



IC&RC
Prevention Specialist Credential
Overview
NPN Conference
August 29, 2018
Boston, MA

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First Things First

- Thank you to the NPN and CASAT/NPN Conference Management.
- To everyone else, thank you for attending and for your interest in prevention certification.

Who is IC&RC?

- For more than 35 years, IC&RC has developed standards and examinations for credentialing of prevention, substance use treatment, and recovery professionals that adhere to the highest standards of quality and integrity.
- Today, IC&RC represents 73 member boards, including 11 international regions, 48 states and territories, three Native American regions, and all branches of the U.S. military.
- **56 boards offer the Prevention Specialist credential. Top 5 include: Ohio; Texas; NY; Michigan; Oregon.**

Who is IC&RC?

- IC&RC's credentials include
 - Alcohol and Drug Counselor (ADC)
 - Advanced Alcohol and Drug Counselor (AADC)
 - Clinical Supervisor (CS)
 - **Prevention Specialist (PS) – since 1994**
 - Certified Criminal Justice Addictions Professional (CCJP)
 - Peer Recovery (PR)

Who is IC&RC?

- IC&RC represents over 50,000 reciprocal-level credentialed professionals. Up to half of all substance abuse professionals in the U.S. hold IC&RC credentials.
- Some of IC&RC's prevention partners include CSAP (fellowship program); ONDCP; CADCA; NPN; CAPT.

Reciprocity

- Bermuda
- Canada
- Greece
- Iceland
- IHS boards (3)
- US Army and Navy
- Alabama
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- DC
- Delaware
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Mexico
- Michigan
- Minnesota
- Mississippi
- Missouri
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- Ohio
- Oklahoma
- Pacific
- Pennsylvania
- Puerto Rico
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming
- Nevada

Benefits of Certification

- **Identifies professionals who are specialists in the field**, setting them apart from others not certified. It is a quantifiable milestone of achievement.
- **Establishes credibility and verifies competency** in the field based on industry standards and evidence-based practices.
- **Becomes a marketing tool and career mobility for the professional** when seeking employment or advancement. It enhances your reputation in your profession.
- **Becomes a marketing tool for agencies when promoting their services** to the public, the client, potential clients, and payers.
- **Provides 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.
- **May result in higher earnings.** DOL states “Weekly earnings of full time wage and salary workers with a certification or license were **34% higher than earnings for those who do not hold such credentials.**”

Barriers to Certification

- Cost.
- Standards which may be difficult for some to meet.
- Competing credentials being offered by different organizations can be confusing.
- Test anxiety!

Prevention as a Profession

- A profession becomes a full-time occupation.
- Competencies are identified for a profession.
- Education/training institutions are established.
- Local/national associations are established.
- State licensing laws/certification regulations are established.

PREVENTION IS A PROFESSION!

Prevention as a Regulated Profession

There are two basic tenets for regulation:

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.

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.

Credential Creation

- Job Analysis (JA) - comprehensive job description completed every five years.
- Domains/core competencies are identified from the JA.
- Tasks delineate what a prevention professional does to provide competent prevention services.
- JA reviewed and weighted by 1500 CPSs.
- Exam is developed from the weighted JA.
- 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.

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

Crosswalk of IC&RC Prevention Domains and SAMHSA SPF Domains

SAMHSA's Strategic Prevention Framework Domains

Assessment

Capacity Building

Planning

Implementation

Evaluation

IC&RC Prevention Domains

Planning & Evaluation
Communication

Planning & Evaluation
Prevention Education & Service Delivery
Communication
Public Policy & Environmental Change
Professional Growth & Responsibility

Planning & Evaluation
Community Organization
Public Policy & Environmental Change
Communication
Professional Growth & Responsibility

Planning & Evaluation
Prevention Education & Service Delivery
Communication
Professional Growth & Responsibility

Planning & Evaluation

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.

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 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 and notification of certification will follow from the credentialing authority after your exam date.

So 150 questions but only 125 are scored – what's up with that!

What do you mean...only 125 out of 150?

On each IC&RC exam there will be 25 “unweighted” items that will not count toward the candidate’s final score. Unweighted items are also called pretest items.

Pretest items will not be identified on the exam, and will appear randomly on all exam forms.

Why have these items?

1. Test items should be piloted to **ensure quality** before they contribute to a candidate’s score.
2. Pretesting items **provides verification** that the items are relevant to competency and contribute toward measuring a candidate’s proficiency in the material.
3. Statistical data received from pretesting is analyzed to **determine if an item performs within an acceptable range.**

(For example, item statistics tell us if an item is too difficult and possibly outside the candidates’ scope of knowledge or practice, if an item is too easy and does not measure competency, or if the correct answer is misidentified. If an item exhibits acceptable statistical performance, the item can be upgraded to “weighted” status and included on future examinations as a scored item.)

Is this ever going to end?

In a larger context, the need to stay current with industry standards and the existence of incentives for cheating are the most compelling reasons to include pretest questions on examinations.

Pretesting items allows the examination to stay current with the profession. The field is constantly evolving, and it is important that the examination reflect current practice and the knowledge, skills, and abilities required of competent practitioners.

Including pretest items also allows IC&RC to produce more test forms which increases the security of our examinations.

