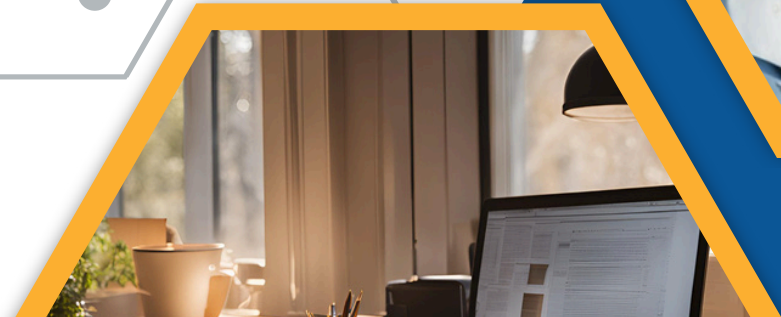




WORKFORCE IMPACT REPORT

2025



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Introduction

ICAADA, a subsidiary of Mental Health America of Indiana, provides credentialing for behavioral health professionals. ICAADA provides behavioral health professionals with credentials, membership, and advocacy that validate the professionals' competencies to provide person-focused, evidence-based behavioral health services.

ICAADA was first formed In September 1973 by a group of dedicated and forward-looking substance use professionals. ICAADA started as an association of substance use professionals and people interested in the field. It was quickly decided there needed to be a process designed to establish a credential that would certify a person's competency relates to substance use treatment.

ICAADA is Indiana's longest tenured substance use certification organization. In 1976, with the cooperation of what was then the Department of Mental Health, Division of Addictions Services, ICAADA began the process of certification with the first credential being the Certified Alcohol Counselor (CAC). In 1977, a second credential, the Certified Drug Counselor (CDC), was established. In 1978, ICAADA established the Certified Alcohol & Drug Abuse Counselor (CADAC) credential (now known as the Certified Alcohol and Drug Addiction Consultant).

In 1979, a meeting was held in Merrillville, Indiana between representatives of ICAADA and the credentialing boards of Michigan and Wisconsin. A reciprocity agreement was reached which became the foundation of what is now the International Certification & Reciprocity Consortium (IC&RC). IC&RC was incorporated in 1981 to become the first international substance use certification organization. ICAADA, along with the boards of Michigan and Wisconsin, laid the groundwork for what is now an internationally recognized organization that has 73-member credentialing boards worldwide, representing over 35,000 certified addiction professionals from 41 states, Canada, Germany, Sweden, Puerto Rico, as a well as several branches of the armed forces.

For fifty years, ICAADA has been committed to public protection through the establishment of quality, competency-based certification programs for professionals engaged in the prevention, treatment and recovery of behavioral health concerns. ICAADA continues to be an industry leader on the state, national and international levels related to behavioral health certification.

Credential Overview

ICAADA credentials support beginning, continuing, or advancing a career in behavioral health. ICAADA credentials are highly recognized in Indiana and many offer reciprocity in other states that have an IC & RC affiliate board. ICAADA is an approved credentialing body by the Indiana Division of Mental Health and Addiction (IDMHA) and a founding member of the International Credentialing and Reciprocity Consortium (IC&RC).



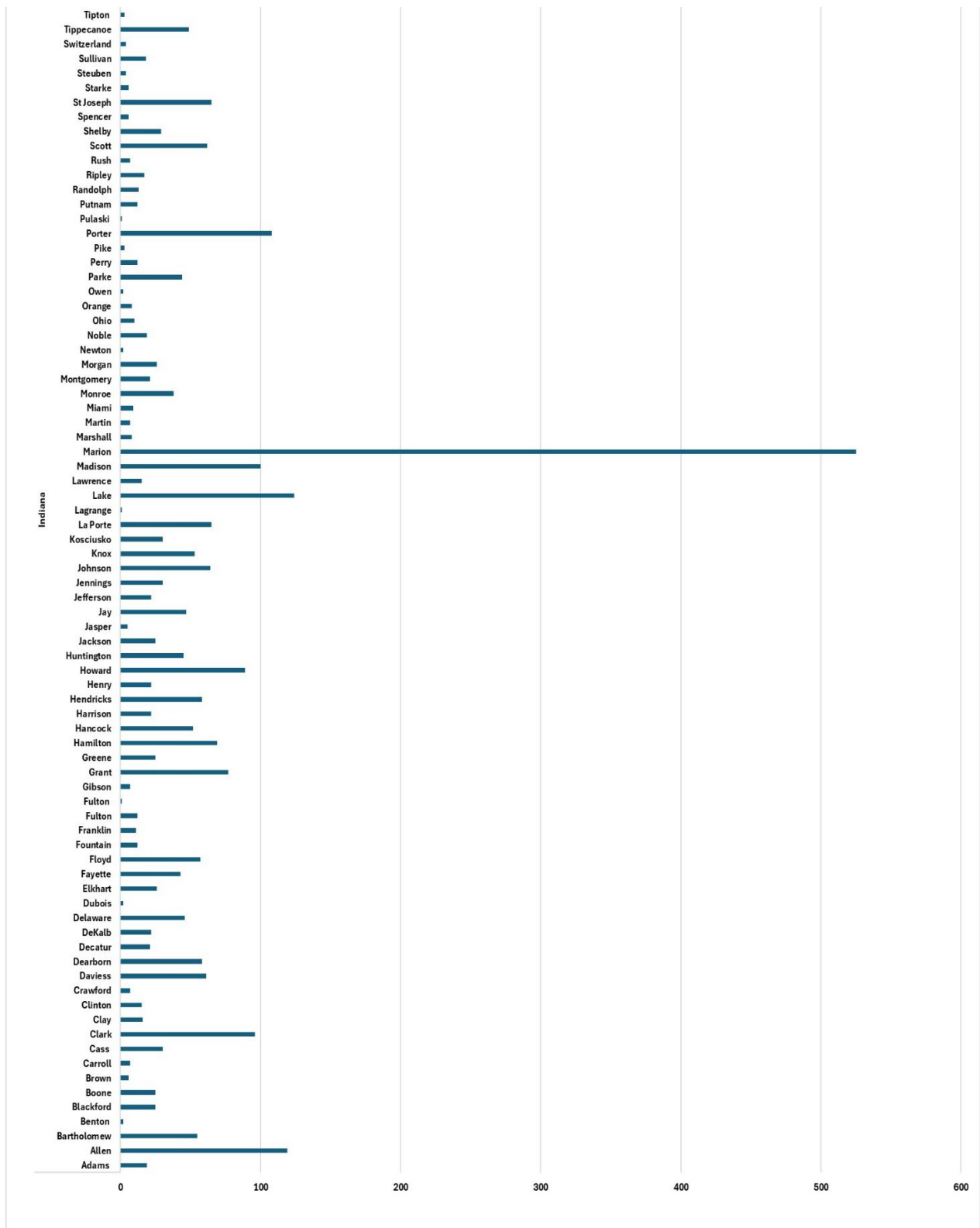


Figure 1 shows the total count of ICAADA certification credentials by county within Indiana and outside. There is a total of 3,387 ICAADA credentials, with 95% being in Indiana and 5% outside of Indiana. The 5% of credentials are in the following states: Alabama, Arizona, California, Florida, Georgia, Illinois, Kentucky, Maine, Massachusetts, Michigan, Mississippi, Missouri, Nevada, New Hampshire, New Jersey, New York, North Carolina, Ohio, Tennessee, Texas, Utah, Virginia, and West Virginia.

Indiana County	Total Credentials	Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	19	Harrison	22	Parke	44
Allen	119	Hendricks	58	Perry	12
Bartholomew	55	Henry	22	Pike	3
Benton	2	Howard	89	Porter	108
Blackford	25	Huntington	45	Pulaski	1
Boone	25	Jackson	25	Putnam	12
Brown	6	Jasper	5	Randolph	13
Carroll	7	Jay	47	Ripley	17
Cass	30	Jefferson	22	Rush	7
Clark	96	Jennings	30	Scott	62
Clay	16	Johnson	64	Shelby	29
Clinton	15	Knox	53	Spencer	6
Crawford	7	Kosciusko	30	St Joseph	65
Daviess	61	La Porte	65	Starke	6
Dearborn	58	Lagrange	1	Steuben	4
Decatur	21	Lake	124	Sullivan	18
DeKalb	22	Lawrence	15	Switzerland	4
Delaware	46	Madison	100	Tippecanoe	49
Dubois	2	Marion	525	Tipton	3
Elkhart	26	Marshall	8	Union	4
Fayette	43	Martin	7	Vanderburgh	42
Floyd	57	Miami	9	Vermillion	24
Fountain	12	Monroe	38	Vigo	107
Franklin	11	Montgomery	21	Wabash	10
Fulton	13	Morgan	26	Warrick	11
Gibson	7	Newton	2	Washington	5
Grant	77	Noble	19	Wayne	39
Greene	25	Ohio	10	Wells	3
Hamilton	69	Orange	8	White	7
Hancock	52	Owen	2	Whitley	15

Figure 1 shows the county and number breakdown as seen in figure 1. Indiana has 92 counties and of them, there are ICAADA credentials in 97% of them.

Prevention Credentials

Certified Prevention Specialist-Associate (CPS-A) is a credential for prevention professionals which is recognized in Indiana only. This is an entry-level credential for prevention professionals to validate their competencies in substance use prevention and to support workforce development in the prevention field.

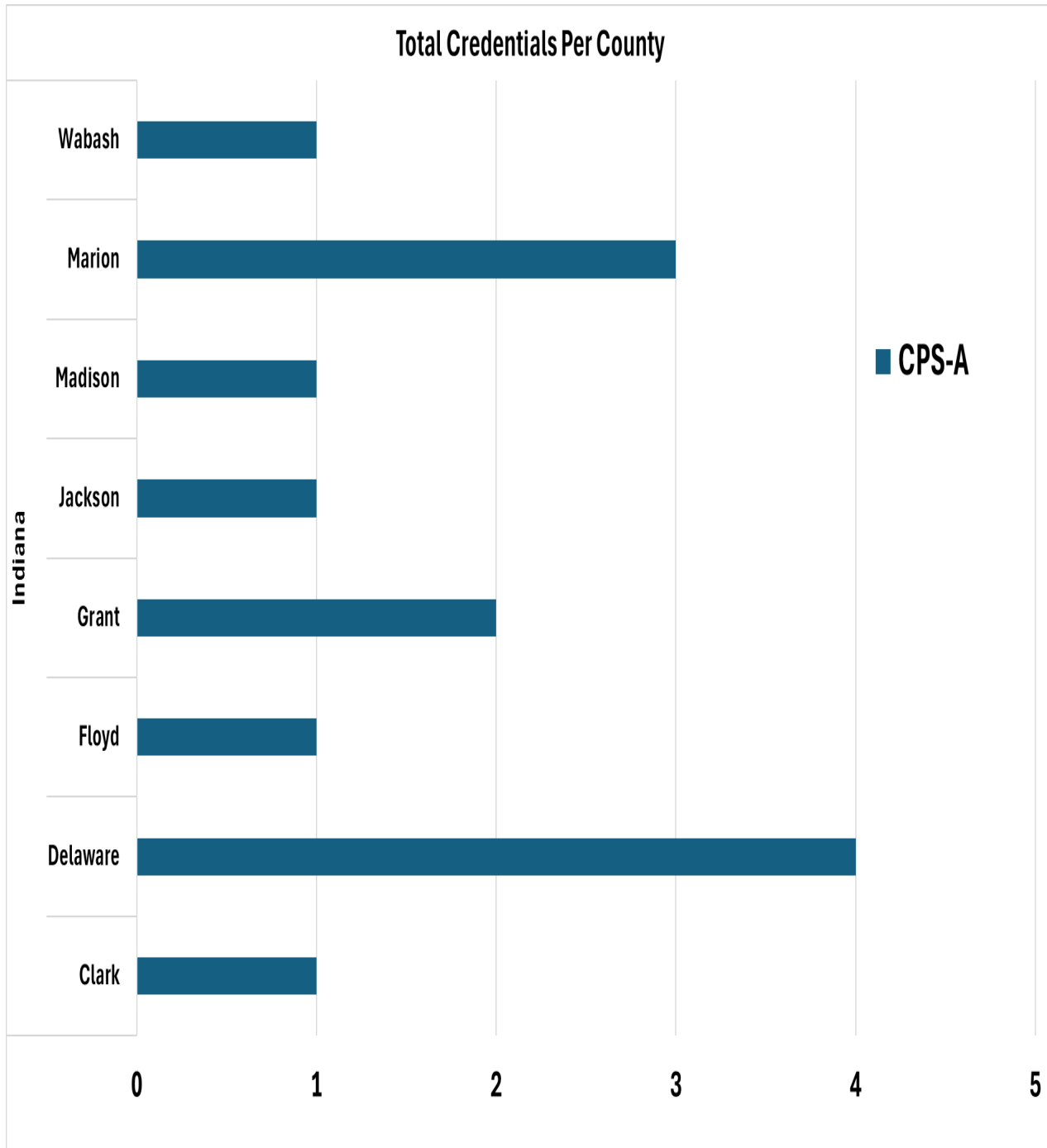


Figure 2 shows the count of CPS-A credentials by county in Indiana. Making a total of 14 CPS-A credentials across Indiana.

Indiana County	Total Credentials
Clark	1
Delaware	4
Floyd	1
Grant	2
Jackson	1
Madison	1
Marion	3
Wabash	1

Figure 3 shows the county and number breakdown as seen in figure 3. Indiana has 92 counties and of them, there is an ICAADA CPS-A credential in 9% of them.

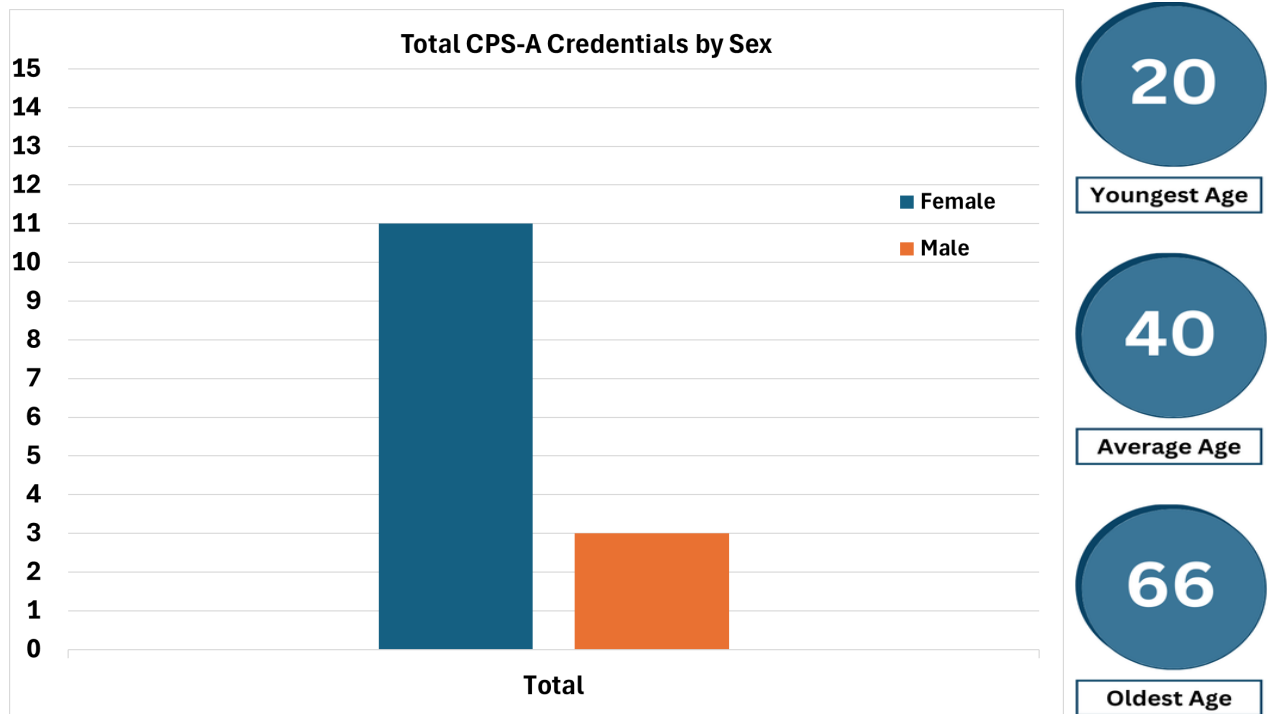


Figure 4 shows the total of CPS-A Credentials based on Age and Sex.

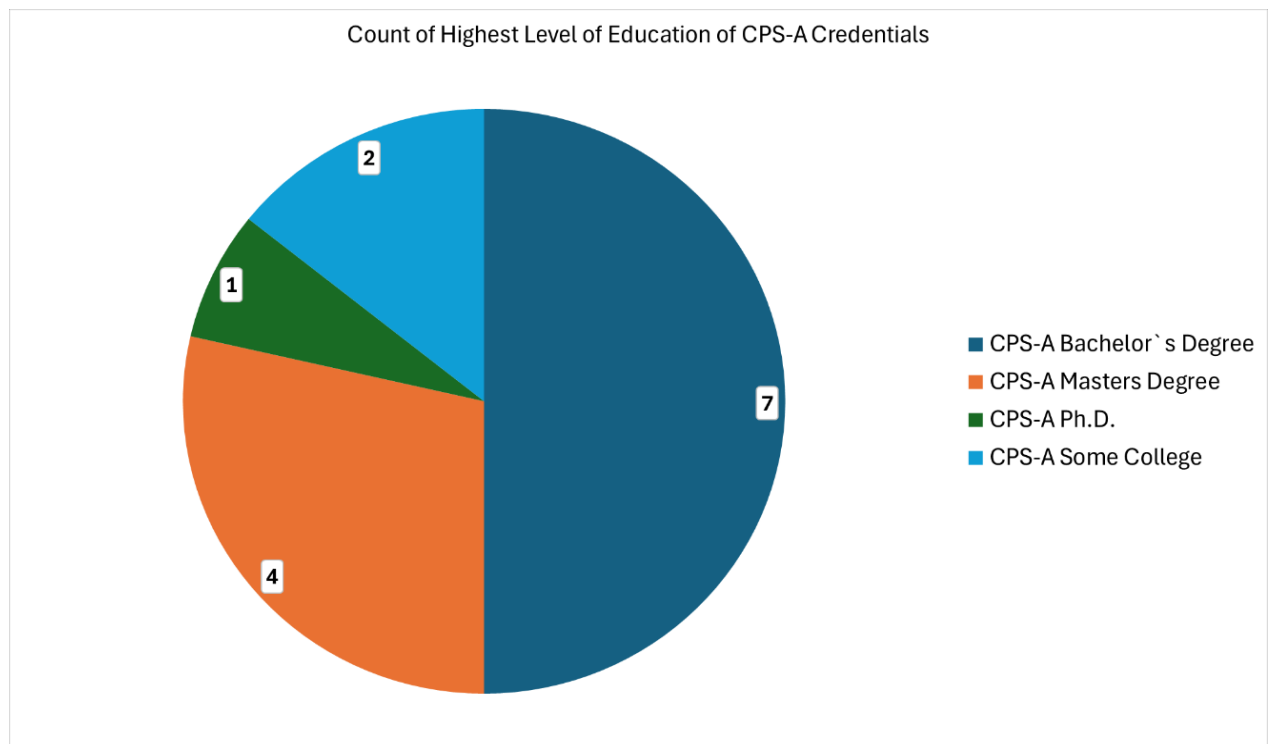


Figure 5 shows the count per education type for CPS-A credentials.

Certified Prevention Specialist (CPS) is a credential for prevention professionals recognized by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries that offer the IC&RC CPS credential. This is an experienced level credential for those working in the prevention field to validate their competency, and experience, in substance use prevention.

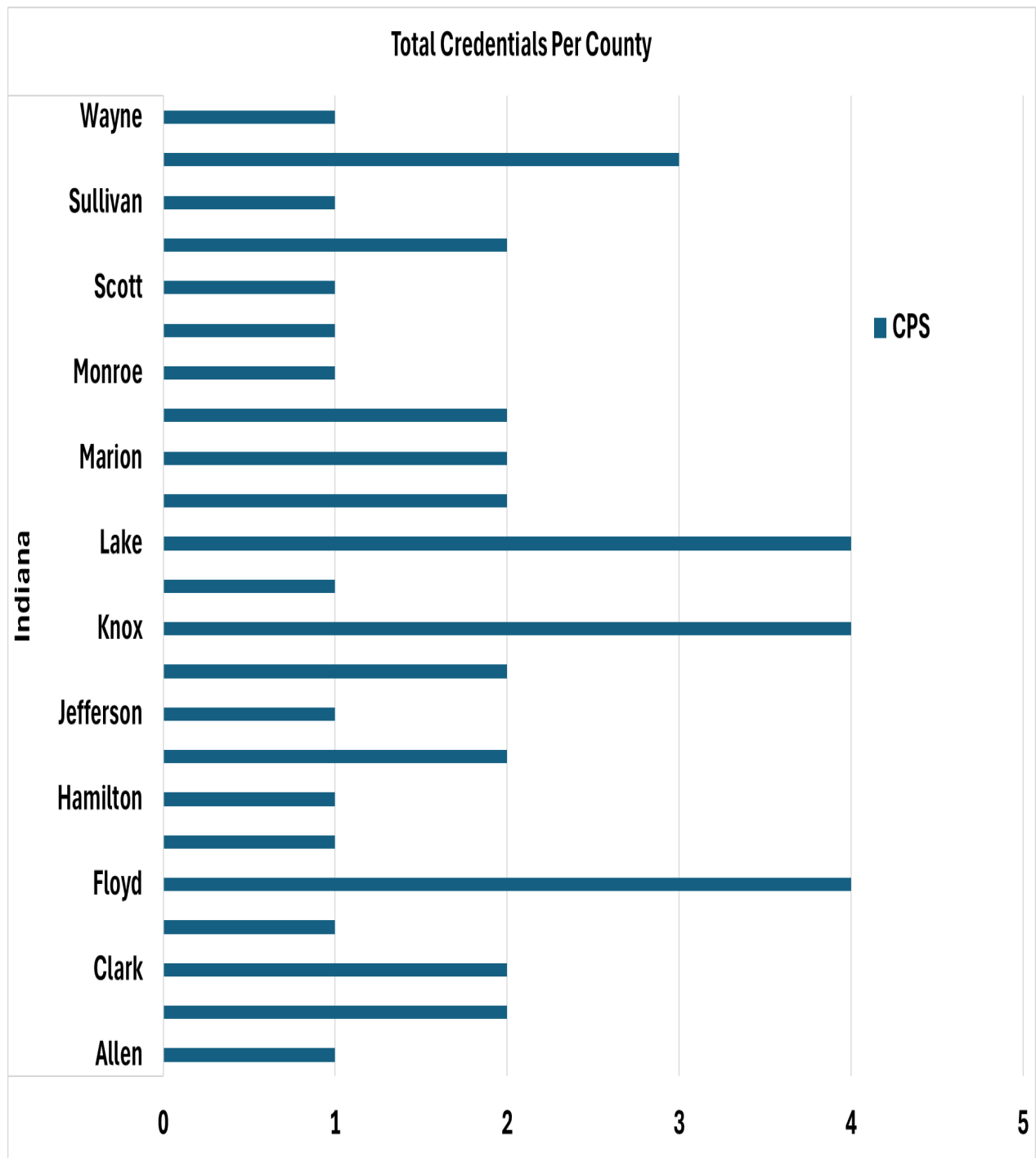


Figure 6 Shows the count of CPS credentials by county in Indiana. Making a total of 41 CPS credentials across Indiana.

Indiana County	Total Credentials	Indiana County	Total Credentials
Allen	1	Lake	4
Bartholomew	2	Madison	2
Clark	2	Marion	2
Delaware	1	Miami	2
Floyd	4	Monroe	1
Grant	1	Porter	1
Hamilton	1	Scott	1
Jay	2	St Joseph	2
Jefferson	1	Sullivan	1
Johnson	2	Vanderburgh	3
Knox	4	Wayne	1
Kosciusko	1		

Figure 7 shows the county and number breakdown as seen in figure 7. Indiana has 92 counties and of them, there is an ICAADA CPS credential in 25% of them.

