



# Welcome to the 8th Meeting of the GCCC Commission



# THANK YOU!

## STRING & CAN MULTILINGUAL ONLINE



Laura Holcomb



Aimee Benavides



### Spanish Booth:

*Ana Lucia Mendoza and Marcela de la Garma*

### French Booth:

*Beatrice Manigat, Kader Ouattara and Saidina Douraza.*

### Tech Assistance:

*Laia Sanz*





Network: ISSUP 2022-5G  
 User: ISSUP  
 PW: Consultation23

Use faster wifi.

Scan event code to connect.

Follow Zoom prompts.

In Zoom controls, go to 'More'.

Select your language.

Activate 'Mute Original Audio'.

(IMPORTANT.)



Paso a paso



Pas à pas



Step-By-Step



Plenary Hall 4 Keynotes  
 + Sub Plenaries-Track 1  
 ID: 835 6678 9091



Conf. Hall A-A  
 Sub Plenaries-Track 3  
 ID: 852 1436 8714



GCCC Commission  
 ID: 938 4066 7165



Global Dialogue  
 ID: 824 2953 3241

WHATSAPP TECH  
 SUPPORT



STRING&CAN

# Welcome & Introductions

*Dr. Richard M. Gakunju,*  
Clinical Director & Advisor,  
Movement Against Substance Abuse in Africa,  
Outgoing GCCC Commission Chairperson

*Ms. Becky Vaughn,* Director,  
Global Centre for Credentialing and Certification



# Partnership with NAADAC for ICAP- Treatment exams

*Ms. Cynthia Moreno-Tuohy,*  
Executive Director, NAADAC



National Certification Commission for  
Addiction Professionals (NCC AP)



NAADAC, the Association for  
Addiction Professionals



GCCC Presentation

# History of NAADAC & National Credentials



- Founded in 1972 as the National Association of Alcoholism Counselors and Trainers (NAACT)
  - Started as a Peer Treatment and Recovery organization at this time.
- **Primary objective:** to develop a field of professional counselors with professional qualifications and backgrounds.
- NAADAC worked with NIAAA in 1978 to establish the first recognized competencies to work with persons with alcoholism. The Birch & Davis Report was the foundation of competencies we use today. NAACT – 1<sup>st</sup> National Credentials.
  - This body of work has developed over the years to what is used today – the Tap 21.

# History of NAADAC & National Credentials



- The organization evolved and became the National Association for Alcoholism and Drug Abuse Counselors (NAADAC) in 1982, uniting professionals who worked for positive outcomes in alcohol and drug services.
- NAADAC's current name - **NAADAC, the Association for Addiction Professionals** - was adopted in 2001 and reflects the increasing variety of addiction services professionals.
- NAADAC has been the leader in recognizing, advocating for and advancing all addiction professionals, counselors, administrators, clinical supervisors, peers, and educators as critical in SUD treatment and recovery support.



# What is NCC AP?



The National Certification Commission for Addiction Professionals (NCC AP), under the auspices of NAADAC, operates as an independent body for all matters involving the Association's substance use disorders counselor certification and endorsement opportunities at the national and international level.

# What is NCC AP?



Established in 1990, NCC AP has independent autonomy in the development and promulgation of standards for testing, including who qualifies for the exams, content, administration, scoring and appeals. Specifically, the NCC AP:

- Develops and keeps current national standards of requisite knowledge in substance use disorder counseling;
- Provides evaluation mechanisms for measuring and monitoring the level of knowledge required for national credentialing;
- Provides formal recognition to those individuals who meet the national standards; and
- Establishes appropriate policies for acquiring and maintaining the national credentials.

# SAMHSA- NAADAC Education & Career Ladder

*NCC AP Credentials track the SAMHSA-NAADAC Addiction Professional Education & Career Ladder.*



## SAMHSA-NAADAC Addiction Professional Education & Career Ladder



Education	SAMHSA Career Ladder Level	Career Opportunities	Scope of Practice	Required State Credential or License	NCC AP National Certification
High School or G.E.D.	Entry Level SUD Technician OR Peer Specialist	<ul style="list-style-type: none"> <li>Peer Recovery Support Specialist or similar title</li> <li>Court Diversion Support Specialist</li> <li>Peer Navigator</li> <li>Peer Advocate</li> <li>Peer Educator</li> <li>Recovery Coach</li> </ul>	<ol style="list-style-type: none"> <li>Offers support and encouragement</li> <li>Navigation/referral to other support services in the community</li> <li>Motivation and guidance to seek support in auxiliary services or mutual aid groups</li> <li>Client, family, and/or community education</li> <li>Documentation</li> <li>Ethical responsibilities</li> </ol>	Dependent on state regulations	National Certified Peer Recovery Support Specialist (NCPRSS)
Certificate Program, Training Series, Some College	Entry Level SUD Technician	<ul style="list-style-type: none"> <li>SUD Counselor in Training</li> <li>Outreach Worker</li> <li>Detox Tech</li> <li>Intern</li> <li>Community Educator</li> <li>Residential Support Staff</li> </ul>	<ol style="list-style-type: none"> <li>Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT)</li> <li>Monitor treatment plan/compliance</li> <li>Referral</li> <li>Service coordination and case management for SUDs</li> <li>Psycho-educational counseling of individuals and groups</li> <li>Client, family, and/or community education</li> <li>Documentation</li> <li>Professional &amp; ethical responsibilities</li> </ol>	Dependent on state regulations	National Certified Addiction Counselor Level I (NCAC I)
Associate's Degree	Associate SUD Counselor	<ul style="list-style-type: none"> <li>SUD Counselor in Training</li> <li>Outreach</li> <li>Recovery House</li> <li>Detox Tech</li> <li>Intern</li> <li>Community Education</li> <li>Group, Ind and Assessment support</li> </ul>	<ol style="list-style-type: none"> <li>Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT)</li> <li>Monitor treatment plan/compliance</li> <li>Referral</li> <li>Service coordination and case management for SUDs</li> <li>Psycho-educational counseling of individuals and groups</li> <li>Client, family, and/or community education</li> <li>Documentation</li> <li>Professional &amp; ethical responsibilities</li> </ol>	Dependent on state regulations. Most states require license or certification.	National Certified Addiction Counselor Level I (NCAC I)

# SAMHSA- NAADAC Education & Career Ladder

*NCC AP Credentials track the SAMHSA-NAADAC Addiction Professional Education & Career Ladder.*

