthia (Administrator), Donovan (Outreach Professional), Melanie (Counselor), Michael (Administrator), Shirley (Counselor and Educator), and Robert (Educator). At the bottom right of the screenshot, there is a small 'Inter' logo.

Testimonials

PFR/ATTC Leadership Institute



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Search the Network GO

BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Workforce Home

Overview

Recruit

New to the Field

Grow

Lead

Emerging Leaders

Develop a Plan

Find a Mentor

Professional Development

Resources for Students

Established Leaders

Mentoring

Prepare for Success

Institute

Who Benefits?

What Will it Offer?

Nomination Criteria

Upcoming Institutes

Hear Success Stories

Profiles

Emerging Leader Profile

Established Leader Profile

View Past Profiles

Leadership Training

Opportunities

[Find an Institute in Your Region](#)

PFR/ATTC Leadership Institute

Agencies, as well as other organizations, are now faced with a shortage of adequately prepared addiction leaders. Directors and senior level personnel, who are providing leadership in community-based addiction treatment agencies, are approaching retirement age, and there have been few educational opportunities to groom successors for these leadership positions. With this challenge in mind, the Addiction Technology Transfer Center (ATTC) Network, in partnership with [SAMHSA/CSAT's Partners for Recovery](#) and the [Graduate School/USDA](#), is very pleased to offer a unique professional development opportunity.

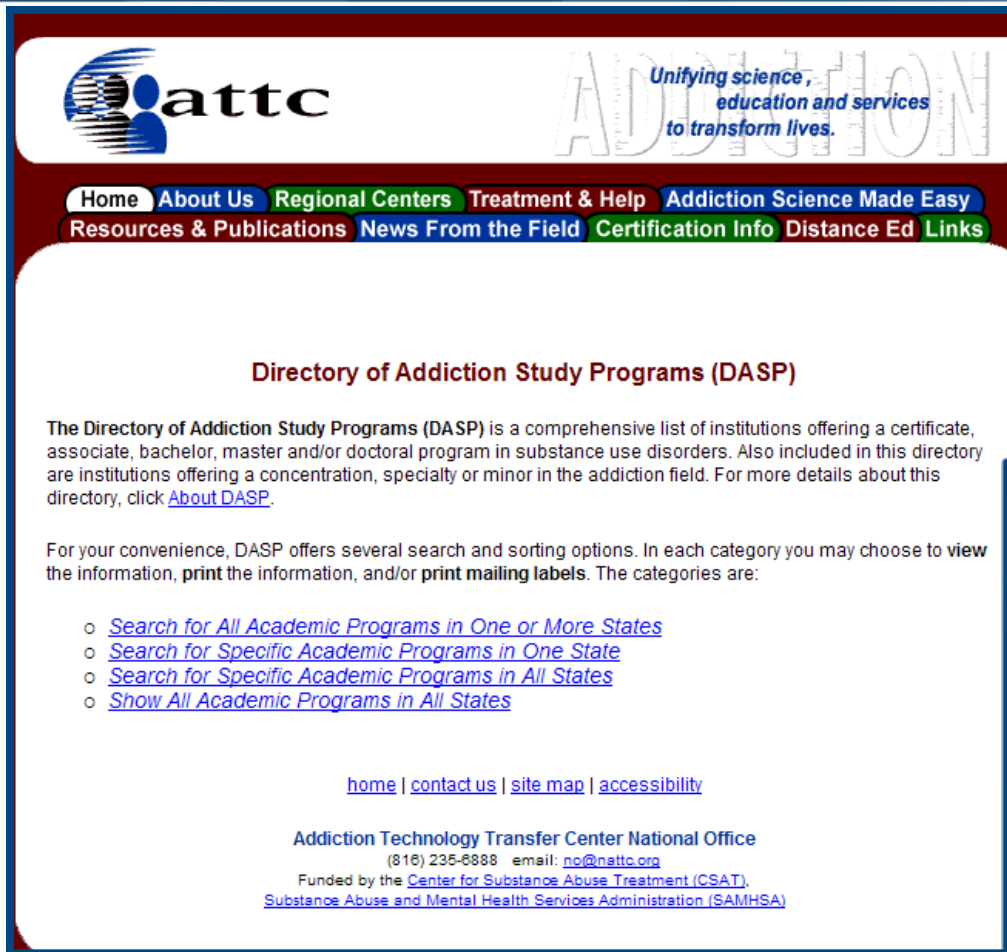


The PFR/ATTC Leadership Institute is an intense leadership preparation program designed to cultivate the development of future addiction leaders. It provides professional development through a combination of evidenced-based training seminars, distance learning, and completion of a project within a six-month timeframe. Each individual partners with a mentor offering expertise vital in facilitating the development of future leaders.