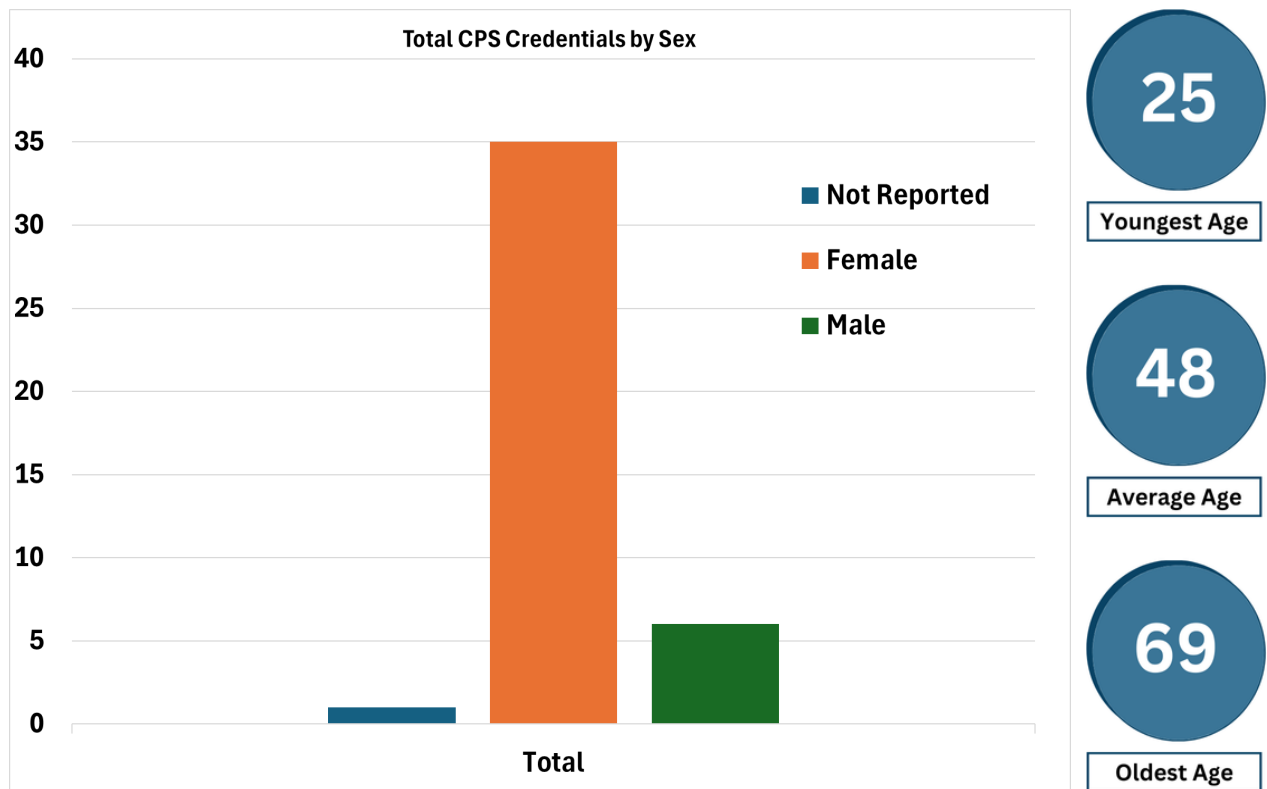


Figure 8 shows the total of CPS credentials based on Age and Sex.

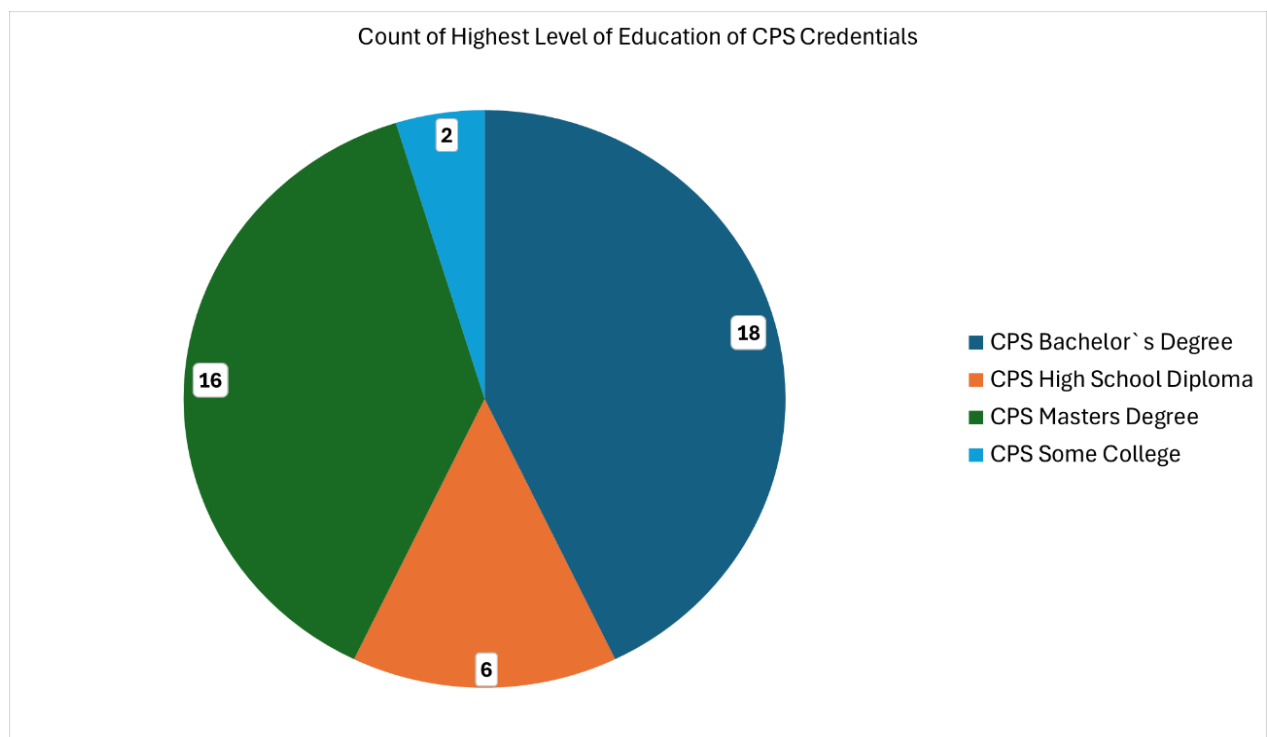


Figure 9 shows the count per education type for CPS credentials.

Certified Prevention Specialist II (CPS II) is a credential for tenured prevention professionals who have several years of experience in the substance use prevention field and have expanded their knowledge. This credential is recognized by International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries that offer the IC&RC CPS II credential. This credential holder must currently possess the ICAADA Certified Prevention Specialist (CPS) credential. ICAADA Certified Prevention Specialist (CPS) credential.

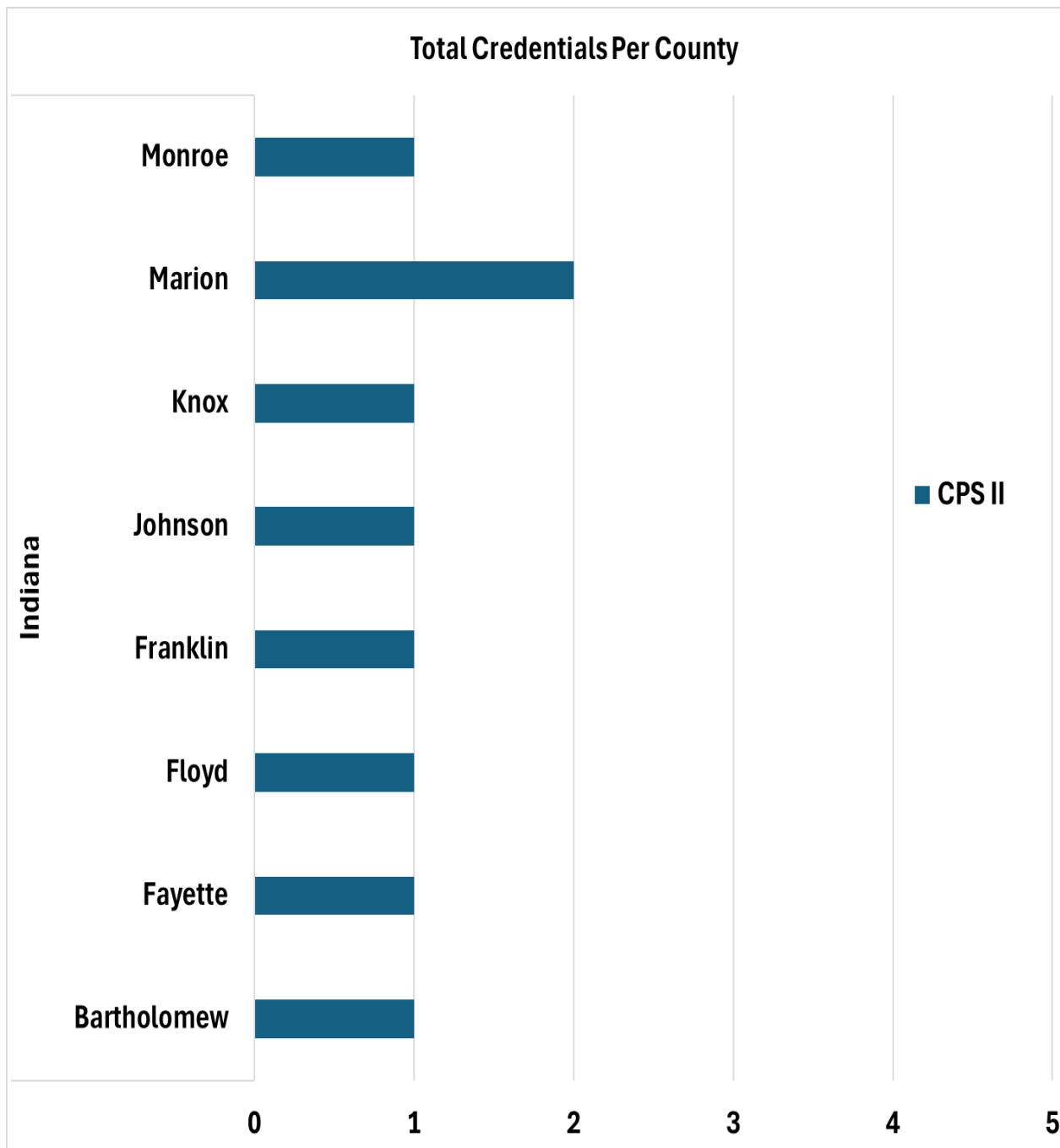


Figure 10 Shows the count of CPS II credentials by county in Indiana. Making a total of 9 CPS II credentials across Indiana.

Indiana County	Total Credentials
Bartholomew	1
Fayette	1
Floyd	1
Franklin	1
Johnson	1
Knox	1
Marion	2
Monroe	1

Figure 11 shows the county and number breakdown as seen in figure 11. Indiana has 92 counties and of them, there is an ICAADA CPS-II credential in 9% of them.

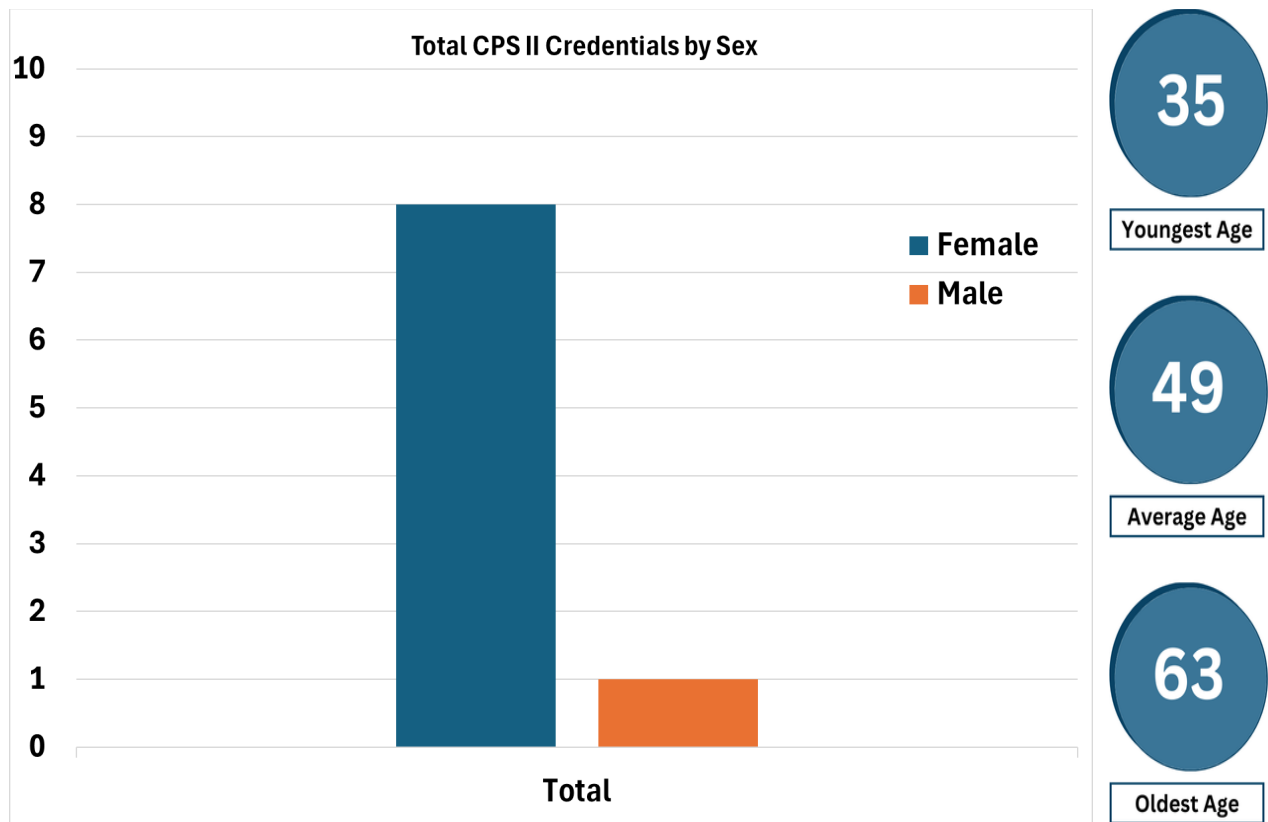


Figure 12 shows the total of CPS II credentials based on Age and Sex.

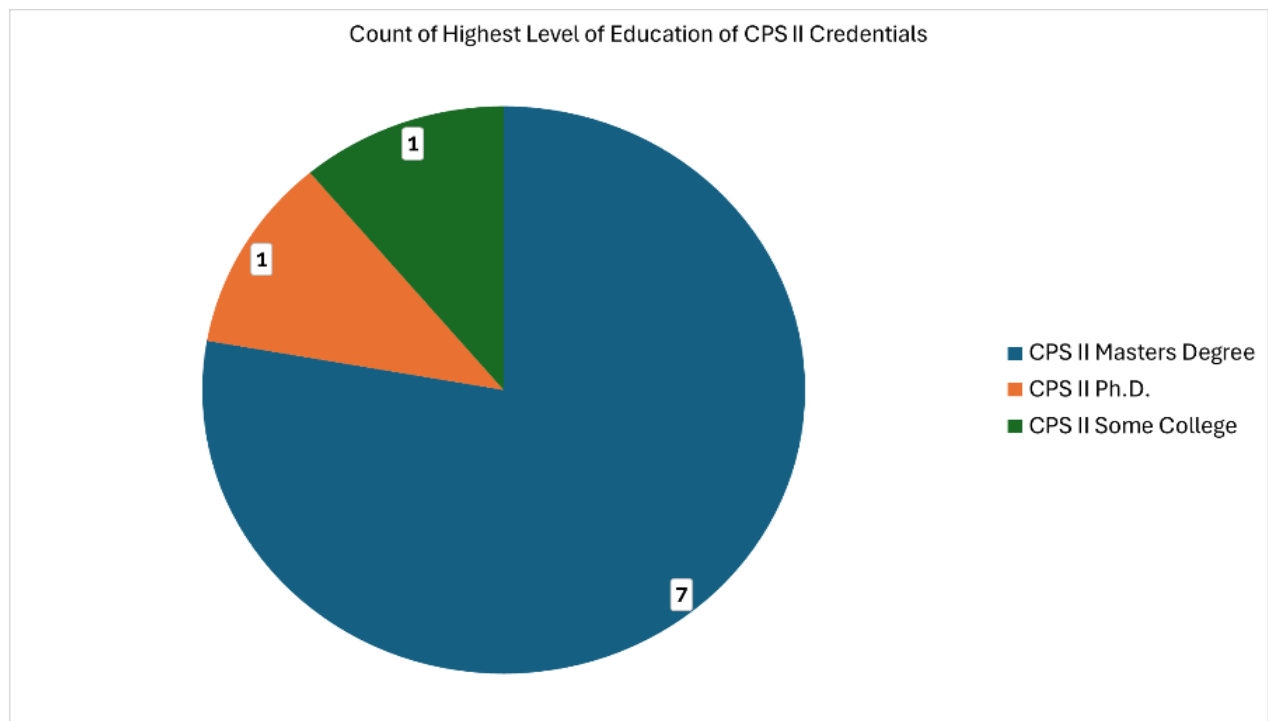


Figure 13 shows the count per education type for CPS II credentials.

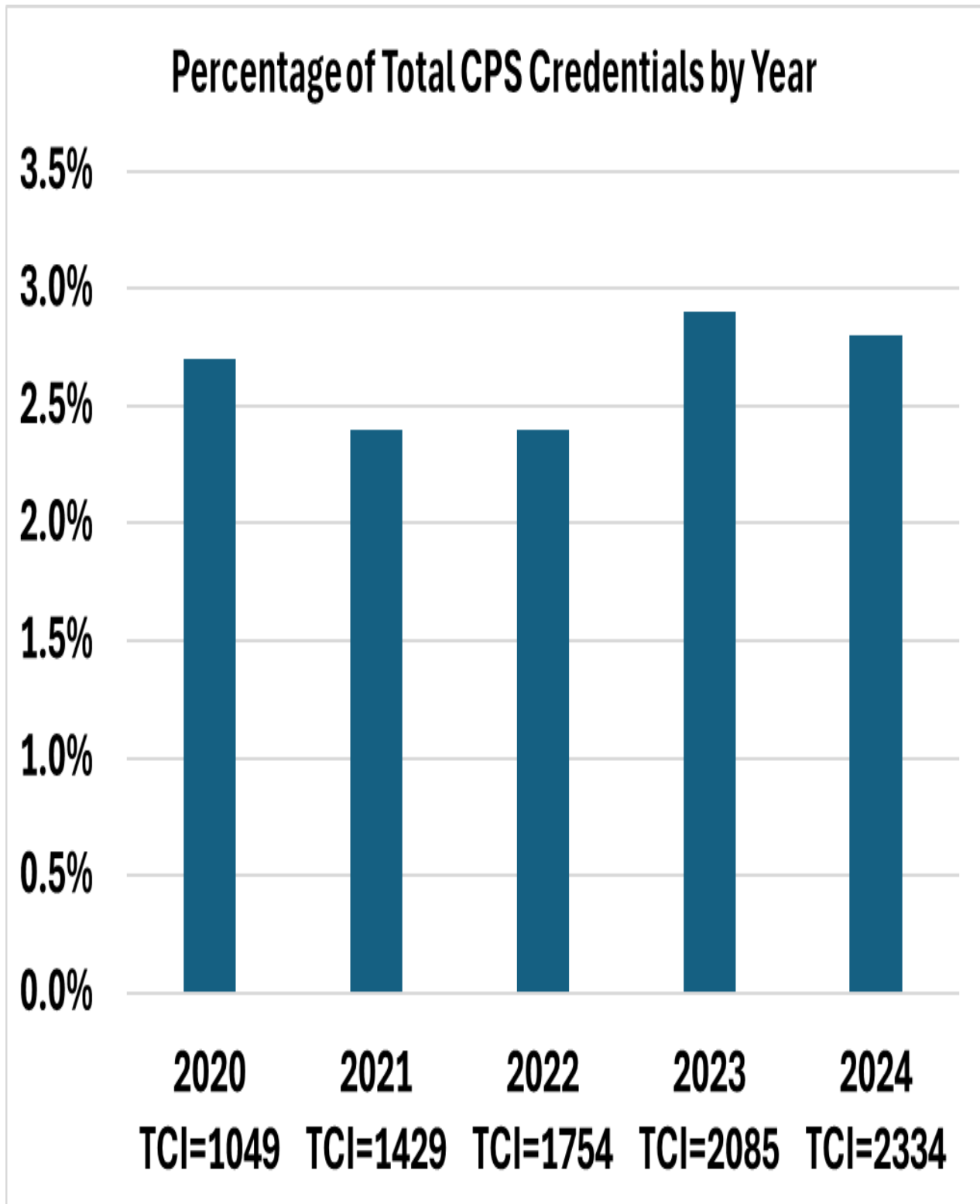


Figure 14 is the percentage of total CPS-A, CPS, and CPS II credentials (blue bars) compared to the total credentials issued (TCI=) for that year. It is important to note that the CPS-A and CPS II credentials did not exist until 2022.

Treatment Credentials

Addiction Consultant in Training (ACIT) is an entry level addiction treatment credential for individuals employed in the addiction treatment field or enrolled as a college student in addiction treatment studies. ACIT is a non-renewable credential and a steppingstone to other addiction professional credentials such as a CADAC.

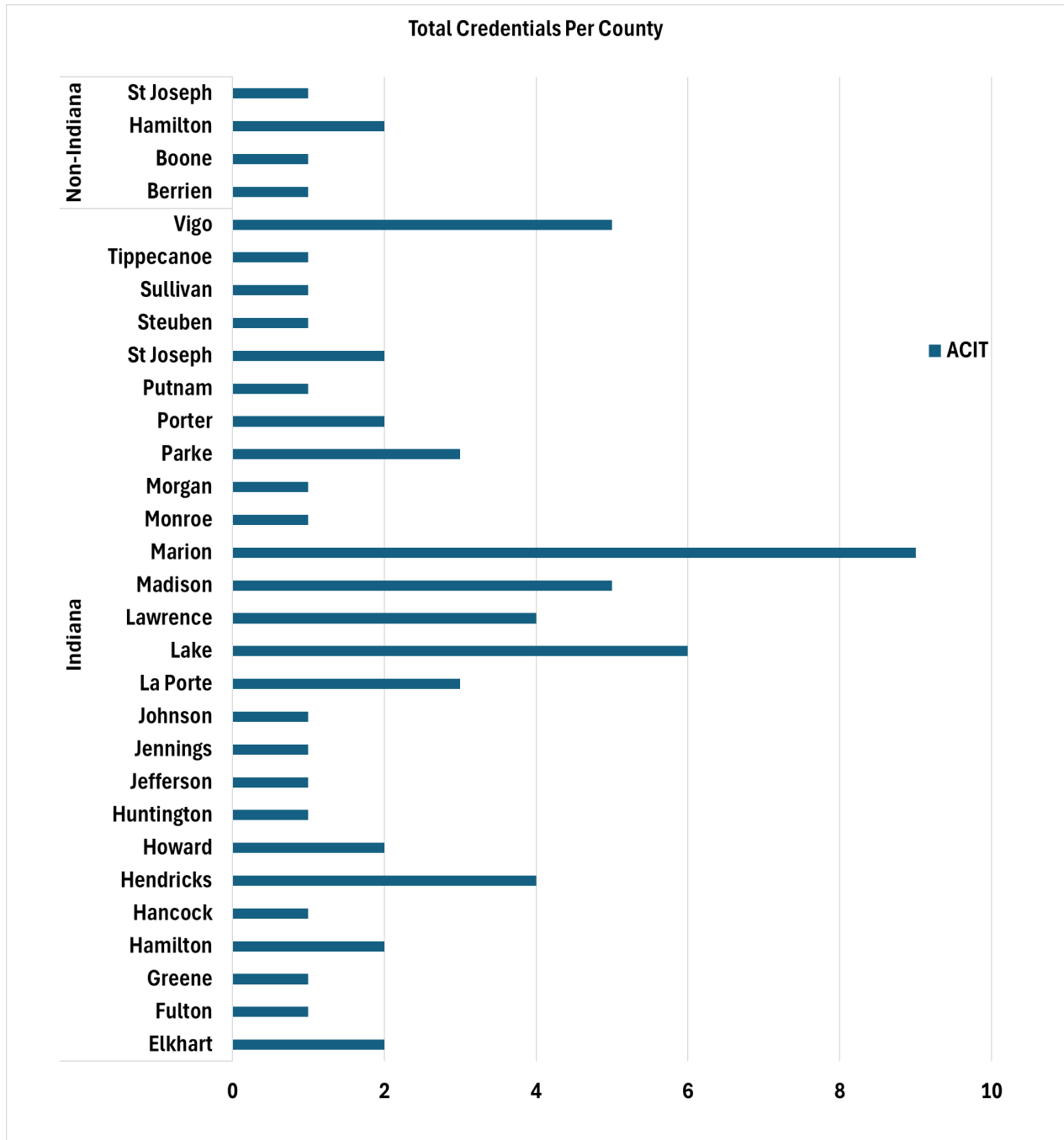


Figure 15 Shows the count of ACIT credentials by county in Indiana and outside. There is a total of 67 ACIT credentials and of those, 93% are in Indiana and the remaining 7% in the following states: Kentucky, Michigan, Ohio, and Texas.