<b>Bachelor's Degree</b>	SUD Counselor	<ul style="list-style-type: none"> <li>• SUD Counselor</li> <li>• Clinical Supervisor</li> <li>• Manager</li> <li>• Administrator</li> <li>• Trainer</li> </ul>	<ol style="list-style-type: none"> <li>1. Clinical evaluation, including diagnostic impression or Screening, Brief Intervention, Referral to Treatment (SBIRT)</li> <li>2. Treatment planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention</li> <li>3. Referral</li> <li>4. Service coordination and case management for SUDs and CODs</li> <li>5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups</li> <li>6. Client, family, and/or community education</li> <li>7. Documentation</li> <li>8. Professional &amp; ethical responsibilities</li> <li>9. Clinical supervisory responsibilities for all categories of SUD counselors.</li> </ol>	Dependent on state regulations. Most states require license or certification.	National Certified Addiction Counselor Level II (NCAC II)
<b>Master's Degree</b>	Clinical SUD Counselor OR Independent Clinical SUD Counselor/ Supervisor	<ul style="list-style-type: none"> <li>• SUD Counselor</li> <li>• Clinical Supervisor</li> <li>• Manager</li> <li>• Administrator</li> <li>• Educator</li> <li>• Private Practitioner</li> </ul>	<p><b><u>Practitioner Under Clinical Supervision</u></b></p> <ol style="list-style-type: none"> <li>1. Clinical evaluation, including screening, assessment, and diagnosis of SUDs and CODs</li> <li>2. Treatment planning for SUDs &amp; CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention</li> <li>3. Referral</li> <li>4. Service coordination and case management for SUDs &amp; CODs</li> <li>5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups</li> <li>6. Client, family, and/or community education</li> <li>7. Documentation</li> <li>8. Professional &amp; ethical responsibilities</li> <li>9. Clinical supervisory responsibilities for all categories of SUD counselors.</li> </ol>	Dependent on state regulations. Most states require license or certification.	Masters Addiction Counselor (MAC)
<b>Doctorate</b>			<p><b><u>Independent Practitioner</u></b></p> <ol style="list-style-type: none"> <li>1. Clinical evaluation, including screening, assessment, and diagnosis of SUDs and CODs</li> <li>2. Treatment planning for SUDs &amp; CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention</li> <li>3. Referral</li> <li>4. Service coordination and case management for SUDs &amp; CODs</li> <li>5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups</li> <li>6. Client, family, and/or community education</li> <li>7. Documentation</li> <li>8. Professional &amp; ethical responsibilities</li> <li>9. Clinical supervisory responsibilities for all categories of SUD counselors.</li> </ol>		



## ■ **Greatest Need - A Qualified Addiction Workforce**

- Demand for qualified and well-trained addiction and mental health professionals has increased globally before the COVID crisis – now, even more so.
- Unfortunately, the addiction and mental health treatment workforce currently is not equipped to handle this influx and other professions are willing to fill the gap without specific education, training, skills and competencies specific to substance use and mental health disorders.
- Other disciplines site access to treatment as the issue. We site quality treatment by trained specialists.
- It is vital to protect the integrity of the addiction discipline as a specific set of knowledge, competencies/skills and attitudes.
- Training specific to integration with primary care, addictions and mental health is essential to create health networks in communities across the globe.

# NCC AP/GCCC Credentials



- NCC AP and GCCC Credentials evidences that an individual professional meets a certain standard of competence at the level in which you have tested and become certified; Peer, NCACI, NCACII, and MAC (USA) and globally (ICAPI, ICAPII, ICAPIII and ICAPIV).
- NCC AP/GCCC credentials give a competitive advantage – these are recognized by many countries and that will continue to expand globally.
- In the USA, a survey conducted by the National Health and Wellness Association (insurance companies) found that for addiction treatment and insurance reimbursement, NCC AP MAC was the most recognized and reimbursed.
- NCC AP National Credentials are used or recognized in 42 states and NAADAC/NCC AP is working toward recognition in throughout the United States.

# Why Addiction Credentials?

- Standardization
- Protects the public and helps the public to identify qualified addiction professionals. Too many acronyms lead to more confusion and less trust in the profession
- Standards create better outcome measures to evidence outcomes and readjust competencies and skills as needed
- Portability – geographically and telehealth
- Recognition of a discipline
- A stronger, unified voice for the addiction profession
- A clearer path for recruitment of new professionals

# NCC AP Credentials



 **NCPRSS** National Certified Peer Recovery Support Specialist



 **NCAC I** National Certified Addiction Counselor Level I



 **NCAC II** National Certified Addiction Counselor Level II



 **MAC** Master Addiction Counselor

 **NCAAC**

National Certified Adolescent Addictions Counselor

 **NCSE**

National Clinical Supervision Endorsement

 **NDS**

Nicotine Dependence Specialist



# National Credentialing

 **NCPRSS**



 **NCAC-A**



 **NCAC I**



 **NCAC II**



 **MAC**

 **NCAC-A**

National Certified Addiction Counselor  
Associate Level



# Examination Development



NCC AP contracts with a Testing and Development Company to provide:

- Psychometric Expertise
- Testing Administration
- Guide and support test items that are developed by the NCC AP or Subject Matter Experts
- Guide and support Item writing program
- 2 different forms
- Results are compiled and analyzed
- Reports are by % per domain
- Passing or non-passing score immediately
- 24 x 7 testing capability and live distance (in-home or office) proctoring available

# NCC AP

- The written USA credentialing examination is tailored to test the applicant on his or her projected knowledge based on experience, education and training. The following skill groups are evaluated in the examination, and an applicant for national certification should be well versed in each of these topic areas:
  1. treatment admission (screening, intake and orientation)
  2. clinical assessment
  3. ongoing treatment planning
  4. counseling services (individual, group, family, crisis intervention and client education)
  5. documentation
  6. case management
  7. discharge and continuing care
  8. legal, ethical and professional growth issues
  9. Pharmacology & Physiology

# Examination Content Validation

- The Job analysis process is a rigorous study of each piece of content that is to be considered part of the NCAC I, NCAC II, and MAC examinations. Each examination is completed the following process:
  - 1. Test Definition** – Each NCC AP examination was thoroughly and explicitly defined in terms of the purpose of the assessment, the necessary prerequisites for sitting for each exam, and the level of performance required to successfully pass.
  - 2. Content Review** – Current content in use on each examination, previously validated using a similar process, was thoroughly reviewed by subject matter experts selected by NAADAC/NCC AQP for current applicability to practice in addictions counseling. Terminology was revised as needed, and new content added in order to validate new practices.
  - 3. Survey Development** – The reviewed content was then placed into an electronic survey instrument with scales associated to each task that could be potentially performed by those working in addictions counseling as well as the underlying knowledge and skills for those tasks.
  - 4. Survey Distribution** – NAADAC/NCC AP compiled an email list of several thousand currently credentialed addictions counselors to be invited to respond to the survey. The survey was distributed and responses gathered for a period of about 4 weeks.

