



Where Are We Now, Where Are We Going?

Changes, Challenges and Opportunities for the Addictions Field

by L. Worth Bolton, MSW, LCAS, CCS

The changes brought about by legislation in 2001 that began the process of transformation of the DD/MH/SAS system in our state are well underway and the “lessons learned” continue to demonstrate the enormity of this task for all three disability groups. The focus in this article is to address the title by giving information and asking critical questions of you, the “Addictions Field” in NC. For the sake of brevity, and hopefully clarity, I will dissect the title and let you decide what you think “we” need to do.

Where are we now?

In the past two years, three major developments have changed the way that services are provided to persons with substance-related disorders in North Carolina. Firstly, Senate Bill 705 established the Licensed Clinical Addictions Specialist credential allowing persons holding the license to practice independently. A huge debt of thanks goes to Senator Martin Nesbitt for his hard work to see this bill through to completion. The second development was the subsequent actions taken by the Physicians’ Advisory Group (PAG) of the Division of Medical Assistance (DMA) and approved by the Centers for Medicaid and Medicare (CMS) that made it possible for Licensed Clinical Addictions Specialists to bill for the provision of substance abuse services to Medicaid-eligible recipients. This was accomplished in large measure by Representative Martha Alexander and Dr. Dwayne Book. The third development was the eventual acceptance of the “Enhanced Service Definitions” that won final approval in March of 2006 from CMS due to the diligence and hard work of the Department of MH/DD/SAS advocates, stakeholders and service professionals. These three developments marked a crucial turning point in the long-awaited development of the framework needed to move the addictions field forward with the potential for a true continuum of care.

Additionally, while all three of these events are significant, the visibility and resulting discussions on the issues related to substance abuse in our state resulted in a major infusion of additional funding from the General Assembly in state dollars, much of it potentially “recurring” in subsequent budget years. Unfortunately, a major portion of this funding was returned because it went “unearned” by LME’s and their SA provider communities. One of the reasons cited by the LME’s was the lack of availability of appropriately credentialed providers and organizations. This is one of our major challenges!

An unfortunate legacy of the many years substance abuse services were a “junior partner” of the “Area Program” system is a loss of —continued on page 3

In Memoriam

David McCombs

CSAC Registrant

1956–2007



Thomas Lloyd

CSAC #836

1934–2007



Exam Dates for 2008

All exams are held in Burlington, NC. The deadline for all exams is sixty (60) days prior to the testing date.

Written Test Dates

March 15, 2008
June 14, 2008
September 13, 2008
December 13, 2008

Oral Exam Dates

March 13, 2008
June 12, 2008
September 11, 2008
December 11, 2008

Board Meetings for 2008

Thursday and Friday, March 13th–14th, 2008
Thursday and Friday, June 12th–13th, 2008
Thursday and Friday, September 11th–12th, 2008
Thursday and Friday, December 11th–12th, 2008

NOTICES

Change Of Address

All certified professionals and applicants are reminded that NC law requires you to notify the Board of any change of address, either home or business, within 30 days.

Job Announcements Advertising Rates

The Board is pleased to provide an opportunity for agencies to advertise job openings in the NCSAPPB Newsletter. The rates per job announcement are \$25.00 per 100 words with a maximum of \$100.00 for 400 words.

Reminder

Please remember that all applicants for the Certified Clinical Supervisor credential (including Clinical Supervisor Interns) must remain under the supervision of a CCS until the applicant receives his/her CCS certificate!

Newly-Compiled Certified Substance Abuse Prevention Consultant Written Examination

The International Certification and Reciprocity Consortium/Alcohol and Other Drug Abuse, Inc. (IC&RC/AODA) completed its Role Delineation Study Update Report for the Prevention Specialist examination in January. The new exam was first administered in March 2007, and the passage rate increased from 33% at the December exam administration to 73% at the March exam administration! The IC&RC and the Board are excited to offer this updated and improved examination to its applicants. Newly revised study guides are also available for this exam. The study guide can be ordered by submitting a written request to the Board office along with payment of \$79.

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Attorney and Legal Counsel
to the Board, Raleigh

Changes, Challenges, Opportunities —continued from page 1 executive and finance officers, middle managers, and senior clinical staff that understands the “business” of behavioral healthcare services to persons with addictive disorders. Additionally, we have been unable to attract and retain partnerships with the medical community beyond detoxification services. The increased number and clinically complex nature of “high management” clients demands a combination of effectively delivered pharmacological and psychosocial treatments.

As of January 2007, the following information from the North Carolina Professional Substance Abuse Practice Board indicated that our field consisted of:

- 274 Certified Clinical Supervisors (CCS)
- 891 Licensed Clinical Addictions Specialists (LCAS)
- 625 Certified Substance Abuse Counselors (CSAC)
- 236 Certified Criminal Justice Addiction Professionals (CCJP)
- 4 Certified Residential Facility Directors (CSARFD)
- **2,419 = Total workforce for direct SA intervention, assessment & treatment services**
- 70 Certified Substance Abuse Prevention Consultants (CSAPC)
- **70 = Total workforce for direct SA prevention and educational services**

(NOTE: These numbers do not include the approximately 1200 who are “registered” or hold the “intern” status with the NCSAPPB and may provide services under the direct supervision of a CCS or CCS Intern. Additionally, some professionals hold multiple credentials, so actual numbers may be lower than the cumulative totals.)

