



## **SAMHSA-NAADAC Addiction Professional Education & Career Ladder**



<b>Education</b>	<b>SAMHSA Career Ladder Level</b>	<b>Career Opportunities</b>	<b>Scope of Practice</b>	<b>Required State Credential or License</b>	<b>NCC AP National Certification</b>
<b>High School or G.E.D.</b>	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>1. Offers support and encouragement</li> <li>2. Navigation/referral to other support services in the community</li> <li>3. Motivation and guidance to seek support in auxiliary services or mutual aid groups</li> <li>4. Client, family, and/or community education</li> <li>5. Documentation</li> <li>6. Ethical responsibilities</li> </ol>	Dependent on state regulations	National Certified Peer Recovery Support Specialist (NCPRSS)
<b>Certificate Program, Training Series, Some College</b>	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>1. Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT)</li> <li>2. Monitor treatment plan/compliance</li> <li>3. Referral</li> <li>4. Service coordination and case management for SUDs</li> <li>5. Psycho-educational counseling of individuals and groups</li> <li>6. Client, family, and/or community education</li> <li>7. Documentation</li> <li>8. Professional &amp; ethical responsibilities</li> </ol>	Dependent on state regulations	National Certified Addiction Counselor Level I (NCAC I)
<b>Associate's Degree</b>	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>1. Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT)</li> <li>2. Monitor treatment plan/compliance</li> <li>3. Referral</li> <li>4. Service coordination and case management for SUDs</li> <li>5. Psycho-educational counseling of individuals and groups</li> <li>6. Client, family, and/or community education</li> <li>7. Documentation</li> <li>8. Professional &amp; ethical responsibilities</li> </ol>	Dependent on state regulations. Most states require license or certification.	National Certified Addiction Counselor Level I (NCAC I)

<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>		



The National Certification Commission for Addiction Professionals (NCC AP), under the auspices of NAADAC, the Association for Addiction Professionals, operates as an independent body for all matters involving the Association's substance use disorder counselor certification and specialty endorsement opportunities at the national and international level. National Certifications and Endorsements improve the overall quality of services provided by addiction professionals.

## NCC AP's national credentials and endorsements:

- Focus on the counselor and provide a formal indicator of current knowledge and competence at the national level;
- Provide a national standard that is generally higher than the states' requirements and encourage professionals to continue learning for the sake of their clients;
- Afford a means of establishing, measuring, and monitoring the requirements for knowledge in the profession; and
- Provide assistance to employers, health care providers, educators, government entities, labor unions, other practitioners, and the public in identifying the quality of counselors who have met the national competency standards.

## Certification and Endorsement Opportunities



### National Certified Addiction Counselor Level I

Designed for counselors who are beginning in the profession. Candidate 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 and at least six hours of HIV/other pathogens education and training within the last six years.
- Passing score on NCC AP's NCAC Level I exam or International Certification & Reciprocity Consortium's (IC & RC) ADC exam.



### National Certified Peer Recovery Support Specialist

Designed for those who support others in obtaining and maintaining recovery. Candidate 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 and at least 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.
- Passing score on NCC AP's NCPRSS exam.



### National Certified Addiction Counselor Level II

Designed for counselors who have accrued additional education and training and are prepared to practice with minimal supervision. Candidate 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 and at least six hours of HIV/other pathogens education and training within the last six years.
- Passing score on NCC AP's NCAC Level II exam, National Board of Certified Counselors' (NBCC) eMAC exam or IC & RC's AADC exam.



### Master Addiction Counselor

Designed for counselors who have obtained a higher-level degree and experience the opportunity to practice independently and offer supervision to NCAC Is and NCAC IIs.

Candidate 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 and at least six hours of HIV/other pathogens training within the last six years.
- Passing score on NCC AP's MAC exam, NBCC's eMAC exam, or IC & RC's AADC exam.



### Nicotine Dependence Specialist

Designed for those working to reduce or cease use of nicotine in private counseling or hospital settings.

Candidate 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 and at least six hours of HIV/other pathogens training within the last six years.
- Passing score on NCC AP's NDS examination.



### National Certified Adolescent Addiction Counselor

Designed for counselors whose practice is specific to child and adolescent care.

