

Proposal Paper
on
The Consolidation of Credentialing Systems
NCC and ICRC Credentials

Attendance

On April 1-3 2005 the joint NCC/IC&RC credentialing subgroup of the NAADAC/ NCC/ IC&RC/ S.CAP, hereafter referred to as the collaborating organizations, met in Alexandria, VA to discuss options for coordination of the NCC and IC&RC credentialing programs. Subgroup members participating in these discussions were:

Dennis Barbour
John Barlow
Shirley Beckett Mikell
William Cote
Bart Grimes
Jim Martin
Cynthia Moreno Tuohy
Jim Scarborough

The subgroup made the following conclusions and recommendations:

Joint Assumptions

1. The profession currently needs:
 - a. strong local credentialing boards;
 - b. local, national and international credentialing for the profession;
 - c. valid and legally defensible examinations;
 - d. scopes of practice for each credential;
 - e. portability of credentials; and
 - f. a choice of level of credentialing for local and international credentialing boards.
2. IC&RC and NCC credentials are written into many state statutes or administrative codes.
3. A unified system of local and national credentialing would result in a reduction in competition from other professions, such as mental and behavioral health, thus insuring competency and optimum protection of the public.
4. Certain credentials that are currently offered will instead be endorsements rather than free-standing credentials.
5. Any new merged credentials that may be offered as part of a unified effort should be retitled credentials of existing credentials, rather than credentials that are "grandparented" (See page 3 for lists of recommended credentials).

New Common Terminology

education = academic degrees

training = specialty classes or structured non-degree education

experience = hours of supervision, including practical

exams

recertification

Needs Assessment

The status quo consists of standards for credentialing bodies, which are set by IC&RC, and national standards, which are set by NCC.

This system is bifurcated, confusing to professionals in the field, and does not insure optimal professional competence and protection of the public.

Therefore, a new credentialing system needs to be devised that would have the following characteristics:

- Unified scopes of practice (corresponding to a “career ladder” to be jointly developed), standard setting, examinations and exam administration;
- Valid and legally defensible examinations that can be used to credential professionals at the local, national and international levels;
- Portability of credentials;
- A credentialing system that provides for credentialing from entry to doctoral level practice;
- Coordination of the credentialing system with standards setting for programs that provide academic and non-academic preparation for practice.

Recommended Outcomes

To adequately respond to these needs and to assure maximal professional competence and protection of the public the group made the following recommendations:

1. There should be a single addiction treatment and prevention credentialing board. This board should be a new organization.
2. The new organization should incorporate the current credentials of IC&RC and NCC;
3. The new organization, and the credentials, should be local, national and international in scope;
4. The new credentials will correspond to a “career ladder” which will be developed;
5. The new organization should provide new credentials and endorsements for the profession, as needs emerge for the profession and for protection of the public; and
6. On December 31st, 2005, all current IC&RC and NCC credentialed professionals will incur a title change. All applicants should apply by October 1st, 2005.

Elements of the New Credentialing System and Organization

1. Initially, the credentials of NCC and IC&RC should be blended to create credentialing categories as follows:

FULL CREDENTIALS

- a. Entry Level (by combining the IC&RC AODA and NCC NCAC1 credentials)
- b. Associate Level (to be created from the joint NCC/IC&RC systems)
- c. Bachelor's Level (from the existing NCC NCACII credential)
- d. Masters Level (by combining the NCC MAC and IC&RC AAODA)
- e. Prevention Specialist (from the existing CPS credential)
- f. Criminal Justice Specialist (emerging from the RDS for the revised IC&RC CJS credential)
- g. Clinical Supervisor (from the existing IC&RC CS credential)

ENDORSEMENTS

- h. Criminal Justice (new)
 - i. Clinical Supervisor (new)
 - j. Adolescent (new)
 - k. Tobacco (from the NCC credential)
 - l. Case Management (new)
 - m. Gambling (from the AAAD credential)
2. A new corporate entity will be established whose recommended name shall be International Credentialing Commission.
 3. The legal mechanism for #2 will be established after consultation with legal counsel (use of existing tax exempt organizations or creation of new organization de novo)
 4. The founding board will be composed of the members of the credentialing subgroup (minus the executive directors of the NCC and IC&RC). Each of the six members will be assigned a one, two or three year term (one in each category from NCC and IC&RC). At the conclusion of the terms of these individuals new members will be appointed to the board according to the provisions of the bylaws of the new organization. Those bylaws would include a rigorous vetting process for board nominees.
 5. Under the new system, candidates who passed the local boards would be eligible for national and international credentialing as well. National and international credentialing would be sought by the candidate after local credentialing, by direct request to the new organization. Local credentialing boards would be provided a stipend for each individual who was certified nationally and/or internationally. Local credentialing boards would no longer be required to pay institutional or per capita dues as under the current IC&RC system.

6. The new organization would establish administrative standards for local boards as well as means of standard enforcement. Each local board would enter into a contract with the new organization. State law, federal agency regulations and military regulations would override these standards, as appropriate.
7. Existing local, national, and international boards would have preferred status within the new system, subject to standards established under #6 above. However, as standards under #6 were changed those boards would be required to adapt to those standards or be subject to competing application from other entities within their jurisdiction who can demonstrate compliance with the standards
8. The collaborating organizations will provide transitional technical assistance for credentialing boards in localities where there are both IC&RC and NAADAC boards.
9. A business plan for the foregoing will be jointly developed by NCC and IC&RC. This plan will track the NCCA standards for accreditation of credentialing agencies.
10. Collaborating organizations will secure funding for forthcoming projects, such as online testing.
11. All collaborating organizations will enter into due diligence with a signed confidentiality agreement.

--This proposal will be reviewed by the initial workgroup on Monday, April 4th, 2005. Comments and approval must be submitted via electronic vote by Wednesday, April 6th, 2005 at 5:00pm eastern standard time.

--If approval is granted from initial workgroup, collaborating organizations will receive proposal for review and final approval on Friday, April 8th, 2005. All electronic votes are due by Tuesday, April 12th, 2005 at 5:00pm eastern standard time.

--Once approved by all collaborating organizations, a joint press release will be issued by the Co-Chairpersons of the newly founded organization.

12. Workgroups to establish credentialing criteria, career ladder, and scope of practice will be formed by the collaborating organizations. A mechanism for persons who wish to volunteer for these workgroups will be determined by the collaborating organizations.