Indiana County	Total Credentials	Indiana County	Total Credentials
Elkhart	2	Lawrence	4
Fulton	1	Madison	5
Greene	1	Marion	9
Hamilton	2	Monroe	1
Hancock	1	Morgan	1
Hendricks	4	Parke	3
Howard	2	Porter	2
Huntington	1	Putnam	1
Jefferson	1	St Joseph	2
Jennings	1	Steuben	1
Johnson	1	Sullivan	1
La Porte	3	Tippecanoe	1
Lake	6	Vigo	5

Figure 16 shows the county and number breakdown as seen in figure 15. Indiana has 92 counties and of them, there is an ICAADA ACIT credential in 28% of them.

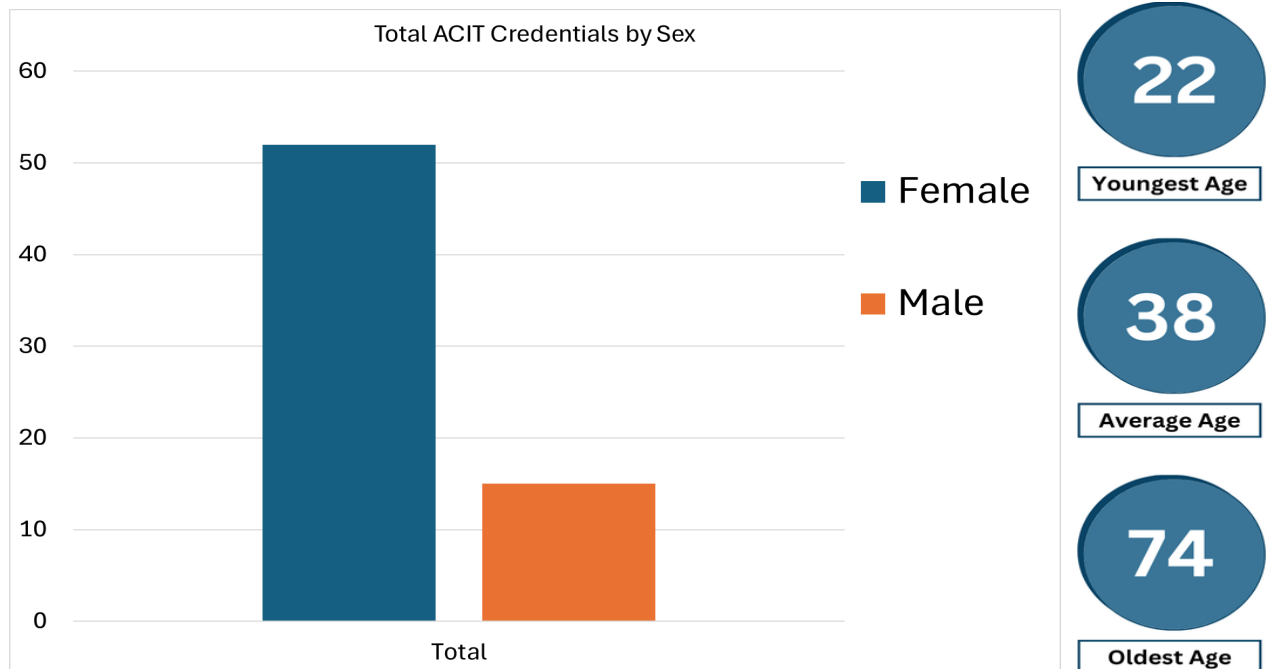


Figure 17 shows the total of ACIT credentials based on Sex and Age.

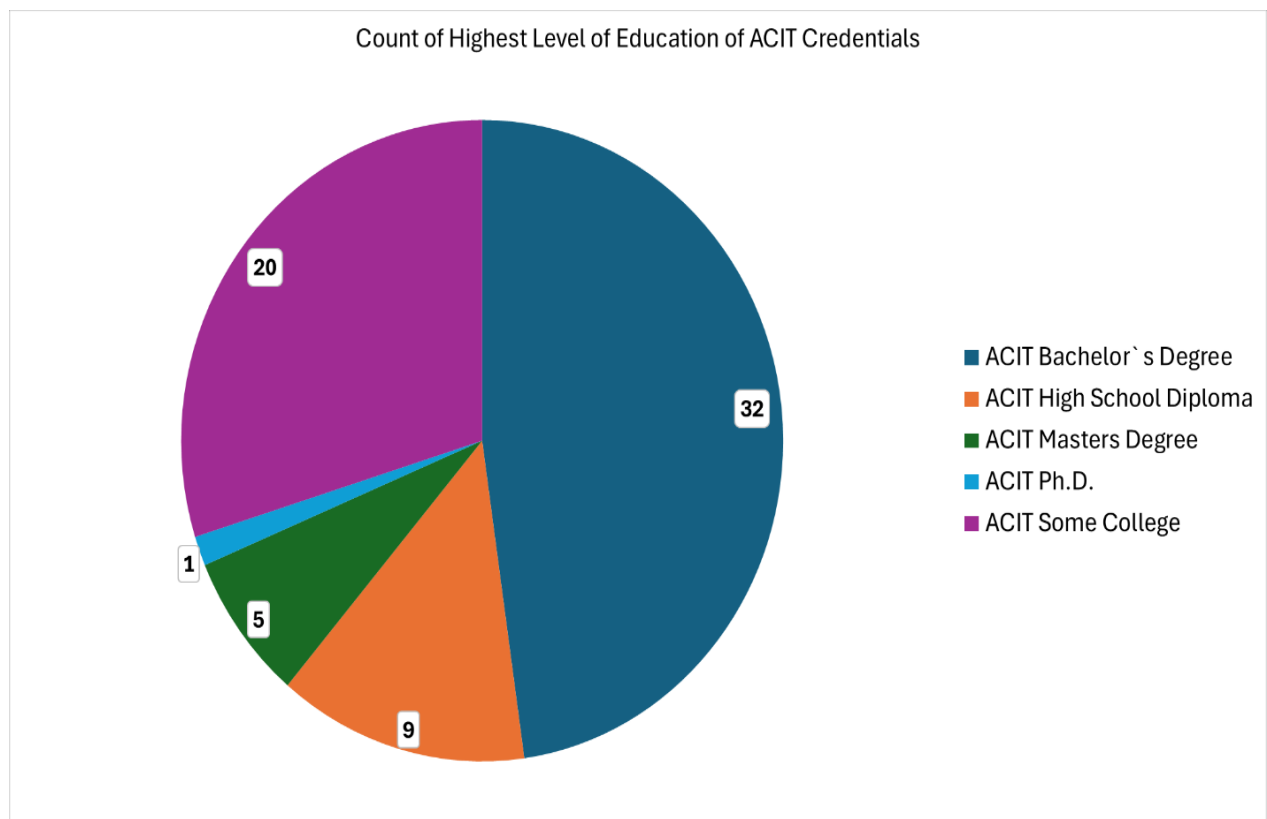
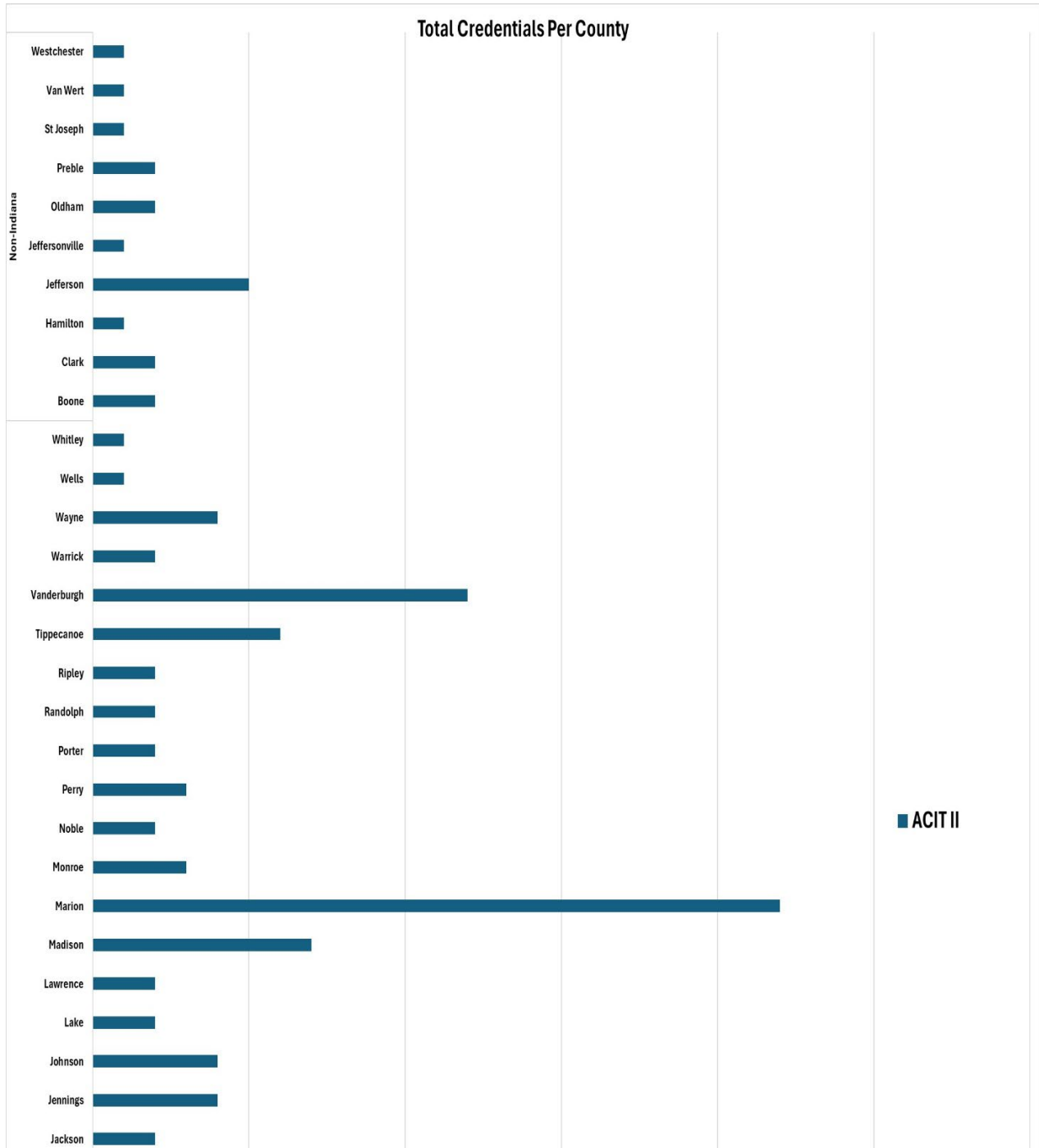


Figure 18 Figure 19 shows the count per education type for ACIT credentials.

Addiction Consultant in Training – II (ACIT II) while open to any qualified candidate, is approved for Medicaid Reimbursement (when paired with the ICAADA MATS credential) for those who work, specifically, in Opioid Treatment Programs and is intended to serve as a pathway to our other addiction professional credentials such as a CADAC.



Total ACIT II Credentials Per County graph continued onto next page

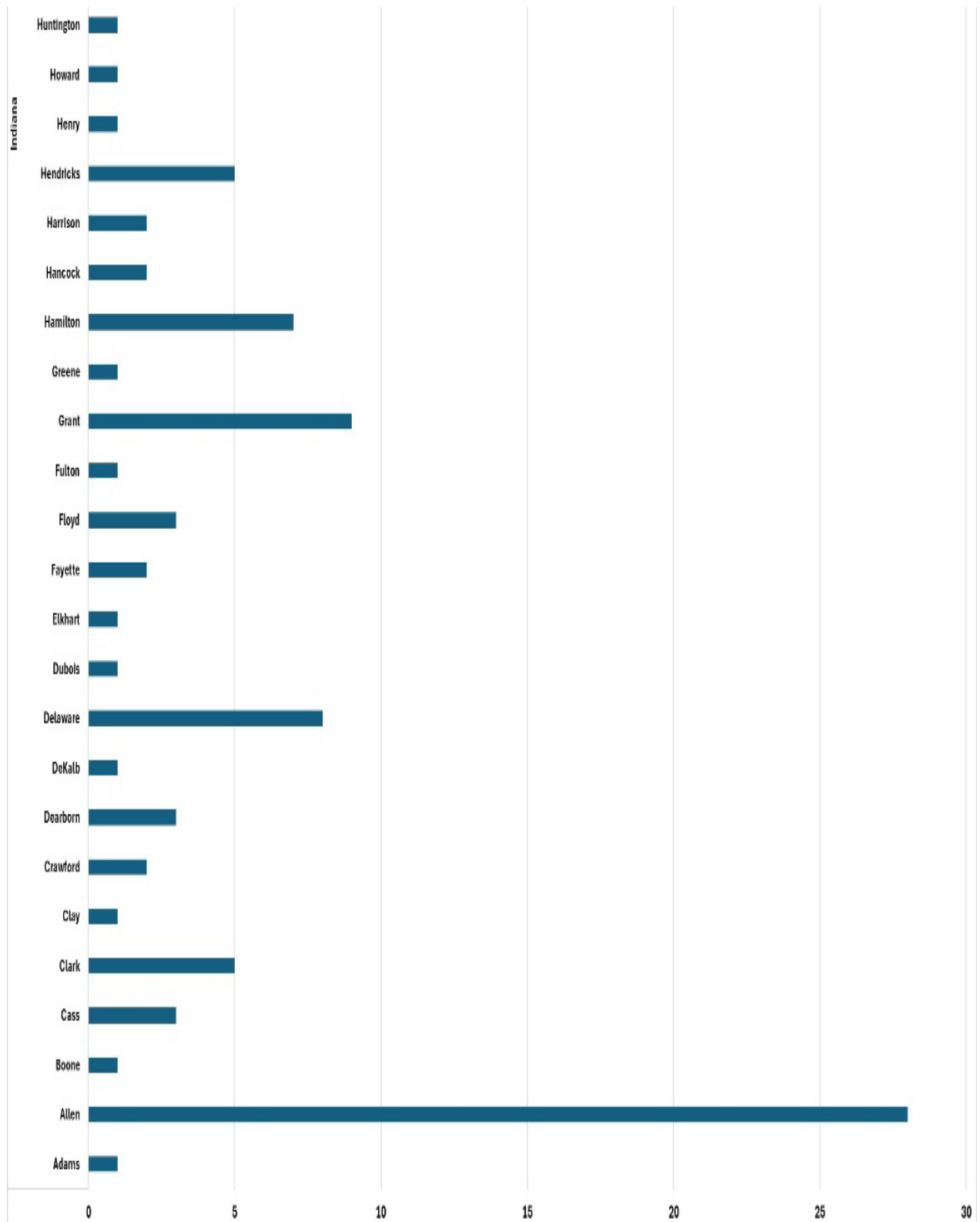


Figure 19 shows the count of ACIT II credentials by county in Indiana and outside. Of the total 191 ACIT II credentials, 91% are in Indiana and the remaining 9% are in the following states: Kentucky, Ohio, and or New York.

Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	1	Howard	1
Allen	28	Huntington	1
Boone	1	Jackson	2
Cass	3	Jennings	4
Clark	5	Johnson	4
Clay	1	Lake	2
Crawford	2	Lawrence	2
Dearborn	3	Madison	7
DeKalb	1	Marion	22
Delaware	8	Monroe	3
Dubois	1	Noble	2
Elkhart	1	Perry	3
Fayette	2	Porter	2
Floyd	3	Randolph	2
Fulton	1	Ripley	2
Grant	9	Tippecanoe	6
Greene	1	Vanderburgh	12
Hamilton	7	Warrick	2
Hancock	2	Wayne	4
Harrison	2	Wells	1
Hendricks	5	Whitley	1
Henry	1		

Figure 20 shows the county and number breakdown as seen in figure 19. Indiana has 92 counties and of them, there is an ICAADA ACIT II credential in 47% of them.

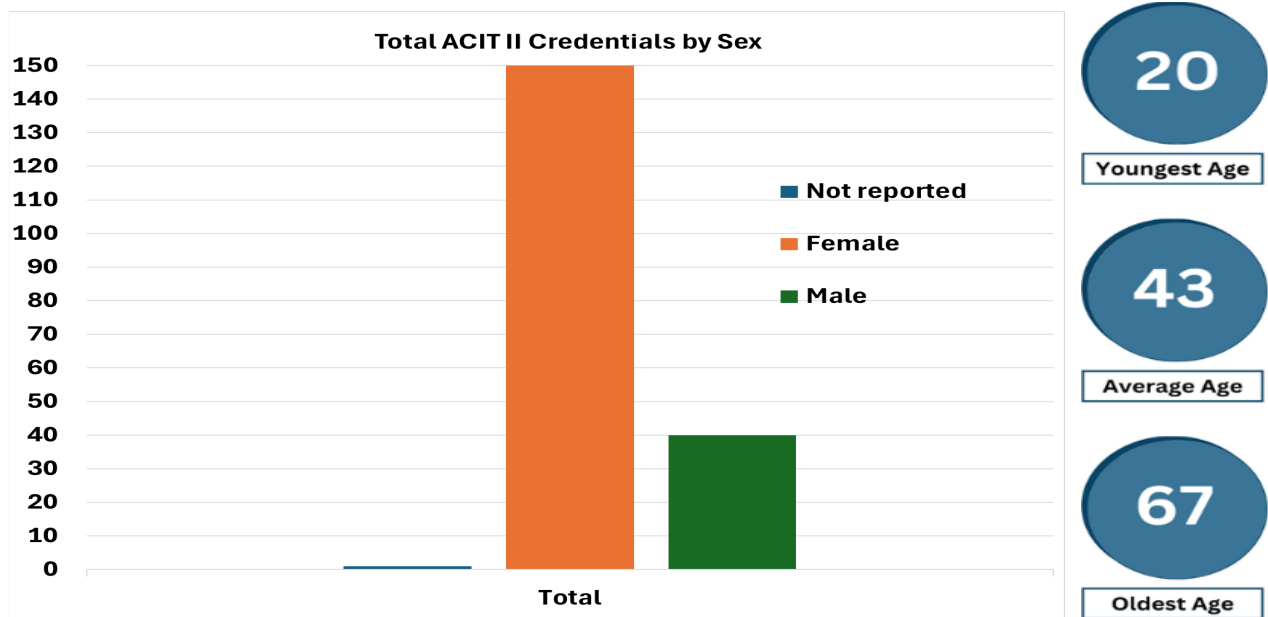


Figure 21 shows the total of ACIT II credentials based on Age and Sex.

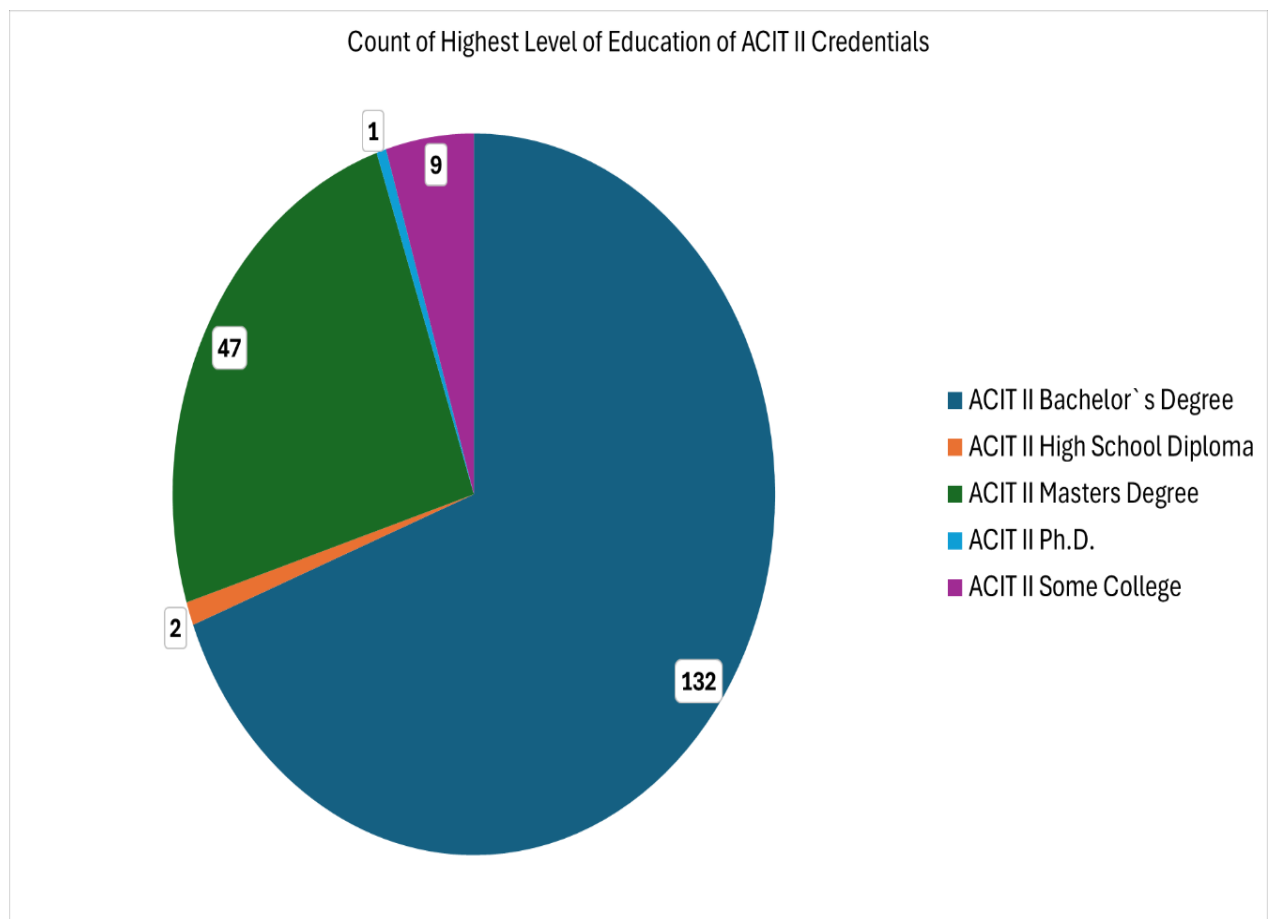


Figure 22 shows the count per education type for ACIT II credentials.