Candidate 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 and at least six hours of HIV/other pathogens education and training within the last six years.
- Passing score on NCC AP's NCAAC exam.



### National Clinical Supervision Endorsement

Designed to recognize a national standard of competencies and effective clinical supervision in the addiction treatment process.

Candidate 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. Must include at least six hours of ethics education and training and at least six hours of HIV/other pathogens education and training within the last six years.
- Passing score on NCC AP's NCSE or both the AADC and CS exams through IC & RC.

### Take Your NCC AP Exam from Home!

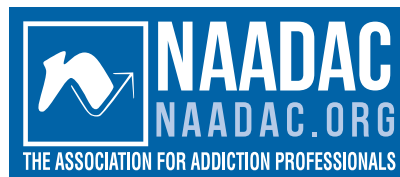


The National Certification Commission for Addiction Professionals (NCC AP) is pleased to be able to offer

distance proctoring for all of its national credential and endorsement exams and for state licensure on behalf of many state licensing/certification boards!

Distance proctoring is a method that allows the test taker to test from his or her own home or office with a computer that has a camera and audio capability. A testing date and time is scheduled with a test proctor who is on the other side of the camera and able to remotely proctor the examination.

Learn more about distance proctoring and if your state licensing/certification board accepts NCC AP exams at [www.naadac.org/ncc-ap-distance-proctoring](http://www.naadac.org/ncc-ap-distance-proctoring).



44 Canal Center Plaza, Ste. 301, Alexandria, VA 22314

(P) 703.741.7686 (F) 703.741.7698

[www.naadac.org](http://www.naadac.org)

[naadac@naadac.org](mailto:naadac@naadac.org)

Visit [www.naadac.org/certification](http://www.naadac.org/certification) to learn more!



## National Certified Peer Recovery Support Specialist (NCPRSS)

National Certified Peer Recovery Support Specialists (NCPRSS) are individuals who are in recovery from substance use or co-occurring mental health disorders. Their life experiences and recovery allow them to provide recovery support in such a way that others can benefit from their experiences.

The purpose of the experiential-based NCPRSS credential is to standardize the knowledge and competency of peer support to individuals with substance use and co-occurring mental health disorders.



### Why obtain the NCPRSS Certification?

- Position yourself for career opportunities and reimbursement potential.
- Distinguish yourself as a recovering person that evidences competency and knowledge in recovery support services.
- Demonstrate your commitment to the highest ethical standards for Peer Recovery Support Specialists.

*NCC AP's NCPRSS Certification is endorsed by Optum as a reimbursed credential.*

### Learn More:

For eligibility and application requirements, as well as fee and renewal information, please go to [www.naadac.org/ncprss](http://www.naadac.org/ncprss).



# Become a NAADAC Peer Recovery Support Specialist Member Today!

## NAADAC PEER RECOVERY SUPPORT SPECIALIST MEMBERS GAIN VALUABLE SKILLS AND PRACTICAL EXPERIENCE!

NAADAC, the Association for Addiction Professionals, represents the professional interests of more than 100,000 addiction counselors, educators and other addiction-focused health care professionals in the United States, Canada and abroad.

### What is the NAADAC Peer Recovery Support Specialist (PRSS) Membership?

The NAADAC Peer Recovery Support Specialist (PRSS) Membership is open to recovery coaches and peer recovery support specialists who are credentialed, licensed, certified, and/or registered.

### Why should you join NAADAC?

- Gain access to over 300 hours of FREE addiction-specific education available 24/7, including webinars unique to Peer Recovery.
- Be eligible for discounted professional liability and premises liability insurance for peer recovery support specialists.
- Get a free subscription to NAADAC's digital magazine, *Advances in Addiction & Recovery*.
- Get free subscriptions to NAADAC's two eNewsletters, the weekly *Professional eUpdate* and biweekly *Addiction & Recovery eNews*.
- Get reduced rates for NAADAC sponsored conferences, public policy events, NAADAC regional meetings, and workshops.
- Get discounts on all NAADAC publications, such as NAADAC's Basics of Addiction Counseling Desk Reference.
- Network with fellow peer recovery support specialists and other addiction professionals online and at NAADAC and state affiliate events and trainings.
- Build leadership skills and gain experience through volunteering on a NAADAC committee.
- Advocate for the addiction profession, workforce development, and the clients you serve.
- Gain access to a HIPAA-compliant telehealth platform through NAADAC's telebehavioral health partnership and free NAADAC webinars on telehealth/telecounseling.



