

**So you're interested
in a Rewarding
Career Helping
Others in *Addiction
Treatment?***





A Field with a Future

If you've always wanted to help others, consider the growing field of addiction services. Addiction treatment and prevention agencies across New Jersey employ thousands of dedicated individuals working hard to make a difference in the lives of the people they serve. *And more are needed.*

When someone is suffering from the disease of addiction, professional help is often the first step on the road to recovery. Professionals in the addiction treatment field provide counseling, support and help individuals get back on their feet. They keep families together and help make broken families whole again.

With the right attitude and the right training, you could be on your way to an exciting and rewarding career in addiction services. Specialized trainings as well as internships in the field can help you get started.

New Jersey's Department of Human Services, Division of Addiction Services is committed to ensuring that the addiction workforce has the training and support it needs to serve people suffering from addiction in New Jersey. That's why they provide the New Jersey Prevention Network with resources to offer free trainings across the state to help individuals interested in the field get the training they need to succeed.

You Can Make a Difference in Someone's Life

You know you want to help others, but how? What interests you?

If you're interested in working with children, a career in prevention may be right for you. Professionals work in our schools and communities helping children develop the skills they'll need to avoid problems with drugs and alcohol. They educate them on the dangers of drug use and show them how to deal with peer pressure. Just as important, they foster critical life skills and nurture positive attitudes kids need to thrive.

If you have a passion for working with teens, you'll have a wide variety of options from which to choose. Prevention and treatment jobs can lead to a rewarding career in community agencies and schools helping adolescents find recovery and put their lives back together. Prevention specialists and alcohol and drug counselors help youth avoid



legal, school, and relationship problems due to alcohol or drug use.

Working with adults offers unique opportunities to help people rebuild their lives. Someone suffering from addiction doesn't suffer alone. Often families are torn apart, children are taken away from parents, and marriages struggle to survive. Helping individuals find recovery, work things out with their families, and reconnect with their children can be deeply rewarding. Being someone's guide and support on the challenging road to recovery can give you the personal satisfaction that few jobs can.

But don't take our word for it. There are people all across New Jersey who know just how rewarding a career in addiction services can be. Call us, and we can connect you with someone who can share their personal experiences with you and answer any questions you may have.

Career Paths

Addiction treatment involves helping clients manage their addiction and live healthy lives. Clinical opportunities can be found in both in-patient and out-patient treatment facilities, and they offer the most up-close, personal opportunities to assist individuals in recovery. Individual as well as group treatment techniques are utilized by highly-skilled clinicians often working with a treatment team of physicians, psychiatrists, nurses and social workers.

Clinical supervision and administration positions involve overseeing client treatment, managing programs and facilities, and ensuring the quality of services provided at New Jersey treatment facilities. Leaders in the field often advocate for change and can have an impact on treatment trends and public policy. They also help to continually move the field of addiction services forward.

How to get started

The first step towards a career in the addiction field depends on whether you're interested in prevention or treatment. Regardless of your path, you should know that becoming certified or licensed as a professional in your field will help you advance your career and is required for most positions, particularly at New Jersey treatment facilities that are licensed by the Department of Human Services, Division of Addiction Services.

Alcohol and drug counselor certification and licensure requirements

Professionals interested in working in the alcohol and drug counseling field have the opportunity to become a Licensed Clinical Alcohol and Drug Counselor (LCADC), Certified Alcohol and Drug Counselor (CADC), or Chemical Dependency Associate (CDA). These licenses and certifications will help advance your career, and in some cases, are required for positions in the field.



Educational Requirements

Different certifications or licenses require different education levels. An LCADC requires a masters' degree or doctorate. A CDA and CADC require a high school diploma or GED.

In addition to any degrees or diplomas you may have, each certification or license has required education that is specific to alcohol and drug counseling. In particular, an LCADC or CADC requires 270 hours of specialized coursework. In some instances, appropriate college credit may be used toward LCADC or CADC courses. Please note: **Only nine (9) courses can be taken online towards your NJ certification.** The courses are offered a few different ways:

270 hours offered as 45 classes that are six hours each

The 45 classes cover coursework in five different domains listed below:

- Assessment
- Counseling
- Case Management
- Education
- Professional Responsibility

In New Jersey, there are a variety of organizations that offer these classes. A list of approved providers can be found at www.certbd.com. For individuals who work for treatment facilities that are licensed or funded by the New Jersey Department of Human Services, Division of Addiction Services, NJPN offers these classes free at a variety of locations throughout the State. Visit www.njpn.org for more information.

270 hours offered as part of a degree program at an approved college or university

In New Jersey, the colleges and universities listed below offer matriculated (for credit) courses that are part of a degree program that can count towards your required CADC coursework. Contact them for more information.