# Examination Content Validation Continued

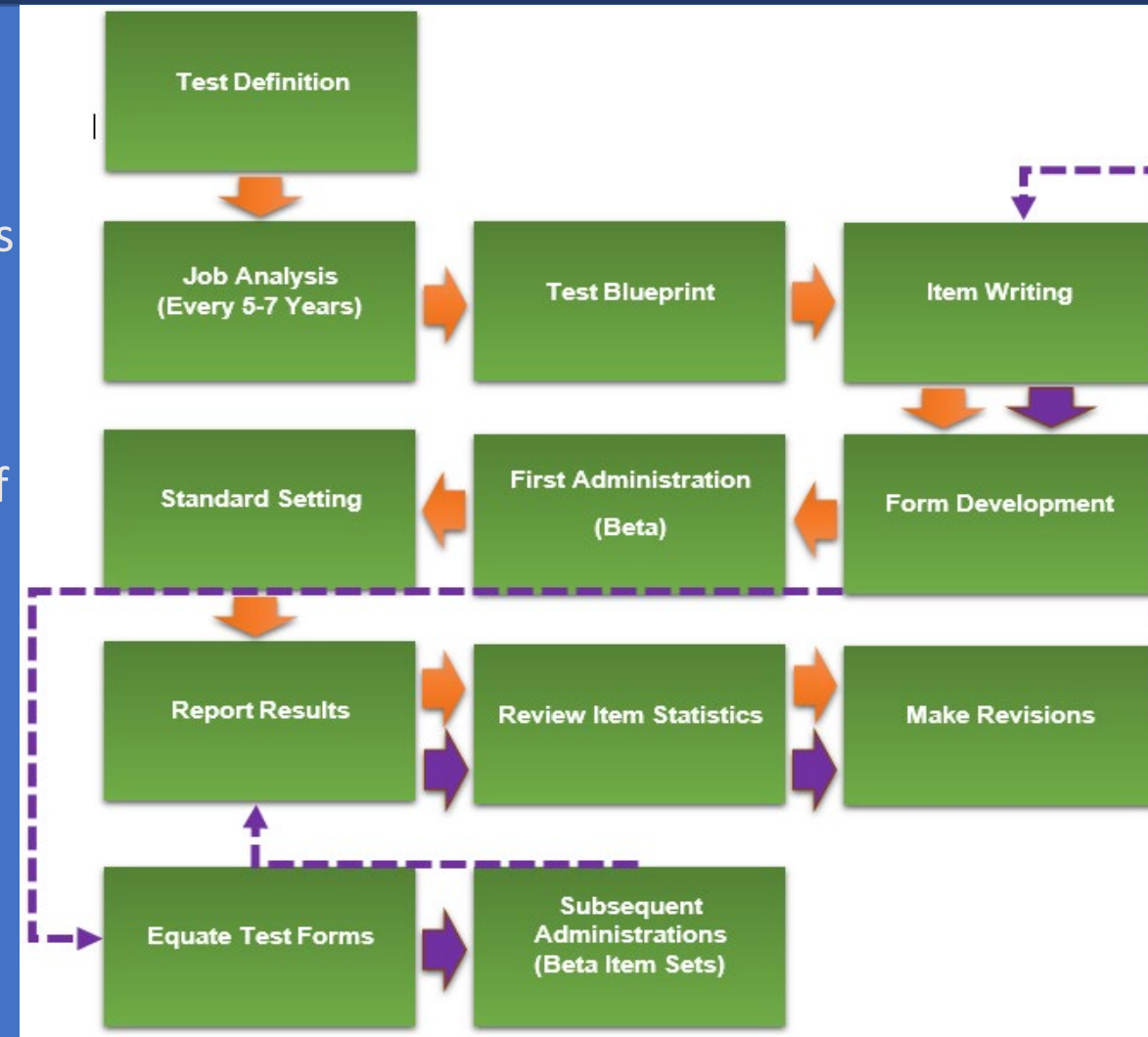
- 5. Survey Data Analysis and Review** – Survey responses were gathered and the data reviewed to remove all partial response strings and suspicious response patterns (e.g., no change in answer selection).
- 5. Test Blueprint Creation** – With the removal of all tasks and underlying knowledge and skills that were not rated as minimally important by a representative sample of NCAC I, NCAC II, and MAC credential holders a final list of validated examination content was created.

# Examination Development Cycle



NAADAC undertook the re-validation of the NCAC I, NCAC II, and MAC examinations following the process shown to the right.

- Under the guidance of Kryterion Psychometric Services
- The test definition process for each of the examinations has been completed.
- The job analysis process is complete, and new test blueprints were created based on the quantitative results of that process (described on the next slide).
- Following the job analysis and creation of newly validated Test Blueprints for each exam the development cycle was followed (the ORANGE arrows).
  - In administrations following this initial development cycle, the PURPLE arrows were followed to allow for maintenance of the established examinations until a new job analysis is conducted in 5-7 years from 2021.



# International Credentialing

- GCCC currently offers four international tests through NCC AP.
  - Global portability is becoming a reality.
  - We will develop a short test when GCCC credentialed people come into the USA for a NCC AP credential.
- ICAP I
  - ICAP II - NCACI
  - ICAP III - NCACII
  - ICAP IV - MAC
- See GCCC website for more information.

# Support for NCC AP Credentialed — Code of Ethics

- **NAADAC/NCC AP National Code of Ethics**
  - Code of Ethics specifically for Addiction Professionals
  - Outlines basic values and principles of addiction practice.
- NAADAC & NCC AP have a structured Ethics complaint process and protocol used at the state and national levels and coordinated efforts to protect the public, employers and the Peers themselves.



# Support for NCCAP Credentialed — Training: Webinars

NAADAC offers a multitude of webinars on demand!

- Specialty Series on Veterans and Military
- Specialty Series on Clinical Supervision
- Specialty Series on Cultural Diversity and Humility
- Specialty Series on Peer Recovery Support Specialist Supervision
- Adolescent Specialty Series
- Women & Addiction Specialty Series
- Over 300 hours of webinars

Support for  
NCC AP  
Credentialed  
— Training:  
Conferences

Dedicated **subject tracks** at NAADAC's biggest conferences, providing interactive training sessions that cover critical issues for addiction specialists.



• **NAADAC 2021**

**Annual Conference**

October 28 - 30 | A Virtual Experience

- Participate in live keynote sessions, dozens of breakout sessions, a virtual exhibit hall, networking opportunities, and so much more!

## **NCC AP– Looking to the Future**

- 3-Level tiered Peer Specialist credentials: Core, Advanced Level and Supervisor Peer Specialist.
- Tracking tool for education, training, supervision, evaluation and development
- Directory on the NAADAC website



# Thank you!

NAADAC/NCC AP  
44 Canal Center Plaza, Suite 301  
Alexandria, VA 22314  
phone: 703.741.7686 / 800.548.0497  
fax: 703.741.7698 / 800.377.1136  
[naadac@naadac.org](mailto:naadac@naadac.org)



NAADACorg



Naadac



NAADAC

Cynthia Moreno Tuohy, BSW, NCAC II, CDC III, SAP  
Executive Director  
[cynthia@naadac.org](mailto:cynthia@naadac.org)



# NCPRSS Credential

## ELIGIBILITY REQUIREMENTS:

- Must have a High School diploma, GED or higher. Candidate must submit copy of GED, high school or higher diploma or transcript.
- Must have a minimum two years of recovery from lived-experience in substance use and/or co-occurring mental health disorders (self-attested).
- Must have a minimum of 200 hours of direct practice (volunteer or paid) in a peer recovery support environment (supervisor-attested).
- Must provide evidence of earning 60 contact and training hours (CEs) of peer recovery-focused education and training.
  - Must include at least 48 hours of peer recovery-focused education/training, including education in documentation, community/family education, case management, crisis management, Recovery-Oriented Systems of Care (ROSC), screening and intake, identification of indicators of substance use and/or co-occurring disorders for referral, service coordination, service planning, cultural awareness and/or humility, and basic pharmacology.
  - Must include at least six hours of ethics education and training within the last six years.
  - Must include six hours of HIV/other pathogens education and training within the last six years.
- Candidate must submit a signed statement that they have read and adhere to the [NAADAC/NCC AP Peer Recovery Support Specialist Code of Ethics](#).
- Two references, at least one of which must be professional. References must accompany NCPRSS application in a sealed envelope.
- Candidate must receive a passing score on the NCPRSS exam.