Join NAADAC online at  
[www.naadac.org/join](http://www.naadac.org/join)  
or by calling 703.741.7686!

[www.naadac.org](http://www.naadac.org)

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# SDAAPP Licensure or Certification Testing Survey

Monday, August 23, 2021

# 25

**Total Responses**

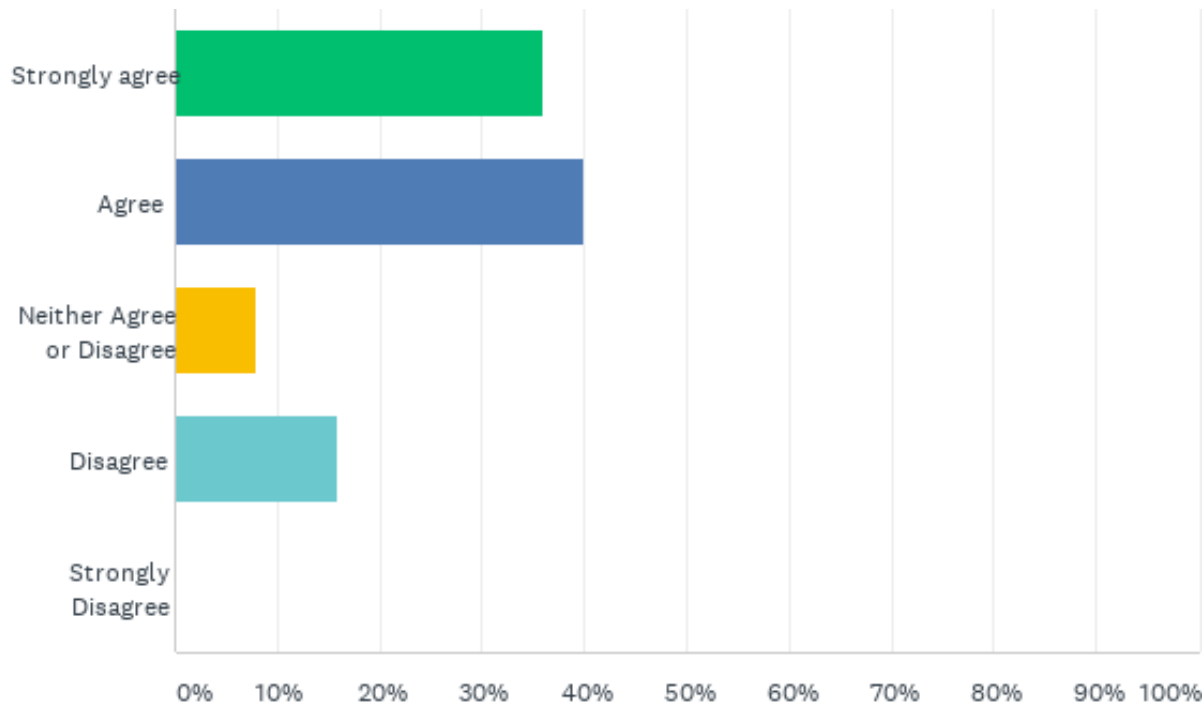
Date Created: Friday, March 19, 2021

Complete Responses: 25



# Q1: I am aware there are two international standard tests for certification or licensure available to addiction professionals, IC&RC and NCC AP by NAADAC.