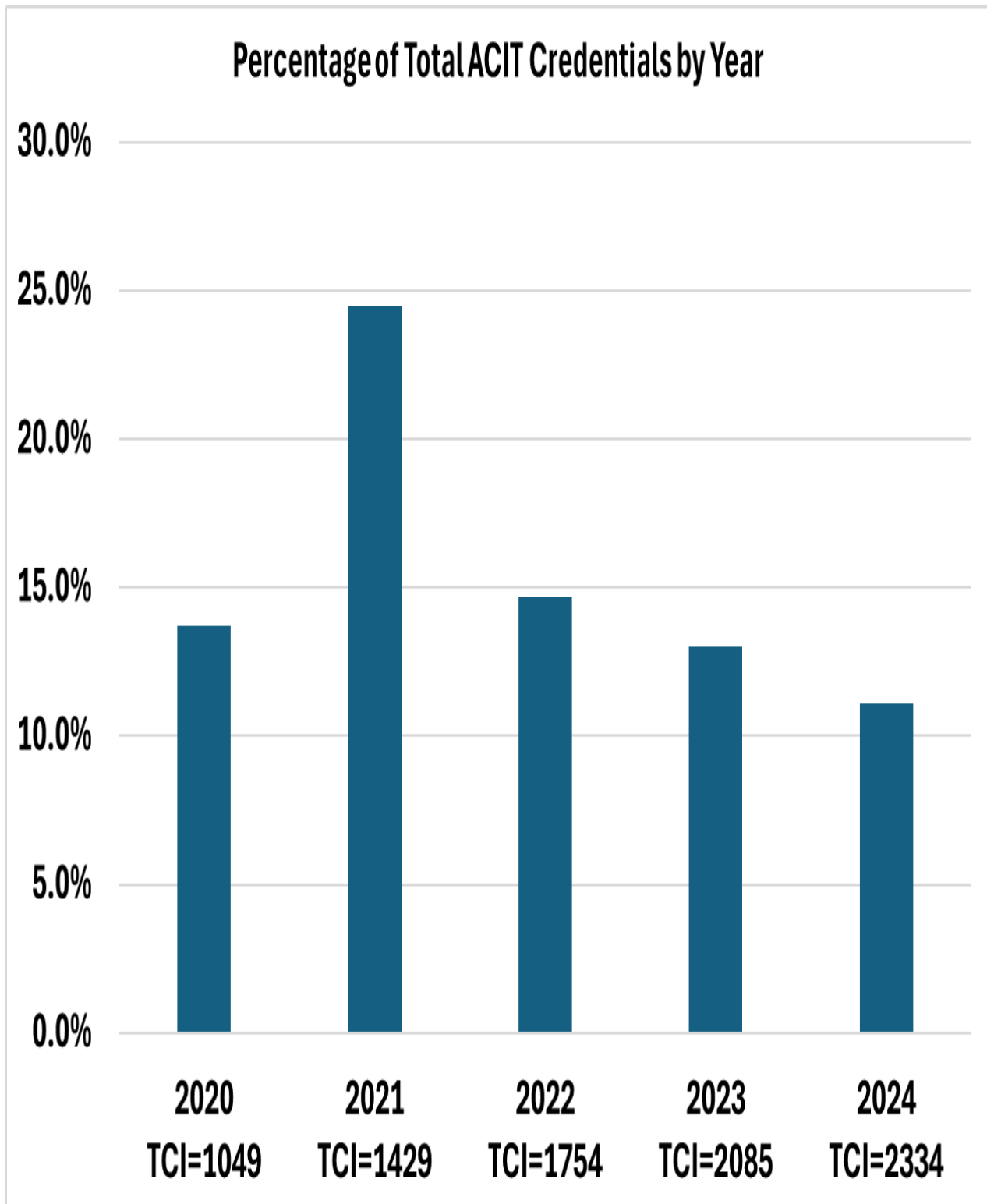


Figure 23 is the combined percentage of total ACIT and ACIT II credentials (blue bars) compared to the total credentials issued (TCI=) for that year.

Board Certified in Problem Gambling (BCPG) is a treatment level credential to provide treatment and support for person who may have issues with problem gambling. This credential is recognized by the Indiana Problem Gambling Awareness Program for the ‘Lead Gambling Counselor’ required of all IPGAP providers.

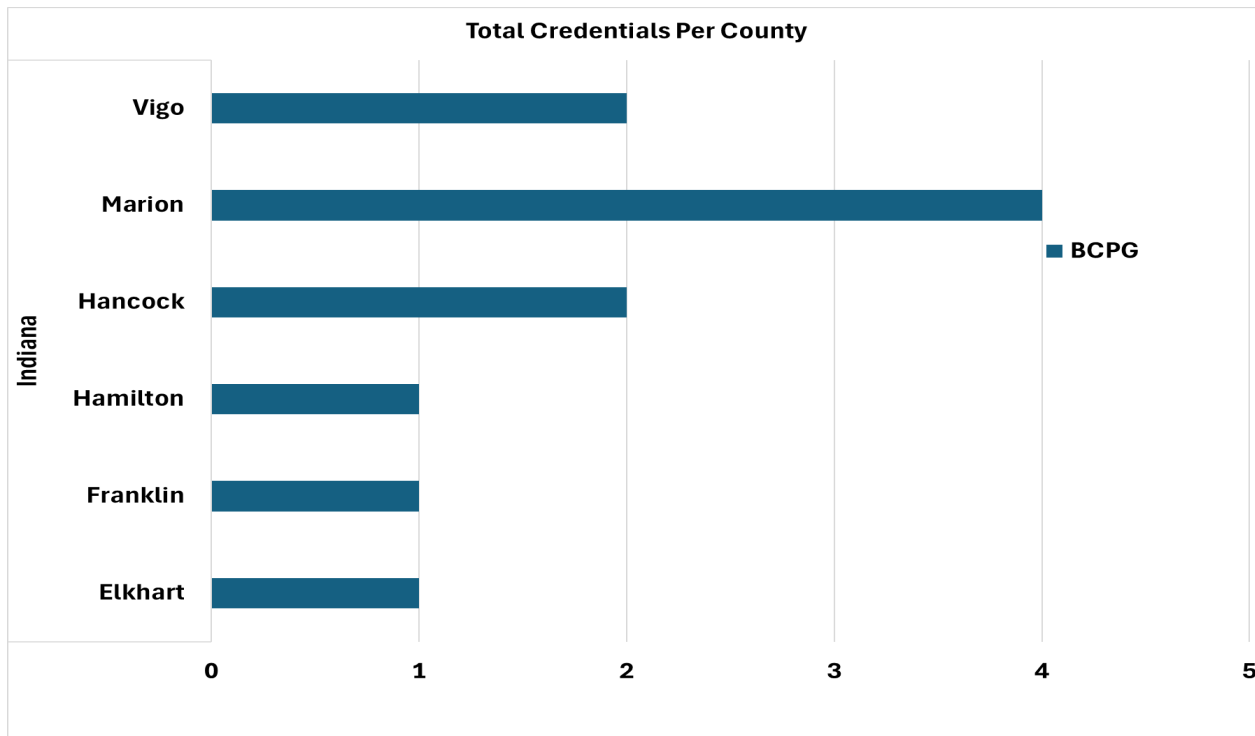


Figure 24 shows the count of BCPG per Indiana County. Making a total of 11 BCPG credentials across Indiana.

Indiana County	Total Credentials
Elkhart	1
Franklin	1
Hamilton	1
Hancock	2
Marion	4
Vigo	2

Figure 25 shows the county and number breakdown as seen in figure 23. Indiana has 92 counties and of them, there is an ICAADA BCPG credential in 7% of them.

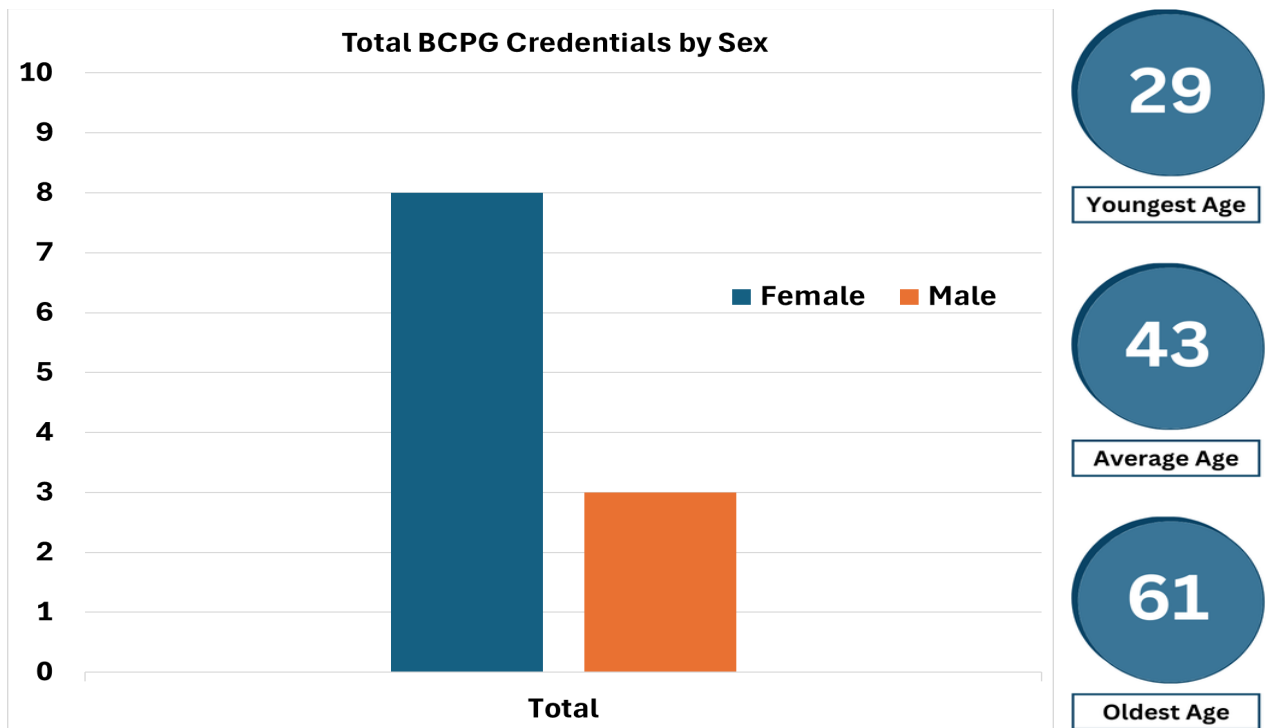


Figure 26 shows the total of BCPG credentials based on Age and Sex.

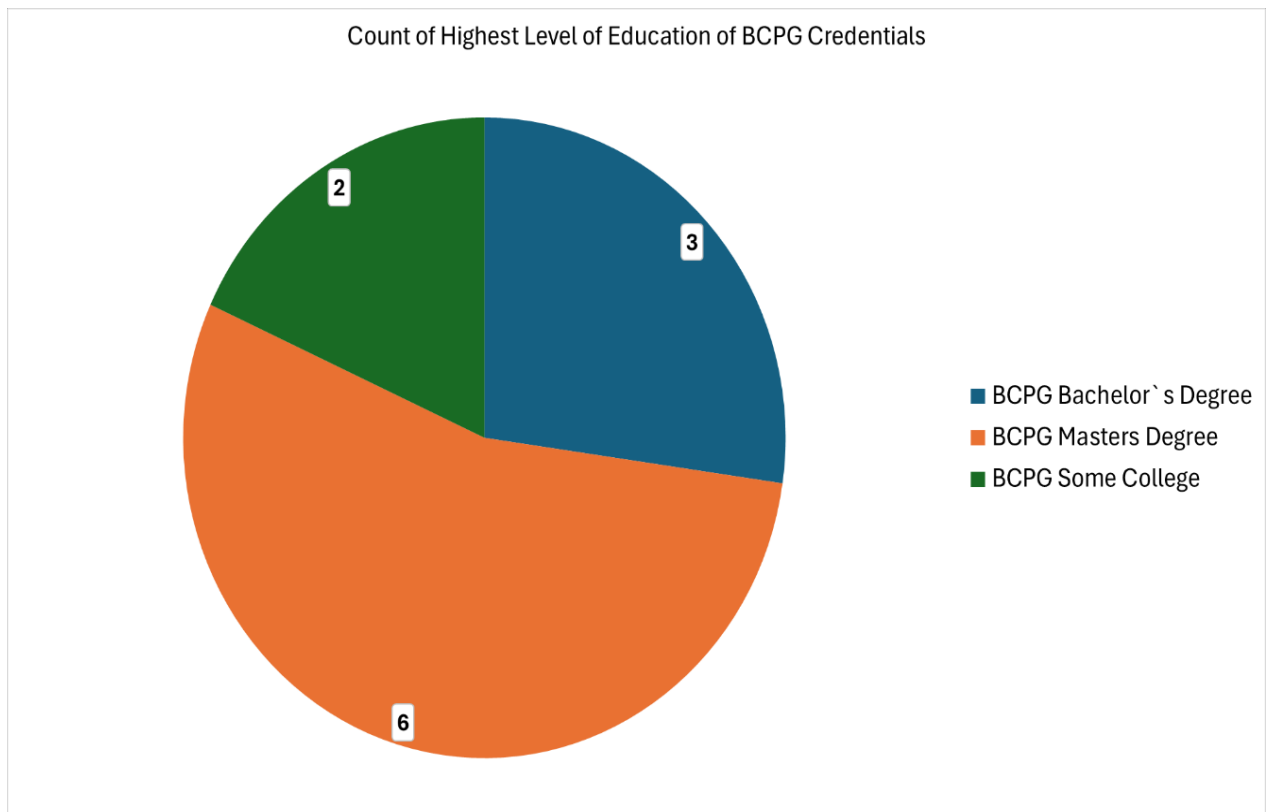


Figure 27 shows the count per education type for BCPG credentials.

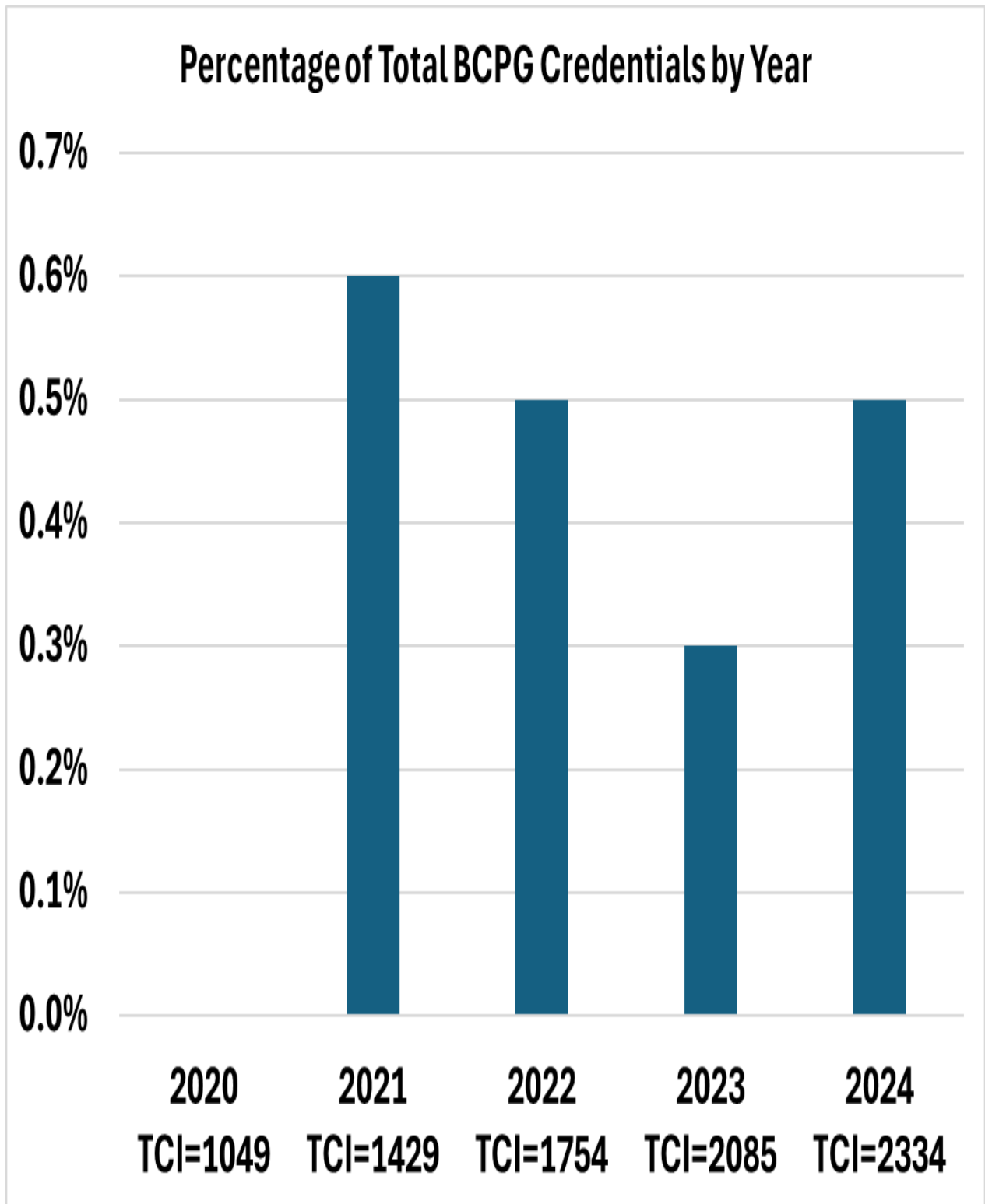


Figure 28 is the percentage of total BCPG credentials (blue bars) compared to the total credentials issued (TCI=) for that year. It is important to note that the BCPG credential did not exist in 2020.

Certified Alcohol and Drug Addiction Consultant I (CADAC I) credential is an entry-level substance use treatment credential to support a professional's growth towards a CADAC II or higher credential. This credential is only recognized in Indiana.

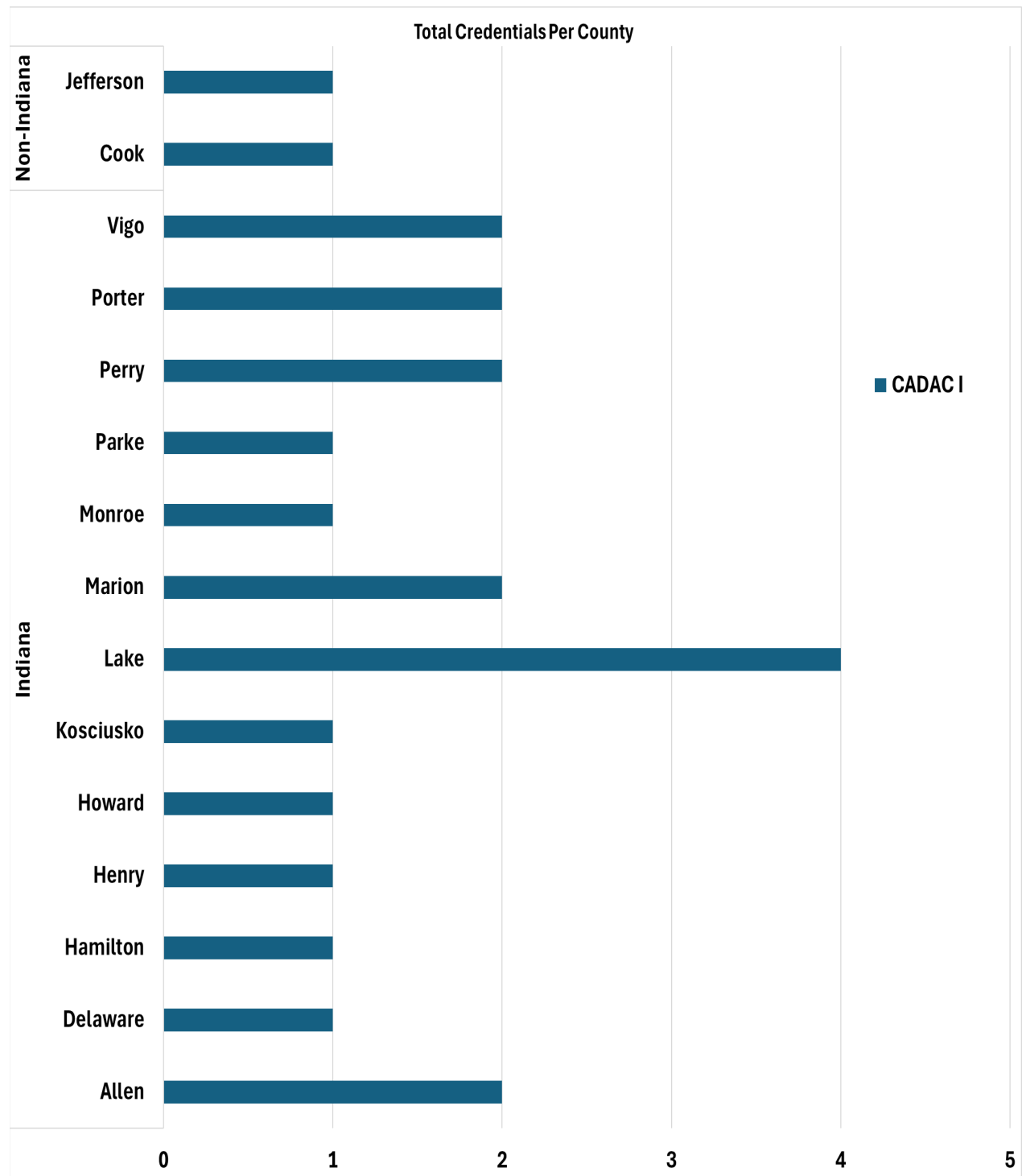


Figure 29 shows the count of CADAC I credentials by Indiana County and outside. Of the total 23 CADAC I credentials, 91% are in Indiana and the remaining 9% are in the following states: Kentucky and Illinois.

Indiana County	Total Credentials
Allen	2
Delaware	1
Hamilton	1
Henry	1
Howard	1
Kosciusko	1
Lake	4
Marion	2
Monroe	1
Parke	1
Perry	2
Porter	2
Vigo	2

Figure 30 shows the county and number breakdown as seen in figure 27. Indiana has 92 counties and of them, there is an ICAADA CADAC I credential in 14% of them.

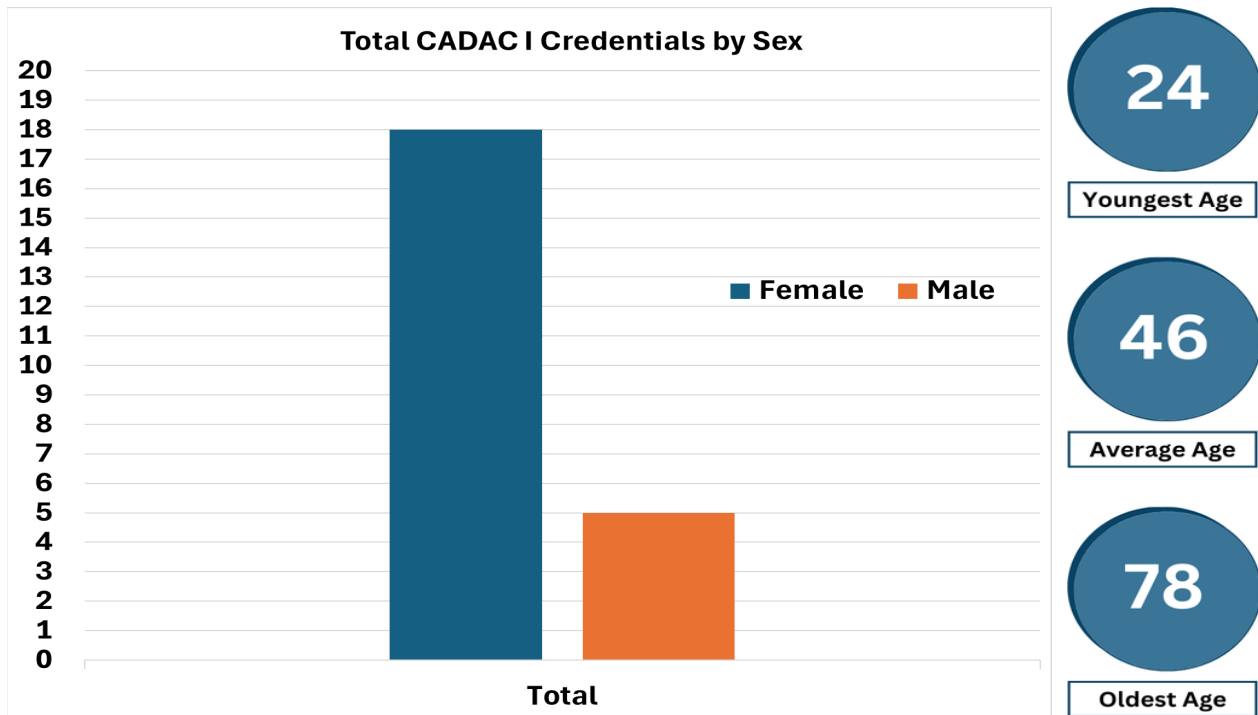


Figure 31 shows the total of CADAC I credentials based on Age and Sex.