In an analysis completed by the Quality Management Team of the Division of MH/DD/SAS in January 2007 using a statistical formula provided by the Office of Applied Sciences, National Surveys on Health and Drug Use of the Substance Abuse and Mental Health Services Administration, it was estimated that the number of persons needing substance abuse services age 12 and older in NC was 586,098. Using the existing numbers of LCAS and CSAC credentialed persons (N=1516), the QMT indicated that the statewide number of persons needing SA services was 387 per licensed and certified persons.

From a national perspective, in a 2006 publication from the Northeast Addition Technology Transfer Center entitled “*Taking Action to Build a Stronger Addictions Workforce: An Update of Accomplishments*” some factors of concern that we have and are seeing here in NC highlight our additional challenges. In “Section I: Defining the Problem” of this report, significant national events dating back to the 1970’s and continued through the 1990’s are cited with an ending statement: “All of these events combined to create a substance abuse treatment crisis across the country from which the profession is still struggling to overcome.”

“Barriers to SA Treatment Workforce Development” included recruitment of new professionals, pre-service edu-

cational programs in institutions of higher education, staff retention, relevant continuing professional education, service improvement strategies, and service delivery system building. “Financing” issues cited the lack of awareness of treating addiction as a “chronic disorder” and a “fee for service” structure that does not allow for adequate training, clinical supervision, employee benefits, and retirement factored into the unit costs paid to service providers. “Stigma,” “System Fragmentation,” and “Technology Lag” are also covered with excellent studies cited by leading researchers.

A quick snapshot of the national addiction workforce was given as follows:

The 1996-97 SA workforce consisted of:

- 132,000 full-time staff
- 45,000 part-time staff
- 22,300 contract staff

Medical Staff consisted of:

- 17% full-time staff
- 31% part-time staff
- 47% contract staff
- Only 63% of degreed staff are full-time

Of the non-medical staff:

- At least 80% have bachelor’s degrees
- 53% have master’s degrees
- Treatment staff have degrees in many areas, but few have academic courses or degrees specific to addictive disorders.

Accreditation in Education:

- There are 442 colleges and universities that offer substance abuse studies
- Most accreditation is at the community college or associate level
- No academic accreditation standards exist
- Great variation exists in course difficulty, use of evidence-based materials, and quality of faculty.

Certification in Addiction:

- 50-55% of direct care staff is certified in some aspect of substance abuse
- Outpatient drug-free agencies have the higher percentage of certified persons
- Private facilities have higher percentage of certified persons than public facilities
- Private facilities have a lower ratio of certified persons to clients receiving treatment
- Other professional fields such as primary care, psychiatrists, nurses, and others have very low substance abuse certification rates.

—continued on page 4

Compensation:

- The average salary was in the low \$30,000s
- 61% of counselors earned \$15,000–\$34,000
- 68% of Agency Directors earned \$40,000–\$75,000

Leadership & Retention:

- 53% turnover in program managers and directors
- 20% staff turnover rate (double the national average)
- 63% of staff in the profession 6 years or more; 68% five years or less

Where Are We Going?

While there are the aforementioned concerns and challenges, there are real and exciting events going on in our national and state systems. Out of the discussions in the General Assembly, the NC Institute of Medicine has been charged with defining the unmet needs of our SA system and is chaired by Senator Martin Nesbitt and Representative Verla Insko with the knowledgeable assistance of Dr. Dwayne Book, LCAS. The LME Purchasing Institute held a day-long discussion with Dr. Tom McLellan and Dr. Mady Chalk with other members of the Treatment Research Institute staff where the latest research and evidence concerning the wise investment of limited dollars was explained within the real context of treating addiction as a chronic illness. The Alcohol & Drug Council of NC focused the recent Outer Banks Conference on advocacy issues for families and consumers of substance abuse services and a portion of that report includes workforce development issues. There have been four “Know Your Rights” presentations across the state to inform and empower our clients, families and providers to be more proactive when the rights of addicted people are violated. The NC Federation of Substance Abuse Provider Organizations has been a constant presence in the General Assembly and is actively pursuing any and all avenues for increased collaboration and cooperation on mutual items of concern across SA program services. APNC and NCAARF continue to provide spring and fall training conferences that help practitioners focus on the issues and concerns important to our field. The North Carolina Foundation for Alcohol and Drug Studies provides the Summer and Winter Schools which provide continuing education opportunities to addiction and allied health professionals. In some parts of our state, SA services are beginning to stabilize and more providers are beginning to develop effective and comprehensive program structures. As promised, the Division of MH/DD/SAS is working with the DMA to review and study the rate structure for the Enhanced Service Definitions for possible adjustments that recognize some of the hidden costs for “growing” and providing effective SA services.