Addiction treatment and recovery services is facing a transition as many current leaders in the profession are retiring.

The ATTC Network is working to support leadership development activities which prepare emerging leaders for leadership roles. The Network also supports mentorship and other transitional activities which prepare and encourage established leaders to pass on their knowledge, skills, and wisdom to the next generation of leaders.

Directory of Addiction Studies (DASP)



The screenshot shows the ATTC website's DASP page. At the top left is the ATTC logo, a stylized 'a' with a person icon. To its right is the text 'Unifying science, education and services to transform lives.' Below this is a navigation menu with links: Home, About Us, Regional Centers, Treatment & Help, Addiction Science Made Easy, Resources & Publications, News From the Field, Certification Info, Distance Ed, and Links. The main heading is 'Directory of Addiction Study Programs (DASP)'. The text describes the directory as a comprehensive list of institutions offering various degrees in substance use disorders. It lists search options: 'Search for All Academic Programs in One or More States', 'Search for Specific Academic Programs in One State', 'Search for Specific Academic Programs in All States', and 'Show All Academic Programs in All States'. At the bottom, it provides contact information for the ATTC National Office, including a phone number, email, and funding sources like CSAT and SAMHSA.

attc Unifying science, education and services to transform lives.

[Home](#) [About Us](#) [Regional Centers](#) [Treatment & Help](#) [Addiction Science Made Easy](#)
[Resources & Publications](#) [News From the Field](#) [Certification Info](#) [Distance Ed](#) [Links](#)

Directory of Addiction Study Programs (DASP)

The Directory of Addiction Study Programs (DASP) is a comprehensive list of institutions offering a certificate, associate, bachelor, master and/or doctoral program in substance use disorders. Also included in this directory are institutions offering a concentration, specialty or minor in the addiction field. For more details about this directory, click [About DASP](#).

For your convenience, DASP offers several search and sorting options. In each category you may choose to view the information, **print** the information, and/or **print mailing labels**. The categories are:

- [Search for All Academic Programs in One or More States](#)
- [Search for Specific Academic Programs in One State](#)
- [Search for Specific Academic Programs in All States](#)
- [Show All Academic Programs in All States](#)

[home](#) | [contact us](#) | [site map](#) | [accessibility](#)

Addiction Technology Transfer Center National Office
(816) 235-6888 email: nc@attc.org
Funded by the [Center for Substance Abuse Treatment \(CSAT\)](#),
[Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)

www.attcnetwork.org/learn/education/dasp.asp

DASP is a comprehensive list of institutions offering degree programs in substance use disorders. Also included: concentrations, specialties and minors in the addiction.

DASP offers search and sorting options for printing reports and generating mailing labels.

Distance Education

There are a variety of distance education opportunities for addiction treatment and recovery practitioners. Some courses are self-paced and others are instructor-led. Distance programs can be located with ease through:

- [AddictionEd.org](#)- a comprehensive catalog of quality online education programs compiled by the ATTC Network.
- [ATTC's Directory of Addiction Study Programs \(DASP\)](#) - listing of institutions offering certified and degreed programs in substance use
- ATTC Regional Center online courses - Soon we will offer a comprehensive list of all the ATTC online courses.
 - [AccessEd](#)- the Mid-Atlantic ATTC's Center for Online Courses
 - [Online Education Program](#)- New England ATTC's distance education offerings
 - [SCATTC Online Learning](#)- the Southern Coast ATTC's e-learning portal

AddictionEd.org



addictioned.org

learners

Are you looking for addiction-oriented distance education courses?

[enter here](#)

course providers

Are you looking for a free way to market your addiction distance ed program?

[enter here](#)

AddictionEd.org is an international reference catalogue of distance education opportunities in fields relating to addiction. This site was developed by the Addiction Technology Transfer Center (ATTC) Network and is maintained by the ATTC National Office.

Below are just some of the reputable organizations that list their courses on AddictionEd!



The Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Unifying science, education and services to transform lives.

There are a variety of distance education opportunities for addiction treatment and recovery practitioners. Some courses are self-paced and others are instructor-led.