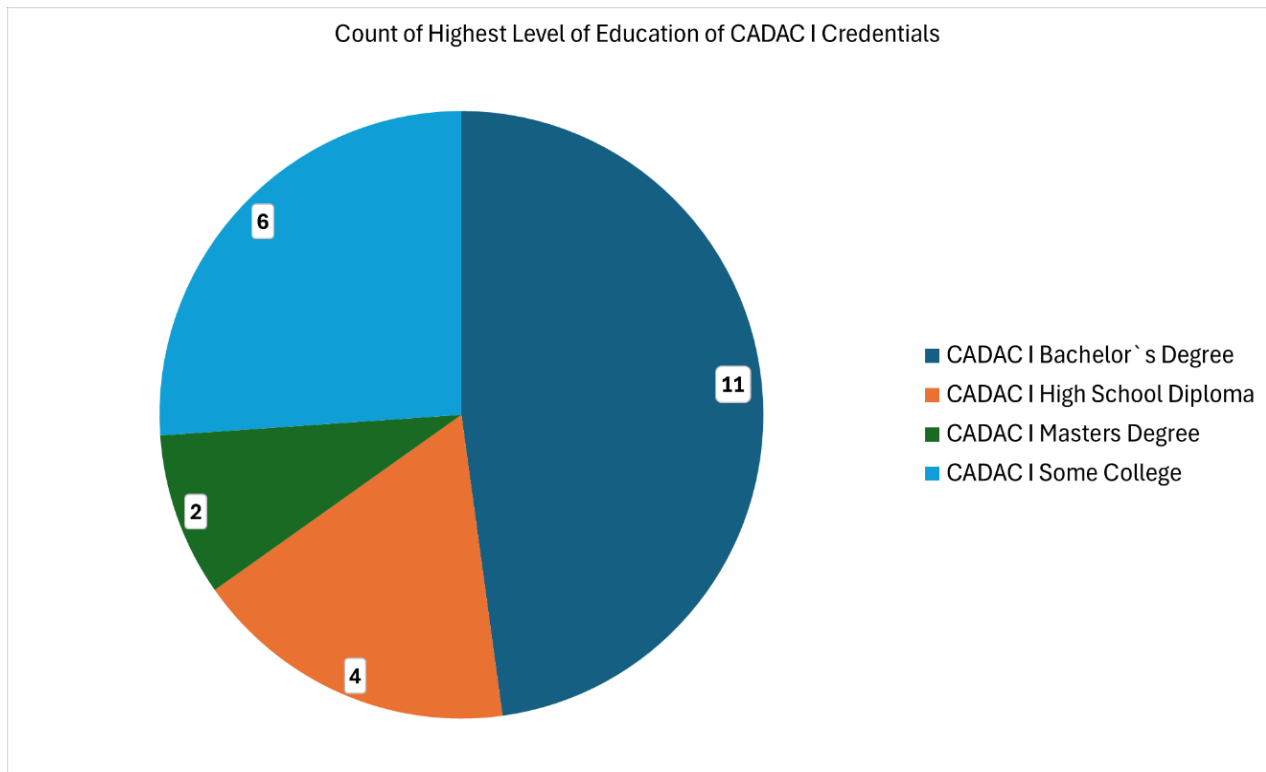
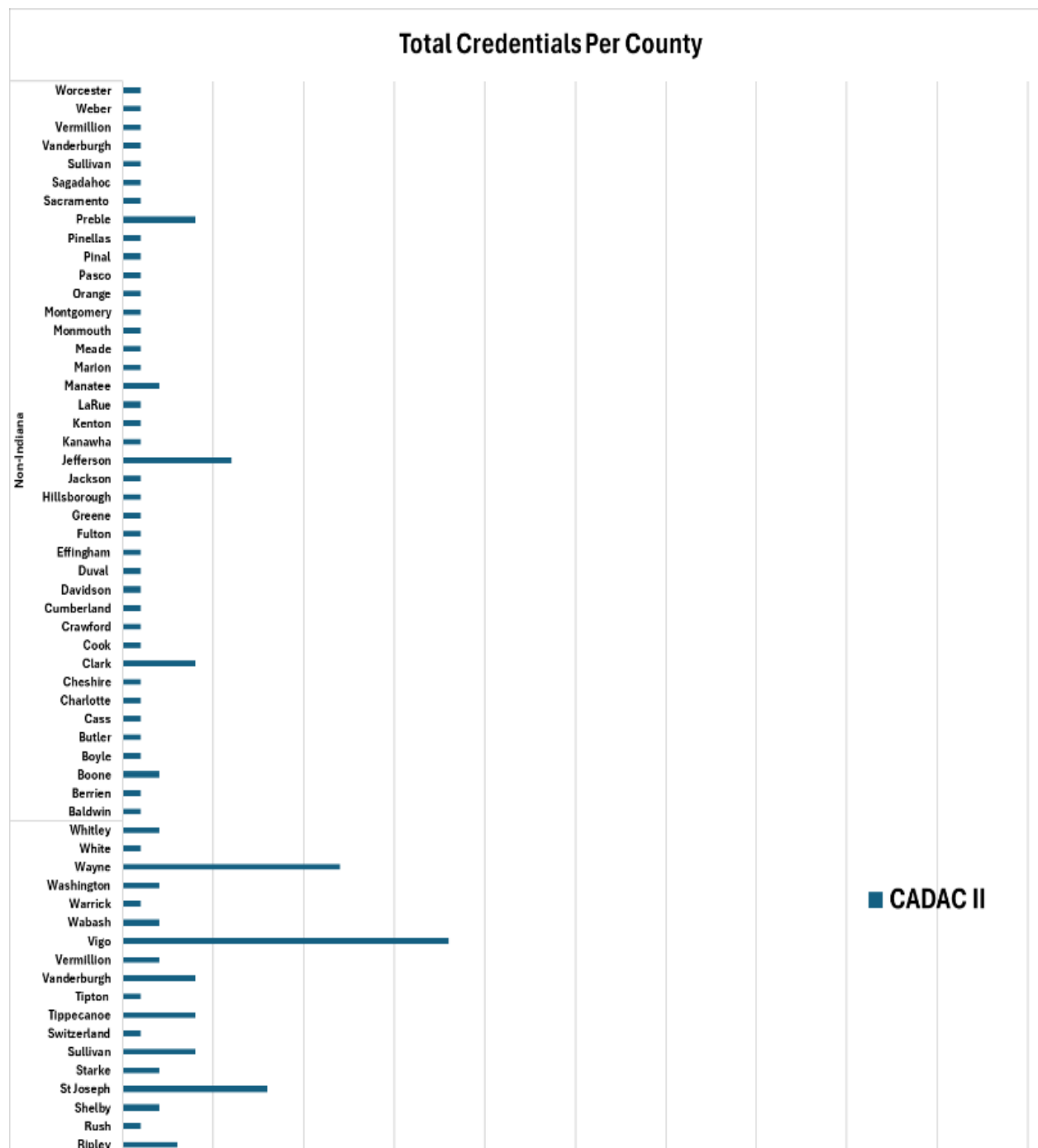


Figure 32 shows the count per education type for CADAC I credentials.

Certified Alcohol and Drug Addiction Consultant II (CADAC II) is a treatment level credential recognized by the Indiana Division of Mental Health and Addiction and by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries which offer the IC&RC Alcohol and Drug Counselor (ADC) credential. This credential is considered a billable counseling service credential in Indiana Opioid Treatment Programs.



Total CADAC II Credentials Per County graph continued onto next page

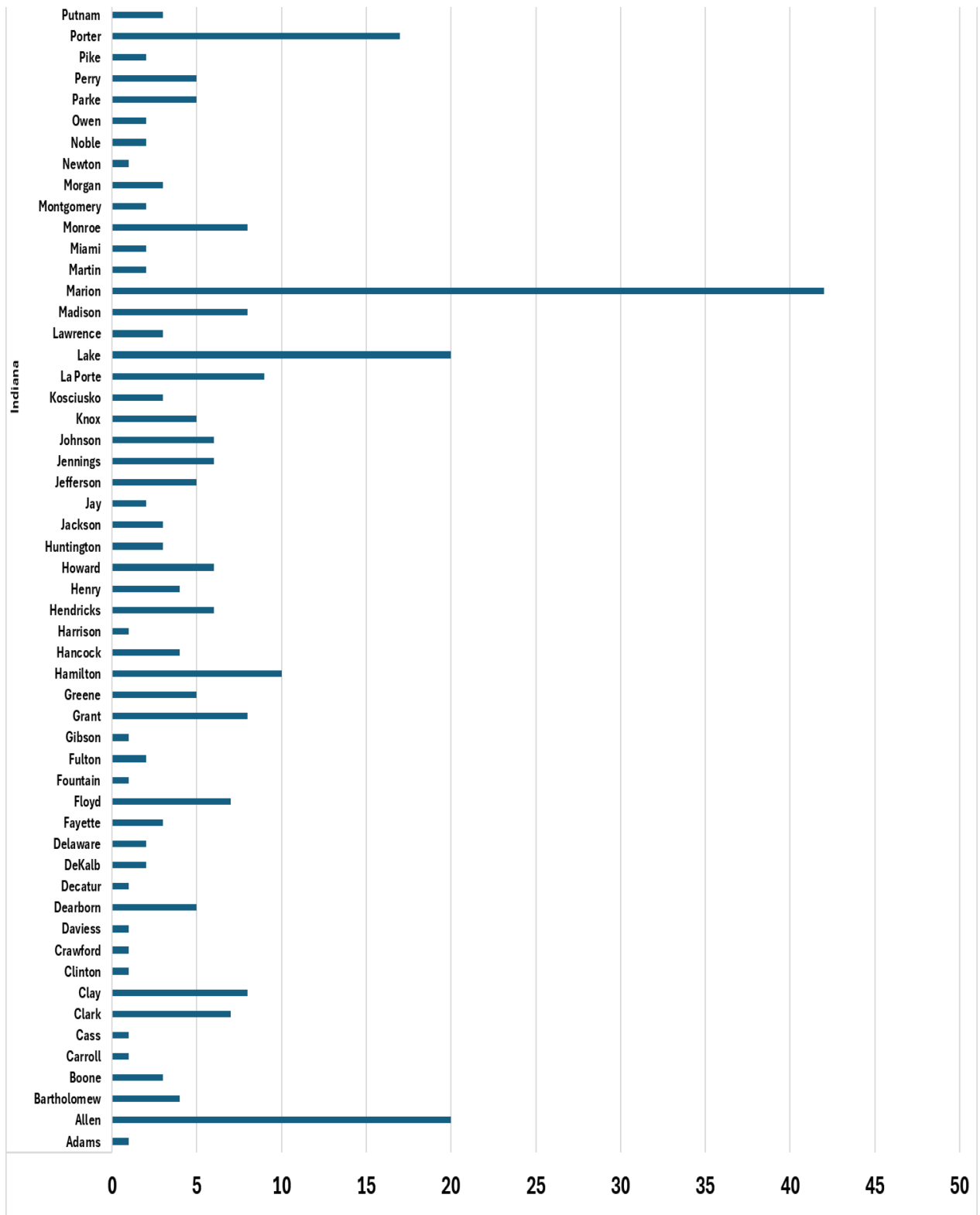


Figure 33 shows the count of CADAC II credentials by Indiana County and outside. Of the total 408 CADAC II credentials, 87% are in Indiana and the remaining 13% are in the following states: Alabama, Arizona, California, Florida, Georgia, Illinois, Kentucky, Maine, Massachusetts, Michigan, Mississippi, Missouri, Nevada, New Hampshire, New Jersey, Ohio, Tennessee, Utah, and West Virginia.

Indiana County	Total Credentials	Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	1	Jay	2	Switzerland	1
Allen	20	Jefferson	5	Tippecanoe	4
Bartholomew	4	Jennings	6	Tipton	1
Boone	3	Johnson	6	Vanderburgh	4
Carroll	1	Knox	5	Vermillion	2
Cass	1	Kosciusko	3	Vigo	18
Clark	7	La Porte	9	Wabash	2
Clay	8	Lake	20	Warrick	1
Clinton	1	Lawrence	3	Washington	2
Crawford	1	Madison	8	Wayne	12
Daviess	1	Marion	42	White	1
Dearborn	5	Martin	2	Whitley	2
Decatur	1	Miami	2		
DeKalb	2	Monroe	8		
Delaware	2	Montgomery	2		
Fayette	3	Morgan	3		
Floyd	7	Newton	1		
Fountain	1	Noble	2		
Fulton	2	Owen	2		
Gibson	1	Parke	5		
Grant	8	Perry	5		
Greene	5	Pike	2		
Hamilton	10	Porter	17		
Hancock	4	Putnam	3		
Harrison	1	Ripley	3		
Hendricks	6	Rush	1		
Henry	4	Shelby	2		
Howard	6	St Joseph	8		
Huntington	3	Starke	2		
Jackson	3	Sullivan	4		

Figure 34 shows the county and number breakdown as seen in figure 31. Indiana has 92 counties and of them, there is an ICAADA CADAC II credential in 78% of them.

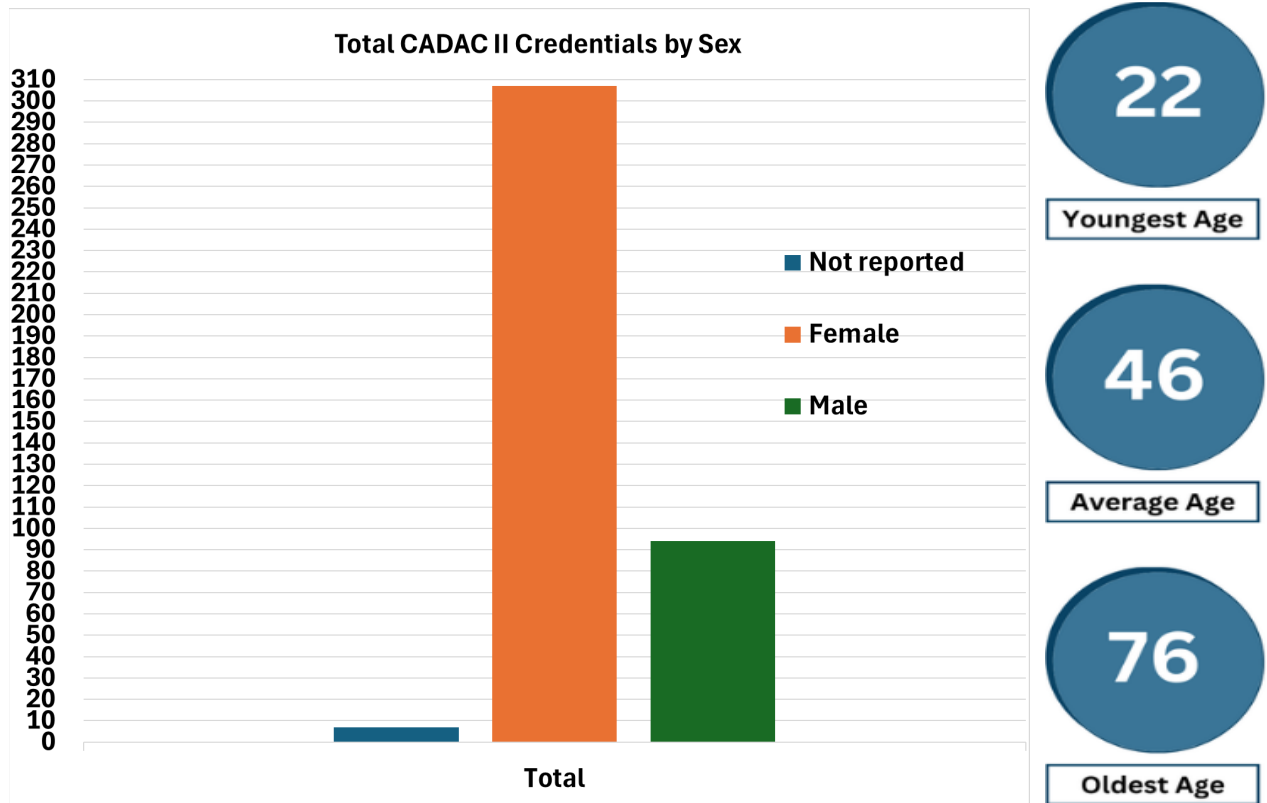


Figure 35 shows the total of CADAC II credentials based on Age and Sex.

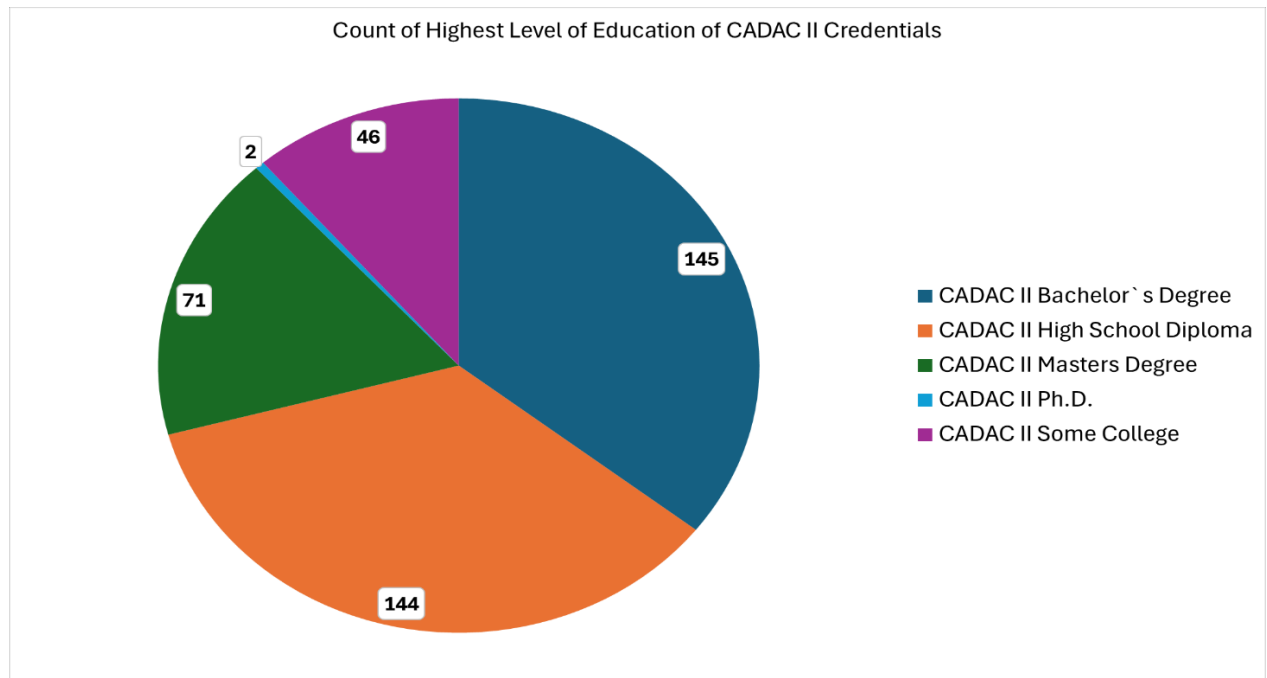


Figure 36 shows the count per education type for CADAC II credentials.

Certified Alcohol and Drug Addiction Consultant III (CADAC III) is a non-clinical addiction credential recognized by the Indiana Division of Mental Health & Addiction.

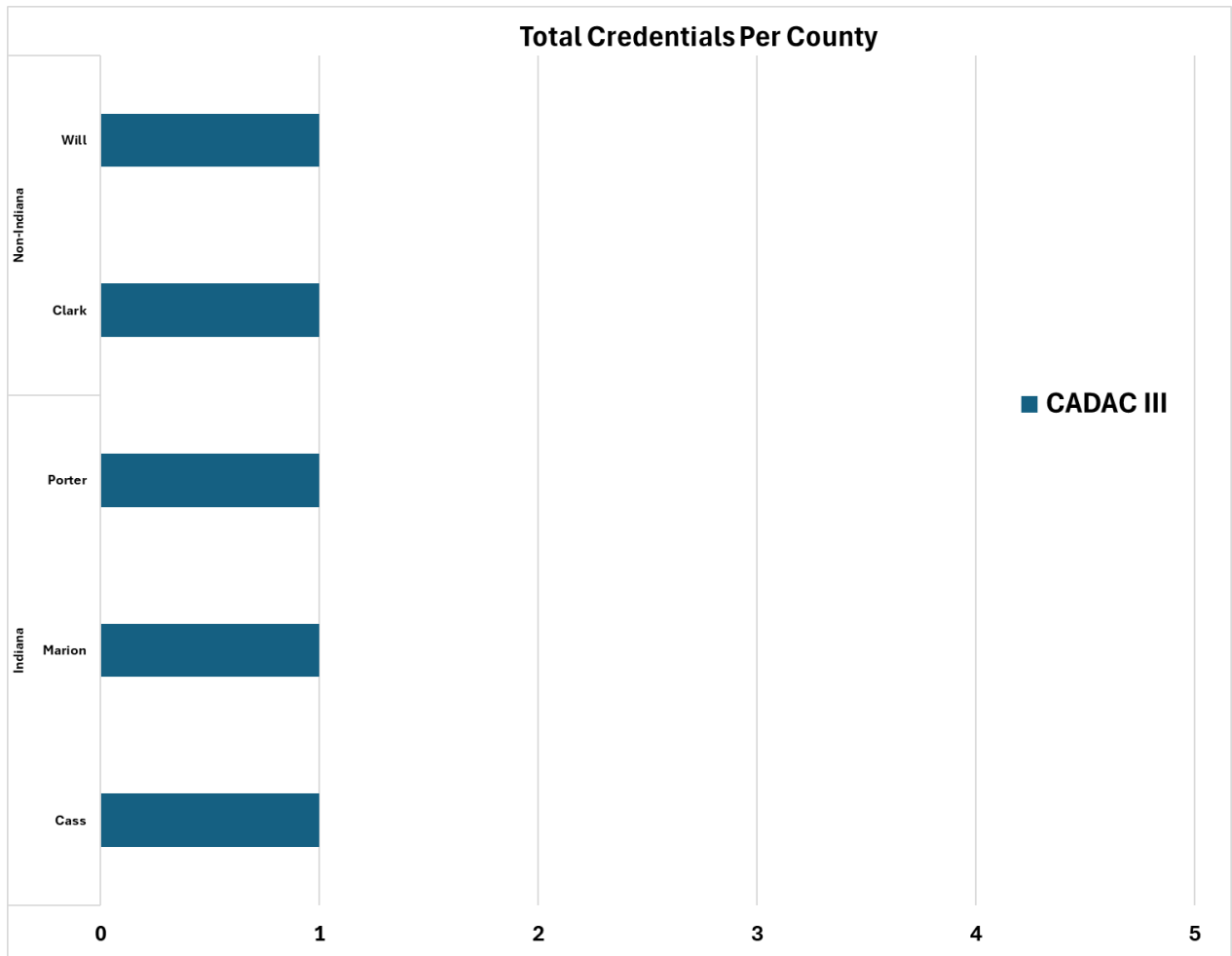


Figure 37 shows the count of CADAC III credentials by Indiana County and outside. Of the total 5 CADAC III credentials, 60% are in Indiana and the remaining 40% are in the following state: Illinois.

Indiana County	Total Credentials
Cass	1
Marion	1
Porter	1

Figure 38 shows the county and number breakdown as seen in figure 35. Indiana has 92 counties and of them, there is an ICAADA CADAC III credential in 3% of them.

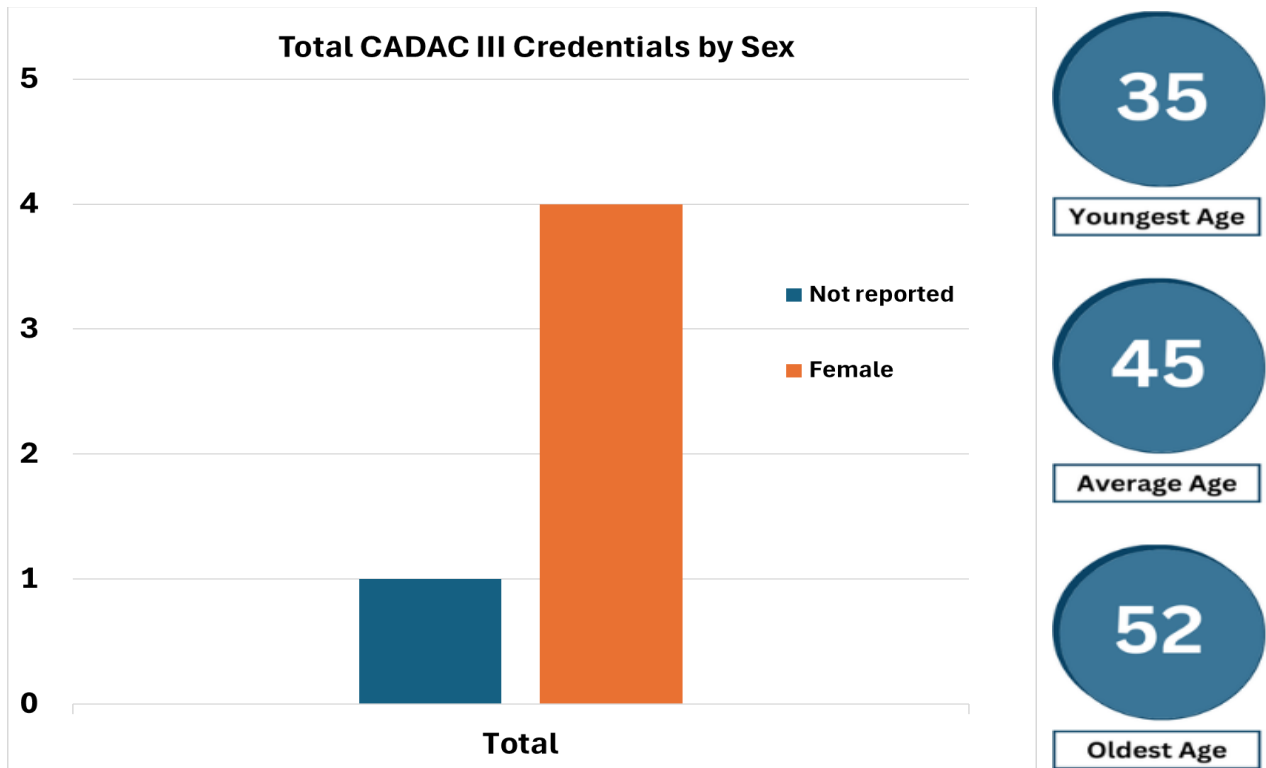


Figure 39 shows the total of CADAC III credentials based on Age and Sex.