Overall, **pretesting items is in the best interest of candidates as it will help ensure the quality of future examinations.** Pretest items have absolutely no effect on a candidate's score. For example, if two candidates both answer the same number of weighted items correctly, and one answers all of the pretest items correctly and the other answers none of the pretest items correctly, they both receive the same score and pass/fail status on the exam. In fact, candidates will be protected against poorly performing items adversely affecting their scores, while at the same time taking an examination that is current with professional trends.

More about the exam process

- No books, papers, or other reference materials may be taken into the exam room.
- No questions concerning the content of the exam may be asked during the exam period.
- You will need one form of photo identification on the day of the exam. CBT requires you to also bring an admission letter which will be given to you when you schedule an exam.
- If you arrive at the test site late and the exam has begun, you will not be permitted to enter and will forfeit your opportunity to test that day.
- Candidate Guides are available for all exams and include the domains and tasks for each domain, sample exam questions and a list of references free of charge. They can be downloaded from IC&RC's website:
www.internationalcredentialing.org

Still more

- Candidates may cancel or reschedule their exam prior to their scheduled date. There may be fees associated with this activity depending on the number of days prior.
- Candidates failing the exam can retest after a 90 day wait period from date of last taking the exam. Candidates will be sent retest instructions from the credentialing authority.

Special Administration

- Individuals with disabilities and/or religious obligations that require modifications in exam administration may request specific procedure changes, in writing, to the credentialing authority no fewer than 60 days prior to the exam date.
- With these written requests, the candidate must provide official documentation of the disability or religious issue. Candidates should contact the credentialing authority on what constitutes official documentation.
- The testing site will offer appropriate modifications to its procedures when documentation supports the need for them.

Pass or Fail

Scoring the Exam

- ✓ IC&RC exam scores are reported on a **scale of 200 to 800** for all international exams. **Candidates must achieve a score of 500** in order to pass the exam. The score is determined by the number of questions correctly answered.
- ✓ IC&RC's testing company will score all exams.
- ✓ Scores will be broken down by category (domain) so that candidates can see percentages of correctly answered items in each domain.
- ✓ The passing point is determined by a criterion-referenced approach called the Angoff Modified Technique. Criterion-referenced exams are quota-free with regard to passing percentages. The passing point is fixed to assure that all candidates must achieve the same score to be granted certification.

Exam Preparation

A study guide is available for the prevention specialist examination.

- Prevention Resource Center of RI – study guide available and it's free!!!
- Practice exam at http://internationalcredentialing.org/Resources/Documents/PracticeExams_instructions.pdf
- Candidate Guide on IC&RC website

1,721 Exam Candidates Since Dec. 2013

- Highest scaled score was 746 (about 8 questions incorrect)
- Lowest scaled score was 281 (about 43 questions correct)
- International pass rate = 77%
- International fail rate = 23%
- Total professionals holding CPS credential worldwide = 3100

How are candidates performing per domain on the exam?

- Planning and Evaluation – 74%
- Prevention Education and Service Delivery – 73%
- Communication – 74%
- Community Organization – 73%
- Public Policy and Environmental Change – 75%
- Professional Growth and Responsibility – 71%
- %'s are questions answered correctly

Domains and Weight on the Exam

Domain	Weight on Exam
• Planning and Evaluation	30%
• Prevention Education and Service Delivery	15%
• Communication	13%
• Community Organization	15%
• Public Policy and Environmental Change	12%
• Professional Growth and Responsibility	15%

The Prevention Specialist Exam

- Total number of examination questions: 150
- Total Number of pretest questions: 25
- Total time to complete the examination,
Computer Based: 3 hours

The Job Analysis: Example

Domain 1: Planning and Evaluation

Task 1 Determine the level of community readiness for change

- **Knowledge of:**
 - information gathering and data analysis techniques
 - stages of community readiness
- **Skill In:**
 - collecting, organizing, and interpreting data
 - assessing and building community resources and readiness
 - identifying and engaging key stakeholders

Examination Reference List

- All exam questions are derived from the resources listed in the IC&RC Candidate Guide (pages 18-19).
- All references are re-examined at the most every five years.
- In nearly all cases no references are older than ten years.
- Most references can be accessed via the Internet and/or are free materials.
- Text: IOM Preventing Mental, Emotional, and Behavioral Disorders Among Young People (2009)
- Prevention Code of Ethics and Prevention Ethics Course

And finally...topics to be sure you know

- **Environmental strategies**
- **Institute of Medicine categories**
- **Public Health Model**
- **Community planning**
- **Culture issues**
- **Ethics issues**
- **Evaluation**
- **Social norms**
- **Social marketing**
- **Fidelity and adaptation**
- **Prevention advocacy**



GOOD
LOCK

The text 'GOOD LOCK' is rendered in a gold, 3D-style serif font. The letters are arranged in two rows: 'GOOD' on top and 'LOCK' on the bottom. The letter 'O' in 'GOOD' and the letter 'O' in 'LOCK' are replaced by a gold horseshoe. Small green clovers are placed inside the horseshoes: one in the 'O' of 'GOOD' and two in the 'O' of 'LOCK'.

For questions:

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