



Addiction Mental Health Worker

The Addiction Mental Health Worker diploma program at triOS is a 54-week program that provides 1,080 hours of classroom instruction, equipping students with the knowledge and practical skills needed to prepare for work in the field.

This program covers addiction theories, pharmacology, lifespan psychology, family dynamics, crisis intervention, counselling, treatment planning, and relapse prevention. Students also study case management, trauma-informed care, crime and psychology, and the impact of addiction on priority populations such as those affected by housing insecurity, trafficking, and involvement in the justice system. Mental health courses focus on Canada's mental health system, assessment, program planning, and treatment approaches for concurrent disorders.

Students build workplace readiness with training in digital literacy, professional networking, and career planning. Certifications include First Aid/CPR, Mental Health First Aid, Suicide Prevention, Naloxone Administration, Trauma and Violence Informed Care, and Positive Space Training.

Program Benefits

- ✓ Half-Day Classes
- ✓ Job Placement Assistance
- ✓ Mental Health First Aid Training
- ✓ Industry Certifications
- ✓ Qualified Instructors

Here's a look at some of the courses included in this program:

Career Readiness and Professional Skills

Student Success Strategies, Digital Literacy for Professionals, Career Planning & Preparation 1, and Addiction Worker Career Planning, Standard First Aid/CPR/WHIMIS

Mental Health and Psychology

Introduction to Mental Health for Addiction Workers, Introduction to Mental Health and Addictions, Special Consideration in Mental Health & Addictions Work, and Addiction, Crime and Psychology

Addiction and Counselling Studies

Theories of Addiction, Pharmacology of Addictions, Lifespan Psychology of Addictions, Counselling and Trauma Informed Care

Family and Community

Family Dynamics & Addiction, Priority Populations, Case Management, Secondary Traumatic Stress

Social Sciences and Community Work

Treatment and Relapse Prevention Planning, Crisis Intervention, Treatment Modalities, Assessment and Program Planning, Professional Networking and Addictions Resources



Certifications

Verbal Intervention, Trauma and Violence Informed Care, Positive Space Training, Naloxone Administration, Helping Trafficked Persons, Accessibility for Ontarians with Disabilities Act, Suicide Prevention, Risk Assessment & Management - (SPRAM), CPR/First Aid, Mental Health First Aid, and At The Intersection: Supporting People Experiencing Intersectional Stigma

Employment and Wage Outlook for Careers in this field:



Employment Rate based on 2022 contactable triOS graduates employed in a related field within 12 months.

Source: workingincanada.gc.ca

NOC Code: 42201 - **Wage data rounded down to the nearest dollar. Average wage doesn't reflect the starting salary but represents the middle value between lowest to highest wages. Local (or regional) income may vary. Last updated in Jan 2024.

Career Opportunities

Distress Centre Support Worker

Group Home Worker

Outreach Worker

Substance Abuse Worker Drug

Addiction Worker

Well-Being Counsellor

Peer Support Worker

Child & Youth Worker Emergency

Shelter Counsellor

Employers Who Have Hired triOS Grads



Centre for Addiction and Mental Health
Centre de toxicomanie et de santé mentale



YWCA
ONTARIO

Some Other Employers Include:

- Youth Action Centre
- Family Lifeline Counseling
- VON Canada
- Council on Drug Abuse (CODA)
- Pioneer Youth Services

"I was recently asked what the most important thing my instructor taught me. My answer: to have confidence in myself and to trust that there are always people in my corner!"

-Anne E.,
triOS College Addiction Worker Graduate

Addiction Mental Health Worker

NOC Code: 4212/42201

Diploma Program Length:

54 Weeks

Student Success Strategies Digital Literacy for Professionals Career Planning Preparation - Level 1	4 Weeks
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Theories of Addiction Pharmacology of Addictions Lifespan Psychology of Addictions	8 Weeks
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Family Dynamics and Addiction Priority Populations Case Management Secondary Traumatic Stress	8 Weeks
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Treatment and Relapse Prevention Planning Counselling and Trauma Informed Care	8 Weeks
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Addiction, Crime and Psychology Introduction to Mental Health for Addiction Workers Professional Networking and Addiction Resources Addiction Worker Career Planning	8 Weeks
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Introduction to Mental Health and Addiction Special Considerations in Mental Health and Addiction Work Crisis Intervention	8 Weeks
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Treatment Modalities Assessment and Program Planning	8 Weeks
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Standard First Aid/CPR/WHIMS	1 Week
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Career Planning and Preparation - Level 2	1 Week
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Program highlights include:

- Registered and approved diploma
- Career services
- Job search assistance
- Alumni program benefits

Admission Requirements:

1. Student has an Ontario Secondary School Diploma or equivalent, OR is 18 years of age or older on or before the program begins AND can pass a qualifying test that has been approved by the Superintendent.*
2. The approved qualifying test for this program is the Wonderlic test. A passing score for this program is 18.
3. Student must provide a clear Vulnerable Sector Check.

