

Work Force Development

The Time is now

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Work Force Development

- **SAAS states that work force shortages face most professions but particularly in the human services arena. The graying of the work force has made it essential that the substance use disorders profession develop new and better techniques to attract the best and the brightest into our profession.**

Work Force Development

- **Combining the “graying “with the stigma that envelops substance use disorders, high employee turnover rates, inadequate compensations, insufficient professional development and a lack of a defined career path, has made recruitment and retention of professionals a highly challenging effort.**

Work Force Development

- **Current data indicates that more than 67,000 Licensed and unlicensed ,certified and uncertified Substance abuse professionals provide Substance use disorders Treatment prevention and related services while another 40,000 professionals assist in providing similar care. By 2010 The National Association of State Alcohol and Drug Abuse Directors predict that the need for SA professionals will increase by 35%.**

Sustainability

- **Sustain: To Give Support to something;**
- **to keep it up**

Workforce Sustainability

- The NCSAPPB has done a number of things to help address the workforce issue in our field:
- Streamline the credentialing process with the elimination of the counselor oral examination
- Shorten the application process for LCAS Applicants under Criteria B as they will not have to document 200 hours of supervised work experience post-master's degree.
- An individual can be considered a LCAS Provisional upon completion of the 300 hour practicum and after obtaining the Registration status. One with the provisional status is able to bill for services in some areas.

NCSAPPB SUSTAINABILITY

- **An active member of the International Certification Reciprocity Consortium/Alcohol and other Drugs**
- **NCSAPPB HAS INCREASED THE NUMBER OF LCAS APPLICANTS**
- **IN SEPTEMBER 2008, SO FAR WE HAVE 76 LCAS'S WHO ARE REGISTERED FOR THE EXAMINATION (1 YEAR AGO ONLY 51 COUNSELORS WERE REIGISTERED)**
- **SO FAR IN 2008, THERE ARE 57 new CSAC's, 97 LCAS'S AND 18 CCS'S**
- **THERE ARE CURRENTLY 552 CSAC'S, 1055 LCAS'S AND 318 CCS'S**

Sustainability

- **What has the NCSAPPB done in the last one to two years toward sustaining our workforce into the future?**
- **At what point-in-time, what do we believe are the most critical sustainability issues the state of North Carolina and the providers of Substance Abuse services needs to address?**
- **Who has the primary responsibility?**

Challenges:

- **What keeps us from doing it?**
- **Planning for the future**
- **Doing the work to bring about the vision and recognition within the profession.**

ICRC & NCSAPPB Supports the following Guiding Principles

- **Recognition that the substance use disorders profession is a unique specialty profession.**
- **Support for increased State/federal funding for workforce development initiatives in both treatment/prevention**
- **Development of Marketing strategies aimed at attracting new graduates and those seeking a second career.**
- **Development of a Career Ladder with salary grades equal to other allied health care professions at similar educational and credentialing levels.**

ICRC & NCSAPPB SUPPORTS:

- EXPANDING RECRUITMENT OF HEALTH CARE PROFESSIONALS IN ADDICTIONS MEDICINE
- SUPPORT A NATIONAL CORE COMPETENCIES AS A BASIS OF CURRICULA
- IMPROVE MARKETING STRATEGIES TO ATTRACT WORKERS TO THE ADDICTIONS TREATMENT/PREVENTION FIELD
- CONTINUE EFFORTS TO REDUCE THE STIGMA ASSOCIATED WITH WORKING IN ADDICTIONS TREATMENT
- ENCOURAGE NATIONAL AND STATE BOARDS FOR THE HEALTH PROFESSIONS TO HAVE AT LEAST 10 PERCENT OF LICENSING EXAMINATION QUESTIONS PERTAIN TO ADDICTIONS.

Credits

- **International Certification & Reciprocity Consortium/Alcohol & Drug Abuse, Inc.**
- **The North Carolina Substance Abuse Professional Practice Board**
- **Association of State Alcohol and Drug Abuse Directors**
- **Pam Rush, SCCADA**
- **SAMSHA**