# NCC AP - NCC Level I

## **ELIGIBILITY REQUIREMENTS:**

- GED, High School diploma, or higher.
- Current credential or license as a Substance Use Disorders/Addiction Counselor or Professional Counselor (social worker, mental health, marriage & family therapist or LAP-C) issued by a state or credentialing authority.
- At least three years full-time or 6,000 hours of supervised experience as a Substance Use Disorders/Addiction Counselor.
- At least 270 contact hours of education and training in Substance Use Disorders/Addiction or related counseling subjects.
  - Must include at least six hours of ethics education and training within the last six years.
  - Must include at least six hours of HIV/other pathogens education and training within the last six years.
- A passing score on one of the following exams:
  - NCAC Level One exam through NCC AP.
  - ADC exam through the International Certification & Reciprocity Consortium (IC & RC).

# NCC AP – NCAC II

## ELIGIBILITY REQUIREMENTS:

- Bachelor's degree or higher in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, marriage & family, psychology) from a regionally accredited institution of higher learning.
- Current credential or license as a Substance Use Disorders/Addiction Counselor or Professional Counselor (social worker, mental health, marriage & family or LAP-C) issued by a state or credentialing authority.
- At least three years full-time or 6,000 hours of supervised experience as a Substance Use Disorders/Addiction counselor.
- At least 450 contact hours of education and training in Substance Use Disorders/Addiction.
  - Must include at least six hours of ethics education and training within the last six years.
  - Must include at least six hours of HIV/other pathogens education and training within the last six years.
- A passing score on one of the following exams:
  - National Certified Addiction Counselor Level Two exam through NCC AP.
  - eMAC exam through the National Board of Certified Counselors (NBCC).
  - AADC exam through the International Certification & Reciprocity Consortium (IC & RC).



# NCC AP – MAC

## ELIGIBILITY REQUIREMENTS:

- Master's degree or higher in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, marriage & family, psychology, medical doctor) from a regionally accredited institution of higher learning.
- Current credential or license as a Substance Use Disorders/Addiction counselor or Professional Counselor (social worker, mental health, marriage & family therapist, psychologist, medical doctor, LAP-C) issued by a state or credentialing authority.
- At least three years full-time or 6,000 hours of supervised experience as a Substance Use Disorders/Addiction counselor.
- At least 500 contact hours of education and training in Substance Use Disorders/Addiction.
  - Must include at least six hours of ethics training within the last six years.
  - Must include at least six hours of HIV/other pathogens training within the last six years.
- A passing score: A score of 75% (112/150) is passing. on one of the following exams:
  - Master Addiction Counselor (MAC) exam through NCC AP.
  - eMAC exam through the National Board of Certified Counselors (NBCC).
  - AADC exam through the International Certification & Reciprocity Consortium (IC & RC).

# Adolescent Specialist Credential

## ELIGIBILITY REQUIREMENTS:

- Bachelor's Degree or higher in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, psychology) from a regionally accredited institution of higher learning.
- Current credential or license as a Substance Use Disorders/Addiction counselor or Professional Counselor (social worker, mental health counselor, marriage family therapist or psychologist) issued by a state or credentialing authority.
- At least five years full-time or 10,000 hours of supervised experience working in Substance Use Disorders/Addiction and/or related counseling subjects. Must include two and a half years full-time or 5,000 hours of supervised experience working with adolescents.
- At least 270 contact hours of education and training in Substance Use Disorders/Addiction and/or related counseling subjects.
  - Must include at least 70 contact hours of training related to adolescent treatment within the last six years.
  - Must include at least six hours of Ethics education and training within the last six years.
  - Must include at least six hours of HIV/other pathogens education and training within the last six years.
- Passing score on NCC AP's NCAAC exam.

# Nicotine Dependent Specialist

## **ELIGIBILITY REQUIREMENTS:**

- Bachelor's Degree or higher in a healing art (i.e., substance use or mental health disorders, nursing, respiratory therapy, or pharmacology etc.) from a regionally accredited institution of higher learning.
- Current credential or license in a healing art (i.e., substance use or mental health disorders, nursing, respiratory therapy, or pharmacology, etc.) issued by a state or credentialing authority.
- At least three years full-time or 6,000 hours of employment in a health care profession (i.e., substance use or mental health disorders, nursing, respiratory therapy, or pharmacology, etc.).
- At least 270 contact hours of education and training in healing art.
  - Must include at least 40 hours of Nicotine-specific education.
  - Must include at least six hours of ethics training
  - Must include at least six hours of HIV/other pathogens training within the last six years.
- Passing score on NDS examination.

# Clinical Supervisor Endorsement

## ELIGIBILITY REQUIREMENTS:

- Bachelor's Degree or higher in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, psychology) from a regionally accredited institution of higher learning.
- Current credential or license in Substance Use Disorders/Addiction and/or related counseling subjects (social work, mental health counseling, psychology) issued by a state or credentialing authority for the past five years.
- At least five years full-time or 10,000 hours overall of employment as a Substance Use Disorders/Addiction counselor. This must include a minimum of two years full-time or 4,000 hours performing direct clinical supervision, and 200 hours of received supervision as a clinical supervisor.
- At least of 30 contact hours of education/training specific to Substance Use Disorders/Addiction clinical supervision to include:
  - Must include at least six hours of Ethics education and training within the last six years.
  - Must include at least six hours of HIV/other pathogens education and training within the last six years.
- A passing score on:
  - National Clinical Supervision Endorsement exam through NCC AP or,
  - Both AADC and CS exams through the International Certification & Reciprocity Consortium (IC & RC).