Work and Internship Experience

The required number of experience hours varies based upon the credential you are pursuing. All experience hours must be obtained working under the supervision of a qualified clinical supervision meeting the requirements defined in N.J.C.A. 13:34C-6.2. For CADC and LCADC applicants, the supervisor must be pre-approved by the Alcohol and Drug Counselor Committee.



Other

The LCADC and CADC require successful completion of the International Certification & Reciprocity Consortium (IC&RC) written and oral exam (www.icrcaoda.org). However, LCADC candidates that hold another New Jersey professional clinical license may not need to take an examination.

For more information and to download the LCADC/CADC application, please visit the Division of Consumer Affairs Alcohol and Drug Committee website at www.njconsumeraffairs.gov/alcohol/.

Internships in the Addiction Field

If you've always wanted to help others, consider the growing field of addiction services. Addiction treatment and prevention agencies across New Jersey employ thousands of dedicated individuals working hard to make a difference in the lives of the people they serve. And more are needed. The following resources may be helpful as you explore this field more carefully:

Internship Opportunities

Internships can help you get the work experience you need to obtain a paying job in the field. And they can help you gain needed experience hours towards becoming a Certified Alcohol and Drug Counselor (CADC), Licensed Clinical Alcohol and Drug Counselor (LCADC), or a Certified Prevention Specialist (CPS). Please note that most internships begin as unpaid positions and require a college degree. You can view a list of licensed treatment agencies in New Jersey by visiting <https://njsams.rutgers.edu/dastxdirectory/txdirmain.htm>.

Important Websites to Visit

Division of Consumer Affairs: <http://www.njconsumeraffairs.gov/> You can get the application for the CADC/LCADC at this website, view laws and regulations related to alcohol and drug counseling and much more.

The Certification Board: www.certbd.org If you received any alcohol and drug counseling or counseling-related education from a regionally-accredited college or university, you might not need to take all of the 45 courses towards your CADC/LCADC. The agency that makes that determination is the Addiction Professionals Certification Board of New Jersey. For more information on having your transcript reviewed, download the form at www.certbd.org.

Requirements for Becoming a Certified Alcohol and Drug Counselor (CADC) in NJ

The CADC (Certified Alcohol and Drug Counselor) credential is granted by the New Jersey Department of Law and Public Safety, Division of Consumer Affairs, State Board of Marriage and Family Therapy Examiners' Alcohol and Drug Counselor Committee to alcohol and drug counselors in the State of New Jersey.

Requirements for Obtaining a CADC

- A. **Supervised Internship** N.J.A.C. 13:34-2.3(c) - Completion of 3,000 hours (full time = maximum 1,500 hours per year) of supervised work experience within five consecutive years immediately preceding the date of submission of the application. Supervised work experience may be paid or voluntary time working directly with alcohol or other drug clients in the 12 core functions of alcohol and drug counseling.
- B. **Education** N.J.A.C. 13:34C-2.3b-1 - An official transcript(s)/certificate(s) indicating that the applicant has satisfied the following educational requirements:
 - i. Received a bachelor's degree or an associate's degree or a high school diploma or a certificate of high school equivalency, and
 - ii. Completed 270 hours of alcohol and drug education approved by the Addiction Professionals Certification Board of New Jersey, either through an approved provider or a regionally accredited college or university.
- C. **Supervised Practicum Training** N.J.A.C. 13:34C-2.3-(b) - Complete 300 hours of supervised practical training in alcohol and drug counseling distributed among all the 12 core functions: screening; intake; orientation; assessment; treatment planning; counseling (individual, group, and family); case management; crisis intervention; client education; referral; consultation; and recordkeeping.
- D. **Self-Help Meeting Attendance** N.J.A.C. 13:34C-2.3b-5 (b) - Attendance at 30 alcohol and drug abuse self-help group meetings, of which a minimum of five meetings shall be Alcoholics Anonymous; a minimum of five shall be Narcotics Anonymous, and a minimum of five meetings shall be Alanon. The other 15 meetings may be in any self-help group related to addiction recovery.
- E. **Examination** N.J.A.C. 13:34C-2.3b-6 - Successful completion of the written and oral examination developed and prepared by the IC&RC.
- F. **Other** N.J.A.C. 13:34C-2.3b-7 - A completed application form, which contains information concerning the applicant's educational and experiential background. The application can be found at: <http://www.njconsumeraffairs.gov/alcohol/>.

Approved Educational Providers - Alcohol and Drug Counseling coursework in New Jersey is approved by the IC&RC member board, the Addiction Professionals Certification Board of New Jersey. Visit www.certbd.org for a list of agencies and/or institutions that offer alcohol and drug counseling educations.

The Addiction Training and Workforce Development Program - The Division of Mental Health and Addiction Services Training and Workforce Development Initiative was created to enhance and diversify New Jersey's addiction workforce. For more information about the program and its free CADC courses, visit <http://www.njpn.org>.

For more complete information about the requirements for becoming a CADC, visit <http://www.njconsumeraffairs.gov/alcohol/>.