

# Lobby Activity



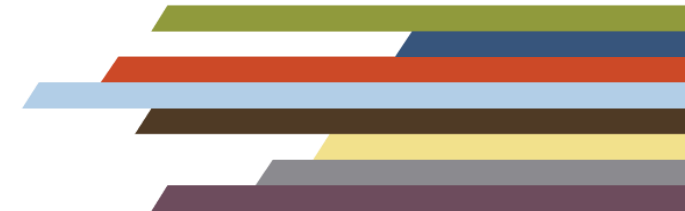
## Type in the Chat:

- Your Name
- Location
- How long have you been working in substance misuse prevention



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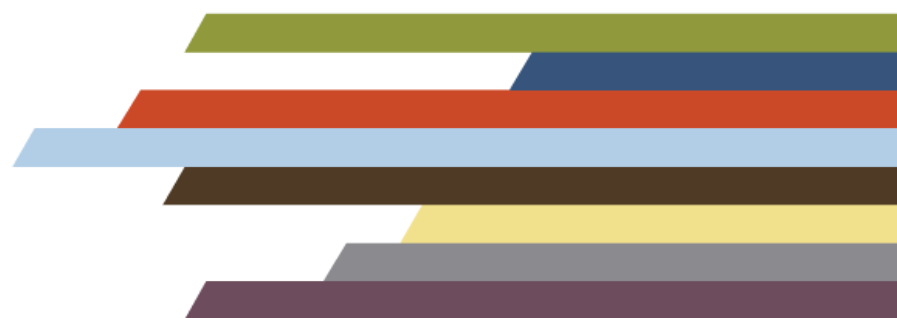
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# Prevention Professionals Planning Your Professional Development Journey Part II

Sandra Del Sesto, MEd, ACPS, Consultant

Carol Oliver, MAT, CPS, Director Prevention Solutions@EDC

November 15, 2022



# Technical Information

This session is being recorded. Following the event, we will share the recording with participants via the Northeast & Caribbean PTTC website & Certificates of Attendance will be sent out to those who have attended the session in full.

Please contact the facilitators if you have any concerns or questions.

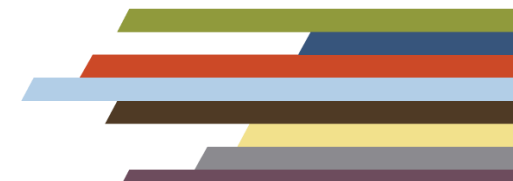
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# Evaluation

Please take a few minutes to complete a  
brief evaluation:

<https://ttc-gpra.org/P?s=504888>

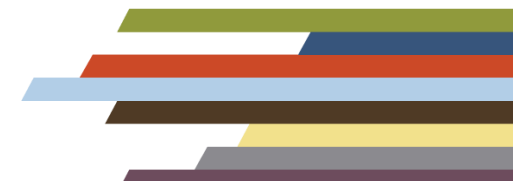


Your feedback is appreciated!