# ICUDDR Presentation

*Michal Miovsky, PhD*, Head  
Department of Addictology  
Charles University, Czech Republic

*Prapapun Chucharoen, Ph.D.*,  
Assistant Professor, Faculty of  
Medicine, Mahidol University, Thailand  
GCCC Commissioner

# Welcome

*Mr. Benjamin Reyes,*  
Secretary General, Colombo Plan  
(former GCCC Commissioner)



# Credentialing and National Policy

*Becky Vaughn*





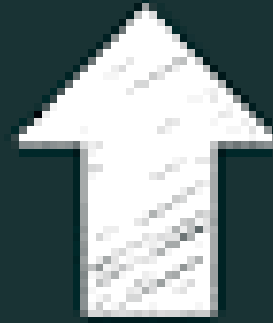
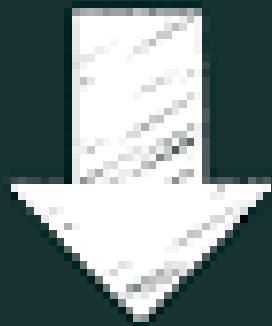
# ADVOCACY



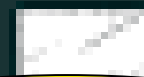
National  
Policy



TOP  
DOWN



BOTTOM  
UP

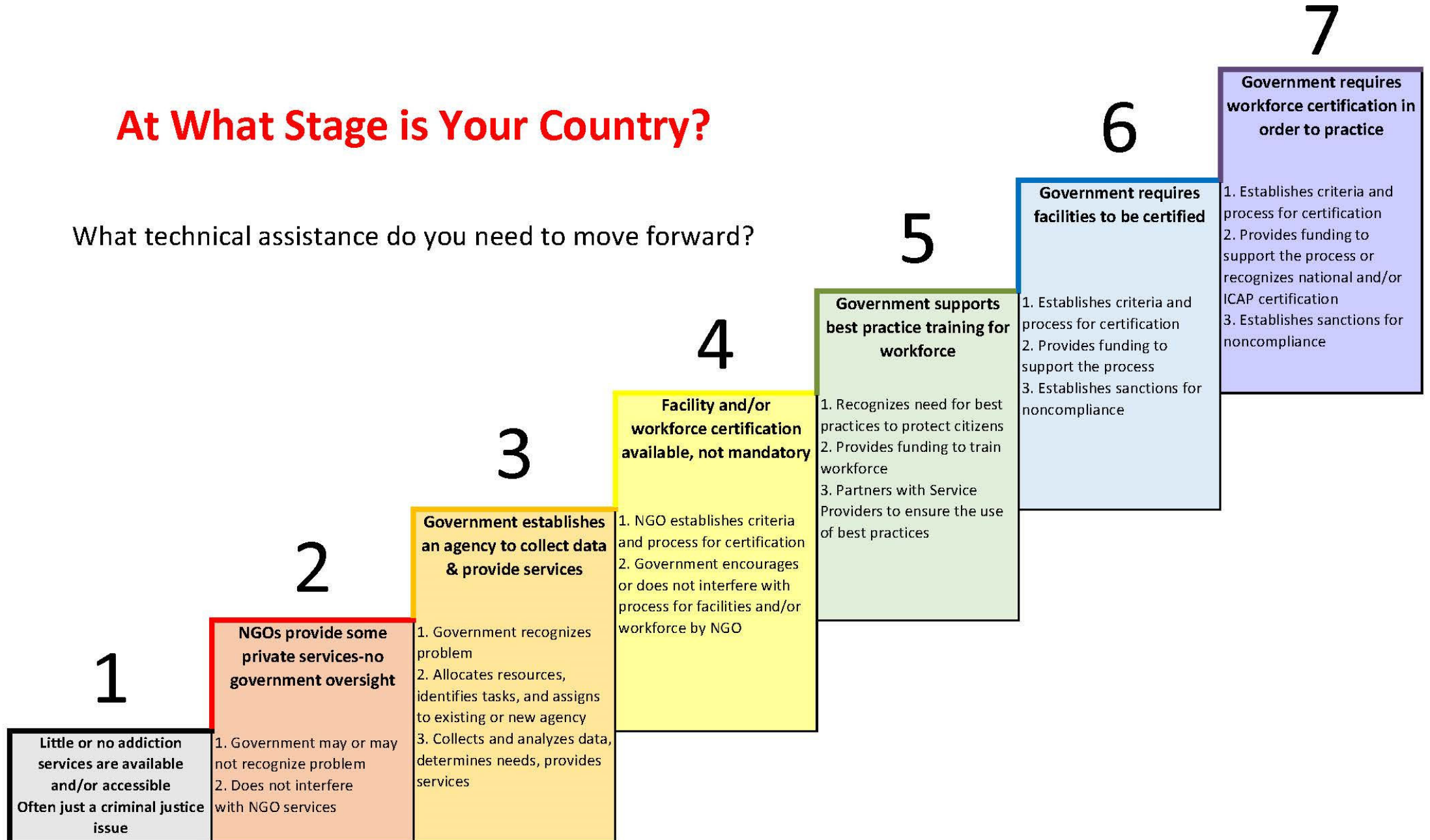


Certified  
Professionals



# At What Stage is Your Country?

What technical assistance do you need to move forward?



**1**

**Little or no addiction services are available and/or accessible**

**2**

**NGOs provide some private services-no government oversight**

1. Government may or may not recognize problem
2. Does not interfere with NGO services

4

3

**Facility and/or  
workforce certification  
available, not mandatory**

**Government establishes  
an agency to collect data  
& provide services**

1. Government recognizes problem
2. Allocates resources, identifies tasks, and assigns to existing or new agency
3. Collects and analyzes data, determine needs, provide services

1. NGO establishes criteria and process for certification
2. Government encourages or does not interfere with process for facilities and/or workforce by NGO

6

**Government requires facilities to be certified**

1. Establishes criteria and process for certification
2. Provides funding to support the process
3. Establishes sanctions for noncompliance

5

**Government supports best practice training for workforce**

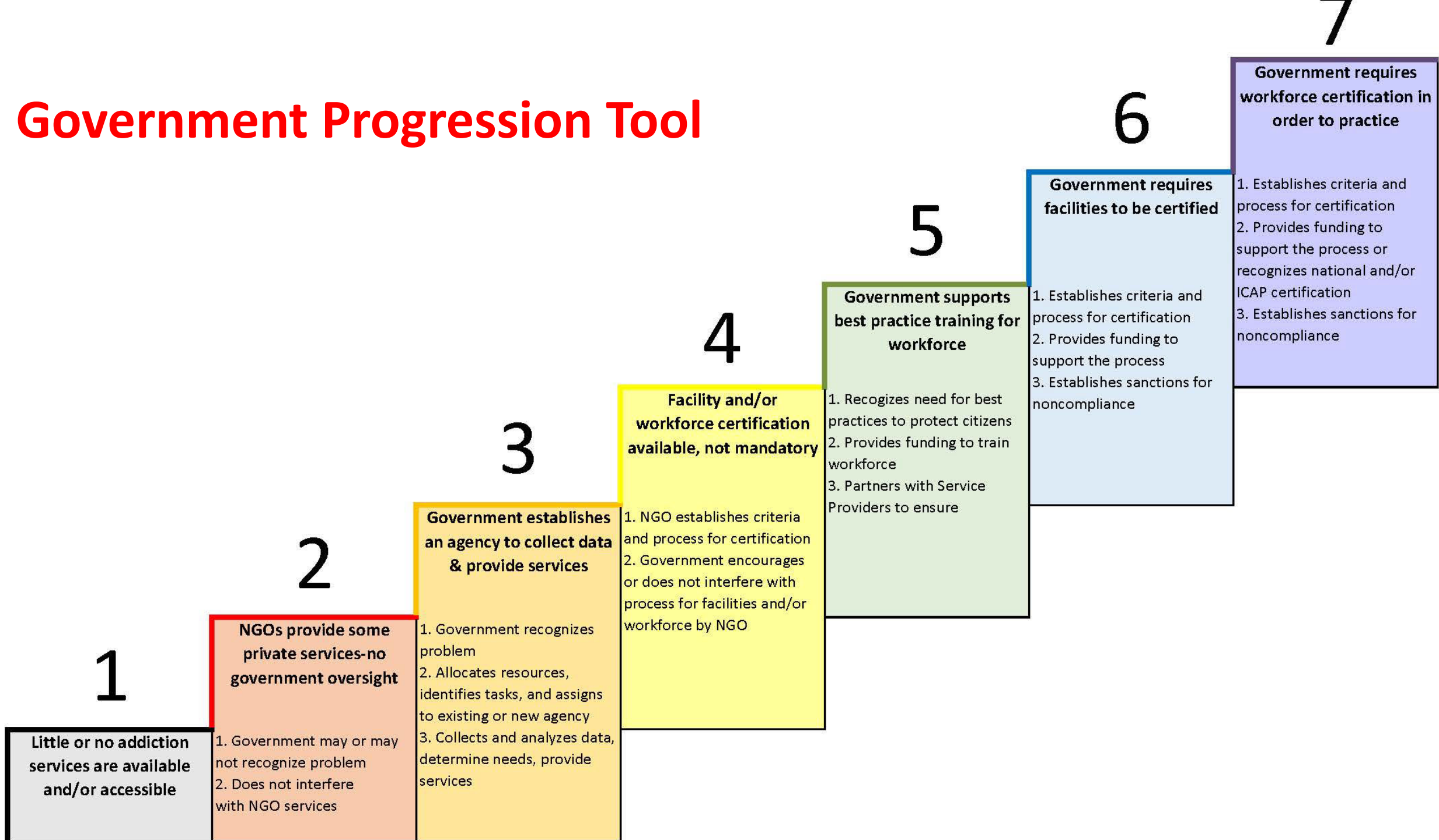
1. Recognizes need for best practices to protect citizens
2. Provides funding to train workforce
3. Partners with Service Providers to ensure