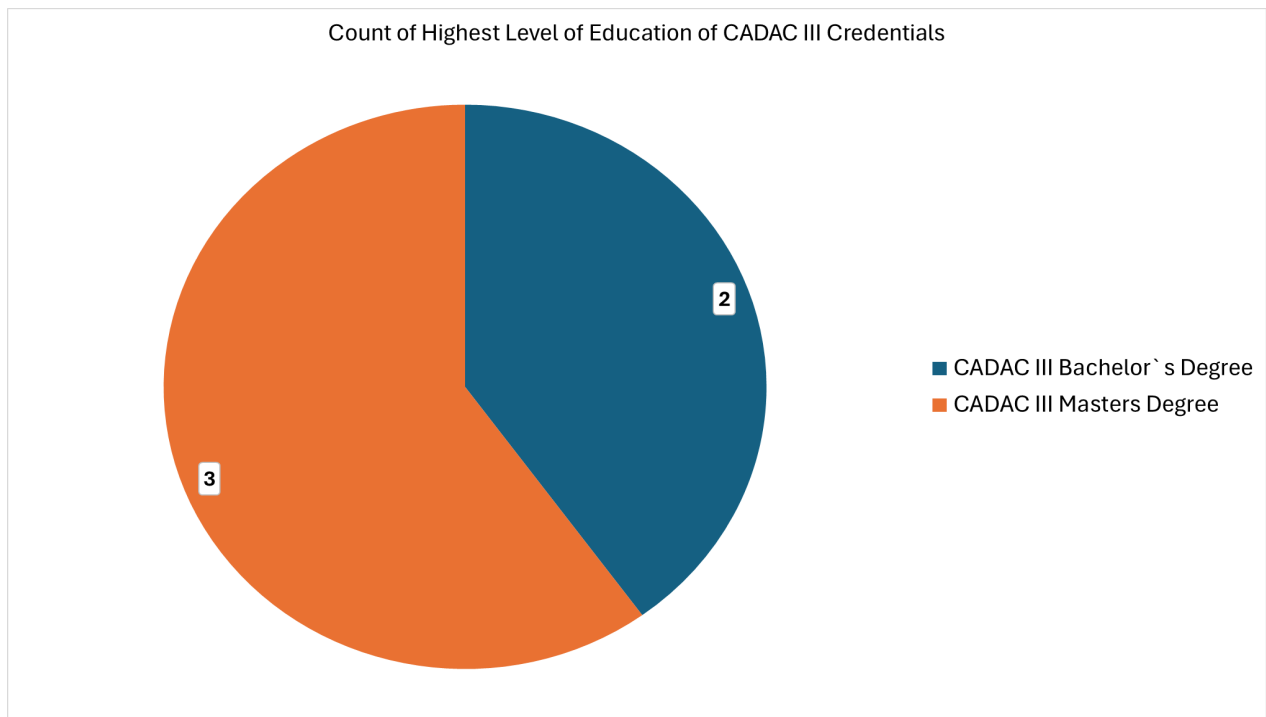


Figure 40 shows the count per education type for CADAC III credentials.

Certified Alcohol and Drug Addiction Consultant IV (CADAC IV) is a treatment level credential recognized by the Indiana Division of Mental Health and Addiction and by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries which offer the IC&RC Advanced Alcohol & Drug Counseling (AADC) credential. This credential is considered a billable counseling service credential in Indiana Opioid Treatment Programs.

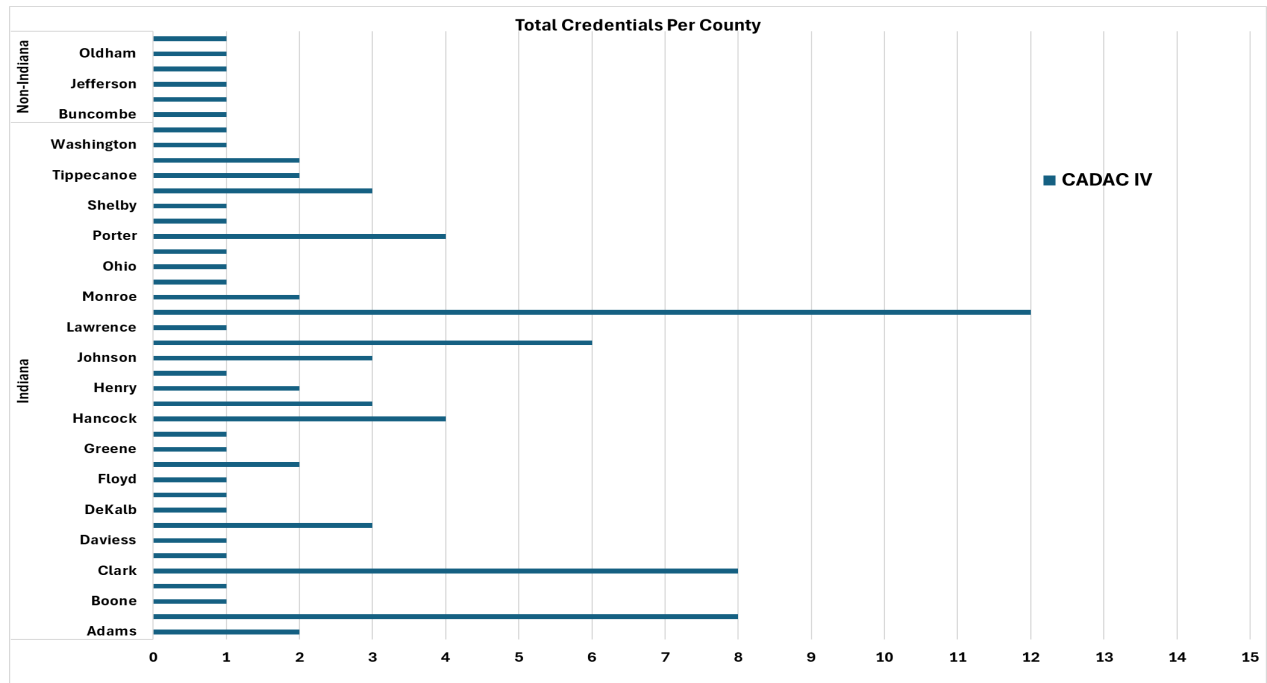


Figure 41 shows the count of CADAC IV credentials by Indiana County and outside. Of the total 90 CADAC IV credentials, 93% are in Indiana and the remaining 7% are in the following states: Kentucky, Nevada, North Carolina, and Virginia.

Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	2	Howard	1
Allen	8	Johnson	3
Boone	1	Lake	6
Brown	1	Lawrence	1
Clark	8	Marion	12
Crawford	1	Monroe	2
Daviess	1	Morgan	1
Dearborn	3	Ohio	1
DeKalb	1	Perry	1
Elkhart	1	Porter	4
Floyd	1	Ripley	1
Grant	2	Shelby	1
Greene	1	St Joseph	3
Hamilton	1	Tippecanoe	2
Hancock	4	Vigo	2
Hendricks	3	Washington	1
Henry	2	Wayne	1

Figure 42 shows the county and number breakdown as seen in figure 39. Indiana has 92 counties and of them, there is an ICAADA CADAC IV credential in 37% of them.

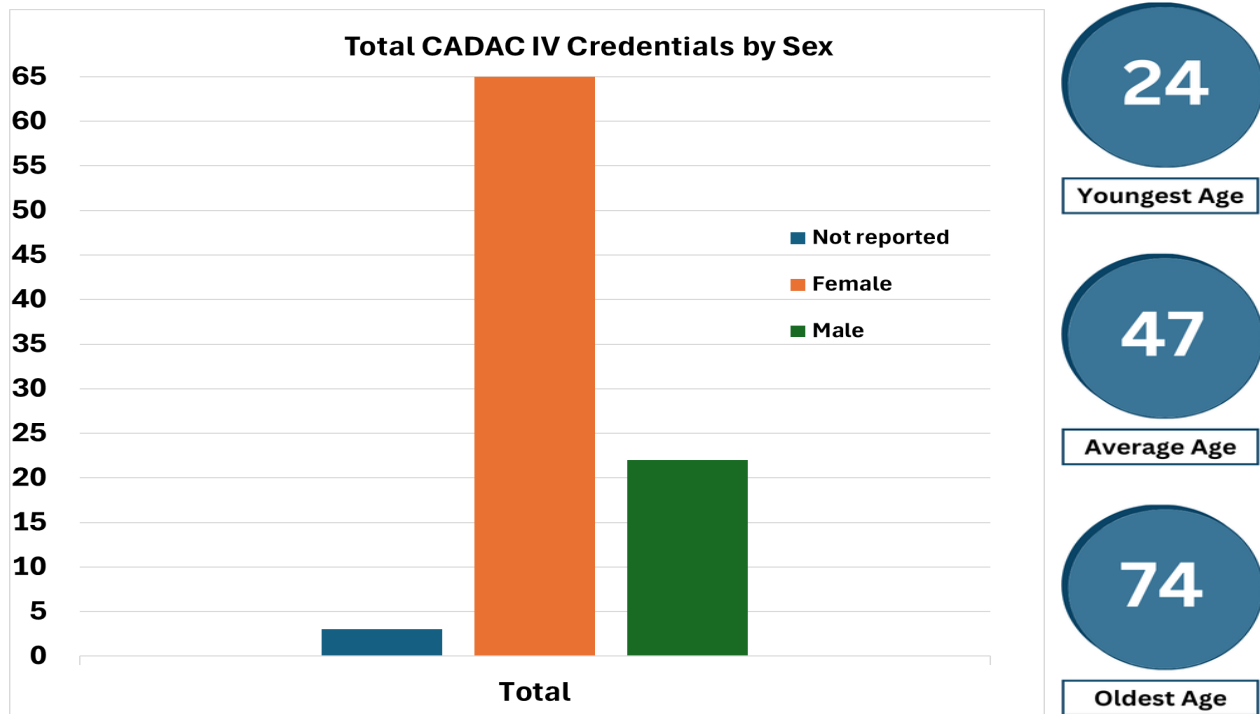


Figure 43 shows the total of CADAC IV credentials based on Age and Sex.

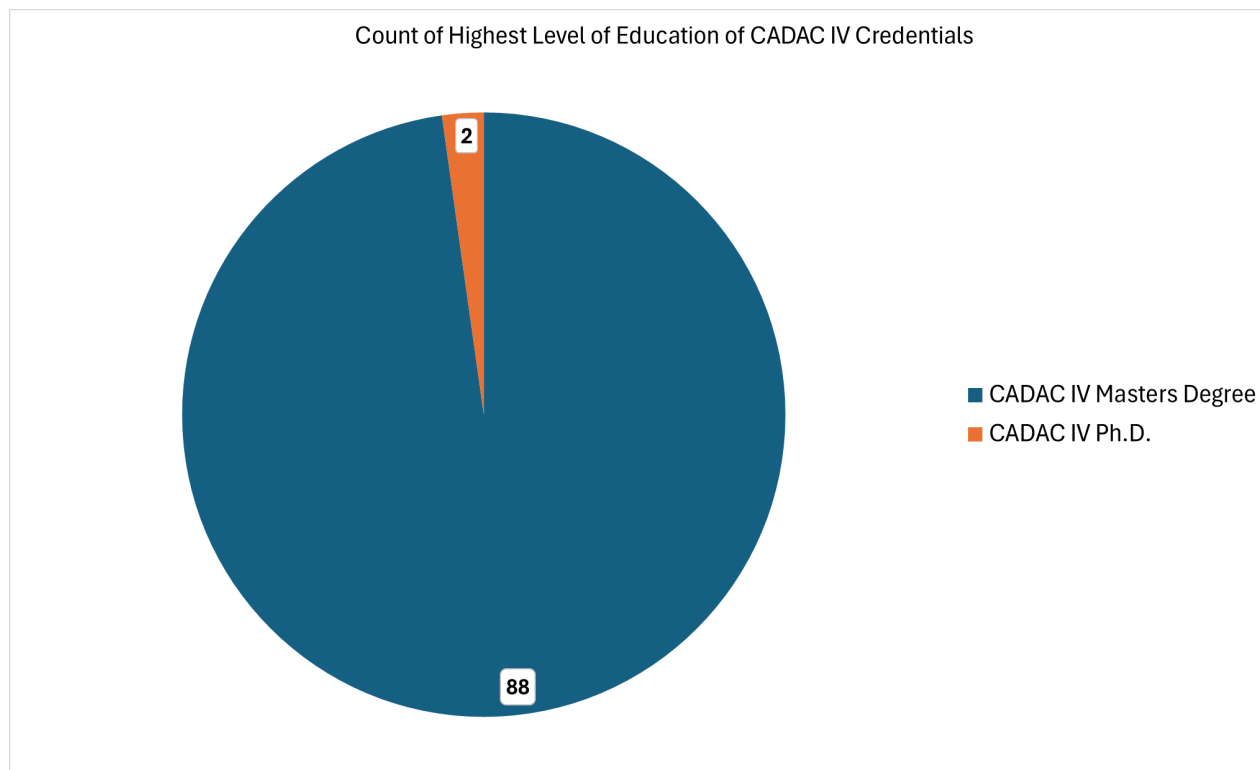


Figure 44 shows the count per education type for CADAC IV credentials.

Certified Alcohol and Drug Addiction Consultant V (CADAC V) is a clinical addiction credential recognized by the Indiana Division of Mental Health & Addiction.

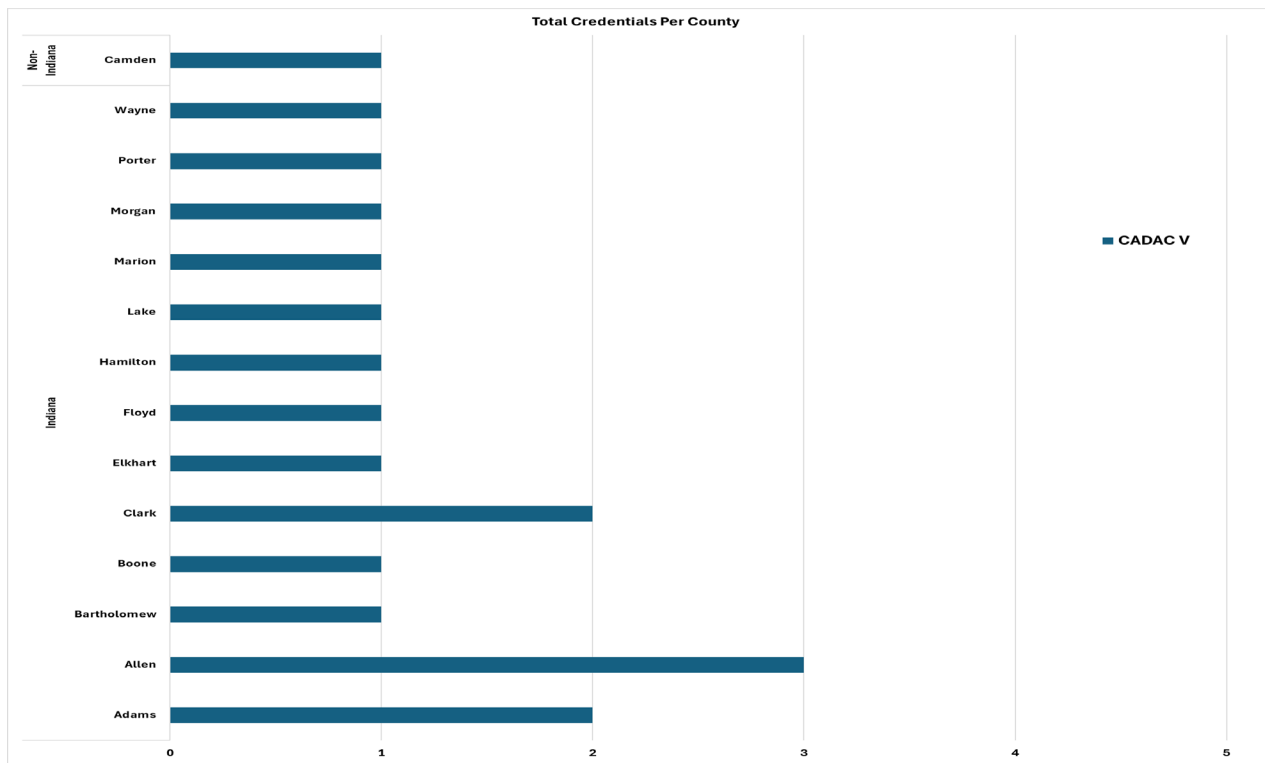


Figure 45 shows the count of CADAC V credentials by Indiana County and outside. Of the total 18 CADAC V credentials, 95% are in Indiana and the remaining 5% are in the following state: New Jersey.

Indiana County	Total Credentials
Adams	2
Allen	3
Bartholomew	1
Boone	1
Clark	2
Elkhart	1
Floyd	1
Hamilton	1
Lake	1
Marion	1
Morgan	1
Porter	1
Wayne	1

Figure 46 shows the county and number breakdown as seen in figure 43. Indiana has 92 counties and of them, there is an ICAADA CADAC V credential in 14% of them.

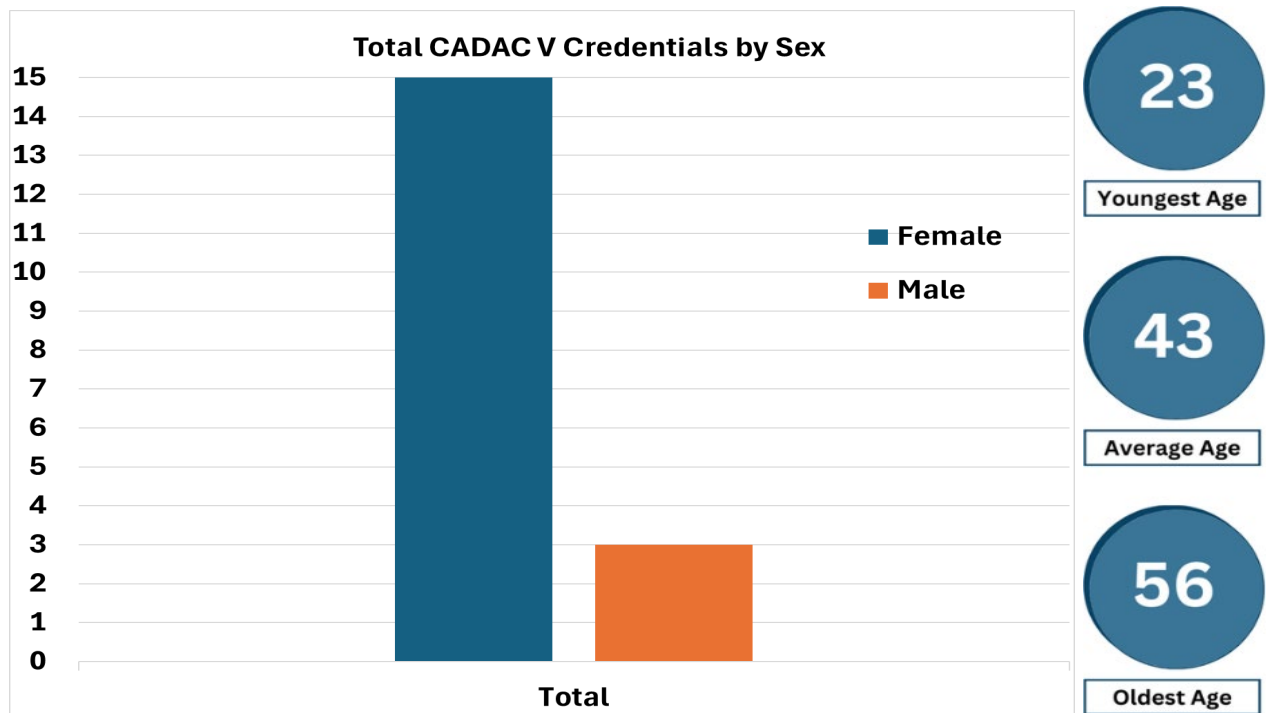


Figure 47 shows the total of CADAC V credentials based on Age and Sex.

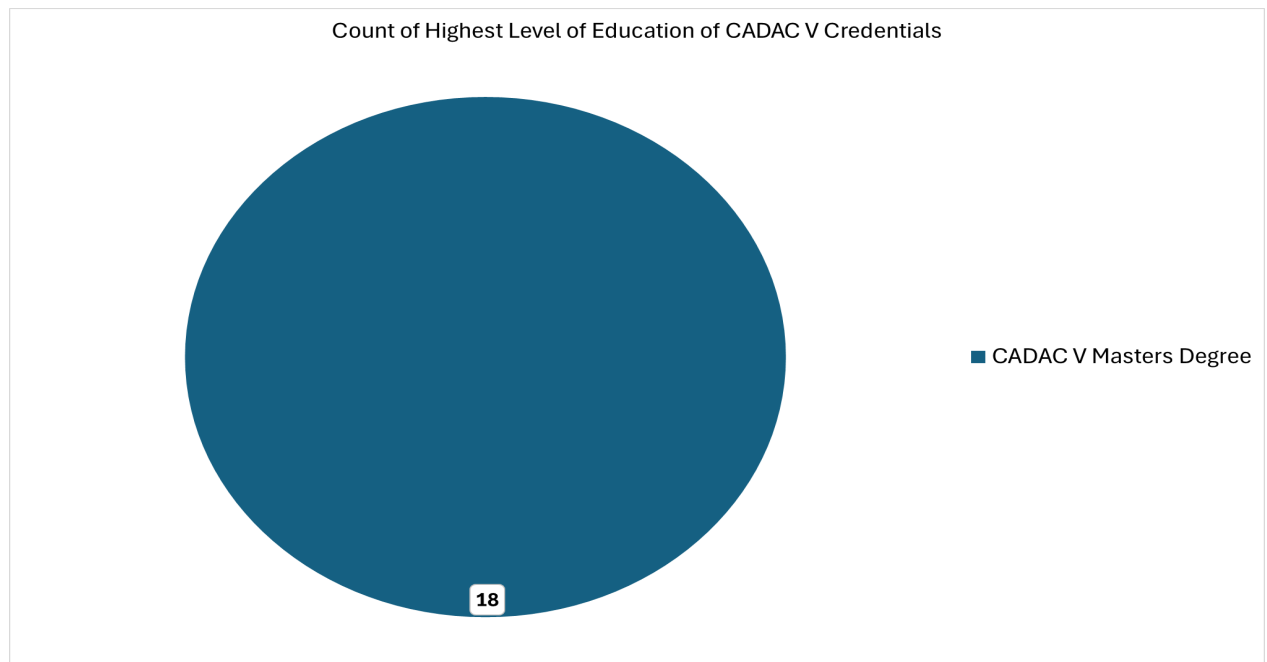


Figure 48 shows the count per education type for CADAC V credentials.