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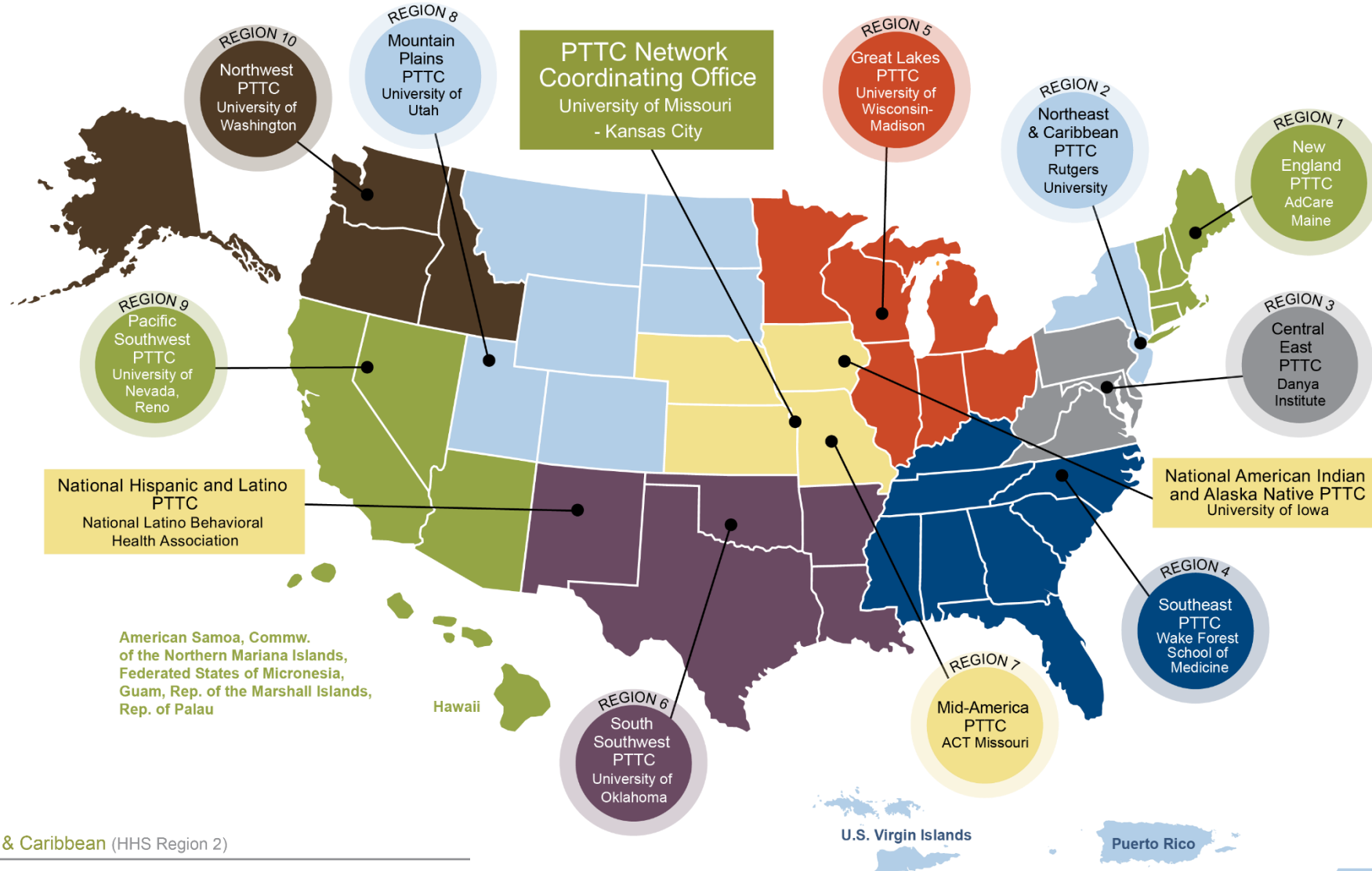




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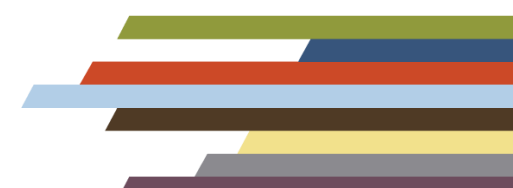
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# Presenters



**Sandra Del Sesto**

Consultant

Northeast & Caribbean PTTC



**Carol Oliver**

Director

Prevention Solutions@ EDC



**Ivy Jones-Turner**

T/TA Specialist

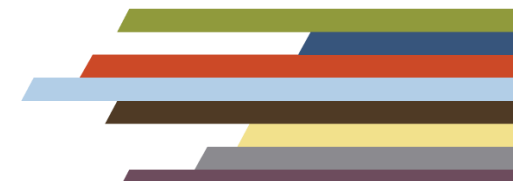
Region 2 PTTC



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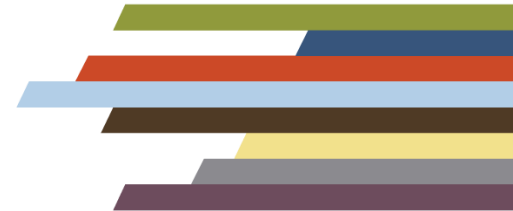
The use of affirming language inspires hope.

