

**The Certified Prevention Specialist
Credential:
What's All the Twitter About?**

Julie Stevens, LCDC, ACPS, ICPS
CSAP's Southwest Center for the
Application of Prevention Technologies

**International Certification and
Reciprocity Consortium**

The International Certification & Reciprocity Consortium (IC&RC) sets the international standards of practice in addiction counseling, prevention and clinical supervision through testing and credentialing of addiction professionals.

**International Certification and
Reciprocity Consortium**

- Incorporated in 1981, and currently headquartered in Harrisburg, PA, IC&RC is a not-for-profit voluntary membership organization comprised of certifying agencies involved in credentialing or licensing alcohol and other drug abuse counselors, clinical supervisors, prevention specialists, co-occurring professionals and criminal justice professionals.
- IC&RC includes 73 agencies representing more than 37,000 certified professionals internationally.
- IC&RC and its members are committed to public protection through the establishment of quality, competency-based certification programs for professionals engaged in the prevention and treatment of addictions and related problems.
- The organization also promotes the establishment and recognition of minimum standards to provide reciprocity for certified professionals.

What is a Profession?

- *"A profession is an occupation, vocation or career where specialized knowledge of a subject, field, or science is applied. It is usually applied to occupations that involve academic training and a formal qualification. Professions are usually regulated by professional bodies that may set examinations of competence, act as an licensing authority for practitioners, and enforce adherence to an ethical code of practice"*

Milestones Which Mark An Occupation Being Identified As A Profession

- It becomes a full-time occupation.
- Education/training institutions are established.
- Local and national associations are established.
- State licensing laws are established.

Regulation

There are two basic tenants for regulation

- there is a level of risk to the public
- there a specific body of knowledge.

Substance Abuse Prevention in both cases meets these identifiers.

The Value of Certification

- The essentially value of any certification or licensure process is in the standardization of the process.
- Anyone holding themselves out to be a professional should be able to demonstrate that they have met the accepted criteria to practice in that field. The prevention field should not be an exception.

Competency: a definition

- A competency is a measurable human capability that is required for effective performance. It is comprised of knowledge, a single skill or ability, or personal characteristics – or cluster of these building blocks of work performance. Successful completion of most tasks requires the simultaneous or sequenced demonstration of multiple competencies. (United States Accounting Office)

Certified Prevention Specialist

- Prevention Specialist requirements
- Examination and Role Delineation Study
- Performance Domains
 - Job tasks
 - Knowledge
 - Skills
- Prevention Specialist Scope of Practice
- Exam Study Resources

Certified Prevention Specialist - a reciprocal credential for those professionals active in prevention. Requirements include, but are not limited to:

- **Experience** -- 2000 hours of Alcohol, Tobacco and Other Drug (ATOD) prevention work experience.
- **Education** -- 100 hours of prevention specific education. Fifty hours of this education must be ATOD specific. Six hours must be specific to prevention ethics. One hour of education is equal to 50 minutes of continuous instruction.
- **Supervision** -- 120 hours specific to the IC&RC prevention domains with a minimum of ten hours in each domain.
- **Examination** -- Applicants must pass the IC&RC International Written Prevention Specialist Examination.
- **Code of Ethics** -- Applicants must sign a prevention specific code of ethics statement or affirmation statement.
- **Recertification** -- 40 hours of continuing education earned every two years.

The CPS Exam

- How we got here:
 - Pass Rates
 - Old Exam
 - New Exam
 - Contributing factors
 - Exam development
 - New exam
- Where we are going:
 - Continue fine tuning

Job Task Analysis

- How did we get here?
 - Job Task Analyses were conducted in 1993, 1999, and 2006
 - 5 domains were identified
 - Tasks and knowledge were identified under each domain
 - An exam blueprint was created
- Where are we going?
 - JTA is updated as needed, at least every 5 – 7 years

Planning and Evaluation

- 1.1 Use needs assessment strategies to gather relevant data for ATOD prevention planning.
- 1.2 Identify gaps and prioritize needs based on the assessment of community conditions.
- 1.3 Select prevention strategies, programs, and best practices to meet the identified needs of the community.
- 1.4 Develop ATOD prevention plans based on research and theory that addresses community needs and desired outcomes.
- 1.5 Identify resources to sustain prevention activities.
- 1.6 Identify appropriate ATOD prevention program evaluation strategies.
- 1.7 Conduct evaluation activities to document program implementation and effectiveness.
- 1.8 Use evaluation findings to determine whether and how to adapt ATOD prevention strategies.