Answered: 25 Skipped: 0



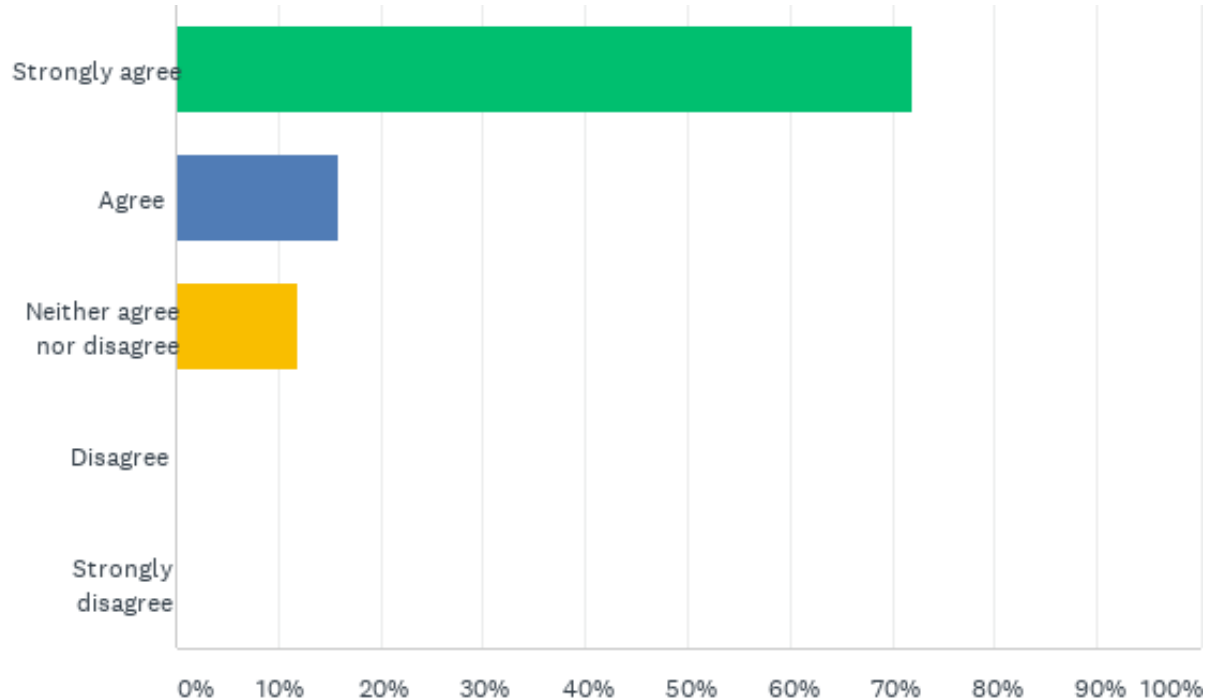
**Q1: I am aware there are two international standard tests for certification or licensure available to addiction professionals, IC&RC and NCC AP by NAADAC.**

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	36.00%	9
Agree	40.00%	10
Neither Agree or Disagree	8.00%	2
Disagree	16.00%	4
Strongly Disagree	0.00%	0
TOTAL		25

## Q2: I would prefer to take the International standard tests for certification or licensure right after completing my coursework.

