Credentialing of Prevention Professionals

Integrating Primary and Behavioral Health Care Through the Lens of Prevention
Julie Stevens, MPS, ACPS, CI

Who is IC&RC?

• For more than 35 years, IC&RC has developed standards and examinations for credentialing of prevention, substance use treatment, and recovery professionals that adhere to the highest standards of quality and integrity.
• Today, IC&RC represents 76 member boards, including 24 countries, 48 states and territories, three Native American regions, and all branches of the U.S. military.
• 57 boards offer the Prevention Specialist credential. Top 5 include: Ohio; NY; Texas; Colorado; Michigan.

Who is IC&RC?

• IC&RC’s credentials include
  – Alcohol and Drug Counselor (ADC)
  – Advanced Alcohol and Drug Counselor (AADC)
  – Clinical Supervisor (CS)
  – Prevention Specialist (PS) – since 1994
  – Certified Criminal Justice Addictions Professional (CCJP)
  – Certified Co-Occurring Disorders Professional (CCDP), and Certified Co-Occurring Disorders Professional Diplomate (CCDPD)
  – Peer Recovery (PR)

Who is IC&RC?

• IC&RC represents over 50,000 reciprocal-level credentialed professionals. Up to half of all substance abuse professionals in the U.S. hold IC&RC credentials.
• Some of IC&RC’s prevention partners include CSAP (fellowship program); ONDCP; CADCA; NPN; CAPT.

Benefits of Certification

• Identifies professionals who are specialists in the field, setting them apart from others not certified. It is a quantifiable milestone of achievement.
• Based on industry standards and evidence-based practices, it establishes credibility and verifies competency in the field.
• Becomes a marketing tool and career mobility for the professional when seeking employment or advancement. It enhances your reputation in your profession.
• Becomes a marketing tool for the agency when promoting their services to the public, the client, potential clients, and payers.
• Certified professionals enjoy the benefit of reciprocity when moving to another state, country, or nation.
• Provides public protection and a grievance process for those harmed.
• It establishes a cadre of advocates for prevention.

Reciprocity

• Bermuda
• Canada
• Central America
• U.S. Army and Navy
• West Virginia
• Arkansas
• Connecticut
• DC
• Delaware
• Florida
• Georgia
• Hawaii
• Idaho
• Illinois
• Indiana

• Iowa
• Kansas
• Kentucky
• Louisiana
• Maine
• Maryland
• Massachusetts
• Minnesota
• Mississippi
• Missouri
• Montana

• Nebraska
• Nevada
• New Hampshire
• New Jersey
• New Mexico
• New York
• North Carolina
• Ohio
• Oklahoma
• Oregon
• Pennsylvania

• Puerto Rico
• Rhode Island
• South Carolina
• South Dakota
• Tennessee
• Texas
• Utah
• Virginia
• Washington
• West Virginia
• Wisconsin
• Wyoming

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Barriers of Certification
- Cost.
- Standards which may be difficult for some to meet.
- Competing credentials being offered by different organizations can be confusing.
- Test anxiety!

Prevention as a Profession
- A profession becomes a full-time occupation.
- Competencies are identified for a profession.
- Education/training institutions are established.
- Local/national associations are established.
- State licensing laws/certification regulations are established.

PREVENTION IS A PROFESSION!

Prevention as a Regulated Profession
- There are two basic tenets for regulation:
  1. There is a level of risk to the public.
  2. There is a specific body of knowledge which requires competency by the professional.
- Prevention meets both of these identifiers.

Prevention Competency
- Competency must be measured and monitored – we cannot assume that someone is competent.
- Other professions measure and monitor: medicine, psychology, social work, law, etc.

Credential Creation
- Job Analysis (JA) - large job description.
- JA completed every five years.
- Domains/core competencies are identified from the JA.
- Tasks delineate what a prevention professional does as part of providing competent prevention services.
- Exam is developed from the JA.
- Standards are developed.
- Boards adopt standards & exams for use in their own jurisdiction.
- Entire process is driven by prevention specialists (SMEs) who work directly with IC&RCs testing company.

Prevention Specialist Domains
- Planning & Evaluation – 30%
- Prevention Education & Service Delivery – 15%
- Community Organization – 15%
- Professional Growth & Responsibility - 15%
- Communication – 13%
- Public Policy & Environmental Change – 12%

Updated 2013
Crosswalk of IC&RC Prevention Domains and SAMHSA SPF Domains

**SAMHSA’s Strategic Prevention Framework Domains**

- Assessment
- Capacity Building
- Planning
- Implementation
- Evaluation

**IC&RC Prevention Domains**

- Planning & Evaluation
- Communication
- Professional Growth & Responsibility
- Prevention Education & Service Delivery
- Public Policy & Environmental Change
- Community Organization

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**IC&RC Minimum Standards/Requirements**

- **Experience:** 2,000 hours of prevention work experience.
- **Education:** 120 hours of training/education across domains of which 24 hours must be ATOD specific and 6 hours must be specific to prevention ethics.
- **Supervision:** 120 hours specific to the domains with a minimum of 10 hours in each domain.
- **Examination:** All candidates must pass the IC&RC Prevention Specialist Examination.
- **Code of Ethics:** All candidates must sign a prevention specific code of ethics statement of affirmation that the applicant has read and will abide by this code of ethics.
- **Recertification:** 40 hours of training earned every 2 years.

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**The Value of Certification**

- The essentially value of any certification or licensure process is in the standardization of the process.
- Anyone holding themselves out to be a professional should be able to demonstrate that they have met the accepted criteria to practice in that field. The prevention field should not be an exception.
- Certification for Prevention Professionals exists now. Certification for Prevention Professional Supervisors is coming.

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**Ensuring Public Safety**

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**Headlines**

- CPS: The Domestic Terrorism for your Front Door
- CPS Victims of Kansas
- Safeguarding Children
Enhancing Public Funds Accountability

Providing Practitioner Benefits

Your Presenter
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