Challenges and Opportunities

- Is your glass half empty or half full? How does this affect your client services?
- Do you choose to encourage new professionals to enter our field? How?
- Do you work for the “greater good” or grind your own personal/program gripes? Speak for the field concerns or for your personal/program concerns?
- Look for areas of agreement with colleagues or emphasize the differences?
- Observe and confront unethical practices or look the other way and complain?
- Use pejorative language to describe the illness or help others (colleagues, families, allied professionals) understand the signs and symptoms?
- Actively model and participate in professional growth activities?
- Pursue healthy “away from work” stress management activities?

Think about it, do something positive and seize the day! Our clients and their families deserve nothing less than the very best we have to offer them!

JOB ANNOUNCEMENTS

Counselor — FT

Fayetteville Treatment Center, a progressive outpatient program for the treatment of opiate dependency, is seeking a FT Counselor. Min requirements include a Bachelor’s degree & registration w/the NCSAPPB. Bilingual pref’d. Criminal background check & pre-employment drug test required. Med, Dental, 401k & MORE. FAX resume to Program Director at 910-483-1720 or e-mail fayettevillex@earthlink.net. EOE.

Certified Substance Abuse Counselor (Bilingual)

Needed at ARCA in Winston Salem. Applicant should be motivated and experienced. Great working environment with excellent benefits package

Fax resume to: 336-784-9505 or email to: patsya@arcanc.org

Southlight Treatment Center

Substance Abuse And Co-occurring Disorder Treatment

Division Director (Fuquay-Varina): CASAWORKS and Perinatal Program seeks manager for 16-client, residential treatment program for mothers with dependent children. Successful management experience in human services program delivery and leadership is the principal qualification, including successful supervision and development of staff. Knowledge of program areas including treatment modalities, Medicaid billing requirements, personnel management, federal and state regulations required. Knowledge of local resources needed to aid client transition back to community a plus. Minimum requirements: Master's degree; 2-years management experience, LCAS or CCS eligibility.

SA Counselors (Raleigh): Adult and adolescent outpatient treatment program needs counselors to develop effective treatment strategies utilizing a family focused approach to treatment, but also involving individual and group modalities. We care about building families, helping them overcome obstacles living with addictive illness, using evidenced based clinical practices. We are also team oriented, deriving our clinical interventions from weekly team meetings and group supervision. If you thrive in an environment of colleague discussion with a system's focus, working with teens and their families, we may offer a great vocational opportunity. Innovative team player needed who pays close attention to clinical details and completes paperwork promptly. Minimum requirements: Master's degree in Human Services; 2 years related work experience; LCAS, LCSW, LPC or CCS-eligible required.

Drug Court Coordinator (Raleigh): Responsible for assessment, intake, treatment, and case management of Drug Court clients. Liaison with TASC and probation programs. Requires strong clinical and interpersonal skills, Master's degree in Human Services, LCAS. Judicial system experience preferred. Knowledge of local mental health and life transition resources a plus.

SouthLight offers competitive salaries and an outstanding benefits package including 3-weeks paid vacation, sick leave, and personal time off; 11 paid holidays; health, dental, and life insurance; and matched retirement plan.

For consideration, submit a cover letter and resume to HR@SouthLight.org.

SouthLight is an Equal Opportunity/Affirmative Action Employer

Certified Treatment Counselors

The United States Probation Office for the Eastern District of North Carolina is looking for certified treatment counselors to provide services for offenders under our supervision. Our district consists of all counties including and east of Granville, Wake, Harnett, Cumberland, and Robeson Counties.

Please contact Van Freeman at (910) 486-5703 ext. 225 or Pam Thornton at (910) 815-4510 ext. 212 if you are interested in being placed on our contact list of counselors available to provide treatment services for our offenders.

Human Services/Substance Abuse Instructor

*Southwestern Community College,
Sylva, NC*

Requirements: MSW or MA degree in counseling, Licensed Clinical Addictions Specialist, two years clinical work experience; must be eligible for licensure in NC as licensed Professional Counselor or Licensed Clinical Social Worker and NC Licensed Clinical Addictions Specialist and must be Certified Clinical Supervisor or willing to obtain certificate. Applicant must be computer literate with a commitment to use technology; should possess knowledge in course development, supervision, instruction, evaluation, and academic counseling; have ability to establish/maintain effective working relationships with students, faculty and staff.

Visit <http://www.southwesterncc.edu/jobs/list.htm> for job description/application.

PRI Counseling

We Are Growing! Come Grow With Us!

If you are a motivated professional, come join our team! We have openings now in the Sandhills region for AP, QSAP and LCAS. We offer competitive salaries and complete benefit packages. Please send resume and salary requirements to pridebbie@embarqmail.com or fax to 910-892-3764.