**LANGUAGE MATTERS.**

**Words have power.**

**PEOPLE FIRST.**

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



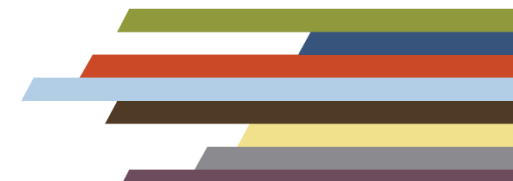
# Learning Objectives

- Describe the competency needs of the current prevention workforce
- Review benefits and barriers to certification
- Describe the scope of work, core competencies and standards for prevention specialists set by IC&RC subject matter experts in the profession
- List resources to prepare for certification



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# Recap Session One: Your Professional Development Journey

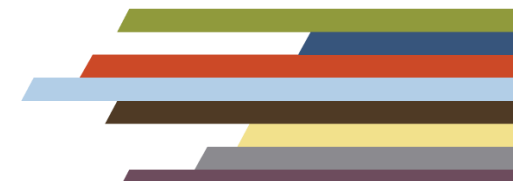
- Effective prevention requires a well- trained Workforce
- The nature of substance misuse prevention makes professional development essential
- Professional development activities can feed your passion while building your professional network
- There are multiple career paths within the field of substance misuse prevention
- There are many resources available through the workplace, colleagues, federal and state resources and professional networks



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# Agenda

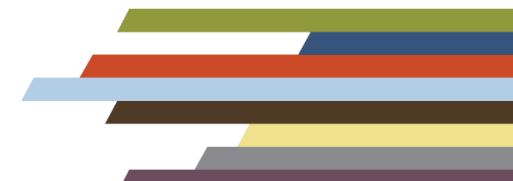
- What Does Certification Have to Do with Building a Career Path in Prevention?
- What Organization is Responsible for Prevention Certification?
- Certification Requirements and Other Helpful Information
- Additional Considerations for Certification



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# Group Activity

## Type in the Chat:

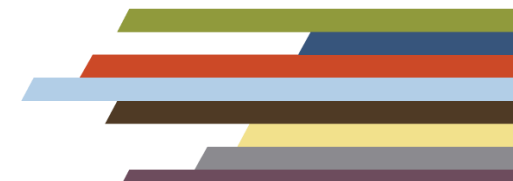
- All the professions you can think of that require certification



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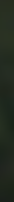
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**What Does Certification Have to Do with Building a Career Path in Prevention?**



# Certification in Substance Misuse Prevention Provides

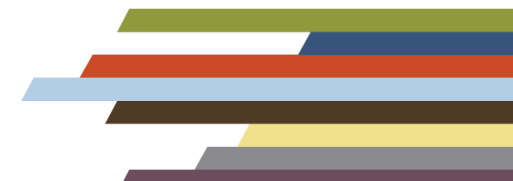
- Advances and professionalize the field
- Identifies a set of competencies for the profession
- Ensures Public Protection
- Establishes
  - Education/training institutions.
  - Local/national associations
  - Certification requirements

**PREVENTION IS A PROFESSION.**  
**Certification is part of being a profession**



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# Prevention as a Regulated Profession

There are two basic criteria for when a profession is regulated:

1. There is a level of risk to the public.
2. There is a specific body of knowledge which requires competency by the professional.

***Prevention meets both of these identifiers.***



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*Building a Competent Workforce: Prevention  
Specialist Certification, NPN Conference 2021*

# Prevention Competency

- Competency must be measured and monitored. We cannot assume that someone is competent.
- Other professions measure and monitor: medicine, psychology, social work, law, etc.



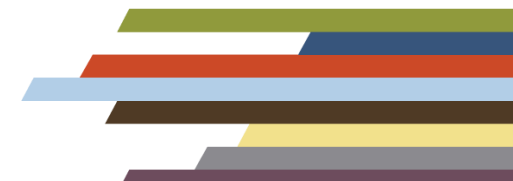
*Building a Competent Workforce: Prevention Specialist Certification, NPN Conference 2021*



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**What  
Organization  
is  
Responsible  
for Prevention  
Certification?**



# Certification and the International Certification and Reciprocity Consortium (IC&RC)

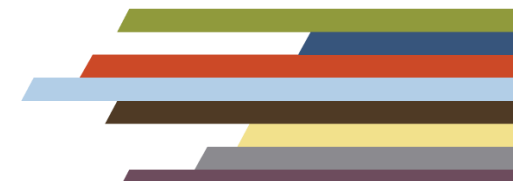
- **Role:** Since 1981 the IC&RC has developed standards and examinations to credential professionals within substance use prevention, treatment, and recovery that adheres to the highest standards of quality and integrity.
- **Fields:** treatment, prevention, peer support, and criminal justice.
- **Represents:** 83 member boards, including 24 countries, 47 states and territories, 4 Native American regions, and all branches of the U.S. military.