Education and Skill Development

- 2.1 Develop ATOD prevention education and skill development activities based on target audience analysis.
- 2.2 Connect prevention theory and practice to implement effective prevention education and skill development activities.
- 2.3 Maintain program fidelity when implementing evidence-based programs.
- 2.4 Assure that ATOD education and skill activities are appropriate to the culture of the community being served.
- 2.5 Use appropriate instructional strategies to meet the needs of the target audience.
- 2.6 Ensure of all ATOD prevention education and skill development programs provide accurate, relevant, timely, and appropriate content information.
- 2.7 Identify, adapt, or develop instructor and participant materials for use when implementing ATOD prevention activities.
- 2.8 Provide professionals in related fields with accurate, relevant, timely, and appropriate ATOD prevention information.
- 2.9 Provide technical assistance to community members and organizations regarding ATOD prevention strategies and best practices.

Community Organization

- 3.1 Identify the community's demographic characteristics and core values.
- 3.2 Identify key community leaders to ensure diverse representation in ATOD prevention programming activities.
- 3.3 Build community ownership of ATOD prevention programs by collaborating with key community leaders/ members when planning, implementing, and evaluating prevention activities.
- 3.4 Provide technical assistance to community members/ leaders in implementing ATOD prevention activities.
- 3.5 Develop capacity within the community by recruiting, training, and mentoring ATOD prevention-focused volunteers.
- 3.6 Assist in creating and sustaining community-based coalitions.

Public Policy and Environmental Change

- 4.1 Examine the community's public policies and norms to determine environmental change needs.
- 4.2 Make recommendations to policy makers/ stakeholders that will positively influence the community's public policies and norms.
- 4.3 Provide technical assistance, training, and consultation that promote environmental change.
- 4.4 participate in public policy development and enforcement initiatives to affect environmental change.
- 4.5 Use media strategies to enhance prevention efforts in the community.

Professional Growth and Responsibility

- 5.1 Maintain personal knowledge, skills, and abilities related to current ATOD prevention theory and practice.
- 5.2 Network with others to develop personal and professional relationships.
- Adhere to all legal, professional, and ethical standards.
- 5.4 Build necessary for effectively working within the cultural context of the community.
- 5.5 Demonstrate self-care consistent with ATOD prevention strategies.

Testing, Testing, ... 1, 2, 3

- Testing Dates for 2009:
 - June 12 & 13
 - September 11 & 12
 - December 11 & 12
- Testing Dates for 2010:
 - March 12th & 13th
 - June 11th & 12th
 - September 10th & 11th
 - December 10th & 11th

Value of Certification

- Anyone holding themselves out to be a professional should be able to demonstrate that they have met the accepted criteria, to practice in that field. The prevention field should not be an exception.
- The value of any certification process is in the standardization of the process.

Competency

- We cannot assume that someone has competency. It must be measured and monitored.
- Other professions measure and monitor: medicine, psychology, social work & law. So should we.

Importance of Certification

- Prevention certification is the hallmark of the prevention profession.
- Holding certification provides individuals working in the prevention field to qualify for and receive recognition for achieving a standard of professional education and experience necessary to provide quality prevention services.

Benefits of Certification

- National and International recognition as a professional
- Reciprocity: If you move to another state and you are certified through an IC&RC Board, your certification moves with you.
- Certification verifies your expertise and qualifications. It provides your employer with an accurate and reliable standard for measuring expertise based on the knowledge and skills needed to obtain certification.

International Certification and Reciprocity Consortium

International Certification & Reciprocity Consortium
298 S. Progress Avenue
Harrisburg PA 17109

717-540-4457
717-540-4458 (fax)

Email: info@icrcaoda.org

Contact Information

- Julie Stevens, IC&RC Prevention Chair
405-641-1041 (Cell)
Email: Julie.Stevens@dshs.state.tx.us