Answered: 25 Skipped: 0



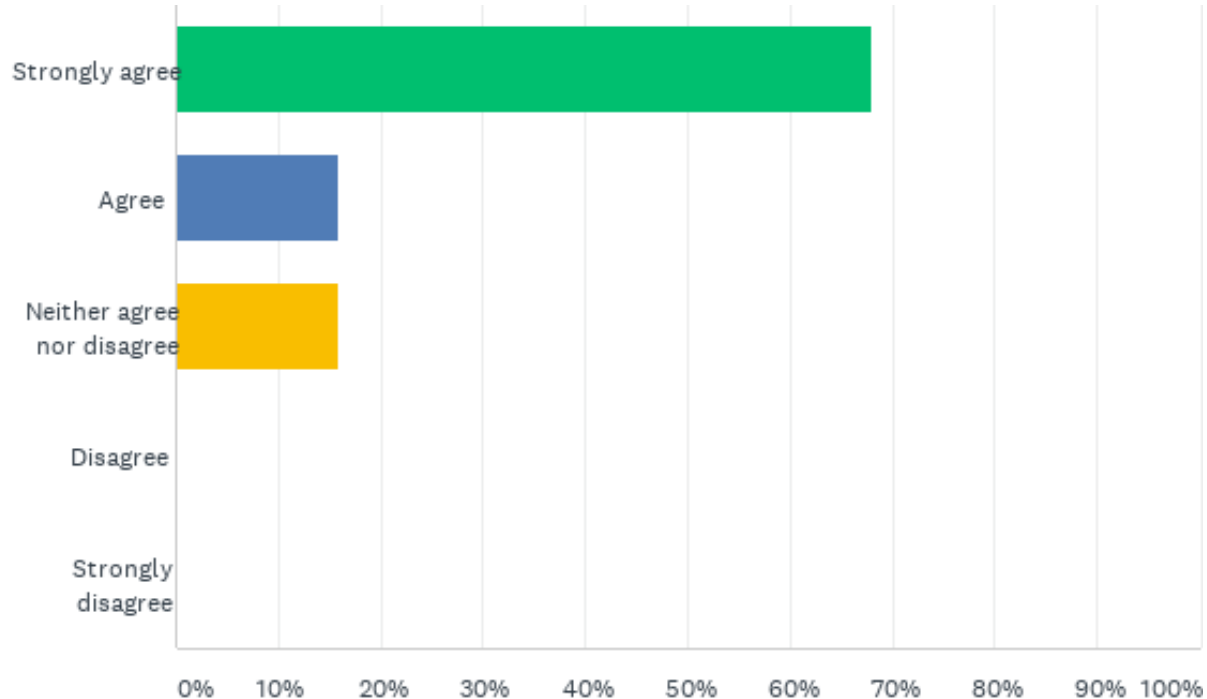
## Q2: I would prefer to take the International standard tests for certification or licensure right after completing my coursework.

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	72.00%	18
Agree	16.00%	4
Neither agree nor disagree	12.00%	3
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		25

### Q3: I would prefer to have more than two testing times a year to completely my standard test for certification and licensure.

Answered: 25 Skipped: 0





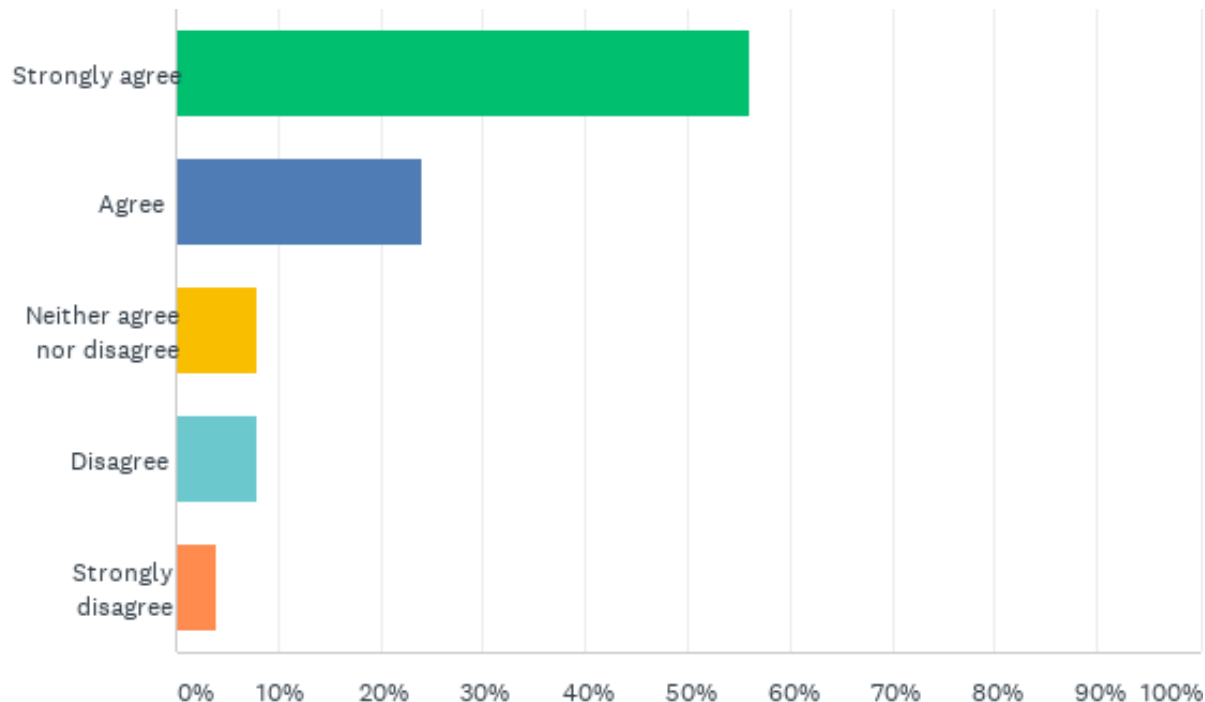
### Q3: I would prefer to have more than two testing times a year to completely my standard test for certification and licensure.