***52 boards offer the Prevention Specialist credential.***



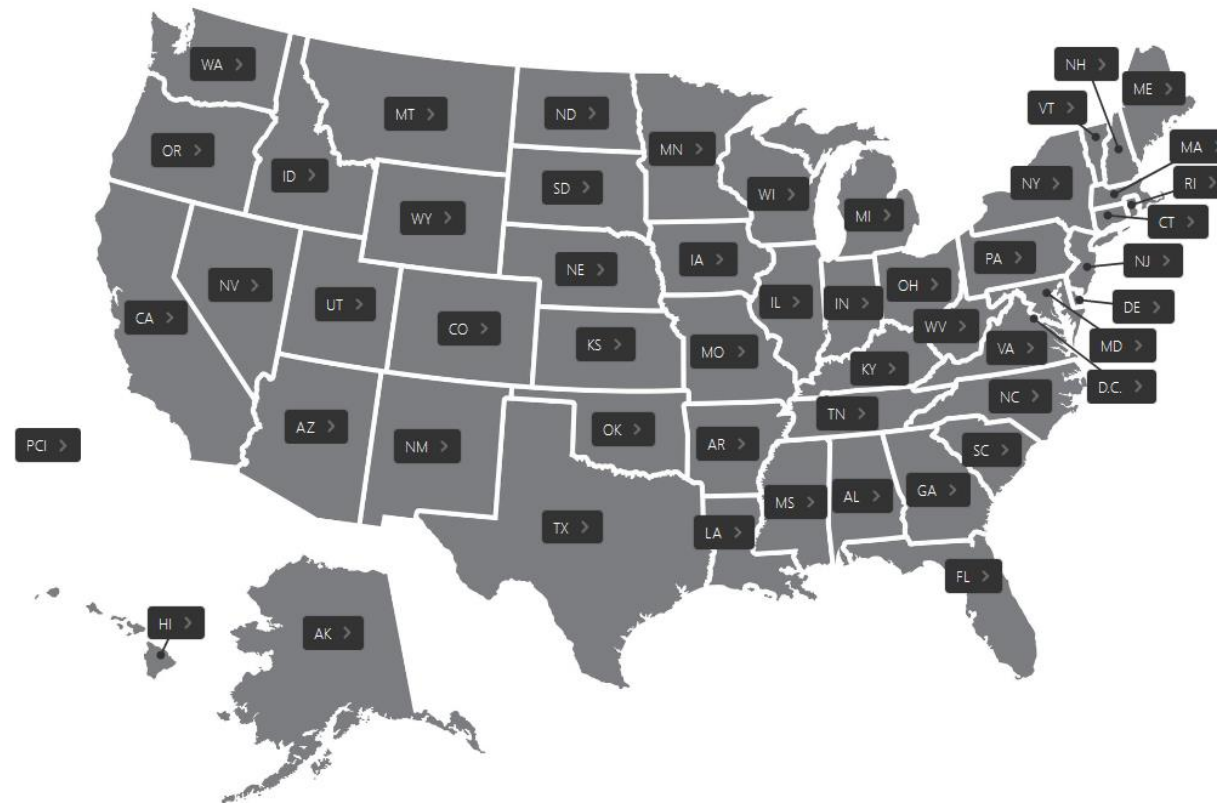
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# Prevention Specialist Certification Requirements Map

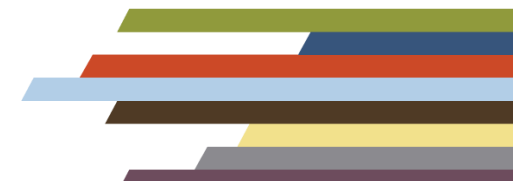
US Location Map:



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# What Certifications Does IC&RC Offer?

