



## Training Requirements **effective April 1, 2021**

### Training Class Time Limit: Five-Year Rule Clarification

- All required CAC training courses must be submitted to DORA within **five (5) years** of the date of training. *For example, a training completed on April 1, 2020 would expire on April 1, 2025. If the required training expires prior to submitting an application to DORA, the applicant shall retake and complete the training again.*
- Courses taken prior to April 1, 2021 may be used for certification for CAT and CAS as long as they fall within the 5-year time limit specified above.

Training Title: Prior to April 1, 2021	<b>Certified Addiction Technician (CAT)</b> Corresponding Training Title: On and After April 1 2021
1. Addiction Counseling Skills (21 hrs)	1. Addiction Counseling Skills (21 hrs)
2. Client Record Management (14 hrs)	2. Case Conceptualization and Documentation (aka Client Record Management)
3. Principles of Addiction Treatment (21 hrs)	3. Principles of Addiction Treatment (21 hrs)
4. Professional Ethics I: Ethics and Jurisprudence (14 hrs)	4. Ethical Practice in Addiction Treatment (14 hrs) (aka Professional Ethics I: Ethics and Jurisprudence)
5. Culturally Informed Treatment (14 hrs)	5. Culturally Informed Treatment (14hrs)
6. Pharmacology I (14 hrs)	6. Pharmacology I (14 hrs)
7. Trauma Informed Care for Diverse Populations (14 hrs)	7. Trauma Informed Care for Diverse Populations (14 hrs)
8. Motivational Interviewing (21 hrs) Prerequisite: Addiction Counseling Skills	8. Motivational Interviewing (21 hrs) Prerequisite: Addiction Counseling Skills
9. Group Counseling Skills (21 hrs) Prerequisite: Addiction Counseling Skills	9. Group Counseling Skills (21 hrs) Prerequisite: Addiction Counseling Skills



## Training Requirements effective April 1, 2021

Training Title: Prior to April 1, 2021	<b style="background-color: cyan;">Certified Addiction Specialist CAS</b> Corresponding Training Title: On or After April 1, 2021
1. Cognitive Behavioral Therapy (14 hrs)	1. Cognitive Behavioral Therapy (14 hrs)
2. Co-occurring Disorders (14 hrs)	2. Co-occurring Disorders (14 hrs)
3. Infectious Diseases in Addiction Treatment (14 hrs)	3. Infectious Diseases in Addiction Treatment (14 hrs)
4. Clinical Assessment & Treatment Planning (14 hrs) Prerequisite: <i>Client Record Management</i>	4. Advanced Case Conceptualization (14 hrs) (aka Clinical Assessment & Treatment Planning) Prerequisite: <i>Case Conceptualization and Documentation (aka Client Record Management)</i>
5. Professional Ethics II (14hrs)  <b>AND</b>  Professional Practice (7hrs)	5. Advanced Professional and Ethical Practice (14 hrs) (aka Professional Ethics II and Professional Practice) Prerequisite: <i>Ethical Practice in Addiction Treatment</i>
6. Pharmacology II (14 hrs)	6. Advanced Pharmacology (14 hrs) (aka Pharmacology II) Prerequisite: <i>Pharmacology I</i>
7. Clinical Supervision I (21 hrs)	7. Clinical Supervision I (21 hrs)
8. Clinical Supervision II (14 hrs) Prerequisite: <i>Clinical Supervision I and Advanced Motivational Interviewing</i>	8. Clinical Supervision II (14 hrs) Prerequisite: <i>Clinical Supervision I and Advanced Motivational Interviewing</i>
9. Advanced Motivational Interviewing (14 hrs) Prerequisite: <i>Motivational Interviewing</i>	9. Advanced Motivational Interviewing (14 hrs) Prerequisite: <i>Motivational Interviewing</i>
A. <i>No corresponding course prior to April 1, 2021</i>	A. Treating Diverse Populations (14 hrs) (aka Specialized Addiction Treatment)
B. <i>No corresponding course prior to April 1, 2021</i>	B. Advanced Treatment Models (14 hrs) (aka Advanced Models)



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To meet the Advanced Professional and Ethical Practice requirement for CAS certification, applicants must meet ONE of the following options:

1. Successful completion of the Advanced Professional and Ethical Practice course introduced April 1, 2021;

OR

2. Successful completion of Professional Ethics II taken prior to April 1, 2021. This Professional Ethics II course may have had college equivalency.