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	68.00%	17
Agree	16.00%	4
Neither agree nor disagree	16.00%	4
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		25

## Q4: I would prefer to test for certification or licensure without having to travel to a testing site.

Answered: 25 Skipped: 0



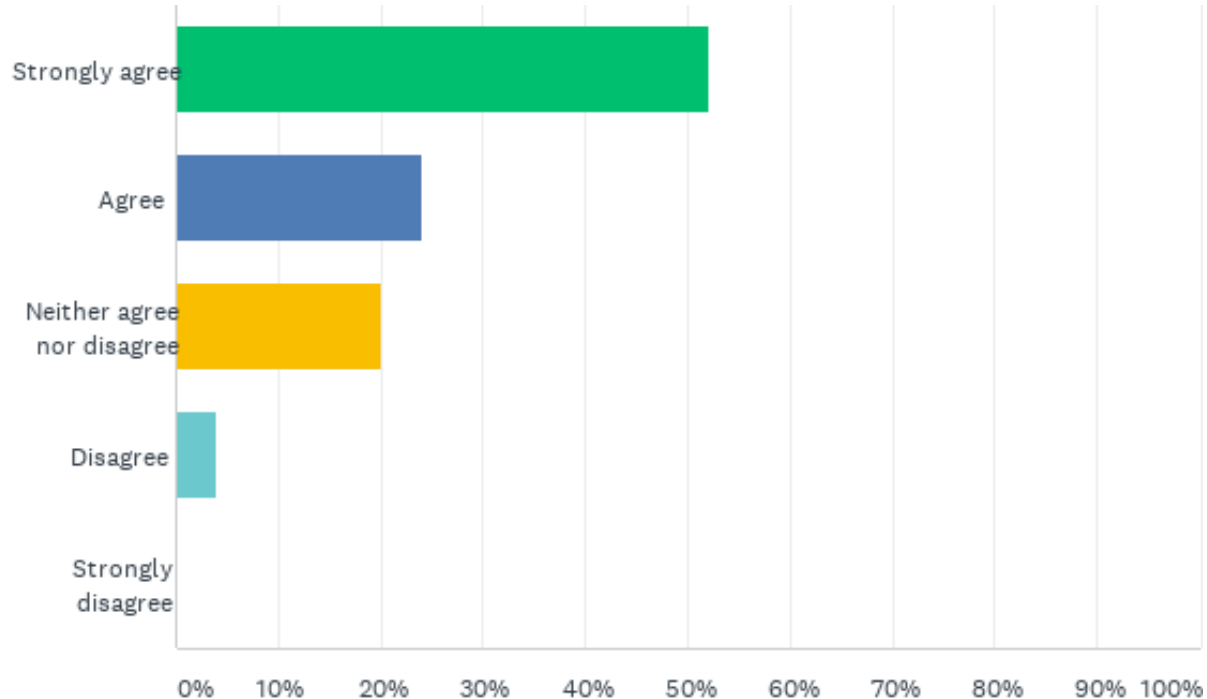
# Q4: I would prefer to test for certification or licensure without having to travel to a testing site.

