

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 – 1st 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"> Peer Recovery Support Specialist or similar title Court Diversion Support Specialist Peer Navigator Peer Advocate Peer Educator Recovery Coach 	<ol style="list-style-type: none"> Offers support and encouragement Navigation/referral to other support services in the community Motivation and guidance to seek support in auxiliary services or mutual aid groups Client, family, and/or community education Documentation Ethical responsibilities 	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"> SUD Counselor in Training Outreach Worker Detox Tech Intern Community Educator Residential Support Staff 	<ol style="list-style-type: none"> Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT) Monitor treatment plan/compliance Referral Service coordination and case management for SUDs Psycho-educational counseling of individuals and groups Client, family, and/or community education Documentation Professional & ethical responsibilities 	Dependent on state regulations	National Certified Addiction Counselor Level I (NCAC I)
Associate's Degree	Associate SUD Counselor	<ul style="list-style-type: none"> SUD Counselor in Training Outreach Recovery House Detox Tech Intern Community Education Group, Ind and Assessment support 	<ol style="list-style-type: none"> Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT) Monitor treatment plan/compliance Referral Service coordination and case management for SUDs Psycho-educational counseling of individuals and groups Client, family, and/or community education Documentation Professional & ethical responsibilities 	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.

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



■ **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

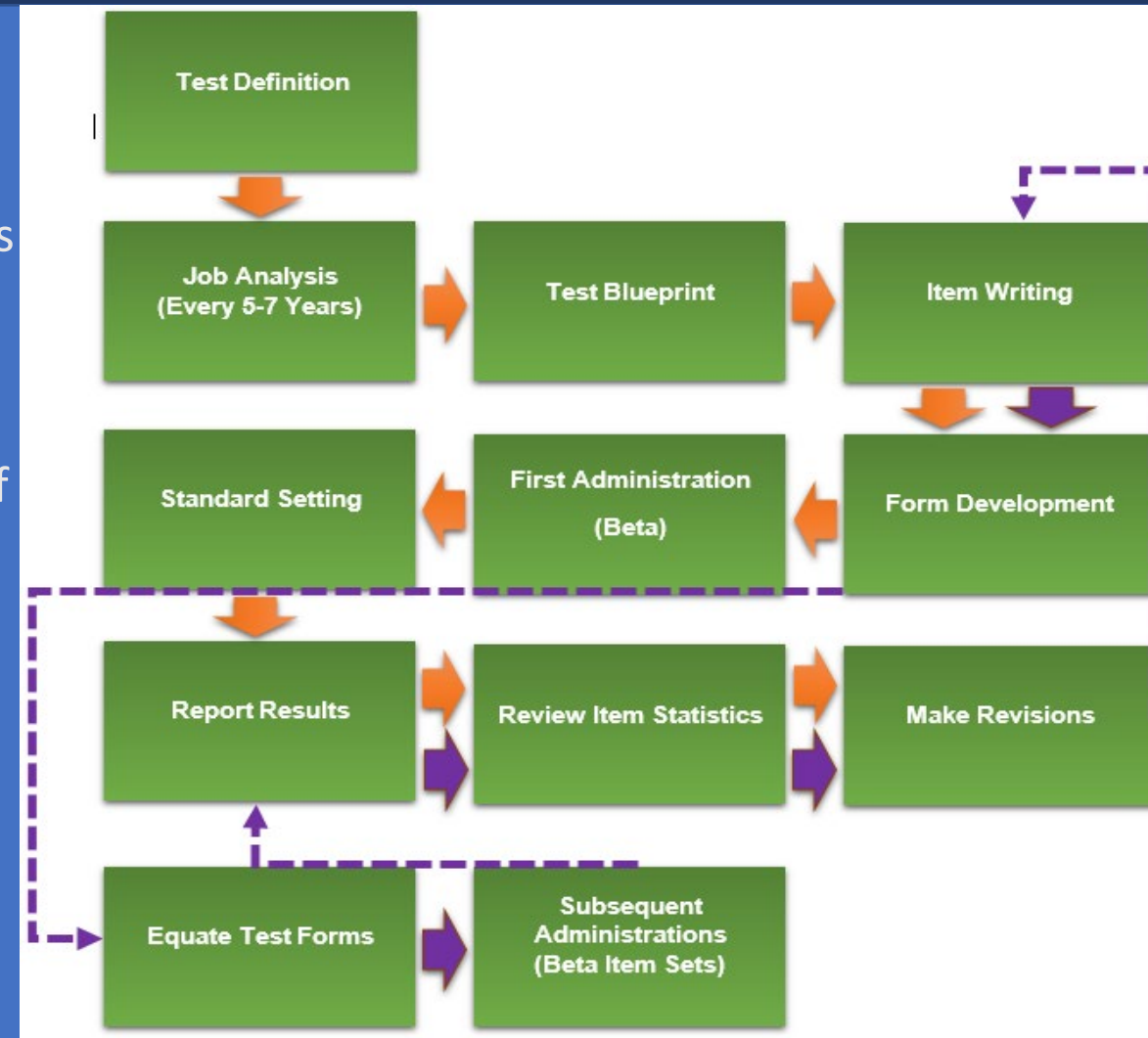
- 5. Survey Data Analysis and Review** – Survey responses were gathered and the data reviewed to remove all partial response strings and suspicious response patterns (e.g., no change in answer selection).
- 5. Test Blueprint Creation** – With the removal of all tasks and underlying knowledge and skills 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!

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Naadac



NAADAC

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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).