The Training Point

The Training Point: An uncommon learning exchange for addictions trainers

A seven week course designed to enhance knowledge and abilities in addiction training.

The first and last three weeks of the course are held online via the Blackboard Learning System. The middle week of the course is an intensive three-day face-to-face learning exchange. **Throughout all seven weeks, participants focus on the various components that create successful training experiences: the learners, the environment, the materials, and the trainer.** Topics covered include learning and training styles, adult learning principles, facilitation and presentation skills, reflective practice, and transformative learning.

Earn:

40 NAADAC Contact Hours


4 Continuing Education Units



Topical Resources

The screenshot shows the ATTC website interface. At the top right, there is a search bar with the text "Search the Network" and a "GO" button. The ATTC logo is on the left, with the tagline "Unifying science, education and services to transform lives." and a "BETA" label. A navigation bar contains links for "Who We Are", "What We Do", "Find a Regional Center", "Treatment & Help", and "Quick Links". The main content area is titled "Featured Topics Library". On the left, a sidebar menu lists various topics, with "Recovery (ROSC)" circled in red. The main content area includes an introductory paragraph, a paragraph about the topics included, a list of currently available topics, and contact information for adding new topics.

Search the Network GO

 **ATTC** Unifying science, education and services to transform lives.

BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Featured Topics Library

Featured Topics Library

- Recovery (ROSC)
- Co-occurring Disorders
- Traumatic Stress
- Women and Addiction
- Alcoholism
- Prescription Drug Abuse
- Motivational Interviewing
- Methamphetamine

Term Master

Educational Opportunities

Back to Learn

Featured Topics Library

Sometimes presenting enough information on a topic to adequately present the latest findings from research and practice requires an extensive exploration of that topic from multiple perspectives. The ATTC Network's **Featured Topics Library** does that.

Each topic included here presents abundant background, resources, links, and tools to fortify addictions professionals with fresh ideas and possibly new solutions to old problems.

Topics currently available in this online library explore issues such as prescription drug abuse, recovery oriented systems of care, alcoholism, trauma, women, co-occurring disorders, motivational interviewing, and methamphetamine.

Be sure to check back often as new topics will be added and updated regularly. If there is a topic you would like to see included in the Featured Topic Library, please email us your thoughts at: no@ATTCnetwork.org.

Blending Initiatives



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Search the Network GO

BETA

Who We Are | What We Do | Find a Regional Center | Treatment & Help | Quick Links

Science of Addiction Home

Addiction is a Disease
Public Health Perspective
Finding the Science
Interpreting the Science
Evidence Based Practices
Blending Science & Service

Science of Tx CD Set

Events

Buprenorphine Tx

Buprenorphine Detox

Tx Planning MATRS

MIA: STEP

PAMI

Related Resources

Meet the Researchers
Research Frontier
Tools, References & Resources

Back to Priority Areas
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NIDA/SAMHSA Blending Initiative*

blending initiative
NIDA • SAMHSA

To Blend:

- combine into an integrated whole
- Produce a harmonious effect

Harnessing the skills, resources, and knowledge of two federal agencies to facilitate moving important scientific findings into mainstream addiction treatment practice is the goal of the [NIDA/SAMHSA Blending Initiative](#). Developed in 2001 by the [National Institute on Drug Abuse \(NIDA\)](#) and the Substance Abuse and Mental Health Services Administration's (SAMHSA) [Center for Substance Abuse Treatment](#), this project is designed to meld science and practice together to improve substance use disorder treatment and accelerate the dissemination of research-based drug abuse treatment findings into community-based practice.

The NIDA/SAMHSA Blending Initiative encompasses three components:

- Regional Blending Conferences:** All [NIDA Blending Conferences](#) are uniquely designed to enhance bidirectional communication between researchers, clinical practitioners, and policy-makers regarding innovative scientific findings about drug abuse and addiction; and have been strategically convened in different geographic regions of the country.
- State Agency Partnerships:** NIDA works closely with federal and state policy-makers to help identify strategies to accelerate the adoption of science-based practices.
- Blending Teams:** Based on recently tested NIDA research, the Blending Teams design user-friendly tools or "products" that are introduced to treatment providers to facilitate the adoption of science-based interventions in their communities at nearly the same time that research results are published in peer-reviewed journals. Blending Teams are composed of members from SAMHSA-CSAT's Addiction Technology Transfer Center (ATTC) Network, NIDA researchers, and community treatment providers participating in NIDA's [CTN](#)