# Goal:

**Government requires  
workforce certification in  
order to practice**

1. Establishes criteria and process for certification
2. Provides funding to support the process or recognizes national and/or ICAP certification
3. Establishes sanctions for noncompliance

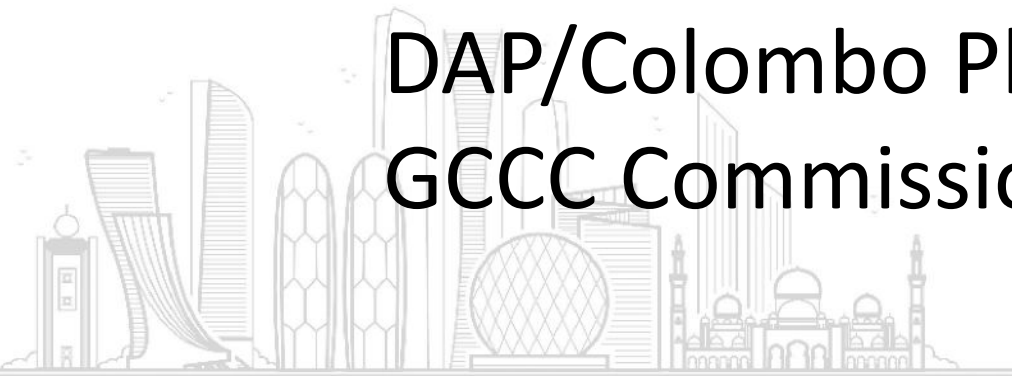
# Government Progression Tool



# Credentialing and National Policy in Indonesia

*Dr. Riza Sarasvita*, Deputy of Rehabilitation  
National Narcotics Board, Indonesia  
GCCC Commissioner

*Erry Wijoyo*, Programme Officer  
DAP/Colombo Plan Indonesia  
GCCC Commissioner





# Advances in Pain Management

*David Bayever, PhD*, Research Director, GTL-  
Wits International Research  
Pharmacy and Pharmacology Dept.  
Wits University, South Africa  
GCCC Commissioner



# Credentialing and National Policy

*Becky Vaughn*



# Ethics Committee Report

*Dr. Riza Sarasvita*





# Bureau of International Narcotics and Law Enforcement Affairs (INL), U.S. Department of State

*Mr. James Walsh,*  
Principal Deputy Assistant Secretary



# Credentialing Committee Report

*Mr. Kansas Cafferty*



# DAP Update on Training

*Dr. Nathalie Panabokke, Acting Director,  
Colombo Plan, Drug Advisory Programme (DAP)*



# Training Committee Report

*Dr. Prapapun Chucharoen*



# Self-led Online Curriculum Update

*Dawn Randolph, DIR Consulting Group*





# Review of GCCC Activities

*Becky Vaughn*



# 2021

Country	ICAP I	ICAP II	ICAP III	ICAP IV	Total
Albania	0	1	0	0	1
Bahrain	1	0	0	0	1
Botswana	6	2	0	0	8

Country	ICAP I	ICAP II	ICAP III	ICAP IV	Total
<b>Total</b>	<b>57</b>	<b>18</b>	<b>3</b>	<b>2</b>	<b>80</b>

Pakistan	0	1	0	0	1
South Africa	2	0	0	0	2
Sri Lanka	2	0	0	0	2
Tanzania	0	1	0	0	1
Trinidad and Tobago	1	0	0	0	1
Turkey	1	0	0	0	1
Venezuela	0	1	0	0	1
Vietnam	0	1	0	0	1
	47	13	2	1	63

2022

Country	ICAP I	ICAP II	ICAP III	ICAP IV	Total
Brunei	1	0	0	0	1
Egypt	1	0	0	0	1

Country	ICAP I	ICAP II	ICAP III	ICAP IV	Total
Total	6	4	0	0	10

# 2021-22

Venue	Date	Number of Candidates	Number of passed Candidates	Percentage of passed Candidates (%)	Exam Mode	Examination Taken
Nairobi, Kenya	11 September 2021	12	9	75.00%	Online	ICAP I: 11 ICAP II: 1
Lahore, Pakistan	19 December 2022	39	13	33.33%	Online	ICAP I: 21 ICAP II: 12 ICAP III: 3 ICAP IV: 3
Karachi, Pakistan	23 January 2022	31	20	64.50%	Online	ICAP I: 22 ICAP II: 7 ICAP III: 2
<b>Total</b>						
<b>Total since 2012</b>		<b>3344</b>	<b>2071</b>			

