



# **Psychosocial Rehabilitation Competencies of Practice**

Third Edition, 2025 [Competencies Only]

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## Introduction & Purpose Statement

This Psychosocial Rehabilitation (PSR) Canada competency document defines the essential knowledge, skills, actions, behaviours, and values critical to the competent development, delivery, evaluation, and research of high-quality, recovery-oriented psychosocial rehabilitation services with people and their supports who live with mental health and substance use challenges.

This framework aims to reduce systemic, organizational, and relational barriers that hinder access to PSR practices. By emphasizing collaborative decision-making, self-directed and supported care, and equitable service delivery (see Frances et al., 2024 & Légaré et al., 2023), it fosters a shared understanding among service providers, educators, policymakers, and researchers.

This document serves as a foundation for workforce development, quality assurance, safety, and continuous improvement in PSR practice in Canada and beyond. It supports interdisciplinary collaboration and aligns with national efforts to advance PSR recovery-oriented mental health services and evidence-based practices for substance use challenges, ensuring all individuals receive compassionate, effective, and person-driven support.

Detailed indicators are available in the full version of the Competencies.

<b>NUMBER OF COMPETENCIES AND PERFORMANCE INDICATORS IN EACH DOMAIN</b>			
	Domain	Numbers of Competencies	Numbers of Performance Indicators
A	Cultural Safety and Reconciliation	5	15
B	Professional Skills	5	22
C	Psychosocial Rehabilitation (PSR), Supporting Practices, and Recovery-Oriented Services	8	33
D	Supporting Social Participation for All	4	9
E	Facilitating Change and Providing Leadership	1	6
	Total	23	75

<b>COMPETENCIES</b>	
<b>Domain A: CULTURAL SAFETY AND RECONCILIATION</b>	
<b>A1</b>	Demonstrates knowledge of culture and diversity
<b>A2</b>	Demonstrates awareness and respect of an individual's values, beliefs, experiences, and preference
<b>A3</b>	Demonstrates awareness of own cultural values and biases
<b>A4</b>	Demonstrates practical skills for enhancing cultural safety
<b>A5</b>	Demonstrates reconciliation and decolonization in practice with Indigenous populations (for Canadian practitioners)
<b>Domain B: PROFESSIONAL SKILLS</b>	
<b>B1</b>	Demonstrates ethical, legal practices, and professional behaviours
<b>B2</b>	Communicates effectively
<b>B3</b>	Maintains personal wellness to ensure the effective provision of services
<b>B4</b>	Assures competence through life-long learning and on-going professional development
<b>B5</b>	Works toward mitigating power differences within relationships
<b>Domain C: PSYCHOSOCIAL REHABILITATION, SUPPORTING PRACTICES AND PSR RECOVERY-ORIENTED SERVICES</b>	
<b>C1</b>	Understands mental illness and its impact on individuals
<b>C2</b>	Understands social determinants of health
<b>C3</b>	Forms effective relationships with individuals and their supporters
<b>C4</b>	Assesses needs and resources of the individual in context

<b>COMPETENCIES</b>	
<b>C5</b>	Applies effective skills to engage individuals in their wellness journey
<b>C6</b>	Understands and implements evidence-based and evidence-informed PSR practices as essential tools for mental health wellness and substance use issues
<b>C7</b>	Continuously monitors, evaluates, and improves services
<b>C8</b>	Effectively discharges individuals from service and connects with ongoing supports
<b>Domain D: SUPPORTING SOCIAL PARTICIPATION FOR ALL</b>	
<b>D1</b>	Works with individuals to maximize engagement in work, leisure, education, and communities of choice
<b>D2</b>	Supports and enables advocacy with individual
<b>D3</b>	Assists the community to maximize social inclusion, recovery, well-being, and equity within systems and across the social determinants of health
<b>Domain E: FACILITATING CHANGE AND PROVIDING LEADERSHIP</b>	
<b>E1</b>	Promotes application of PSR recovery-oriented practices
<b>E2</b>	Builds effective community partnerships