

DACUM Competency Profile for HIV/STD Harm Reduction Counselor/

helping people) to reflect upon and identify factors that influence health and well-being to

A	COORDINATE PROJECTS AND STAFF	A-1 Hire and orient new staff	A-2 Assess staff training needs	A-3 Train team member (staff, peer educator, volunteer)	A-4 Schedule staff	A-5 Supervise staff	A-6 Motivate and inspire team and staff members
		A-14 Participate in staff performance evaluation	A-15 Facilitate professional growth for team	A-16 Participate in grant writing and management as appropriate	A-17 Manage grievance procedure	A-18 Facilitate meetings	A-19 Organize staff social events
B	PERFORM PARTICIPANT INTAKE	B-1 Screen for eligibility	B-2 Perform physical screening	B-3 Establish relationship with participant	B-4 Obtain informed consent	B-5 Provide program orientation	B-6 Perform psychosocial assessment (mental health, medical, drinking history, income, etc. as appropriate)
		C-1 Interface with community	C-2 Establish relationships within community	C-3 Recruit program participants	C-4 Exchange syringes	C-5 Provide harm reduction supplies	C-6 Perform interview
C	CONDUCT COMMUNITY OUTREACH	C-14 Advocate with and for community (for needed services, etc.)	C-15 Organize community activities around project mission	C-16 Provide presentations to community about various topics (HCV, housing, etc.)	C-17 Participate in program evaluation	C-18 Participate in formative research	
		D-1 Access educational needs	D-2 Assess communication skills	D-3 Participate in formative research	D-4 Utilize a participatory process throughout ed process	D-5 Develop/ implement client/ community centered education plan/	D-6 Develop/ gather/adapt creative educational materials
D	PROVIDE HEALTH EDUCATION	D-14 Educate community/ individuals on overall wellness (nutrition, sleep, stress mgmt)	D-15 Educate community/ individuals on disease prevention	D-16 Educate community/ individuals on mental health issues	D-17 Educate community/ individuals on medical care (HTN, diabetes, fatigue, skin)	D-18 Educate community/ individuals on drug/alcohol use mgmt	D-19 Educate community/ individuals on addiction
		D-27 Educate community/ individuals on medication mgmt	D-28 Provide youth education	D-29 Educate community/ individuals on overdose prevention and care	D-30 Educate community/ individuals on viral/bacterial risk assessment	D-31 Gather data	D-32 Document education provided

Educator Is one who inspires, educates, and supports people at risk (by counseling, and improve health, choices, and quality of life.

TASKS

A-7 Manage project budgets, finances as appropriate	A-8 Manage site-project logistics	A-9 Participate in staff, agency, project meetings	A-10 Participate in development and implementation of program process and outcome evaluation plan	A-11 Develop and maintain quality assurance	A-12 Act as resource to co-workers and other agencies	A-13 Facilitate identification, prevention and response to staff burn out
B-7 Perform interview and gather appropriate data	B-8 Provide referrals in-house to other agencies	B-9 Enroll participants in appropriate programs/ studies services	B-10 Document client contact			
C-7 Gather data	C-8 Map the community: do ethnographic mapping	C-9 Act as community resource	C-10 Locate existing clients for follow-up	C-11 Develop relationships with agencies for referrals	C-12 Provide ongoing assessment of community resources, programs, etc.	C-13 Manage D.O.T. in consultation with other providers
D-7 Respond to community questions	D-8 Educate communities/ individuals on practical applications of harm reduction	D-9 Educate communities/ individuals regarding social justice issue	D-10 Educate communities/ individuals on basic disease process (HIV, HCV, HBV, TB, STD's, etc.)	D-11 Educate communities/ individuals on comprehensive sexuality education	D-12 Educate communities/ individuals on reproductive health	D-13 Educate physicians/ health providers on client needs and rights
D-20 Educate communities/ individuals on wound care	D-21 Educate communities/ individuals on legal rights	D-22 Educate communities/ individuals on economic costs of social injustice	D-23 Educate communities/ individuals on consumer rights and responsibilities	D-24 Educate communities/ individuals about universal precautions	D-25 Explain medical terminology	D-26 Educate communities/ individuals on treatment advocacy
D-33 Evaluate educational plan	D-34 Participate in program evaluation					