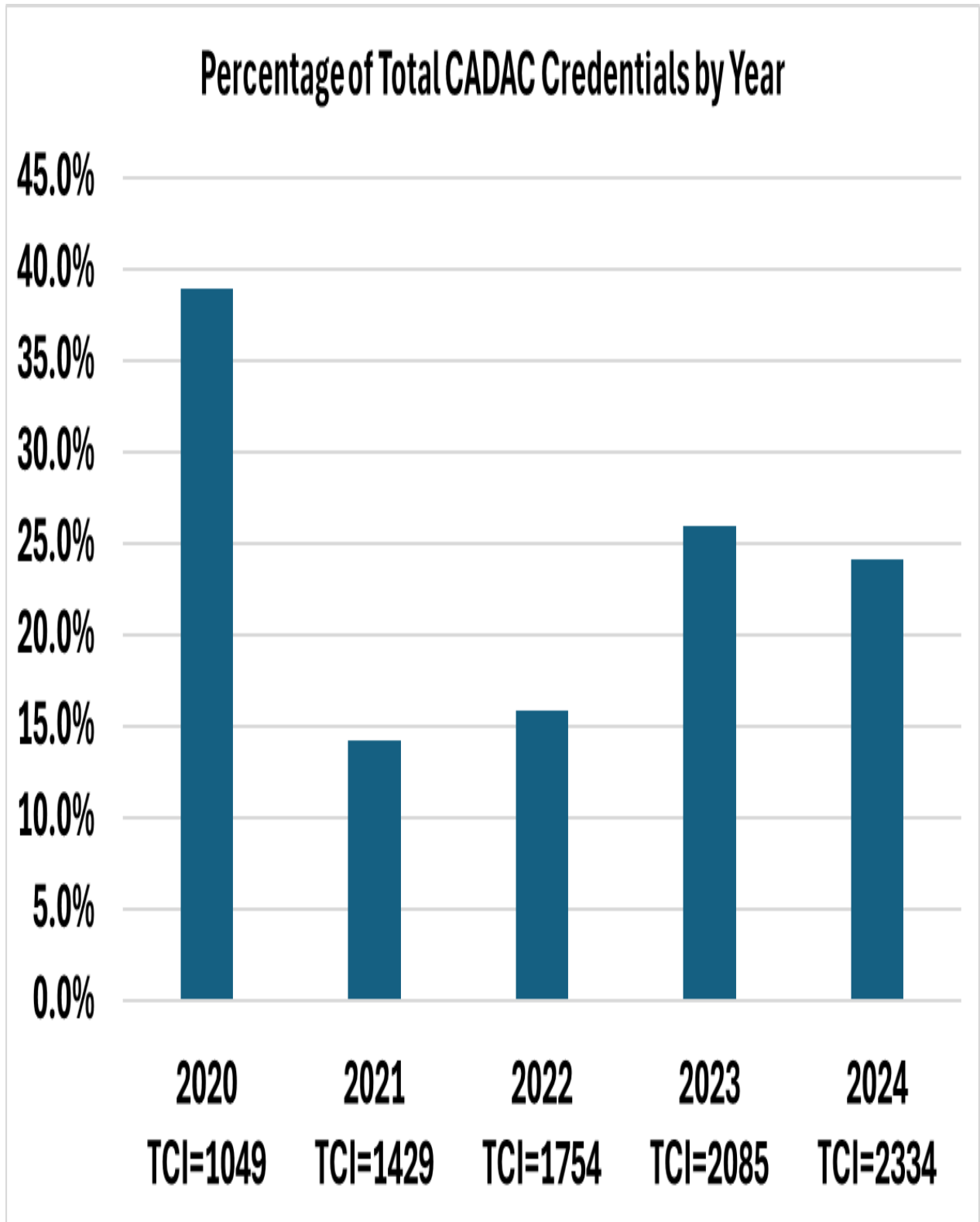


Figure 49 is the percentage of total CADAC I-V credentials (blue bars) compared to the total credentials issued (TCI=) for that year.

Certified Criminal Justice Specialist (CCJP) is an addiction credential for criminal justice professionals recognized by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries that offer the IC&RC CCJP credential.

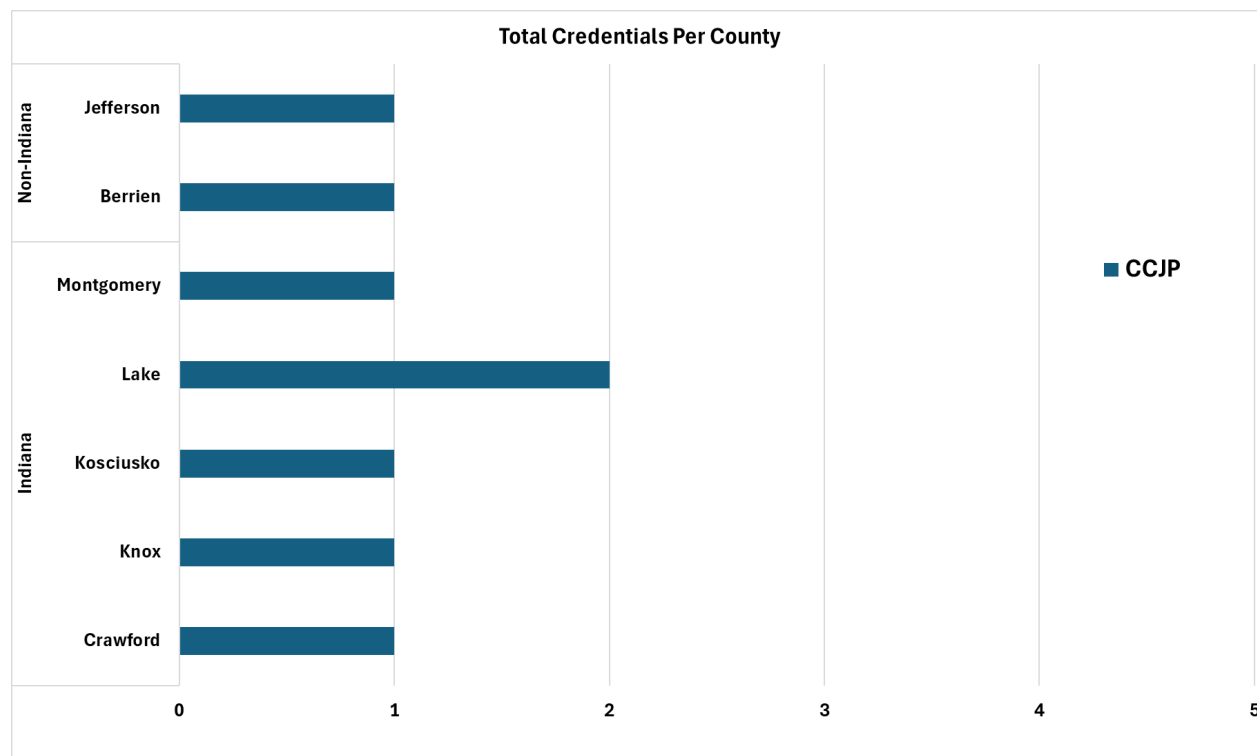


Figure 50 shows the count of CCJP credentials by county in Indiana. Of the total 8 CCJP credentials, 75% are in Indiana and the remaining 25% are in the following states: Kentucky and Michigan.

Indiana County	Total Credentials
Crawford	1
Knox	1
Kosciusko	1
Lake	2
Montgomery	1

Figure 51 shows the county and number breakdown as seen in figure 47. Indiana has 92 counties and of them, there is an ICAADA CCJP credential in 5% of them.

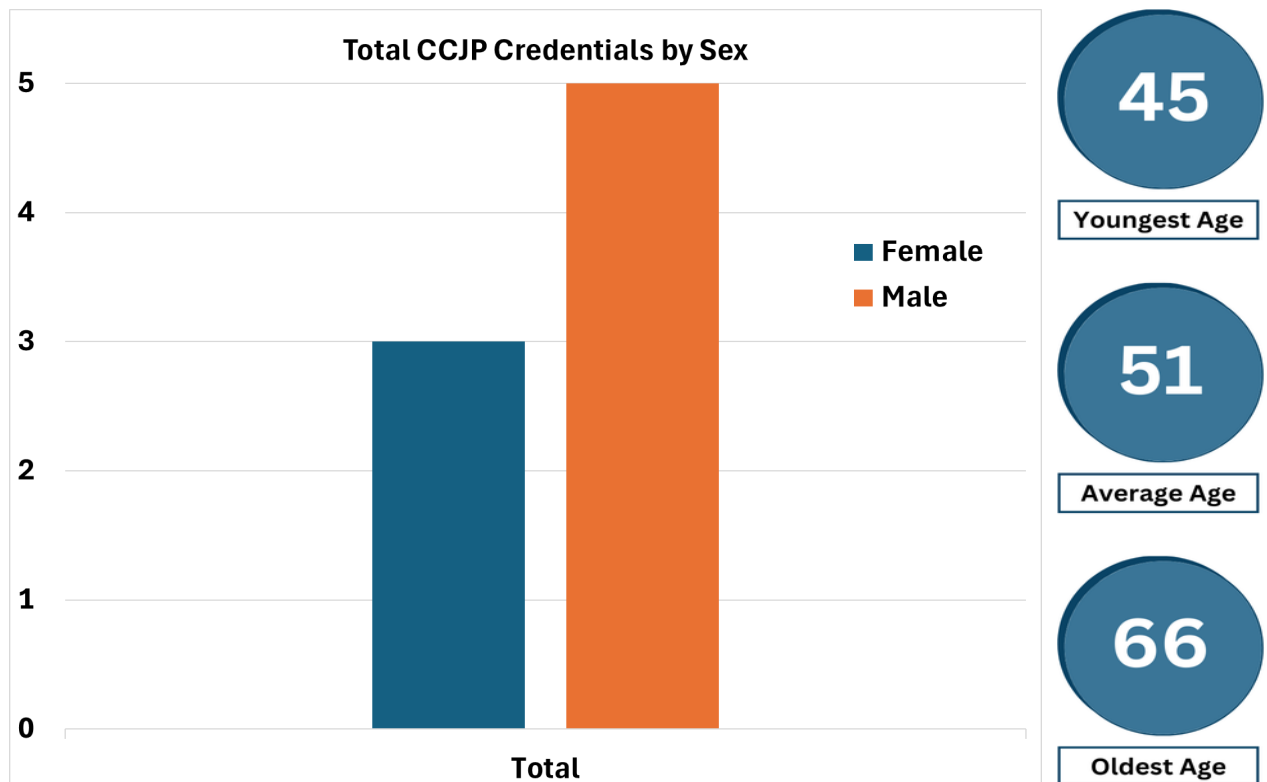


Figure 52 shows the total of CCJP credentials based on Age and Sex.

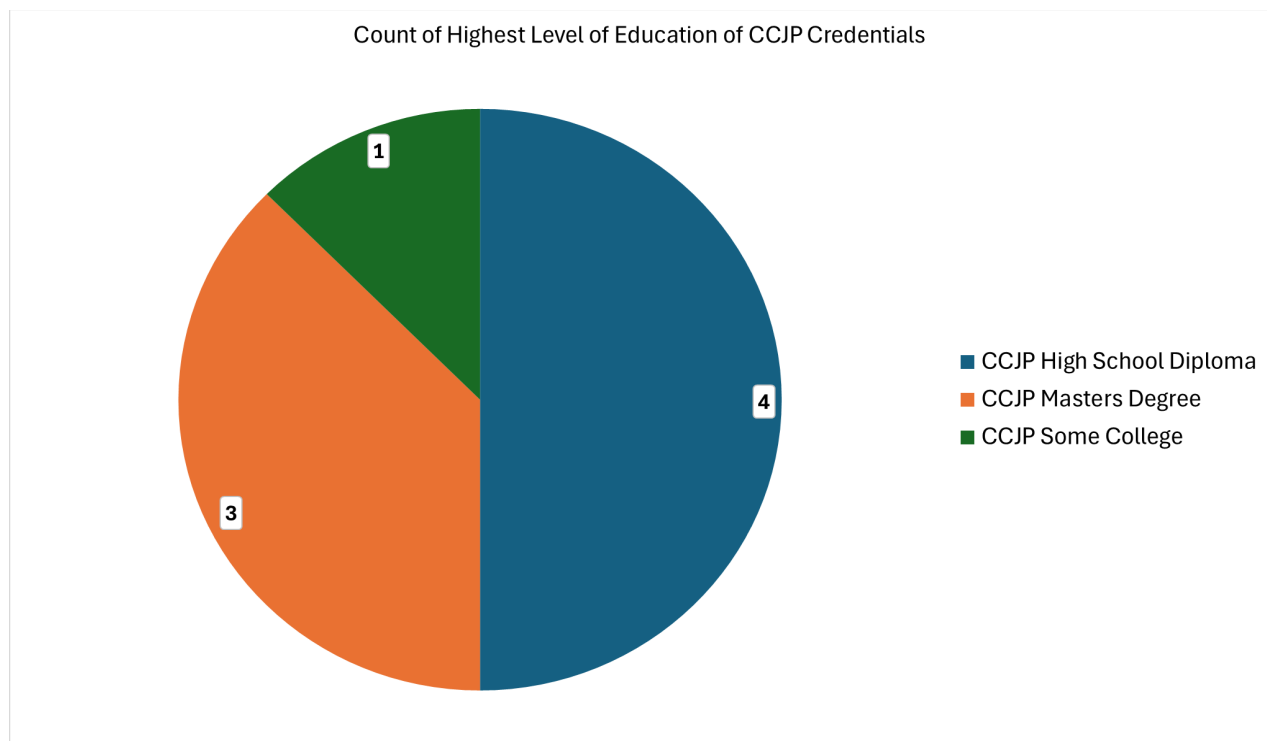


Figure 53 shows the count per education type for CCJP credentials.

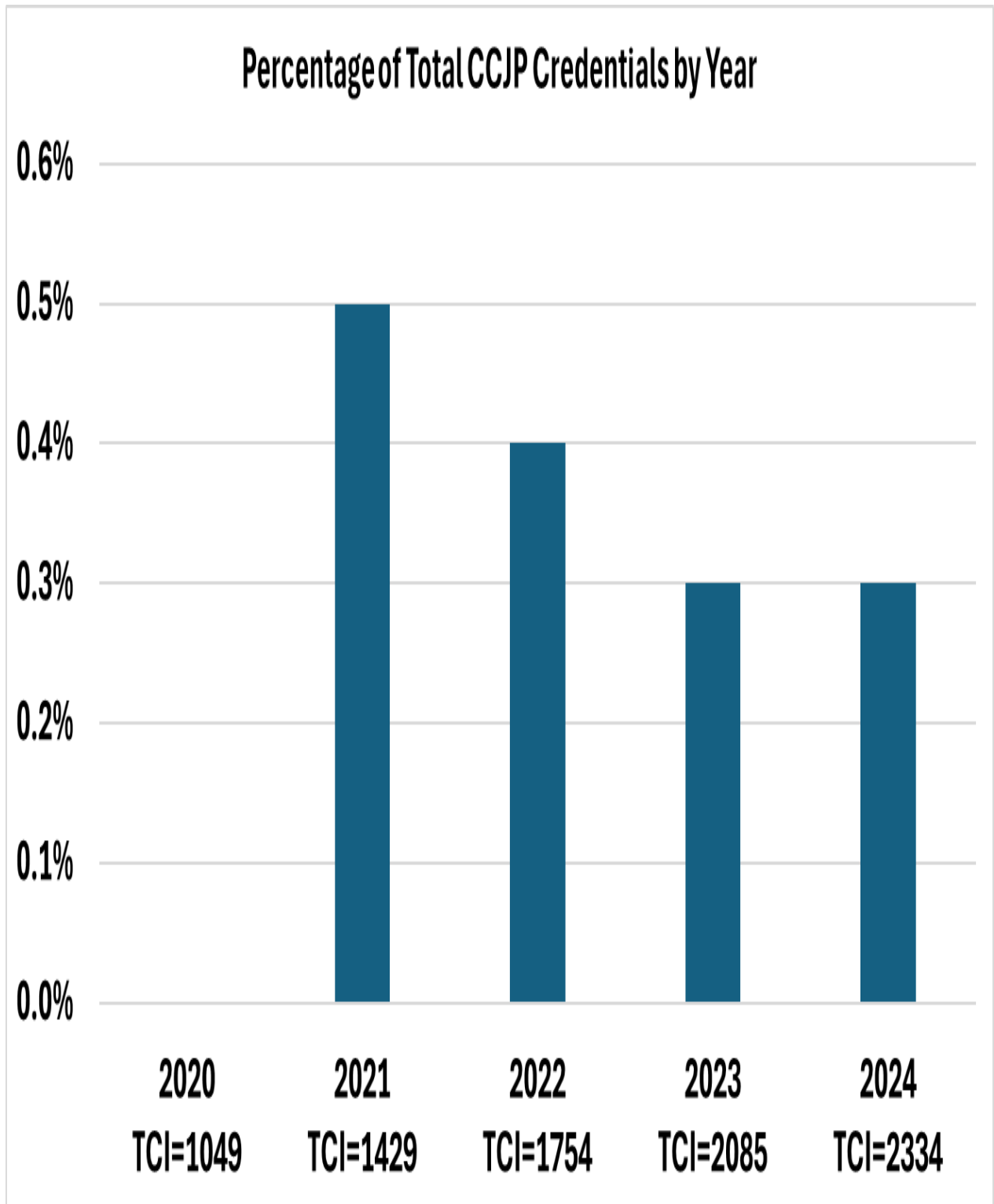


Figure 54 is the percentage of total CCJP credentials (blue bars) compared to the total credentials issued (TCI=) for that year. It is important to note that CCJP totals were not reported for 2020.

Medication Assisted Treatment Specialist (MATs) is a treatment credential recognized by the Division of Mental Health and Addiction of the Indiana Department of Family and Social Services Administration. This credential provides validation of additional competency related to the medications utilized to treat substance use disorders.

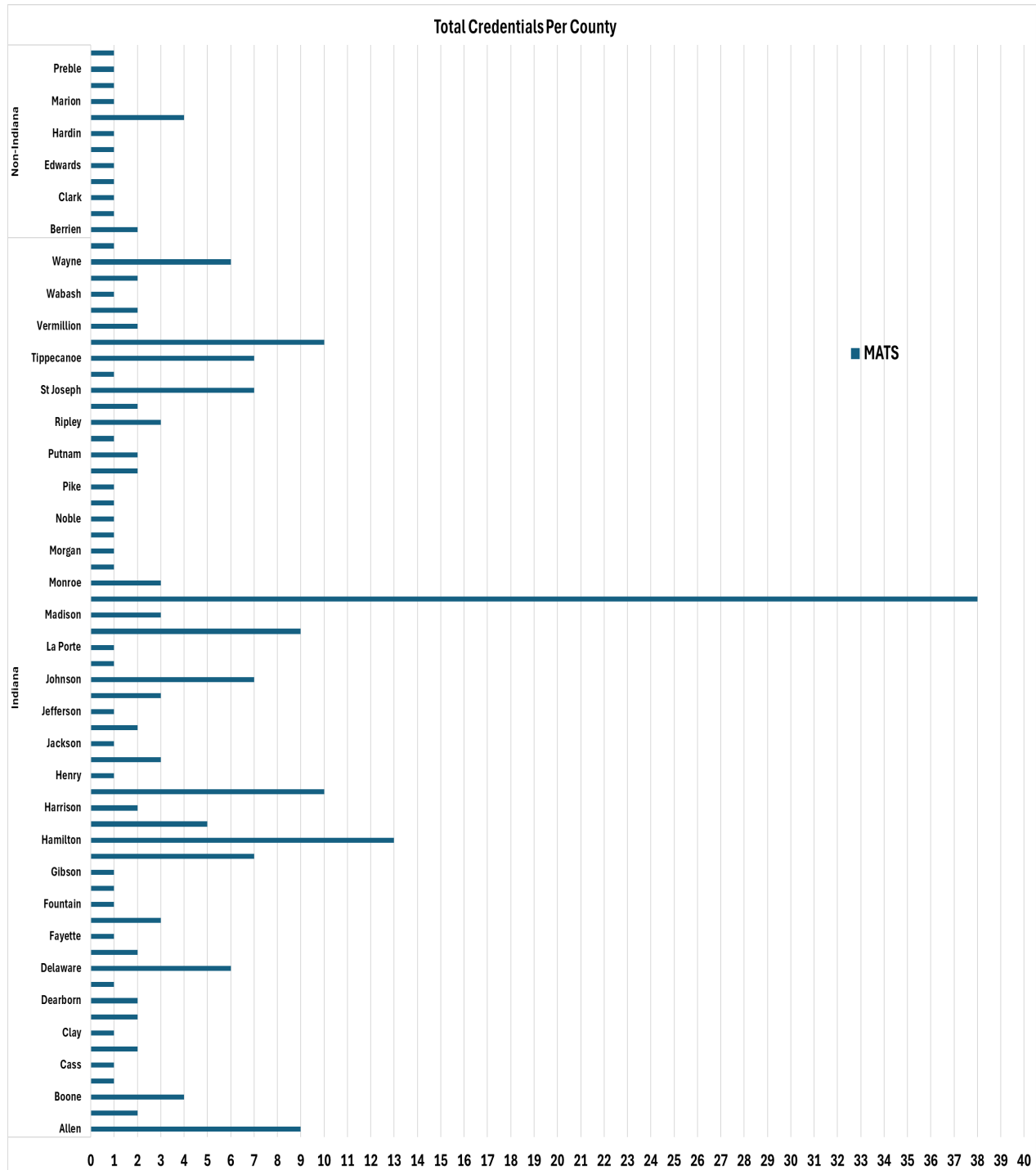


Figure 55 shows the count of MATS credentials by Indiana County and outside. Of the total 221 MATS credentials, 93% are in Indiana and the remaining 7% are in the following states: Kentucky, Illinois, Ohio, Michigan, and New York.

Indiana County	Total Credentials	Indiana County	Total Credentials
Allen	9	Johnson	7
Bartholomew	2	Knox	1
Boone	4	La Porte	1
Carroll	1	Lake	9
Cass	1	Madison	3
Clark	2	Marion	38
Clay	1	Monroe	3
Crawford	2	Montgomery	1
Dearborn	2	Morgan	1
DeKalb	1	Newton	1
Delaware	6	Noble	1
Elkhart	2	Parke	1
Fayette	1	Pike	1
Floyd	3	Porter	2
Fountain	1	Putnam	2
Fulton	1	Randolph	1
Gibson	1	Ripley	3
Grant	7	Scott	2
Hamilton	13	St Joseph	7
Hancock	5	Switzerland	1
Harrison	2	Tippecanoe	7
Hendricks	10	Vanderburgh	10
Henry	1	Vermillion	2
Howard	3	Vigo	2
Jackson	1	Wabash	1
Jasper	2	Warrick	2
Jefferson	1	Wayne	6
Jennings	3	Whitley	1

Figure 56 shows the county and number breakdown as seen in figure 51. Indiana has 92 counties and of them, there is an ICAADA MATS credential in 61% of them.

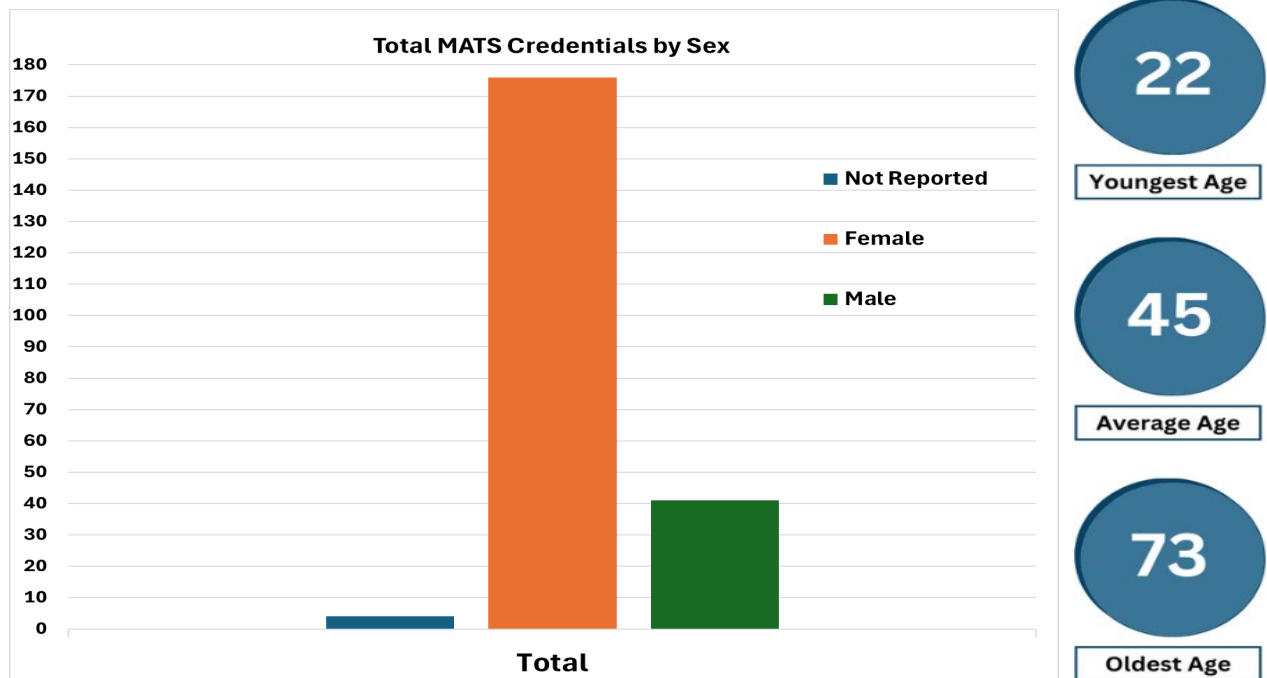


Figure 57 shows the total of MATS credentials based on Age and Sex.

