

# Ensuring Staff Competence in Addressing SUDs

Six quick tips for behavioral health care managers



## ASSESS JOB KNOWLEDGE

Identify the skills of substance use disorder (SUD) counselors and peer recovery specialists using validated, EEOC-compliant assessments to inform your hiring and placement decisions.



## INDIVIDUALIZE ONBOARDING

Transition staff to a new role with training on boundaries, treatment techniques and more, based on their assessment results.



## DRIVE ENGAGEMENT

Your staff members have challenging jobs, especially those in long-term recovery themselves. Supporting their development and success helps reduce burnout and improve retention.



## PROVIDE EVIDENCE-BASED TRAINING

Assign training based on proven methods and practices to supplement lived experience, and offer ongoing supervision and feedback to maintain fidelity to treatment models.



## OFFER CONTINUING EDUCATION

State boards are increasingly mandating that SUD counselors become licensed clinicians. Offering CEUs shows your investment in their success, helping to reduce turnover.



## EVALUATE SKILLS REGULARLY

Cycle through this process regularly. You can help build your staff's confidence in their ability to provide quality care and identify future leaders within your organization.

Learn how Relias can help you identify staff readiness and effectively treat those with substance use disorders.

[GET STARTED](#)