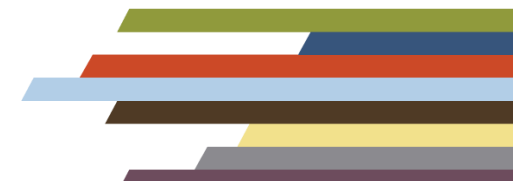
- Alcohol and Drug Counselor (ADC)
- Advanced Alcohol and Drug Counselor (AADC)
- Clinical Supervisor (CS)
- **Prevention Specialist (PS) – Since 1994**
- Certified Criminal Justice Addictions Professional (CCJAP)
- Peer Recovery (PR)



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# How is a Credential Created ?

- Job Analysis (JA), a large job description is completed every five years.
- Domains/core competencies are identified from the JA.
- Tasks delineate what a prevention professional does as part of providing competent prevention services.
- International exam is developed from the JA.
- Minimum standards are developed.
- Boards adopt standards & exams for use in their own jurisdiction.
- Entire process is driven by prevention specialists (SMEs) who work directly with IC&RCs testing company.



# IC&RC Competency Prevention Domains

1. Planning and Evaluation
2. Prevention Education and Service Delivery
3. Communication
4. Community Organization
5. Public Policy and Environmental Change
6. Professional Growth and Responsibility

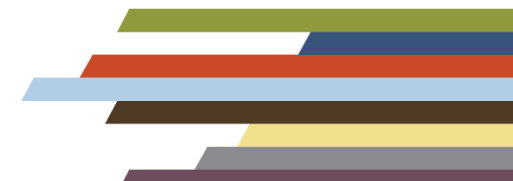
## Candidate Guide:

[https://www.internationalcredentialing.org/resources/Candidate%20Guides/PS\\_Candidate\\_Guide.pdf](https://www.internationalcredentialing.org/resources/Candidate%20Guides/PS_Candidate_Guide.pdf)



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# **SAMHSA**

Substance Abuse and Mental Health  
Services Administration

## PREVENTION CORE COMPETENCIES



**SAMHSA**  
Substance Abuse and Mental Health  
Services Administration

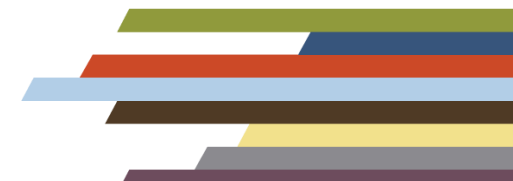
A competency is the capability to apply or use a set of related *Knowledge, Skills, Ability* required to successfully perform critical work functions or tasks in a defined work setting.



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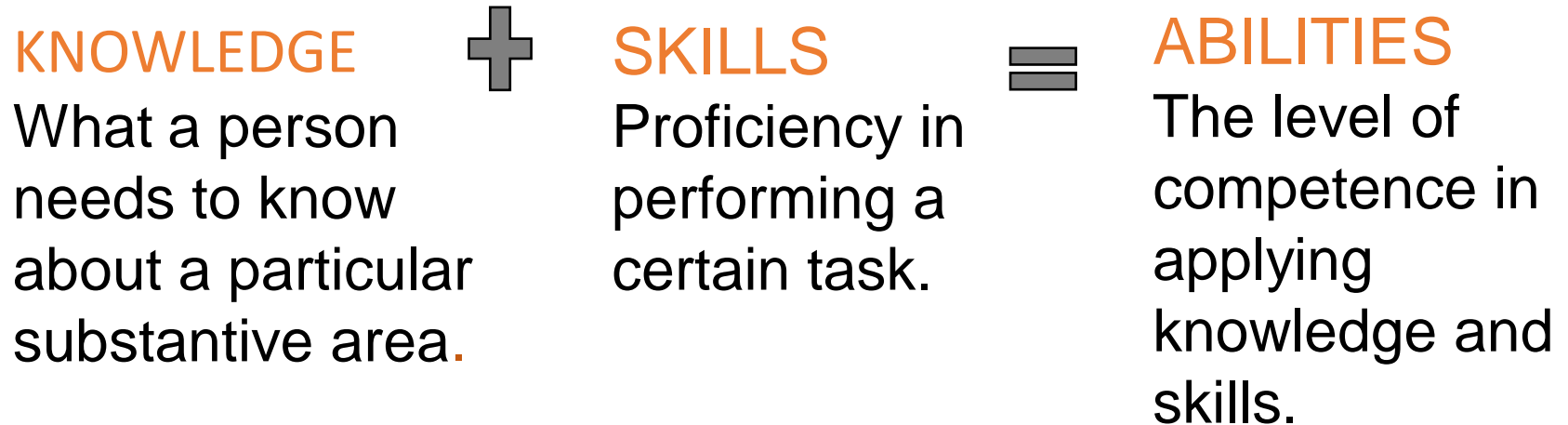
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# SAMHSA Prevention Competency Definition