*Applicants from other Canadian provinces must be at least 19 years of age and a minimum of 1 year out of high school by the program start date and successfully pass an academic achievement test.

International Students: Please contact us for more detail regarding admissions requirements.

Advanced Standing Policy:

Similar to all post-secondary institutions in Ontario, triOS College reserves the right to accept or deny advanced standing into its programs.

Note:

In order to continuously improve our programs, triOS College reserves the right to modify programs at any time. Program delivery order may vary depending on the program start date. This diploma program may not be available at all campuses. The program may have additional reading weeks, depending on the start date.

You can find our Key Performance Indicators (graduation rate, employment rate, etc.) at www.triOS.com/kpi.

Course Descriptions

Student Success Strategies

This course stresses the importance of developing non-technical skills to enhance personal, academic, and career success. The course will address strategies that are important for all adult learners, such as managing finances, maintaining health and wellness, understanding learning styles, setting goals, and honing practical study skills (such as memory, reading, and test-taking techniques). In addition, this course emphasizes strategies needed to succeed in your program, such as navigating technology efficiently, interacting, engaging with peers and facilitators/instructors, and managing learning time and space.

Digital Literacy for Professionals

This course introduces you to the fundamental concepts and principles of learning and working in a digital environment. This course covers the following elements: using devices and handling information, creating and editing information, communicating and collaborating, and being safe and responsible online. This course will also cover proper naming conventions and folder organization.

Career Planning & Preparation – Level 1

This course will introduce you to and provide practice in using the tools required for a successful job search. The concepts covered in this course will help you maintain a career-focused approach throughout your studies so that you are better prepared to conduct a job search after graduating. Specifically, you will learn how to identify your hard and soft skills and how to articulate your abilities in a clear and concise Elevator Pitch that will appeal to employers and resonate with industry contacts. You will learn about the job search resources available to you, including using career websites, creating LinkedIn profiles, accessing the “hidden” job market, and networking. You will examine sample résumés and cover letters and begin the process of creating your own professional résumés and cover letters that align with current conventions for content, organization, and formatting. You will also learn about the role of references, thank you letters, workplace philosophies, and strategies for success, including maintaining a professional image and using proper etiquette when communicating with potential employers and industry contacts.

Theories of Addiction

This course is an essential component to the field of addictions. You will explore key trends, analyze statistical data, and examine the societal implications related to substance abuse. The curriculum encompasses theoretical frameworks, evidence-based treatment modalities, and practical strategies for both prevention and intervention, and process addiction. The course also covers an overview of drug classifications and the addictive effects of various drugs. This course invites you to critically examine the relevance of addiction in our society and its profound impact on individuals. You will receive an opportunity to obtain Naloxone Administration training.

Pharmacology of Addictions

This course explores how psychoactive substances affect the brain, behaviour, and overall health. You will explore pharmacokinetics, pharmacodynamics, and specific drug classes relevant to addiction. You will deepen your understanding of the therapeutic and toxic effects of drugs, including endogenous and exogenous substances. The course also reviews the effects of drugs on the central and peripheral nervous systems. By examining the mechanisms of action, side effects, and interactions, you will gain essential knowledge for effective addiction counselling and harm reduction.

Lifespan Psychology of Addictions

Lifespan Psychology explores developmental psychology, the study of age-related changes over the lifespan. Throughout this course, you will focus on critical periods where substance use becomes prominent in people’s lives. You will focus on the aspects of prevention, intervention, and recurrence of use throughout the lifespan. You will discover the normal and abnormal changes in physical, cognitive, emotional, social, and personality development in order to assess vulnerabilities and resiliencies within those who are affected by the use of drugs.

Family Dynamics and Addiction

This course focuses on understanding the impact of substance use within the family system. You will explore the complexities of family dynamics, communication patterns, and the role of support networks in addiction treatment. This course emphasizes the importance of involving families in identification, intervention, and recovery processes.