Upcoming Training Events

Date	Information
Home Study	<p>Ethics: All You Ever Wanted to Know About Being Wrong</p> <p>Sponsor / Location: Southern Regional AHEC Presented by: Jeff Georgi Contact: John Bigger — 910-678-7207 Approval number: 06-343-H-S</p> <p style="text-align: right;">Up to 3 hours SS</p>
Home Study	<p>Training on the Federal Confidentiality Regulations for Substance Abuse Patient Records, Part 2</p> <p>Sponsored by: UNC-CH School of Social Work and Behavioral HC Resource Program Presented by: Syd Wiford Contact: Syd Wiford — 919-843-5893 Approval number: 06-328-H-S</p> <p style="text-align: right;">Up to 6 hours SS</p>
Home Study	<p>Detoxification Part 1: Identification of Need and Therapeutic Interventions</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-271-H-S</p> <p style="text-align: right;">Up to 6 hours SS</p>
Home Study	<p>Detoxification Part 2: Special Needs and Considerations</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-272-H-S</p> <p style="text-align: right;">Up to 6 hours SS</p>
Home Study	<p>The Science Based Treatment of Addictive Disorders</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-273-H-S</p> <p style="text-align: right;">Up to 6 hours SS</p>
Home Study	<p>Pharmacology Update 2007: Staying Current with Drugs of Abuse</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-274-H-S</p> <p style="text-align: right;">Up to 3 hours SS</p>
Home Study	<p>Personal Wellness for Substance Abuse Counselors</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-275-H-S</p> <p style="text-align: right;">Up to 3 hours SS</p>
Home Study	<p>Booting Up the System: Case Management Models, Principles and Practice</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-276-H-S</p> <p style="text-align: right;">Up to 3 hours SS*</p>
Home Study	<p>The Treatment of Anger and Aggression in Early Recovery</p> <p>Sponsor / Location: Distance Learning Center, LLC Presented by: Self-paced study Contact: Vic Shaw — 505-471-1742 Approval number: 07-277-H-S</p> <p style="text-align: right;">Up to 6 hours SS</p>

All hours are acceptable for NCSAPPB certification and recertification requirements.

* DESIGNATES CLINICAL SUPERVISION SPECIFIC HOURS

DESIGNATES RESIDENTIAL FACILITY DIRECTOR/MANAGEMENT SPECIFIC HOURS

NCSAPPB INTERNET ADDRESS: <http://www.ncsappb.org>

Home Study	Understanding the Development of a Gambling Addiction	
Sponsor / Location:	Distance Learning Center, LLC	
Presented by:	Self-paced study	
Contact:	Vic Shaw — 505-471-1742	
Approval number	07-278-H-S	Up to 8 hours SS
Home Study	Practical Points of Gambling Addiction Treatment	
Sponsor / Location:	Distance Learning Center, LLC	
Presented by:	Self-paced study	
Contact:	Vic Shaw — 505-471-1742	
Approval number	07-279-H-S	Up to 8 hours SS
Ongoing	Substance Abuse Certificate Program	High Point
Sponsor / Location:	Guilford Technical Community College	
Presented by:	Multi Faculty	
Contact:	Mark McGroary — 336-334-4822, ext. 4131	
Degrees awarded	Associate Degree in Human Services Technology with a substance abuse concentration	
Ongoing	Trinity Counseling Services Training Series	Charlotte
Sponsor / Location:	Trinity Counseling Services / Trinity Counseling	
Presented by:	Melissa Enoch	
Contact:	Melissa Enoch — 704-921-9600	
Approval number	06-329-S	Up to 36 hours SS
Ongoing	Presence and Healing: Clinical and Personal Applications	Greensboro
Sponsor / Location:	The Guilford Center / The Guilford Center	
Presented by:	Jeffrey Brantley, M.D.	
Contact:	Anne Gable — 336-641-7473	
Approval number	06-345-G	Up to 15 hours GSB*
Ongoing	Presence So You're Sober—Now What? Treating Depression and Anxiety	Greensboro
Sponsor / Location:	Alcohol & Drug Council of NC / Alcohol/Drug Council of NC	
Presented by:	Dr. Jennifer Rounds-Bryant	
Contact:	Dr. Jennifer Rounds-Bryant — 919-493-0003, ext. 229	
Approval number	06-347-S	Up to 2 hours GSB
Ongoing	Service Definition Training: Community Support Services	Asheville
Sponsor / Location:	Mountain AHEC / MAHEC	
Presented by:	Nancy Mercer	
Contact:	Toni Hollenbeck — 828-257-4481	
Approval number	06-362-G	Up to 6 hours GSB
Ongoing	Bring Your Own Lunch	Asheville
Sponsor / Location:	Mountain AHEC / MAHEC	
Presented by:	Multi Faculty	
Contact:	Toni Hollenbeck — 828-257-4481	
Approval number	06-327-G	Up to 5 hours GSB
Ongoing	First Responder Crisis	Charlotte
Sponsor / Location:	UNC-CH School of Social Work and Behavioral HC Resource Program	
Presented by:	Marty Weems and Dan Zorn	
Contact:	Marty Weems — 919-962-9541	
Approval number	06-330-G	Up to 6 hours GSB
Ongoing	Burnout 101: Helping the Helping Professional	Durham
Sponsor / Location:	Alcohol/Drug Council of NC / Alcohol/Drug Council of NC	
Presented by:	Jennifer Rounds-Bryant	
Contact:	Jennifer Rounds-Bryant — 919-493-0003	
Approval number	06-486-S	Up to 2 hours SS

Approval of certification hours does not imply endorsement of event.