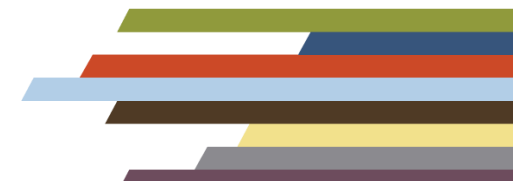
The state or quality of being adequately or well qualified to perform a task



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# Developing SAMHSA Prevention Competencies

- Three-phase plan to advance the development of the prevention core competencies:
  - Identification of prevention domains and cross-cutting principles
  - Development of substance use prevention core competencies and definitions
  - Development of knowledge, skills, and abilities (KSAs) for each competencies



# **SAMHSA Prevention Competencies Domains**

**Cross Cutting Domain**

**Needs Assessment**

**Capacity**

**Planning**

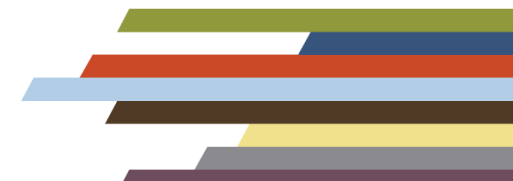
**Implementation**

**Evaluation**



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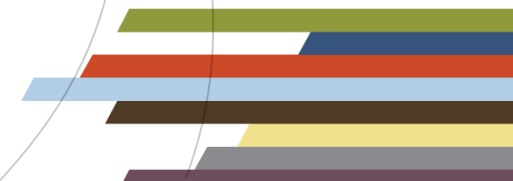
# Certification Requirements and Other Helpful Information



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# Prevention Specialist Domains

Planning & Evaluation – 30%

Prevention Education & Service Delivery – 15%

Community Organization – 15%

Professional Growth & Responsibility - 15%

Communication – 13%

Public Policy & Environmental Change – 12%

Updated 2013

# Standards/Requirements

**Experience: 2,000 hours of prevention work experience.**

**Education: 120 hours of training/education across domains of which 24 hours must be ATOD specific and 6 hours must be specific to prevention ethics.**

**Supervision: 120 hours specific to the domains with a minimum of 10 hours in each domain.**

**Examination: All candidates must pass the IC&RC Prevention Specialist Examination.**

**Code of Ethics: All candidates must sign a prevention specific code of ethics statement of affirmation that the applicant has read and will abide by this code of ethics.**

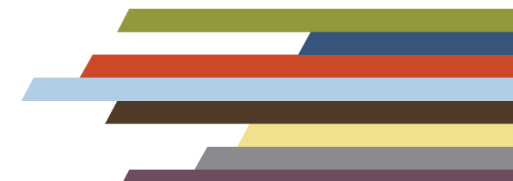
**Recertification: 40 hours of training earned every 2 years.**



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# The Written Exam – Oh No!



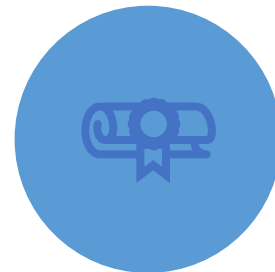
Candidates will receive correspondence from the testing company regarding specific instructions to register for the exam.



The PS exam is 150 multiple choice questions with both a 3-option and 4-option format. But wait. Only 125 questions are scored – more to come on this. Candidates have up to three hours to complete the exam.



IC&RC Exams are computer based and offered on an on-demand basis year-round. There are over 300 computer-based testing sites worldwide. Candidates can choose the testing site that is closest for their travel.



Preliminary scores are available after a candidate completes the exam. Official scores by domain and notification of certification will follow from the credentialing authority after your exam date.

