



SAMHSA-NAADAC Addiction Professional Education & Career Ladder



Education	SAMHSA Career Ladder Level	Career Opportunities	Scope of Practice	Required State Credential or License	NCC AP National Certification
High School or G.E.D.	Entry Level SUD Technician OR Peer Specialist	<ul style="list-style-type: none"> • Peer Recovery Support Specialist or similar title • Court Diversion Support Specialist • Peer Navigator • Peer Advocate • Peer Educator • Recovery Coach 	<ol style="list-style-type: none"> 1. Offers support and encouragement 2. Navigation/referral to other support services in the community 3. Motivation and guidance to seek support in auxiliary services or mutual aid groups 4. Client, family, and/or community education 5. Documentation 6. Ethical responsibilities 	Dependent on state regulations	National Certified Peer Recovery Support Specialist (NCPRSS)
Certificate Program, Training Series, Some College	Entry Level SUD Technician	<ul style="list-style-type: none"> • SUD Counselor in Training • Outreach Worker • Detox Tech • Intern • Community Educator • Residential Support Staff 	<ol style="list-style-type: none"> 1. Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT) 2. Monitor treatment plan/compliance 3. Referral 4. Service coordination and case management for SUDs 5. Psycho-educational counseling of individuals and groups 6. Client, family, and/or community education 7. Documentation 8. Professional & ethical responsibilities 	Dependent on state regulations	National Certified Addiction Counselor Level I (NCAC I)
Associate's Degree	Associate SUD Counselor	<ul style="list-style-type: none"> • SUD Counselor in Training • Outreach • Recovery House • Detox Tech • Intern • Community Education • Group, Ind and Assessment support 	<ol style="list-style-type: none"> 1. Diagnostic impression, and Screening, Brief Intervention, Referral to Treatment (SBIRT) 2. Monitor treatment plan/compliance 3. Referral 4. Service coordination and case management for SUDs 5. Psycho-educational counseling of individuals and groups 6. Client, family, and/or community education 7. Documentation 8. Professional & ethical responsibilities 	Dependent on state regulations. Most states require license or certification.	National Certified Addiction Counselor Level I (NCAC I)

<p>Bachelor's Degree</p>	<p>SUD Counselor</p>	<ul style="list-style-type: none"> • SUD Counselor • Clinical Supervisor • Manager • Administrator • Trainer 	<ol style="list-style-type: none"> 1. Clinical evaluation, including diagnostic impression or Screening, Brief Intervention, Referral to Treatment (SBIRT) 2. Treatment planning for SUDs and CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention 3. Referral 4. Service coordination and case management for SUDs and CODs 5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups 6. Client, family, and/or community education 7. Documentation 8. Professional & ethical responsibilities 9. Clinical supervisory responsibilities for all categories of SUD counselors. 	<p>Dependent on state regulations. Most states require license or certification.</p>	<p>National Certified Addiction Counselor Level II (NCAC II)</p>
<p>Master's Degree</p>	<p>Clinical SUD Counselor OR Independent Clinical SUD Counselor/ Supervisor</p>	<ul style="list-style-type: none"> • SUD Counselor • Clinical Supervisor • Manager • Administrator • Educator • Private Practitioner 	<p><u>Practitioner Under Clinical Supervision</u></p> <ol style="list-style-type: none"> 1. Clinical evaluation, including screening, assessment, and diagnosis of SUDs and CODs 2. Treatment planning for SUDs & CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention 3. Referral 4. Service coordination and case management for SUDs & CODs 5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups 6. Client, family, and/or community education 7. Documentation 8. Professional & ethical responsibilities 9. Clinical supervisory responsibilities for all categories of SUD counselors. <p><u>Independent Practitioner</u></p> <ol style="list-style-type: none"> 1. Clinical evaluation, including screening, assessment, and diagnosis of SUDs and CODs 2. Treatment planning for SUDs & CODs, including initial, ongoing, continuity of care, discharge, and planning for relapse prevention 3. Referral 4. Service coordination and case management for SUDs & CODs 5. Counseling, therapy, trauma-informed care, and psycho-education with individuals and groups 6. Client, family, and/or community education 7. Documentation 8. Professional & ethical responsibilities 9. Clinical supervisory responsibilities for all categories of SUD counselors. 	<p>Dependent on state regulations. Most states require license or certification.</p>	<p>Masters Addiction Counselor (MAC)</p>
<p>Doctorate</p>					