# Total Professionals

No.	Country	ICAP I	ICAP II	ICAP III	ICAP IV	RC	Total
1	Afghanistan	37	3	1	0	0	41
2	Albania	2	1	0	0	0	3
3	Argentina	1	1	0	0	0	2
4	Bangladesh	47	1	0	0	1	49
5	Bahamas	22	2	0	0	0	24
6	Barbados	1	0	0	0	0	1
7	Belize, CA	1	0	0	0	0	1
8	Benin	20	0	0	0	0	20
9	Bhutan	59	1	1	0	0	61
10	Botswana	44	11	3	0	0	58
11	Brazil	1	0	0	0	0	1
12	Bahrain	1	0	0	0	0	1
13	Bulgaria	1	0	0	0	0	1
14	Burkina Faso	14	0	0	0	0	14
15	Cambodia	12	1	0	0	0	13
16	Cameroon	20	0	0	0	0	20
17	Canada	0	1	1	0	0	2
18	Chile	11	2	1	0	0	14
19	Costa Rica	1	0	0	0	0	1
20	El Salvador	1	0	0	0	0	1
21	Egypt	10	2	0	0	0	12
22	Hong Kong	0	1	0	0	0	1
23	Gambia	7	0	0	0	0	7
24	Germany	1	0	0	0	0	1
25	Ghana	65	7	1	0	0	73
26	Guyana, SA	1	0	0	0	0	1
27	India	57	18	6	0	0	81
28	Indonesia	122	17	2	0	9	150
29	Ivory Coast	18	0	0	0	0	18
30	Jamaica	3	0	0	0	0	3
31	Japan	0	0	0	0	17	17
32	Kyrgyzstan	11	0	0	0	0	11
33	Kazakhstan	27	0	0	0	0	27
34		0	3	0	0	0	3
35		0	0	0	0	0	0
36		0	6	0	0	0	6
37		0	1	0	0	0	1
38		0	0	0	0	0	0
39		0	0	0	0	0	0
40		0	0	0	0	0	0
41		0	0	0	0	0	0
42	Niger	8	0	0	0	0	8
43	Nigeria	68	15	1	1	0	85
44	Namibia	15	6	3	0	0	24
45	Pakistan	130	32	0	1	4	167
46	Paraguay	13	0	0	0	0	13
47	Philippines	104	83	8	0	74	269
48	Republic of Macedonia	1	0	0	0	0	1
49	Serbia	4	0	0	0	0	4
50	Samoa	7	0	0	0	0	7
51	Singapore	2	1	0	0	0	3
52	Slovakia	1	0	0	0	0	1
53	South Africa	42	1	0	0	0	43
54	South Korea	73	1	2	0	0	76
55	Spain	0	0	1	0	0	1
56	Sri Lanka	18	1	1	0	1	21
57	St. Kitts	1	0	0	0	0	1
58	St. Lucia	1	0	0	0	0	1
59	St. Vincent	1	0	0	0	0	1
60	Tajikistan	5	0	0	0	0	5
61	Tanzania	15	2	2	0	0	19
62	Thailand	26	3	9	0	1	39
63	Togo	19	0	0	0	0	19
64	Trinidad	2	0	0	0	0	2
65	Tunisia	17	0	0	0	0	17
66	Turkey	1	0	0	0	0	1
67	Turkmenistan	10	0	0	0	0	10
68	UAE	3	6	2	0	0	11
69	Uganda	17	6	0	0	0	23
70	UK	0	1	1	0	0	2
71	USA	9	1	3	0	0	13
72	Uzbekistan	13	0	0	0	0	13
73	Venezuela	0	1	0	0	0	1
74	Vietnam	13	1	0	0	0	14
	<b>Total</b>	<b>1508</b>	<b>308</b>	<b>62</b>	<b>2</b>	<b>117</b>	<b>1997</b>

Country	ICAP I	ICAP II	ICAP III	ICAP IV	RC	Total
<b>Total</b>	<b>1508</b>	<b>308</b>	<b>62</b>	<b>2</b>	<b>117</b>	<b>1997</b>



# **2020 Contract Deliverables** (3-year contract)

- 1.** Offer in-person ICAP exams once a year where requested by participating countries
- 2.** Contract with and train local exam proctors with an online webinar
- 3.** Establish remote proctoring for exams

# **2020 Contract Deliverables** (3-year contract)

4. Develop a sliding scale for exam fees
5. Set up automatic emails for renewal reminders and an online payment system
6. Promote ISSUP membership and database registration and track certifications and continuing education

# **2020 Contract Deliverables** (3-year contract)

- 7.** Post exam opportunities/results as well as other pertinent information on the ISSUP website
- 8.** Maintain and update the GCCC website
- 9.** Translate exams where needed based on established priority list





# **2021 Contract Deliverables** (3-year contract)

## **Objective 1: Increase the number of ICAP-Certified Professionals**

- Train 10 local exam proctors
- Increase the number ICAP Candidates by 15%
- Post exam opportunities and other pertinent information on the ISSUP website
- Maintain and update the GCCC website
- Translate exams where needed

# **2021 Contract Deliverables** (3-year contract)

**Objective 2: Increase the number of countries that recognize and require certification**

- Meet with appropriate government officials to advocate for movement on the Government Progression Scale.
- Recruit new Commissioners in active countries

# **2021 Contract Deliverables** (2-year contract)

**Objective 3: Increase areas of certification in prevention and recovery support**

- Develop priority list for new certifications based on Universal Curricula
- Develop exams and criteria for new certifications

# GCCC Business Meeting

*Minutes*

*Financial Report*

*Proposed changes to Policies/Procedures*

*Election of Officers*



# GCCC Business Meeting

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# Financial Report

<b>Opening Balance 1 January 2021</b>			<b>111,843.51</b>
Interest earned		161.82	
Renewals		1,639.93	
Exam Fees		15,215.00	17,016.75
Bank Charges		(375.53)	
Payments to NAADAC		(3,120.00)	(3,495.53)
<b>Closing Balance 31 December 2021</b>			<b>125,364.73</b>

# Financial Report

<b>INL Budgets</b>			
2020		491,228	36 months
2021		323,108.00	24 months
Supplemental		200,000.00	18 months

# GCCC Business Meeting

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# Proposed Amendments

## ANNEX D: ELIGIBILITY REQUIREMENTS FOR ICAP- Recovery Support

### i. ICAP-Recovery Support

- a. One year full-time or 1,500 hours of working experience in substance use disorders and a and a High School diploma/Passage of the first public examination or its equivalent.
- b. A minimum of 100 documented hours of education and/or training in SUDs including at least 40 contact hours of specialised training in recovery support, 6 hours of Ethics, and 6 hours of HIV.
- c. Submission of a signed and dated statement that the candidate has read and agreed to adhere to the GCCC Code of Ethics for recovery support professionals.
- d. Submission of a completed application.
- e. Passing of the GCCC examination for ICAP-Recovery Support.
- f. Payment of a **non-refundable** application fee.

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# Proposed Amendments

## ANNEX C: ELIGIBILITY REQUIREMENTS FOR ICAP- Prevention

### I. ICAP-Prevention I

- a. Two years full-time or 3,000 hours of working experience on prevention of substance use and a bachelor's degree in a relevant field (Psychology, Sociology, Social Work, Public Health, Family Medicine, Psychiatry, Preventive Medicine, Nursing, Teaching, or Behavioural Science) or five years full-time or 7,500 hours working experience on prevention of substance use and a High School diploma.
- b. A written verification of 150 completed hours of supervised practical experience in a required prevention activity, as certified by a supervisor who has personally observed the candidate's substance use-related prevention activities OR a work contract indicating prevention activities as part of the deliverables documenting the same number of hours.
- c. A minimum of 120 documented hours of prevention education and/or training. Included in this total must be at least 6 contact hours of physiology and pharmacology related to substance use and 6 contact hours of ethics training.
- d. Submission of a signed and dated statement that the candidate has read and agreed to adhere to the GCCC Code of Ethics for prevention professionals.
- e. Submission of a completed application.
- f. Passing of the GCCC examination for ICAP-Prevention I.
- g. Payment of a **non-refundable** application fee.