NCSAPPB INTERNET ADDRESS: <http://www.ncsappb.org>

Ongoing	Sponsor / Location: Presented by: Contact: Approval number	CCJP Certification Education Vance-Granville Community College / Vance-Granville Community College Candy Holmes and Brian Mackenna-Rice Tracy Wallace — 252-738-3519 06-467-S	Creedmoor Up to 30 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Anger and the Substance Abuser ARBOR Counseling and Substance Abuse Services Jan Hedgepath Jan Hedgepath — 919-788-8002 06-513-S	Raleigh Up to 6 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Treating Co-Occurring Disorders Guilford County / Substance Abuse Coalition Multi Faculty Graham Reaves — 336-884-8840 06-392-S	Greensboro Up to 48 hours SS*#
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Twelve Core Functions Treatment Centers / Queen City Treatment Center Ann Jamieson Ann Jamieson — 704-532-4262 06-522-S	Charlotte Up to 6 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: Criminal Justice System NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-524-H-S	Home Study Up to 4 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: Clinical Skills NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-525-H-S	Home Study Up to 6 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: Confidentiality NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-526-H-S	Home Study Up to 3 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: Understanding Addiction NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-527-H-S	Home Study Up to 4 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: DSM-IV NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-528-H-S	Home Study Up to 4 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	TASC Clinical Series: Brief Risk Intervention NC TASC Training Institute Steven Applegate and Dale Willetts Dale Willetts — 910-202-5500 06-529-H-S	Home Study Up to 3 hours SS*

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Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Utilizing ASAM Criteria for Adult Substance Abuse UNC School of Social Work Worth Bolton Morgan Heath — 919-843-3010 06-316-S	Charlotte Up to 6 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	First Responder Crisis Training UNC School of Social Work Cindy Ehlers Morgan Heath — 919-843-3010 06-330-G	Lumberton Up to 6 hours GSB
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Clinical Supervision and Training for Substance Abuse Counselors Jim Willis Jo Ann Hummers — 252-261-4512 07-010-S	Southern Shores Up to 33 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Fundamental Skills Series for SA Counselors—Part A, B, C Coastal Carolina Community College / Coastal Carolina Community College Robert Peebles Layne Harpine — 910-938-6375 07-011-S	Jacksonville Up to 81 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	BYOL: Integrated Care Videoconference Series Mountain AHEC / MAHEC Multi Faculty Toni Hollenbeck — 828-257-4481 07-048-G	Asheville Up to 4 hours GSB
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Supervisors Support and Development Network Charlotte Rescue Mission / Chemical Dependency Center Multi Faculty Tammy Gilmore — 704-334-4635 07-057-S	Charlotte Up to 10 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Clinical Supervision in SA and Rehabilitation Counseling PARC / PARC Multi Faculty Lloyd Goodwin — 252-744-6292 07-076-S	Greenville Up to 30 hours SS*
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Youth Service Provider Training Series on Gang Prevention and Intervention Wake County Gang Prevention Partnership and Wake County LME George Vergolias and Beth Nelson Beth Nelson — 919-212-8452 07-079-G	Raleigh Up to 21 hours GSB
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Interactive Group Psychotherapy with SA Clients TROSAs / Duke Addictions Program and Wake AHEC / TROSAs Paul Nagy and Mari Poldevart Adam Robinson — 919-350-8547 07-081-S	Durham Up to 30 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Adopting Best Practices in Substance Abuse Treatment: An Ongoing Teaching Case Conference Series The Guilford Center / The Guilford Center Paul Nagy Anne Gables — 336-641-7473 07-152-S	Greensboro Up to 12 hours SS

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Ongoing	Adopting Best Practices in Substance Abuse Treatment: An Ongoing Teaching Case Conference Series	Freedom House Recovery Center / Freedom House Recovery Center Paul Nagy Joslyn Ogden/Trish Hussey — 919-942-2803 07-354-S	Chapel Hill Up to 46.5 hours SS
Ongoing	Substance Abuse Training Series (Multiple Titles)	Northwest AHEC, Wake Forest Univ. School of Medicine James A. Mallinson, Jr. Marie Simos — 336-713-7721 07-150-S	Winston-Salem Up to 24 hours SS
Ongoing	Substance Abuse Training for 2007 (Multiple Titles)	PRI Counseling / 1501 S. US Highway 1 South Multi Faculty Yvette Myers — 910-814-0394 07-156-S	Southern Pines Up to 135 hours SS
Ongoing	Medication Treatments and Interactions for SUDs	MAHEC / MAHEC Susan Holman, MD Toni Hollenbeck — 828-257-4481 07-218-S	Asheville Up to 6 hours SS
Ongoing	Advanced Skill Series for Substance Abuse Counselors — Part A, B, C	Coastal Carolina Community College / Coastal Carolina Community College Robert M. Peebles Nell F. Sligh — 910-347-6174 07-251-S	Jacksonville Up to 81 hours SS
Ongoing	Mindfulness-Based Stress Reduction (MBSR)	Northwest AHEC / Northwest AHEC, Reynolda Business Center Ann McCarty, MS, PA-C Marie Simos — 336-713-7721 07-257-G	Winston-Salem Up to 21.5 hours GSB
Ongoing	Person Centered Thinking	Southern Regional AHEC / Southern Regional AHEC Chris Townsend La-Lisa Hewett-Robinson — 910-678-7293 07-063-S	Fayetteville Up to 6 hours SS
Ongoing	Person Centered Planning	Southern Regional AHEC / Southern Regional AHEC Chris Townsend La-Lisa Hewett-Robinson — 910-678-7293 07-064-S	Fayetteville Up to 3 hours SS
Ongoing	Crisis Response	Southern Regional AHEC / Southern Regional AHEC Chris Townsend La-Lisa Hewett-Robinson — 910-678-7293 07-065-S	Fayetteville Up to 3 hours SS
Ongoing	Motivational Interviewing Technical Assistance 1	N/A / WBJ-APACT Ron Bancroft Scott Smith — 252-830-3426, ext. 217 07-293-G	Greenville Up to 5 hours GSB