Blending Initiatives Teams:

1. Buprenorphine Treatment
2. Short-term Opioid Withdrawal Using Buprenorphine
3. Treatment Planning M.A.T.R.S.
4. Motivational Interviewing Assessment: Supervisory Tools for Enhancing Proficiency (MIA:STEP)
5. Promoting Awareness of Motivational Incentives (PAMI)

www.atcnetwork.org/explore/priorityareas/science/blendinginitiative/index.asp

Resources for Professional Growth

Tools for Managers and Clinical Supervisors

Includes:

- Tips for Supervising
- Self Care information
- Performance Domains
And more!

The screenshot shows the ATTC website interface. At the top, there is a search bar and the ATTC logo with the tagline 'Unifying science, education and services to transform lives.' Below the logo, there is a navigation menu with options like 'Who We Are', 'What We Do', 'Find a Regional Center', 'Treatment & Help', and 'Quick Links'. The main content area is titled 'Resources for Professional Growth' and includes a description of the segment, a list of links for 'Management Help Library', 'Competencies for Clinical Supervisors (TAP 21-A)', 'Counselor Development Competencies', 'Tips for Supervising and Motivating and Steps You Can Take', 'ATTC Featured Resources', 'Assessments', 'Books - Burnout, Spirituality, Management, Various topics', 'Organizations', and 'Other Links'. A specific section titled 'Performance Domain (PD) 1: Counselor Development:' lists several bullet points regarding supervision practices.

Workforce Home

Overview

Recruit

New to the Field

Grow

- Why Employees Leave
 - Top Reasons
 - Staff Shortages
- Why Keep Employees
 - Management Practices
 - What Employees Want
- How to Keep Employees
 - The Interview
 - Qualifications
 - Onboarding
 - Engagement
- Selfcare
- Resources for Managers
 - Sample Letters
- Resources for Growth

Lead

Back to Priority Areas

Back to Explore

Resources for Professional Growth

This **Resources for Professional Growth** segment is specifically targeted for managers/clinical supervisors. This section offers guidelines, outlines strategies, and directs practitioners to clinical supervision competencies essential for supervising addiction treatment staff. It serves as a directory of professional development opportunities, featuring a listing of various ATTC Network links. In addition, there are some compassion fatigue assessment tools and various self care resources included.

Management Help Library

Competencies for Clinical Supervisors (TAP 21-A)

Counselor Development Competencies

Tips for Supervising and Motivating and Steps You Can Take

ATTC Featured Resources

Assessments

Books - Burnout, Spirituality, Management, Various topics

Organizations

Other Links

[Competencies for Clinical Supervisors, Technical Assistance Publication \(TAP 21-A\) Series:](#)

Counselor Development Competencies:

Performance Domain (PD) 1: Counselor Development:

- Teach supervisees the purpose of clinical supervision and how to use it effectively.
- Ensure that comprehensive orientation is provided to new employees, including in areas such as the organization's client population, mission, vision, policies, and procedures.
- Build a supportive and individualized supervisory alliance that respects professional boundaries.
- Maintain a constructive supervisory learning environment that fosters awareness of oneself and others, motivation, self-efficacy, enthusiasm, and two-way feedback.
- Conceptualize and plan individual and group supervision activities, incorporating supervisees' preferred learning styles, cultures, genders, ages, and other appropriate variables.
- Encourage supervisees to examine their views regarding culture, race, values,

ATTC Network

Caribbean Basin & Hispanic ATTC

Puerto Rico, U.S. Virgin Islands

Central East ATTC

DC, DE, MD, NJ

Great Lakes ATTC

IL, IN, MI, OH

Gulf Coast ATTC

LA, NM, TX

Mid-America ATTC

AR, KS, MO, NE, OK

Mid-Atlantic ATTC

KY, TN, VA, WV

Mountain West ATTC

CO, ID, MT, NV, UT, WY

ATTC of New England

CT, MA, ME, NH, RI, VT

Northeast ATTC

NY, PA

Northwest Frontier ATTC

AK, HI, OR, WA, Pacific Islands

Pacific Southwest ATTC

AZ, CA

Prairielands ATTC

IA, MN, ND, SD, WI

Southeast ATTC

GA, NC, SC

Southern Coast ATTC

AL, FL, MS

ATTC National Office

UMKC. Kansas City
5100 Rockhill Rd.
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