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To meet the Advanced Professional and Ethical Practice requirement for LAC licensure, applicants must meet the following requirement:

1. Successful completion of the Advanced Professional and Ethical Practice course introduced April 1, 2021

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An applicant who successfully completed the following courses between 3-31-2016 and 3-31-2021 will have the courses accepted without the required prerequisite of Addiction Counseling Skills for CAT certification:

1. Group Counseling Skills
2. Motivational Interviewing

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Individuals with an active CAS, who are pursuing licensure as an LAC, must successfully meet the following requirements:

- Pass the MAC exam
- Pass the Jurisprudence exam, if the individual has not passed it in the past 12 months
- Completed a clinical behavioral health Master's or Doctorate degree
- Documented 1000hrs of clinically supervised work experience (unless 3000 hrs were documented for the awarded CAS)
- *Additional coursework is **not** required if the applicant earned their CAS prior to March 31, 2021.*



**Training Requirements Summary for CAT**

<p><b>(HS diploma/GED)</b></p>	<p><b>Clinically Supervised Work Experience Hours: 1000</b> (does not require DORA registration prior to the 1000 hours. Once these hours are met, the individual is not able to perform duties until the CAT is officially approved)</p> <p><b>Pass the NCAC I Exam</b></p> <p><b>Pass the Jurisprudence Exam</b></p>	<p><b>Nine (9) addiction specialty courses</b></p> <p>Addiction Counseling Skills (21 hrs)</p> <p>Case Conceptualization and Documentation (14 hrs) (aka Client Record Management)</p> <p>Principles of Addiction Treatment (21 hrs)</p> <p>Ethical Practice in Addiction Treatment (14 hrs) (aka Professional Ethics I: Ethics and Jurisprudence)</p> <p>Culturally Informed Treatment (14 hrs)</p> <p>Pharmacology I (14 hrs)</p> <p>Trauma-Informed Care for Diverse Populations (14 hrs)</p> <p>Motivational Interviewing (21 hrs) <i>Prerequisite: Addiction Counseling Skills</i></p> <p>Group Counseling Skills (21 hrs) <i>Prerequisite: Addiction Counseling Skills</i></p>
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**Training Requirements Summary for CAS (must meet requirements for CAT)**

<p><b>Behavioral Health Bachelor Degree</b></p> <p><i>Non-conforming Bachelor's degree approval will be decided at the discretion of the Addiction Board</i></p>	<p><b>Bachelor's degree: Behavioral Health specialty (Psychology, Social Work, Human Services)</b></p>	<p><i>Bachelor's degree or higher in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, marriage &amp; family, psychology) from a regionally accredited institution of higher learning.</i></p>
	<p><b>Approved to provide Clinical Supervision and consultation to individuals working towards CAT or CAS</b></p>	
	<p><b>Clinically Supervised Work Experience Hours</b></p> <ul style="list-style-type: none"> <li>• 2,000 direct clinically supervised hours (1000 additional direct clinical hours beyond the CAT)</li> </ul> <p><b>Pass the NCAC II exam</b></p> <p><b>Pass the jurisprudence exam</b></p>	<p><b>Eleven (11) specialty courses</b></p> <p>Cognitive Behavioral Therapy (14 hrs)</p> <p>Co-occurring Disorders (14 hrs)</p> <p>Advanced Treatment Models (14 hrs) (aka Advanced Models)</p> <p>Treating Diverse Populations (14 hrs) (aka Specialized Addiction Treatment)</p> <p>Infectious Diseases in Addiction Treatment (14hrs)</p> <p>Clinical Supervision I (21 hrs)</p> <p>Clinical Supervision II (14 hrs) <i>Prerequisites: Advanced Motivational Interviewing and Clinical Supervision I</i></p> <p>Advanced Professional and Ethical Practice (14hrs) (aka Professional Ethics II, Professional Practice) <i>Prerequisite: Ethical Practice in Addiction Treatment</i></p> <p>Advanced Motivational Interviewing (14 hrs) <i>Prerequisite: Motivational Interviewing</i></p> <p>Advanced Case Conceptualization (14 hrs) (aka Clinical Assessment and Treatment Planning) <i>Prerequisite: Case Conceptualization and Documentation (aka Client Record Management)</i></p> <p>Advanced Pharmacology (14 hrs) (aka Pharmacology II) <i>Prerequisite: Pharmacology I</i></p>