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	56.00%	14
Agree	24.00%	6
Neither agree nor disagree	8.00%	2
Disagree	8.00%	2
Strongly disagree	4.00%	1
TOTAL		25

## Q5: I would prefer having a choice of which standard test for certification or licensure best meets my needs.

Answered: 25 Skipped: 0



# Q5: I would prefer having a choice of which standard test for certification or licensure best meets my needs.

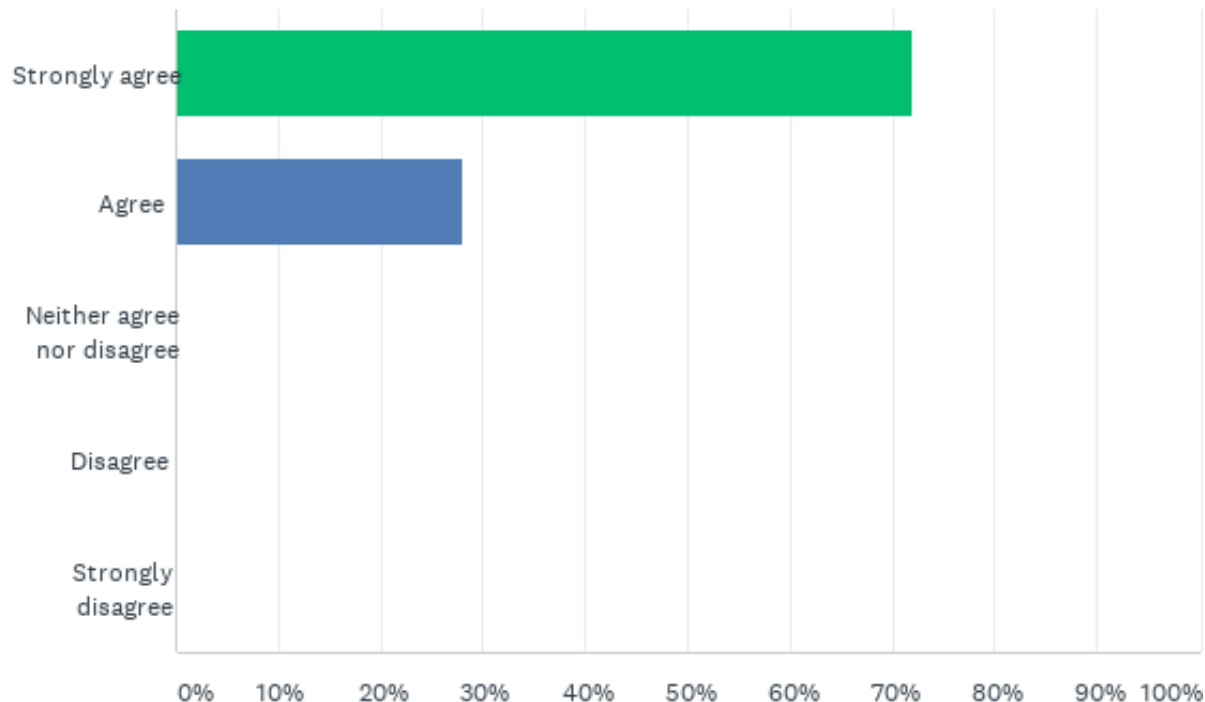
Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	52.00%	13
Agree	24.00%	6
Neither agree nor disagree	20.00%	5
Disagree	4.00%	1
Strongly disagree	0.00%	0
TOTAL		25



## Q6: I would like to have a test that offers wide reciprocity in case I move to another state.

Answered: 25 Skipped: 0



# Q6: I would like to have a test that offers wide reciprocity in case I move to another state.

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	72.00%	18
Agree	28.00%	7
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		25

## Please Share any additional comments.

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- The Native Certification board should also be recognized as they follow the IC & RC standards and testing for the Great Plains area
- we have to make it easier for people to certified
- Standardize reciprocity and go with international testing. ICRC. Professionals who move to other states lose what they have worked for and it limits their capabilities to help in the state they moved too
- I think it would be helpful to allow individuals to either take their exam at time they complete their education or have the option to take it after they complete their required hours of experience. Not one or the other.
- It would be great to have a choice of which standard test to take and be able to have the test available more than twice a year. This would really help with the workforce shortage of addiction counselors in SD.
- I believe the NCC AP should be a readily available alternative to the IC and RC examination for certification and licensure. I also believe that strengthening our ties with multiple organizations during these uncertain times will only be of benefit to our providers in the state. Taking the examination immediately after graduation will be of profound benefit for future employment, and treatment centers will not have to worry if a counselor will or will not pass the exam.