Priority Populations

In this course you will explore priority populations and social concerns that affect individuals who use substances. Special focus will be on assessing and understanding the many layers of discrimination that create barriers to accessing service. Topics include housing, food security, employment, mental health, human trafficking, and the impact of involvement in the corrections system. You will have the opportunity to complete a certification in Helping Trafficked Persons.

Case Management

In this course, you will follow simulated case loads to document client progress over time. Practical deliverables include intake forms, case notes, progress notes, legal forms, medical documentation, and termination notes. You will explore digital case management software and electronic files. The course also reviews the Personal Information Protection and Electronic Documents Act (PIPEDA), the Canadian Association of Social Workers (CASW) Code of Ethics, and reporting requirements. To uphold your ethical obligation to human rights, you will have an opportunity to receive a certification in Accessibility for Ontarians with Disabilities Act (AODA) from the Government of Ontario.

Secondary Traumatic Stress

This course provides an overview of Secondary Traumatic Stress (STS) from the perspective of the addiction worker and their relationships with clients. Among the topics you will examine are compassion fatigue, burnout, vicarious trauma, countertransference, post-traumatic stress disorder (PTSD), supports, and barriers. You will gain a practical understanding of STS and will learn to integrate and apply healthy self-care principles to minimize the effects of STS on addiction workers and their clients.

Treatment and Relapse Prevention Planning

This course equips you with essential skills and knowledge for creating effective treatment and relapse prevention plans tailored to individuals who use substances. Emphasizing a client-centered approach, you will explore the stages of recovery, develop strategies for achieving long-term recovery goals, and learn to identify and address the warning signs of relapse. Through interactive lectures and case studies, you will gain practical experience in building comprehensive treatment plans that integrate therapeutic approaches, support networks, and lifestyle evaluation. This course also examines the role of co-occurring disorders, cultural competence, and trauma-informed care in preventing re-occurrence. By the end of this course, you will be prepared to work collaboratively with clients, creating personalized relapse prevention plans that support sustained recovery and overall well-being. You will also apply skills of grant writing to relieve gaps in service and have an opportunity to receive certification in Positive Space Training.

Counselling and Trauma Informed Care

This course provides an overview of supportive interpersonal techniques that are focused on assisting individuals with specific goals by using effective communication, empathy, and relationship-building with clients. Using a person-centred approach to care, you will explore these techniques, along with motivational interviewing, cognitive behavioural therapy, and solution-focused therapy modes. Upon completion of this course, you will learn about the importance of empathy in a helping relationship, and address confidentiality, informed consent, and ethical decision-making. You will receive an opportunity to obtain certification in Verbal Intervention Strategies (Crisis Prevention Institute) and Trauma and Violence Informed Care.

Addiction, Crime and Psychology

This course examines the complex relationship between addiction and criminal behaviour, providing you with insights into how substance use disorders can influence involvement in criminal activities. You will explore the sociological, psychological, and legal factors that contribute to criminal behaviour in individuals with addictions. The course will cover topics such as the cycle of addiction and crime, the impact of drugs on decision-making and risk behaviours, and the role of the criminal justice system in addressing substance-related offenses. You will learn about various approaches to intervention and rehabilitation, including diversion programs, harm reduction, and community-based support initiatives. You will also delve into the impact of your personal attitudes and biases on your work while employing strategies for managing your personal beliefs in an Addiction Worker context.

Introduction to Mental Health for Addiction Workers

In this course, you will focus on the mental health system in Canada, including its history and current delivery model and structure. You will also explore ethical and legal considerations in the mental health system and how to assess and intervene using the Recovery Model. The importance of community treatment, self-determination, and recovery-based, consumer-led programming are the main focus of the course.

Professional Networking and Addiction Resources

This course provides an opportunity for you to conduct a research study on community agencies that are specific to the field of addictions. Throughout this course, you will discuss multidisciplinary approaches to addiction services, models of addictions, and resource mapping. You will also build a database of available resources in local communities and create a community resource list for addictions treatment.

Addiction Worker Career Planning

This overview of the Addiction Worker field of practice will include ethical codes, core competencies, and professional identity. You will review and examine their National Occupation Code, main requirements of employment in substance use modes of treatment, and professional regulatory standards (including the Canadian Addiction Counsellors Certification Federation credentials). You will consider your place in the social services realm by discussing the general outcomes of working with people who use substances, their family members, and interdisciplinary teams.