# Proposed Amendments

## ANNEX C: ELIGIBILITY REQUIREMENTS FOR ICAP- Prevention

### ii. ICAP-Prevention II

- a. Five years full-time or 7,500 hours of working experience on prevention of substance use and a bachelor's degree in a relevant field (Psychology, Sociology, Social work, Public Health, Family Medicine, Psychiatry, Preventive Medicine, Nursing, Teaching, or Behavioural Science) or seven years full-time or 10,500 hours working experience on prevention of substance use and High School diploma.
- b. A written verification of 300 completed hours of supervised practical experience in a required prevention activity, as certified by a supervisor who has personally observed the candidate's substance use-related prevention activities OR a work contract indicating prevention activities as part of the deliverables documenting the same number of hours.
- c. A minimum of 240 documented hours of prevention education and/or training. Included in this total must be at least 6 contact hours of physiology and pharmacology related to substance use and 6 contact hours of ethics training.
- d. Submission of a signed and dated statement that the candidate has read and agreed to adhere to the GCCC Code of Ethics for prevention professionals.
- e. Submission of a completed application.
- f. Passing of the GCCC examination for ICAP-Prevention II.
- g. Payment of a non-refundable application fee.

# Proposed Amendments

## ANNEX C: ELIGIBILITY REQUIREMENTS FOR ICAP- Prevention

### III. Specialised Prevention Area Endorsements

- School-based Prevention
  - Family-based Prevention
  - Environmental-based Prevention
  - Community-based Prevention
  - Media-based Prevention
  - Workplace-based Prevention
  - Monitoring and Evaluation
- a. Successful completion of ICAP-Prevention I or II
- b. At least two years full-time or 1,500 hours of working experience in the selected prevention area following the successful completion of ICAP-Prevention I.
- c. A written verification of 100 completed hours of practical experience in required prevention activity, as certified by a supervisor who has personally observed the candidate's substance use-related prevention activities OR a work contract indicating prevention activities as part of the deliverables.
- d. A minimum of 120 documented hours of prevention education and/or training in the selected endorsement area.
- e. Submission of a completed application.
- f. Passing of the GCCC Endorsement Examination.
- g. Payment of a **non-refundable** application fee.

# Proposed Amendments

## 14. ETHICS ENFORCEMENT PROCEDURE

### A. Purpose

- A Credentialed individual holds a unique position of trust and responsibility. The addiction professional should provide the highest quality of care and act in the best interest of those individuals seeking professional services. All addiction professionals agree to subscribe to the ethical standards adopted by the GCCC Commission. A credentialed individual is expected to competently perform the skill and functions consistent with professional standards. These procedures are developed to provide for the protection of the rights of the credentialed professional while ensuring that the public interest is equally represented and protected.
- To maintain the credibility of the ICAP, those failing to meet these ethical standards will be subject to disciplinary actions. It is the responsibility of other certified professionals to report such violations.

### B. Scopes

- All addiction professional must subscribe to these ethical standard in their application for any ICAP Credential, and in the practice of their profession. Credentialed addiction professional failing to meet these ethical standards will be subject to disciplinary actions. The GCCC Code of Ethics shall govern the conduct of all credentialed addiction professional or applying to obtain a credential or re-credentialing from the Commission.

### c. Objective

- The Objective of this policy is to protect credentialed addiction professionals and the public. Revocation and/ or other sanctions may be imposed for a variety of reasons including, but not limited to:
  - Falsification of application or any other part of the credentialing process
  - Misrepresentation of credentialing status
  - Revocation or suspension of credentialing
  - Inappropriate use of psychoactive substances

# Proposed Amendments

## 14. ETHICS ENFORCEMENT PROCEDURE

### D. Procedure

- The following are procedures for ethical enforcement.
  - I. All violations must be reported using the GCCC Ethics Complaint Form (Annex G)
  - II. If the GCCC Director determines that the complaint has merit, it is referred to the GCCC Commission Ethics Committee. The Committee has 60 days to review and determine next steps—dismiss or move forward with an investigation.
  - III. If investigation warrants, a letter is sent to the Respondent notifying them that a Complaint has been filed against them. They have 30 days to respond.
  - IV. The Ethics Committee has 60 days to determine next steps—dismissal or move forward with a hearing.
  - V. Within 30 days of the hearing, the Ethics Committee shall file their findings and recommended action.
  - VI. The Ethics Committee recommendation will be heard by the full Commission for a final vote.
  - VII. **Disciplinary Action.**
    - A violation of the ethical standards of addiction professional may result in one or more of the following disciplinary actions:
      - a. Suspension
      - b. Revocation of credential
      - c. Reprimand and written caution

# Proposed Amendments

## 14. ETHICS ENFORCEMENT PROCEDURE

### D. Procedure

#### VIII. Procedures for Credentialing Following Disciplinary Action

##### a. Reinstatement of credentialing following suspension:

- Upon expiration of the suspension period, the Ethics Committee at their discretion may authorise reinstatement of the professional for the balance of the credentialing period, unless another suspension or revocation of his or her credentialing has occurred.

##### a. Re-credentialing when credentialing expires during suspension:

- If the professional's credentialing expires during the suspension, the professional must submit a new application and fee and meet the renewal requirements before reinstatement with the original anniversary date, with written recommendation from supervisor.

##### a. Reinstatement following revocation:

- It is recognised that there may be mitigating circumstances that could warrant granting permission to apply for credentialing following revocation. However, such permission shall be considered only after and is granted solely within the discretion of the Commission. An individual seeking such permission must submit a written request to the Ethics Committee giving the reasons why permission should be granted, and shall otherwise follow the procedures prescribed for normal applications for credentialing meeting credentialing requirements in place at the time.

#### IX. Reporting

- The action of the Commission's Ethics Committee shall be reported in an official publication of the Commission informing of the sanction imposed. The action, in the case of a Commission member, shall be reported to the GCCC Director and to the Chair of the Ethics Committee by confidential letter informing of the member's name, reasons for sanction and the action taken.

# Election of Officers and Executive Committee

## Officers

Chairperson	Nima Damdul	Bhutan
Vice-Chairperson	Dr. Prapapun Chucharoen	Thailand
Secretary	Bernadette C. Ellis	Bahamas

## Committee Chairpersons

Credentialing	Kansas Cafferty	USA
Training	Godlove Vanden-Bossche	Ghana
Ethics	Ogun Oluwayemi Cecilia	Nigeria



# GCCC Business Meeting

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# Special Presentation

*Dr. Richard M. Gakunju,*  
Clinical Director & Advisor,  
Movement Against Substance Abuse in  
Africa (MASAA),  
Outgoing GCCC Commission Chairperson





# Thank you for your Support and Commitment to the GCCC Commission Safe Travels!