Approval of certification hours does not imply endorsement of event.

NCSAPPB INTERNET ADDRESS: <http://www.ncsappb.org>

Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Motivational Interviewing Technical Assistance 2 N/A / WBJ-APACT Ron Bancroft Scott Smith — 252-830-3426 07-292-G	Greenville Up to 5 hours GSB
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	The Substance Abuse Continuum of Care DARE Coalition Against Substance Abuse / Kill Devil Hills Commissioner's Chambers Richard J. Martin Richard J. Martin — 252-473-3141 07-339-S	Kill Devil Hills Up to 9 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	HIV Workshop N/A / 568 E. Lenoir, Room 210 Karee Redman Karee Redman — 919-376-0008 07-355-S	Raleigh Up to 6 hours SS
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Motivational Interviewing for Health Care and Recreational/Rehabilitation Care Technicians N/A / WBJ-ADATC Ron Bancroft D. Scott Smith — 252-830-3426, ext. 217 07-362-G	Greenville Up to 6 hours GSB
Ongoing	Sponsor / Location: Presented by: Contact: Approval number	Substance Abuse Professional Training and Teaching Case Conferences The Durham Center and Duke Medicine / The Durham Center Paul Nagy and Jeff Georgi Tina Howard — 919-560-7578 07-413-C	Durham Up to 54 hours SS and Up to 13 hours 30 minutes GSB
Home Study	Sponsored by Presented by Contact Approval number	Managing Crisis Patients in the Primary Care Setting Southern Regional AHEC Eric Elbogen and Bradley Gaynes Jennifer Borton — 910-678-0138 07-467-H-S	 Up to 1 hour GSB
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Understanding TASC NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-516-H-S	 Up to 2 hours SS
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Confidentiality NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-517-H-S	 Up to 3 hours SS
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Brief Risk Intervention NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-518-H-S	 Up to 3 hours SS
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Criminal Justice System NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-519-H-S	 Up to 4 hours SS

All hours are acceptable for NCSAPPB certification and recertification requirements.

* DESIGNATES CLINICAL SUPERVISION SPECIFIC HOURS

Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Understanding Addiction NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-520-H-S	Up to 4 hours SS
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: DSM-IV NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-521-H-S	Up to 4 hours SS
Home Study	Sponsored by Presented by Contact Approval number	TASC Clinical Series: Clinical Skills NC TASC Training Institute Steven North Applegate and Dale Willetts Dale Willetts — 910-202-5500 07-522-H-S	Up to 6 hours SS
Ongoing	Sponsor / Location Presented by Contact Approval number	Motivational Interviewing Technical Assistance 3 WBJ-APACT Ron Bancroft Scott Smith — 252-830-3426 07-292-G	Greenville Up to 5 hours GSB
Ongoing	Sponsor / Location Presented by Contact Approval number	Adopting Best Practices in Substance Abuse Treatment: An Ongoing Teaching Case Conference Series Freedom House Recovery Center Paul Nagy Joslyn Ogden / Trish Hussey — 919-942-2803 07-354-S	Chapel Hill Up to 46.5 hours SS
Ongoing	Sponsor / Location Presented by Contact Approval number	HIV Workshop 568 E. Lenoir, Room 210, Raleigh, NC 27601 Karee Redman Karee Redman — 919-376-0008 07-355-S	Raleigh Up to 6 hours SS
Ongoing	Sponsor / Location Presented by Contact Approval number	Motivational Interviewing for Health Care & Recreational/Rehabilitation Care Technicians WBJ-ADATC Ron Bancroft D. Scott Smith — 252-830-3426 ext. 217 07-362-G	Greenville Up to 6 hours GSB
Ongoing	Sponsor / Location Presented by Contact Approval number	Substance Abuse Professional Training and Teaching Case Conferences (2007 – 2008) The Durham Center and Duke Medicine Paul Nagy and Jeff Georgi Tina Howard — 919-560-7578 07-438-C	Durham Up to 54 hours SS and Up to 13 hours 30 minutes GSB
January 17, 2008	Sponsor / Location Presented by Contact Approval number	More Than Words: Using Art Therapy in Your Clinical Practice Eastern AHEC / Edwin W. Monroe AHEC Conference Center Michelle Johnson, MSW Debbie Caton Rogers, MA — 252-744-2515 07-494-G	Greenville Up to 5 hours
February 2, 2008	Sponsor / Location Presented by Contact Approval number	Sharpening Your Knowledge of Substance Abuse Pharmacology North Carolina State University David Turpin Janice Sitzes — 919-515-8189 07-285-S	Raleigh 5 hours SS

All hours are acceptable for NCSAPPB certification and recertification requirements.