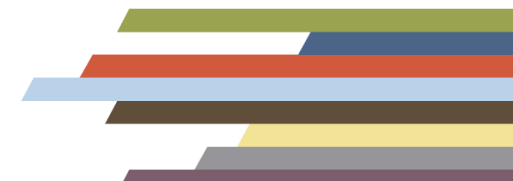


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# Special Accommodations

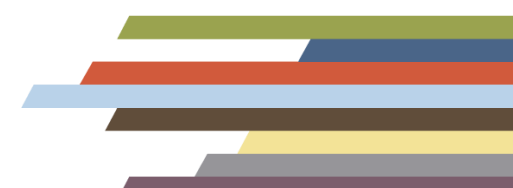
- Individuals with disabilities
- Individuals with religious obligations
- Spanish Language Exam Pending
- Accommodations must be requested to the credentialing authority (IC&RC and local Certification Board) in writing with documentation, no less than 60 days prior to scheduled exam date.



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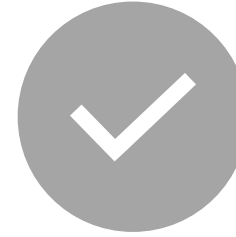
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# Over 1,000 Exam Candidates Since Dec. 2013



**HIGHEST SCALED  
SCORE WAS 743  
(ABOUT 8  
QUESTIONS  
INCORRECT)**



**LOWEST SCALED  
SCORE WAS 285  
(ABOUT 36  
QUESTIONS  
CORRECT)**



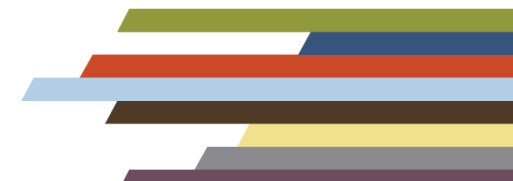
**INTERNATIONAL  
PASS RATE =  
APP. 79%**



**INTERNATIONAL FAIL  
RATE = APP. 21%**



**TOTAL PROFESSIONALS  
HOLDING CPS CREDENTIAL  
WORLDWIDE = APP. 3100**



# Exam Preparation Resources

- **IC&RC Competency Domains:**  
[https://www.internationalcredentialing.org/resources/Candidate%20Guides/PS\\_Candidate\\_Guide.pdf](https://www.internationalcredentialing.org/resources/Candidate%20Guides/PS_Candidate_Guide.pdf)
- **Candidate Guide and Study Materials:**  
[https://internationalcredentialing.org/resources/Candidate%20Guides/Prevention\\_Candidate\\_Guide.pdf](https://internationalcredentialing.org/resources/Candidate%20Guides/Prevention_Candidate_Guide.pdf)
- **Study Guide (Free):**  
<https://internationalcredentialing.org/resources/Documents/PreventionCertificationStudyGuide.pdf>
- **Practice exam (\$49.00 online):**  
[https://internationalcredentialing.org/Resources/Documents/PracticeExams\\_instructions.pdf](https://internationalcredentialing.org/Resources/Documents/PracticeExams_instructions.pdf)





# Questions About Certification





# Additional Considerations for Certification



# What Are the Benefits of Certification?

- **Is a quantifiable milestone** of achievement identifying professionals who are specialists in the field, setting them apart from others not certified
- **Establishes credibility** and **verifies competency** in the field .
- **Becomes a marketing tool and career mobility** for the professional when seeking employment or advancement.
- **Becomes a marketing tool for the agency** when promoting their services to the public.
- **Offers the benefit of reciprocity** when moving to another state, country, or nation.
- **Provides public protection** and a grievance process for those harmed.
- **Establishes a cadre of advocates** for prevention.

