

Credentialing of Prevention Professionals

Integrating Primary and Behavioral Health Care Through the Lens of Prevention
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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 Diplomat (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.

Reciprocity

- | | | |
|--------------------|------------------|------------------|
| • Bermuda | • Iowa | • Pennsylvania |
| • Canada | • Kansas | • Puerto Rico |
| • Greece | • Kentucky | • Rhode Island |
| • Iceland | • Louisiana | • South Carolina |
| • IHS boards (3) | • Maine | • South Dakota |
| • US Army and Navy | • Maryland | • Tennessee |
| • Alabama | • Massachusetts | • Texas |
| • Arizona | • Mexico | • Utah |
| • Arkansas | • Michigan | • Virginia |
| • California | • Minnesota | • Washington |
| • Colorado | • Mississippi | • West Virginia |
| • Connecticut | • Missouri | • Wisconsin |
| • DC | • New Hampshire | • Wyoming |
| • Delaware | • New Jersey | |
| • Florida | • New Mexico | |
| • Georgia | • New York | |
| • Hawaii | • North Carolina | |
| • Idaho | • Ohio | |
| • Illinois | • Oklahoma | |
| • Indiana | • Pacific | |

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.

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

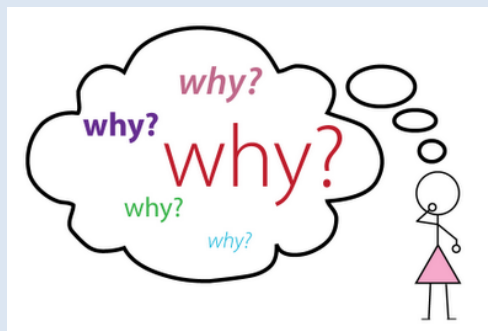
SAMHSA's Strategic Prevention Framework Domains	IC&RC Prevention Domains
Assessment	Planning & Evaluation Communication
Capacity Building	Planning & Evaluation Prevention Education & Service Delivery Communication Public Policy & Environmental Change Professional Growth & Responsibility
Planning	Planning & Evaluation Community Organization Public Policy & Environmental Change Communication Professional Growth & Responsibility
Implementation	Planning & Evaluation Prevention Education & Service Delivery Communication Professional Growth & Responsibility
Evaluation	Planning & Evaluation

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.

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.



.....be certified?

Ensuring Public Safety



Headlines



Enhancing Public Funds Accountability



Headlines



Providing Practitioner Benefits



Headlines



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