NCSAPPB INTERNET ADDRESS: <http://www.ncsappb.org>

February 9, 2008	Conquering Ethical Dilemmas in Substance Abuse	
Sponsor / Location	North Carolina State University	Raleigh
Presented by	Tim Hall	
Contact	Janice Sitzes — 919-515-8189	
Approval number	07-285-S	5 hours SS
February 16, 2008	Basics of STD and HIV	
Sponsor / Location	North Carolina State University	Raleigh
Presented by	Gretchen Durham	
Contact	Janice Sitzes — 919-515-8189	
Approval number	07-285-S	5 hours SS
February 23, 2008	Mastering the 12 Core Functions: An Overview of Best Practices	
Sponsor / Location	North Carolina State University / McKimmon Center	Raleigh
Presented by	Alfred Gonzalez	
Contact	Janice Sitzes — 919-515-8189	
Approval number	07-285-S	5 hours SS
February 27, 2008	HIV / AIDS	
Sponsor / Location	CCI CASCADE Services, 5800 Executive Center Drive	Charlotte
Presented by	Chelsea Gulden	
Contact	Claudia Stowe — 704-227-0608	
Approval number	07-455-S	UP to 3 hours SS
March 7-8.2008	Integrating the Spiritual Dimension into SA and Rehab Counseling	
Sponsor / Location	PARC / Ramada Inn, Atlantic Beach, NC	Greenville
Presented by	Gerri Miller, Laurie Rokutani	
Contact	Cheryl Gentile — 252-847-4335	
Approval number	07-508-S	Up to 10 hours
April 17, 2008	Non-Violent Crisis Interventions (NCI)	
Sponsor / Location	CCI CASCADE Services, 5800 Executive Center Drive	Charlotte
Presented by	Samantha C. Pacheco	
Contact	Claudia Stowe — 704-227-0608	
Approval number	07-454-G	UP to 3 hours GSB
April 23, 2008	Non-Violent Crisis Interventions (NCI)	
Sponsor / Location		Charlotte
Presented by	Samantha C. Pacheco	
Contact	Claudia Stowe — 704-227-0608	
Approval number	07-454-G	UP to 3 hours GSB

ReadyToTest.com

ReadyToTest.com provides an online practice exam for the CSAC.

The online exam is \$35.00.

A new Clinical Supervisor Study Manual is available at NCSAPPB for \$79.00.

Approval of certification hours does not imply endorsement of event.

* DESIGNATES CLINICAL SUPERVISION SPECIFIC HOURS

DESIGNATES RESIDENTIAL FACILITY DIRECTOR/MANAGEMENT SPECIFIC HOURS

Substance Abuse Counselor II

*Criminal Justice Resource Center—STARR Program,
\$34,370 - \$59,171*

Provides intensive chemical dependency treatment for female and male adults incarcerated in the Durham County detention facility. Facilitates group and individual counseling sessions. Teaches addiction education classes and conducts bio-psycho-social assessments. Provides case management services by assisting clients to develop person centered treatment plans and makes appropriate referrals to placement agencies; attends multi-disciplinary treatment team meetings and supervision sessions. Requires graduation from a four year college or university and two years of experience as a Substance Abuse Counselor II trainee; or master's degree in a human services field and one year of experience in substance abuse counseling; or graduation from an associate or diploma school of nursing and four years of human services experience, one of which must have been at the level of Substance Abuse Counselor I, or completion of a mental health associate program at a community college and four years of human services experience, two of which must have been at the level described above; or an equivalent combination of education and experience. Special Requirement: Must be registered with the North Carolina Substance Abuse Professional Practice Board or licensed or certified by the NCSAPPB.

Hours: 8:00 am - 4:30 pm during the 37.5 hour work week
Appointment Type: Regular Position No.: 4000073
Date Posted: October 1, 2007 Closing Date: Open
Durham County Gov. Website: www.durhamcountync.gov

Only a Durham County Application for Employment Will Be Accepted. You can apply for jobs in one of the following ways:

Download the application and any required supplemental forms; fill in completely and:

- Email to humanresources@durhamcountync.gov
- Fax to (919) 560-7902
- Mail to 200 E. Main Street, 3rd floor, Durham, NC 27701, or
- Come to 200 E. Main Street, 3rd floor and complete a handwritten application

Human Resources accepts applications weekdays from 8:30 AM to 5:00 PM, except holidays. Durham County applications must be received by 5:00 PM of the closing date indicated for each position. As a condition of employment, individuals hired by the County are required to present proof of identity and of their legal eligibility to work in the United States before they can begin work. It is Durham County's policy that no persons will be hired who owe real or personal property taxes to the County.