Introduction to Mental Health and Addictions

This course equips you with some of the essential skills and knowledge needed for a career as a Mental Health Worker. You will analyze the diagnostic process for mental health conditions and examine core competencies, such as communication, empathy, ethical principles, and crisis management. You will explore major conceptual frameworks for understanding mental illness, including biological, psychological, and socio-cultural perspectives. The course addresses different modes of service delivery in mental health care, assessing how these services meet the needs of individuals in various settings. You will apply problem-solving techniques to address challenges related to time constraints, caseload management, and client engagement. This comprehensive course prepares you to effectively support individuals with mental health concerns.

Special Considerations in Mental Health and Addiction Work

In this course, you will explore how mental health and substance use are connected, how these concerns can lead to judgment from individuals or other professionals, and how those judgments can hinder access to social determinants of health, such as housing, education, healthcare, and employment. Through individualized planning, you will use your documentation skills, ethics, and assessments to positively impact individuals as well as broader social attitudes. You will earn a certification, At the Intersection: Building Awareness and Capacity to Support People Experiencing Intersectional Stigma (CPHA and C4S).

Crisis Intervention

This course prepares you to intervene effectively in mental health and addiction crises, with a focus on suicide prevention and overdose response. You will identify and implement effective strategies for crisis intervention, assess risks, and manage interventions efficiently. Emphasis is placed on adhering to professional ethical obligations, including maintaining confidentiality and following the Canadian Association of Social Workers (CASW) Code of Ethics and the Canadian Addiction Counsellors Certification Federation (CACCF) Canon Ethical Principles. The course also covers the application of crisis intervention techniques from Mental Health First Aid and suicide crisis intervention training to support individuals in psychological and addiction-related emergencies. By the end of the course, you will be equipped with essential skills and knowledge to handle mental health crises professionally and ethically.

Treatment Modalities

This course provides you with an in-depth exploration of therapeutic interventions for concurrent disorders, emphasizing psychosocial rehabilitation and community-based approaches. You will examine the valuable contributions of individuals with lived experience to recovery efforts and understand the importance of interdisciplinary professionals in providing comprehensive care. You will apply psychosocial rehabilitation (PSR) principles to enhance community participation and social inclusion for individuals with concurrent disorders. The course covers the integration of WRAP-Around (Wellness Recovery Action Plan) services into client support plans to promote holistic and individualized care. By the end of the course, you will refine the essential skills and knowledge needed to support individuals with concurrent disorders.

Assessment and Program Planning

This course enhances your assessment and program planning skills, a critical competency for Mental Health Workers. You will apply evidence-based modalities to client assessments and program planning, designing individualized support programs that align with client needs, goals, and strengths. Through real-world scenarios and role-playing exercises, you will demonstrate practical skills and evaluate your competencies as a Mental Health Worker. Additionally, you will analyze client progress and adapt programs to ensure effective outcomes. The course emphasizes integrating ethical and culturally sensitive practices into assessment and program planning processes.

Standard First Aid/CPR/WHMIS

This course provides you with comprehensive CPR training. It includes the latest first aid and CPR guidelines and meets federal and provincial regulations for Standard First Aid and CPR Level C. The course includes the following topics: preparing to respond; the EMS system; check, call, care; airway emergencies; breathing and circulation emergencies; first aid for respiratory and cardiac arrest; wound care; head and spine injuries; bone, muscle, and joint injuries; sudden medical emergencies; environmental emergencies; and poisons. The WHMIS section of this course teaches you the basic elements of WHMIS 2015 and the Global Harmonization System. This covers the safety measures and guidelines to be followed when exposed to or working with hazardous materials

Career Planning & Preparation – Level 2

This module builds on concepts and skills introduced in the Career Planning and Preparation Level 1 module. In this subsequent module, you will update and refine your résumé and LinkedIn Profile. You will continue writing cover letters and learn the value of customizing cover letters to specific job postings. You will have the opportunity to apply this knowledge as you conduct a job search and write a cover letter tailored to an ideal job post. Through research, you will create a list of top employers and target current industry opportunities. You will learn about current methods for applying to job postings using technology. You will also gain an understanding of the job interview process, typical interview questions and possible responses, and expectations of both the interviewer and interviewee. In addition, you will engage in practical application of the interview process through role-play. Topics such as negotiating salary, self-management, and on-the-job success for placements and post-graduate employment will be also covered.