E***PROVIDE CLIENT-CENTERED COUNSELING**

*IN CLIENT CENTERED COUNSELING, THE FOCUS IS ON THE CLIENT'S CONCERNS AND INTERESTS. COUNSELING TECHNIQUES EXPLORE THE PERSONAL MEANING A CLIENT GIVES TO THE ISSUES DISCUSSED. IF OPTIONS OR REFERRALS ARE EXPLORED, THEY ARE

DESIGNED TO BE RELEVANT TO THE CLIENT'S NEEDS, INTERESTS, RESOURCES, AND ABILITIES. CLIENT CENTERED COUNSELING EMPHAZISES PERSONALLY WORKABLE OPTIONS THAT ARE IN ACCORDANCE WITH HARM REDUCTIONS PRINCIPLES.

F**PROVIDE HIV/HCV/HBV/TB/STD PRE/POST TESTING/ COUNSELING****G****PROVIDE CASE MANAGEMENT SERVICES****H****FACILITATE GROUPS**

E-1 Provide interpretation and language access services	E-2 Obtain informed consent	E-3 Identify primary issues of concern to client	E-4 Determine where client is on stages of change/ readiness to change	E-5 Support and encourage change when appropriate	E-6 Demonstrate and coach harm reduction
E-14 Provide chemical dependency and misuse counseling/ support	E-15 Provide counseling regarding social skills, communication, anger mgmt, etc.	E-16 Provide counseling/ support regarding gender identity or expression	E-17 Provide reproductive health counseling/ support	E-18 Provide counseling/ support regarding domestic violence (and other issues of violence and PTS)	E-19 Provide counseling/ support around issues of sexual orientation
E-27 Manage D.O. T. in consultation with other providers	E-28 Provide and follow-up referrals	E-29 Provide counseling/ coaching regarding navigating health/social service "systems"	E-30 Advocate for client when appropriate	E-31 Engage in consultation and case conferencing	
F-1 Obtain informed consent	F-2 Develop harm reduction plan	F-3 Conduct risk assessment/ self assessment	F-4 Provide referrals	F-5 Perform test	F-6 Disclose test results
G-1 Identify/ assess clients' needs, risks, resources, names	G-2 Provide services (education, support counseling)	G-3 Develop harm reduction/ treatment update re-assess plan (services needed)	G-4 Provide referrals to appropriate services	G-5 Gather data	G-6 Provide vouchers (transportation, housing, food, etc.)
G-14 Follow-up on referrals	G-15 Provide site visits when appropriate (hospital, jail, SRO)	G-16 Document case management services			
H-1 Recruit, screen, select group members	H-2 Manage logistics	H-3 Develop and implement group protocols	H-4 Develop and implement curriculum	H-5 Facilitate therapeutic groups/ meetings (peer, support, psycho-educational, harm reduction)	H-6 Implement therapeutic interventions as appropriate

E-7 Develop harm reduction/treatment plan	E-8 Provide counseling for crisis intervention	E-9 Counsel and support sexuality issues (safer sex, negotiation skills)	E-10 Provide substance use management counseling/support	E-11 Provide wellness counseling/support (nutrition, stress reduction, etc.)	E-12 Provide “life skills” counseling (financial, time mgmt, employment, etc.)	E-13 Provide counseling/support for people living with chronic conditions (AIDS, HCV)
E-20 Provide legal, parole, probation counseling/support	E-21 Provide parenting counseling/support	E-22 Provide relationship counseling/support	E-23 Provide bereavement/grief counseling/support	E-24 Document counseling provided	E-25 Continually re-assess client’s needs and risks	E-26 Gather data
F-7 Discuss partner notification	F-8 Evaluate harm reduction plan progress	F-9 Provide emotional support	F-10 Recruit at risk populations for test	F-11 Document counseling and testing session		
G-7 Schedule follow-up appointments	G-8 Monitor progress with harm reduction plan	G-9 Identify and address barriers to successful harm reduction plan	G-10 Participate in case conferences	G-11 Provide coaching/counseling/encouragement on harm reduction plan	G-12 Document unmet needs	G-13 Provide client advocacy and emotional support
H-7 Demonstrate and model new behavior	H-8 Manage difficult behavior	H-9 Provide and receive feedback	H-10 Facilitate closure	H-11 Participate in regular-ongoing clinical supervision	H-12 Provide documentation as appropriate	