# And the Barriers?

- Cost and sustainability
- Access to needed courses
- Lack of appropriate prevention supervisors
- Standards that may be difficult for some to meet
- Other credentials being offered by different organizations that can be confusing
- Need to document coursework and supervision hours
- Test anxiety



# Overcoming the Barriers

## Cost and Sustainability

- Seek out free/low cost online trainings & conferences (state, PTTC Network, etc.)
- Ask about availability of project or state funding to reimburse training & testing costs
- Advocate for training line item in state budgets

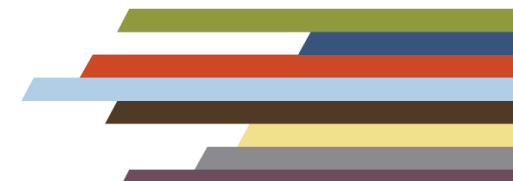
## Lack of Appropriate Prevention Supervisors

- Locate seasoned prevention specialist to help you
- Investigate if your state has T/TA providers you can talk to and engage



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# Overcoming the Barriers (Continued)

## Trainings Not Pre-approved For Certification

- Ask for proof of attendance, number of hours of training and a signature from the sponsoring agency
- Create a portfolio for every training you attend

## Test Anxiety

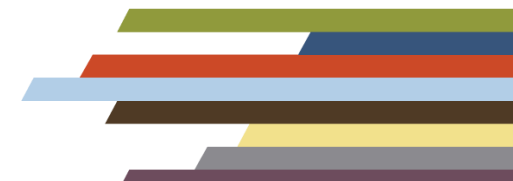
- Test yourself often
- Make a daily commitment
- Work on weak areas



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# Certification Preparation Resources

- **Certification Test Prep**

- [IC&RC Candidate Guide & Exam Preparation Resources](#)
- [PTTC Certification Map](#)
- [Prevention Specialist Exam Study Guide by Nicole M. Augustine](#)

- **Scholarships**

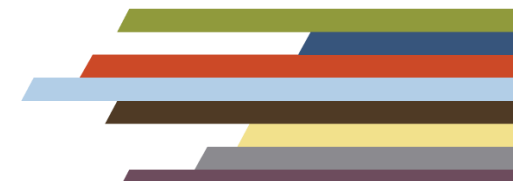
- PTTC Network - [National AI/AN PTTC](#), [Pacific Southwest](#), [National Hispanic and Latino PTTC](#),
- State Supports
  - [NY – OASAS](#)
  - [NJ – NJPN – Prevention Fellowship Program](#)

- **Certification Policies & Remote/Online Learning**




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# Real-Time Personal Action Planning

- Immediate needs for job
- Future needs - Professional Development (PD) and long-term goals
- PD Goal
- Steps to take to accomplish this goal
- Potential resources to achieve this goal
- When to get started



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### Professional Development Personal Action Plan

The Personal Action Plan is for you to identify what you would like to work towards based on today's training. Please list three six-month goals you have for proactively planning your professional development activities. Your goals should be SMART: Specific, Measurable, Achievable, Relevant, and Time-bound.

**What are my immediate professional development needs? What do I anticipate as my future professional development needs?**

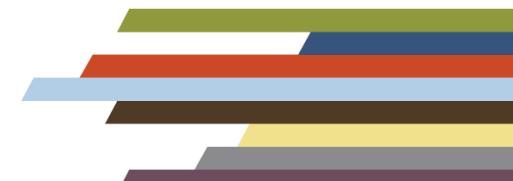
Goal	What steps will I need to take to accomplish this goal?	What resources might I use to meet this goal?	When will I get started?



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# Questions?



# Evaluation

Please take a few minutes to complete a brief evaluation:

<https://ttc-gpra.org/P?s=504888>



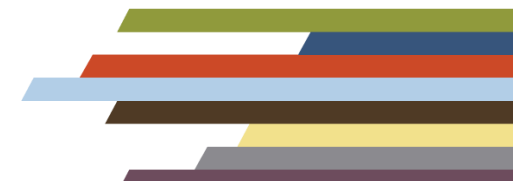
Your feedback is appreciated!



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# Thank You!

If you have questions or comments, don't hesitate to contact:

**Ivy Jones-Turner**  
**MPA, CPS**

T/TA Specialist  
Region 2 PTTC, EDC  
[ijonesturner@edc.org](mailto:ijonesturner@edc.org)

**Jessica Goldberg MSW,**  
**MPH, CPS**

T/TA Specialist  
Region 2 PTTC, EDC  
[jgoldberg@edc.org](mailto:jgoldberg@edc.org)

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<https://pttcnetwork.org/centers/northeast-caribbean>

**And, Join our Mailing List!**

<https://pttcnetwork.org/centers/northeast-caribbean-pttc/nec-subscription-page>



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