**Training Requirements for LAC (must meet requirements for CAT, CAS)**

<p>Clinical behavioral health Master or Doctorate degree</p>		<p><i>Master's degree or higher in Substance Use Disorders/ Addiction and/or related counseling subjects (social work, mental health counseling, marriage &amp; family, psychology, medical doctor) from a regionally accredited institution of higher learning.</i></p>
<p><b>Meet all the requirements of CAT and CAS (Must either take or show educational equivalency for the following courses:</b>  <i>-Addiction Counseling Skills</i>   <i>-Case Conceptualization and Documentation (aka Client Record Management)</i>   <i>-Culturally-Informed Treatment</i>   <i>-Motivational Interviewing</i>   <i>- Advanced Motivational Interviewing</i>   <i>-Trauma Informed Care for Diverse Populations</i>   <i>Ethical Practice in Addiction Treatment (14 hrs) (aka Professional Ethics I: Ethics and Jurisprudence)</i>   <i>-Group Counseling Skills</i>   <i>-Co-occurring Disorders</i>   <i>-Cognitive Behavioral Therapy</i>   <i>- Advanced Case Conceptualization (aka Clinical Assessment and Treatment Planning)</i>   <i>- Advanced Treatment Models (aka Advanced Models)</i>   <i>-Treating Diverse Populations (aka Specialized Addiction Treatment)</i></p>	<p><b>Clinically Supervised Work Experience Hours</b></p> <ul style="list-style-type: none"> <li>• 3,000 direct clinically supervised hours</li> </ul> <p><b>Pass the MAC exam</b></p> <p><b>Pass the jurisprudence exam</b></p> <p><b>Designated providers of Clinical Supervision for all levels of certification and licensure, in the addictions profession</b></p>	<p><b>Training Requirements</b> <i>(Must meet training requirements for the CAS, below is the list of training requirements WITHOUT educational equivalency)</i></p> <p>Principles of Addiction Treatment (21 hrs)</p> <p>Infectious Diseases in Addiction Treatment (14 hrs)</p> <p>Pharmacology I (14 hrs)</p> <p>Advanced Pharmacology (14 hrs) (aka Pharmacology II) <i>Prerequisite: Pharmacology I</i></p> <p>Advanced Professional and Ethical Practice (14hrs) (aka Professional Ethics II, Professional Practice) <i>Prerequisite: Ethical Practice in Addiction Treatment</i></p> <p>Clinical Supervision I (21 hrs)</p> <p>Clinical Supervision II (14 hrs) <i>Prerequisites: Advanced Motivational Interviewing and Clinical Supervision I</i></p>



## Education Equivalency for Addiction Counselor Certification

When an applicant submits college courses on an application to the Center for Credentialing & Education (CCE) in lieu of one of the required training classes, it is the applicant's responsibility to demonstrate how their college course is equivalent to the Office of Behavioral Health (OBH) approved core competencies for that class. They are advised to compare the class syllabus to the core competency for the CAC required class. Anyone wishing to use college equivalents must submit the following to CCE (*please be advised this process can take 4-6 weeks*):

- An official transcript from an accredited college or university in a sealed envelope. The courses must be in a behavioral health science or field. Each college class being offered as the equivalent of a CAC required class must have a grade of C or above.
- A cover letter with an attached syllabus and a written description about why the college class is equivalent to the CAC required class.
- A college course must offer college credits that are equivalent or greater than the number of clock hours required for the OBH training class.

*Additional information is available on the CCE website:*

<http://www.cce-global.org/Assets/StateLicensure/COappAddictionCounselors.pdf>

### College equivalency hours:

- One semester credit hour = 15 clock hours
- Two semester credit hours = 30 clock hours
- Three semester credit hours = 45 clock hours
- One quarter credit hour = 8.5 clock hours
- Two quarter credit hours = 17 clock hours
- Three quarter credit hours = 25.5 clock hours

### CAC required courses that must be taken (No college course equivalency):

- Principles of Addiction Treatment (21 hrs)
- Infectious Diseases in Addiction Treatment (14 hrs)
- Pharmacology I (14 hrs)
- Advanced Pharmacology (14 hrs)  
(aka Pharmacology II)
- Advanced Professional and Ethical Practice (14 hrs)  
(aka Professional Ethics II, Professional Practice)
- Clinical Supervision I (21 hrs)
- Clinical Supervision II (14 hrs)



## **CAC required courses that may have college equivalency (See core competencies posted on the OBH website)**

<https://cdhs.colorado.gov/behavioral-health/workforce-development>

*(Click on Certified Addiction Counselor Clinical Training Program, click on Core Competencies for CAC Required Training Classes)*

- Addiction Counseling Skills (21 hrs)
- Case Conceptualization and Documentation (aka Client Record Management) (14 hrs)
- Culturally Informed Treatment (14 hrs)
- Ethical Practice in Addiction Treatment (14 hrs) (aka Professional Ethics I: Ethics and Jurisprudence)
- Motivational Interviewing (21 hrs)
- Advanced Motivational Interviewing (14 hrs)
- Cognitive-Behavioral Therapy (14 hrs)
- Advanced Case Conceptualization (14 hrs) (aka Clinical Assessment and Treatment Planning)
- Co-Occurring Disorders (14 hrs)
- Group Counseling Skills (21 hrs)
- Trauma Informed Care for Diverse Populations (14 hrs)
- Advanced Treatment Models (14 hrs) (aka Advanced Models)
- Treating Diverse Populations (14 hrs) (aka Specialized Addiction Treatment)