I**CONDUCT
COMMUNITY
ORGANIZING/
ADVOCACY**

I-1 Access community needs and resources	I-2 Identify stake holders	I-3 Establish ongoing relationship with take holders	I-4 Participate in formative research	I-5 Facilitate community planning (media campaign, ed, advocacy)	I-6 Facilitate inclusive decision making
I-14 Evaluate process and outcome					
J-1 Maintain professional ethics and standards	J-2 Develop career plan	J-3 Keep current knowledge in field	J-4 Maintain educational requirements as needed/ appropriate	J-5 Maintain certification as HIV risk assessment and disclosure counselor	J-6 Attend in-service training/ education programs

J**PARTICIPATE IN
ON-GOING
PROFESSIONAL
DEVELOPMENT**

I-7 Facilitate dialogue cross communities	I-8 Identify and develop strategies (social marketing, legislative advocacy)	I-9 Put plan into action	I-10 Organize events (forums, civic education, debates, testimonies)	I-11 Represent organizing campaign to other constituencies	I-12 Participate in program evaluation	I-13 Gather data
J-7 Develop and practice self-renewal strategies						

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HIV/STD HARM REDUCTION COUNSELOR/ EDUCATOR

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General Knowledge & Skills

Active listening skills
 Advocacy – government/community
 Appropriate self-disclosure
 Asking for help
 Bereavement counseling
 Bi-lingual counseling ability
 Bookkeeping, budgeting
 Burnout prevention, stress reduction, renewal
 Confidentiality
 Conflict resolution
 Continuing/updated education-web; research findings
 Counseling and communication skills
 Data entry
 Death and dying
 Delegating tasks
 Developing and maintaining healthy boundaries
 Directly observed therapy (locating clients, managing a flow chart)
 Drug – spot active testing
 Ethics and healthy boundaries
 Expertise on health issues for public/community training/education
 Facilitate inclusive decision-making process
 Facilitate meetings
 Gender identity
 Grant writing
 Harm reduction knowledge/skills
 Hep's
 HIPPA/CFRUZ
 HIV/STD's
 Human development
 Humility; client-centered empathy
 ID literacy levels
 Interviewing abilities

Interview skills (formative research)
 Knowledge about the community you work with
 Managing/requesting medical records/charts and Confidentiality
 Mandated reporting (CPS, elder, domestic)
 Math skills
 Mental Health
 Multicultural issues (use appropriate language)
 Must be willing to embrace community you serve
 Participate in formative research
 Participate in progress, planning and evaluation
 Planning process
 Popular education – adult learning theories
 Popular education/participating education
 Prioritizing and setting limits (patient information)
 Program evaluation
 Project management
 Providing and receiving critical feedback
 PTS
 Quality –lead by example with integrity
 Reproduction health
 Respond to individual client's health questions
 Sex
 Sex orientation
 Social justice issues/ISM's discrimination, stigma
 Supervisory skills
 Team building
 Training skills
 Transference and counter transference
 Understand and manage conflict resolution
 Understand and manage grievance procedure
 Understand group dynamics
 Writing skills

Future Trends and Concerns

Certification (state); licensing
 Church and school involvement in HIV precaution and support services
 Concern of state budget – increased need and decreased resources
 Concern of state political climate/cap ADAP-entitlements veto of recinge leg: (syringe-pharmacy needle exchange)
 Directly observed therapy and medication adherence
 Grantsmanship
 HIV in women - knowledge of women's health
 Increasing immigrant issues
 New CDC guidelines – limited community-based prevention

Worker Characteristics

Calm	Inventive
Charismatic	Loving
Compassionate	People-person
Confident	Self-starting
Curious	Sharp
Diverse	Smart
Energetic	Street-smart
Flexible	Tenacious
Fly-by-seat-of-pants	Think-on-feet
Friendly	Tolerant
Grounded	Warm
Honest	

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