Career Opportunities Available

Local Mental Health Agency has several career opportunities available:

Qualified Professionals, Associate Professionals and Para Professionals: Candidate must possess some mental health experience. Monitors, records and communicates patient condition as appropriate utilizing documentation systems. Must be willing to work in Durham, Orange and Person counties. Qualified professional must possess MA or BA Degree with two (2) years Mental Health experience with children or adolescents. Several positions available. Bilingual desired.

Licensed Clinical Addiction Specialist (FT and PT)

LCAS to provide Diagnostic Assessment for adolescent substance abuse clientele. Additional duties include individual, family and group therapy. Willingness to travel and provide community treatment (home & school based therapy) a must. Positions in Durham, Orange and Person counties are available. Reimbursement rates are competitive.

Substance Abuse Professionals

Great opportunity to be part of a creative, developing substance abuse treatment center just opened in Durham, NC. BAART is a non-profit agency with 17 clinics and 30 years of experience in the substance abuse treatment field. Our mission is to provide people with cost-effective, comprehensive substance abuse, mental health and health care services. By doing so, BAART can foster health, happiness, longevity and self-reliant, responsible behavior of those individuals we serve. Our goal is to help people recover from substance abuse and to be a benefit to our communities.

Current Openings:

Adult SA Counselor: Provide direct patient services including assessments, individual counseling, groups, family counseling, education and other services as needed.

Intake SA Counselor: Complete intake, assessment and referral counseling for adult patients new to treatment.

Part-Time Contract Positions available immediately.

Note: All SA Counselor Positions: Requires Masters degree in human service field and two years of relevant experience and Licensure: LCAS, LCSW, LPC, LMFT, or CCS. LCSW-P licensure will be considered for this position. Medicaid billing experience is preferred but not required.

What can we offer you? The FTE positions are Mon-Fri, day time hours with no weekend or on-call requirements. BAART offers competitive salaries, Full benefits pkg., including medical, dental, life insurance, vacation, sick leave, Holidays and your birthday off. We also offer the stability and resources of an established, nation-wide organization committed to the development of our staff and programs.

Please visit our Web-site at baartprograms.com for more information about our organization.

UNC Horizons Program

UNC Horizons Program is expanding services to Alamance County. The following new full time positions are open:

LCAS needed to develop and provide treatment for an Intensive Outpatient Program. Experience in group treatment with substance abusing women is preferred. Supervision skills a plus. (Position #57820)

Community Support QP needed to provide services to substance abusing pregnant women and mothers. BA or Masters required with experience working in substance abuse or with women. Knowledge of Alamance County community resources preferred (Position #57819)

Complete application at <http://www.unc.edu> or email resume to Connie Renz, LCSW, Director at crenz@med.unc.edu

Certified Substance Abuse Counselor

Catawba Valley Behavioral Healthcare, Hickory, NC

CVBH is a multi-service mental health agency with locations in Catawba, Burke, Caldwell, and McDowell counties. We are seeking a certified substance abuse counselor for our ACT Team. The ACT Team provides intensive, highly specialized case management services for challenging to serve consumers. Services are highly individualized, provided outside of the office setting and are continuous and long term. We promote mental health and substance abuse recovery through Person-Centered goals designed to promote hope, healing and increased self-sufficiency.

Duties include: case management, medication management, developing and implementing comprehensive Person-Centered Plans, working in conjunction with paraprofessional and professional staff, advocating on the behalf of the client, skill building, documentation, and other duties as assigned. We work to enable clients to improve their quality of life and attain the highest level of independence.

Requirements:

1. Bachelor's degree in a related field
2. Valid CSAC in NC
3. Two years of experience with the SPMI population.
4. Valid NC Driver's license w/ acceptable driving record.
5. Maintain vehicle insurance with at least state minimum liability insurance.

Please email resumes to Lashaunda Lash at llash@catawbacountync.gov or fax to 828-695-2508.

CVBH is an Equal Opportunity Employer.

Calendar For Board Scholarship Requests Submission—2008

Conference	Application Period Begins	Application Period Ends	Notification to Recipient
Addiction: Focus on Women Conference (Dianne Morton Memorial Scholarship)	February 18, 2008	February 29, 2008	After March 17, 2008
NC Summer School (Julian F. Keith, Jr. Memorial Scholarship)	February 18, 2008	February 29, 2008	After March 17, 2008
APNC Fall Conference	May 19, 2008	May 30, 2008	After June 16, 2008
NC Winter School (2007)	August 18, 2008	August 29, 2008	After September 15, 2008
McLeod Institute Scholarship (Carolyn D. Marlowe Memorial Scholarship)	November 17, 2008	November 28, 2008	After December 15, 2008
Prevention Conference (Arthur Jones Memorial Scholarship)	November 17, 2008	November 28, 2008	After December 15, 2008

Note: All letters of request must include:

Full Name / Full Address / Office and Home Telephone Numbers
 Certification Number and Expiration Date / Statement of Financial Need

All Applicants for the Board's scholarships MUST be certified or licensed by the Board.

NCSAPPB
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 Raleigh, NC 27605

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