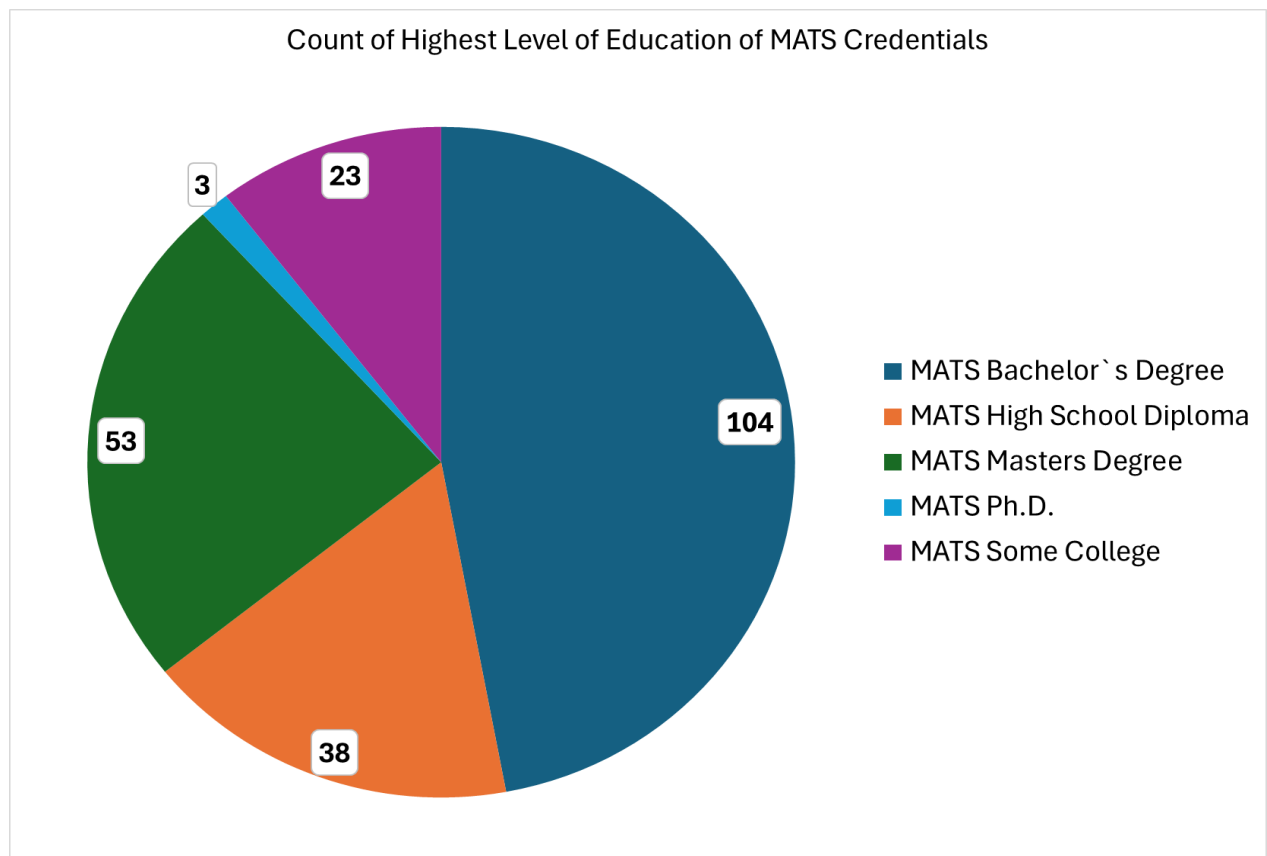


Figure 58 shows the count per education type for MATS credentials.

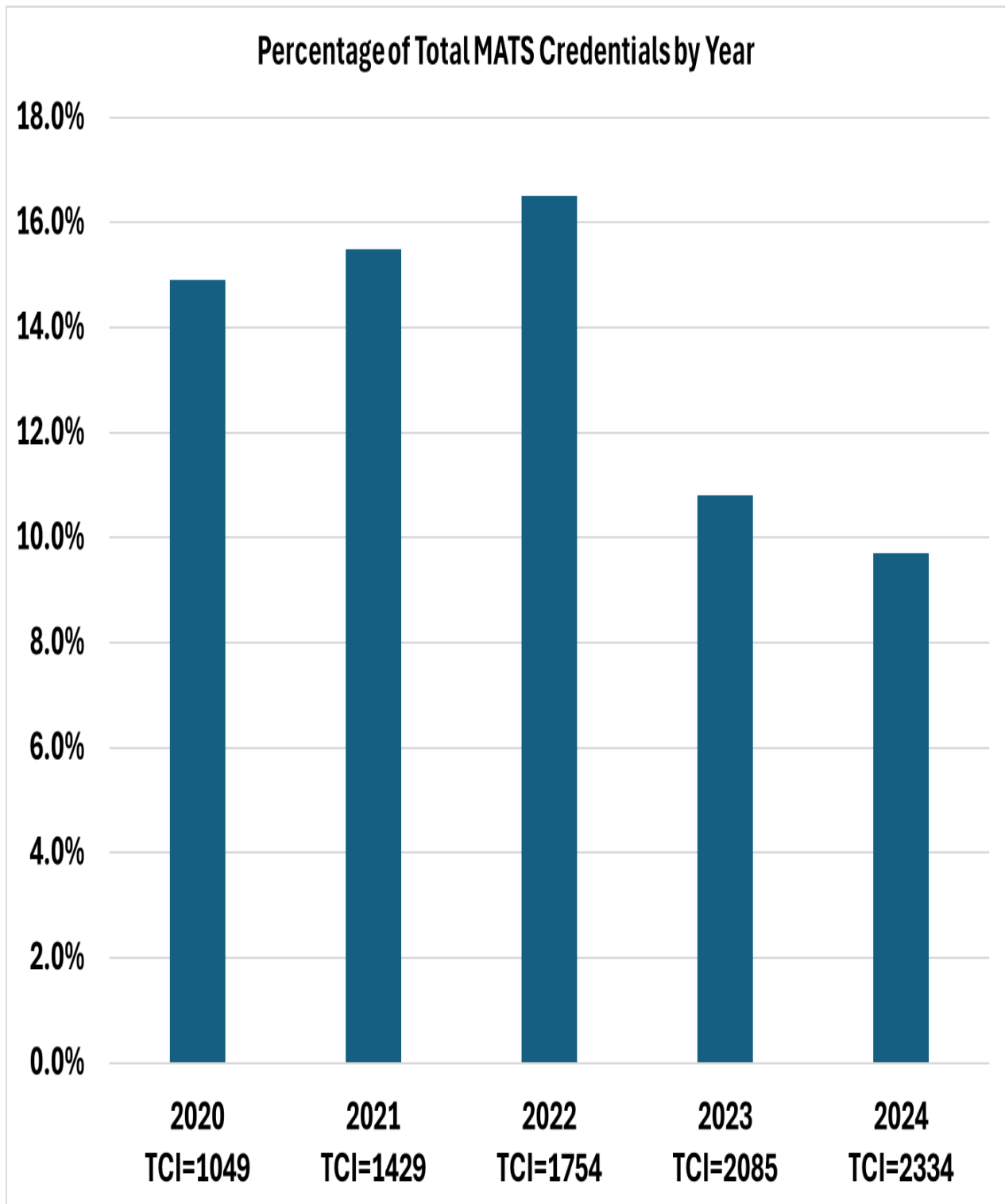
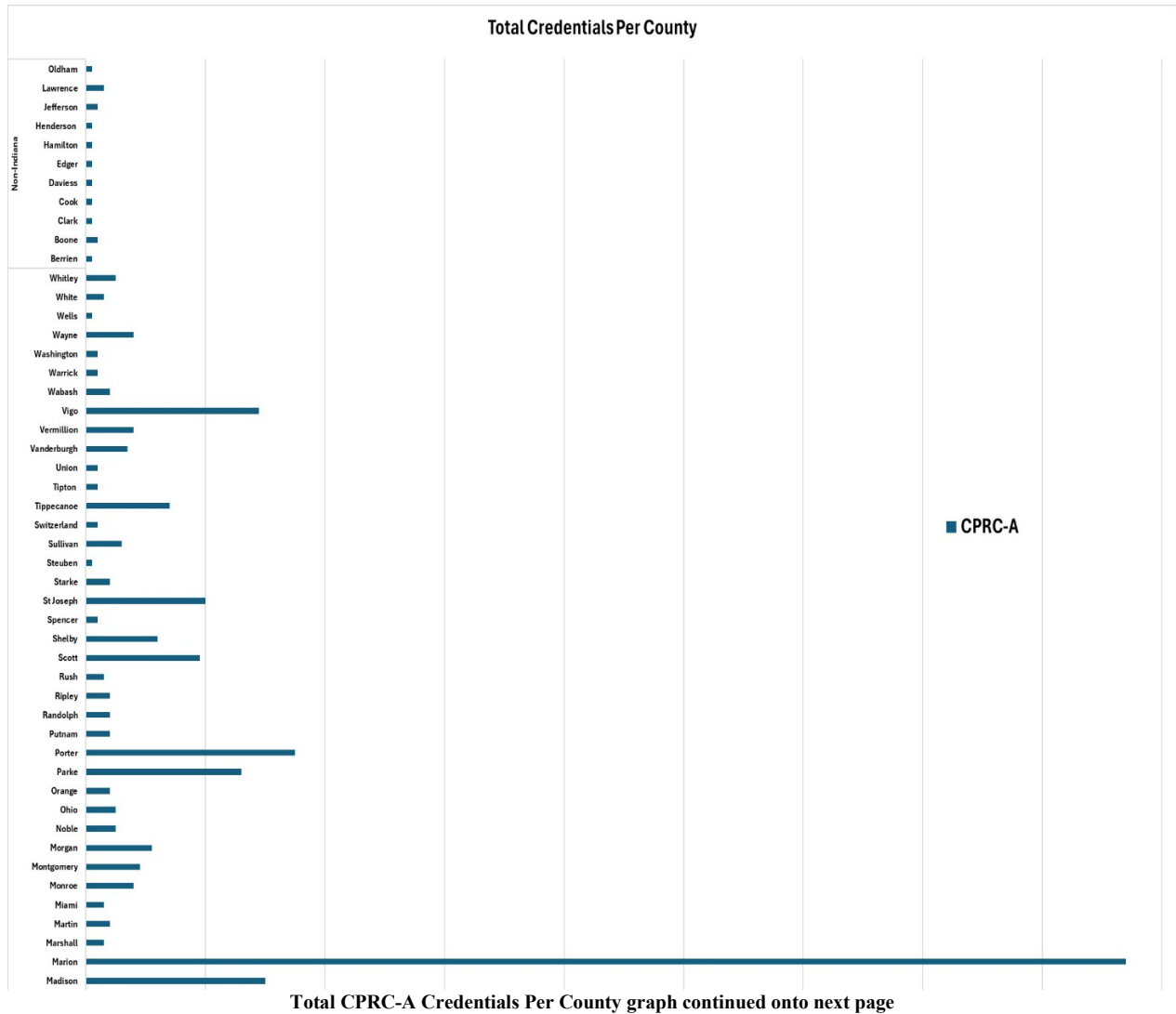


Figure 59 is the percentage of total MATS credentials (blue bars) compared to the total credentials issued (TCI=) for that year.

Recovery Credentials

Certified Peer Recovery Coach-Associates (CPRC-A) is an introductory level credential for those who are in personal lived experience of recovery from substance use, mental health, or co-occurring disorders. This credential is for those who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns.



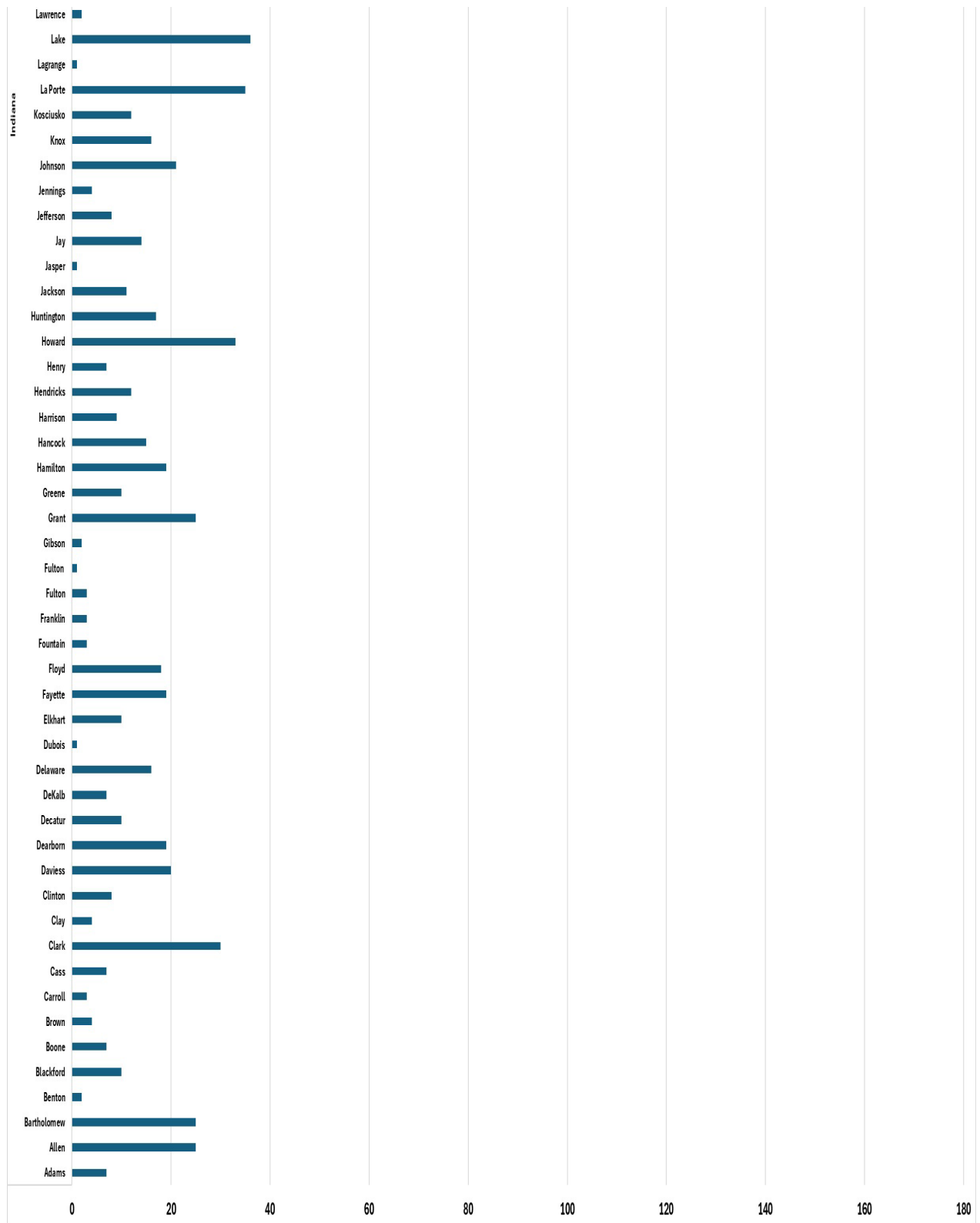


Figure 60 shows the count of CPRC-A credentials by Indiana County and outside. Of the total 1072 CPRC-A credentials, 98% are in Indiana and the remaining 2% are in the following states: Kentucky, Illinois, Ohio, and Michigan.

Indiana County	Total Credentials	Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	7	Harrison	9	Putnam	4
Allen	25	Hendricks	12	Randolph	4
Bartholomew	25	Henry	7	Ripley	4
Benton	2	Howard	33	Rush	3
Blackford	10	Huntington	17	Scott	19
Boone	7	Jackson	11	Shelby	12
Brown	4	Jasper	1	Spencer	2
Carroll	3	Jay	14	St Joseph	20
Cass	7	Jefferson	8	Starke	4
Clark	30	Jennings	4	Steuben	1
Clay	4	Johnson	21	Sullivan	6
Clinton	8	Knox	16	Switzerland	2
Daviess	20	Kosciusko	12	Tippecanoe	14
Dearborn	19	La Porte	35	Tipton	2
Decatur	10	Lagrange	1	Union	2
DeKalb	7	Lake	36	Vanderburgh	7
Delaware	16	Lawrence	2	Vermillion	8
Dubois	1	Madison	30	Vigo	29
Elkhart	10	Marion	174	Wabash	4
Fayette	19	Marshall	3	Warrick	2
Floyd	18	Martin	4	Washington	2
Fountain	3	Miami	3	Wayne	8
Franklin	3	Monroe	8	Wells	1
Fulton	3	Montgomery	9	White	3
Fulton	1	Morgan	11	Whitley	5
Gibson	2	Noble	5		
Grant	25	Ohio	5		
Greene	10	Orange	4		
Hamilton	19	Parke	26		
Hancock	15	Porter	35		

Figure 61 shows the county and number breakdown as seen in figure 55. Indiana has 92 counties and of them, there is an ICAADA CPRC-A credential in 92% of them.

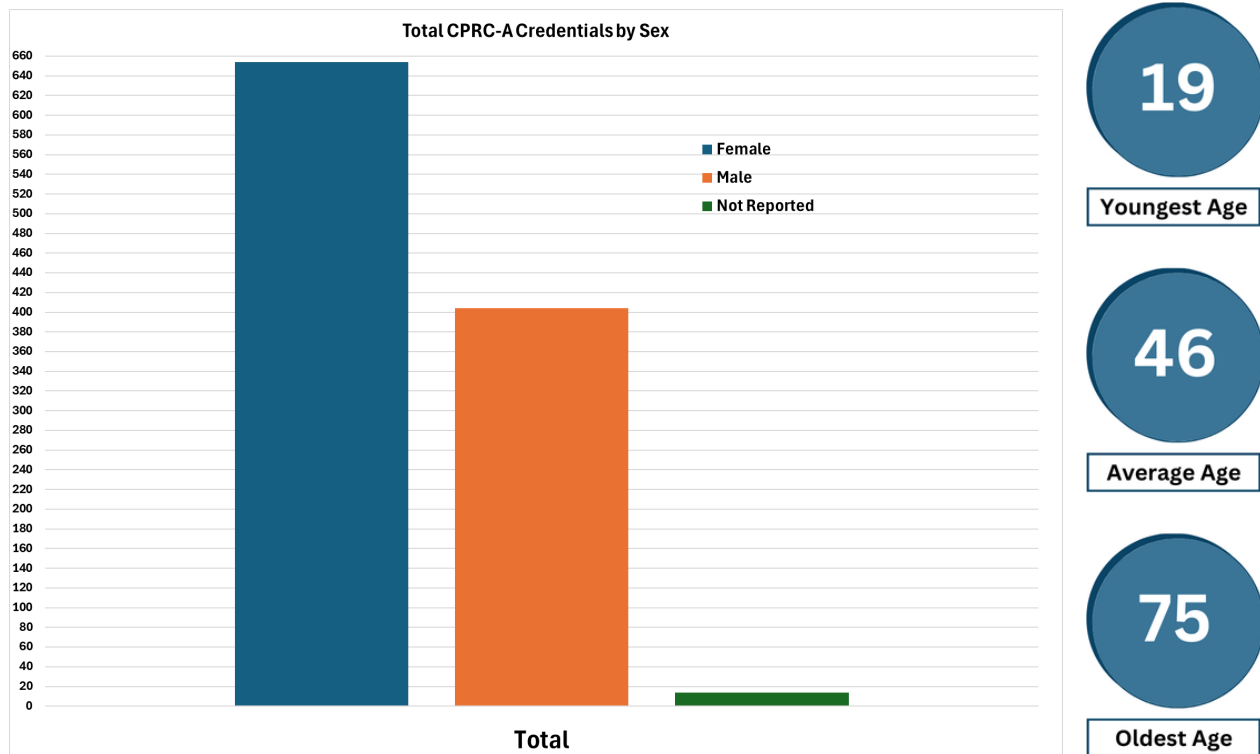


Figure 62 shows the total of CPRC-A credentials based on Age and Sex.

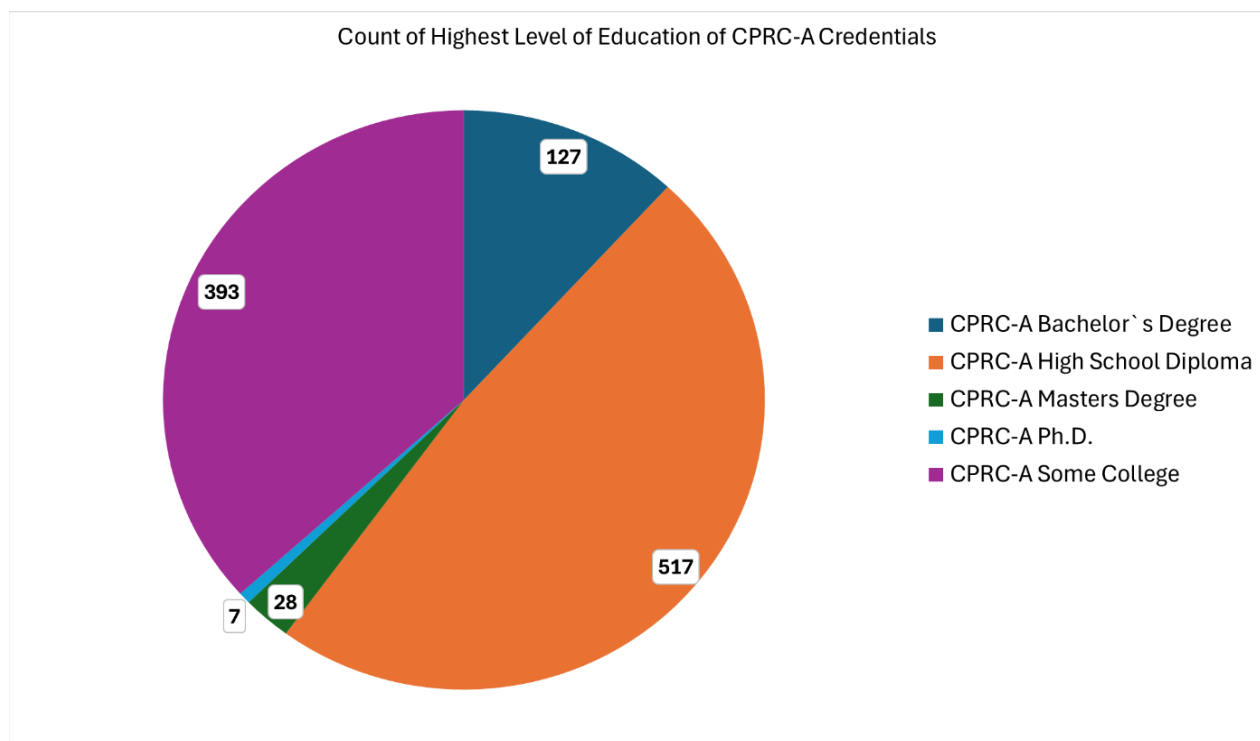


Figure 63 shows the count per education type for CPRC-A credentials.

Certified Peer Recovery Coach (CPRC) is an experienced level credential for those who are in personal lived experience of recovery from substance use, mental health, or co-occurring disorders. This credential is for those who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns. This peer recovery support credential is recognized by the Indiana Division of Mental Health and Addiction and Indiana Department of Workforce Development as Promoted Industry Certifications. This credential is a billable option through Indiana Medicaid, Indiana Recovery Works and Indiana Problem Gambler Awareness Program. This credential meets the International Credentialing & Reciprocity Consortium requirements for the Peer Recovery (PR) credential.

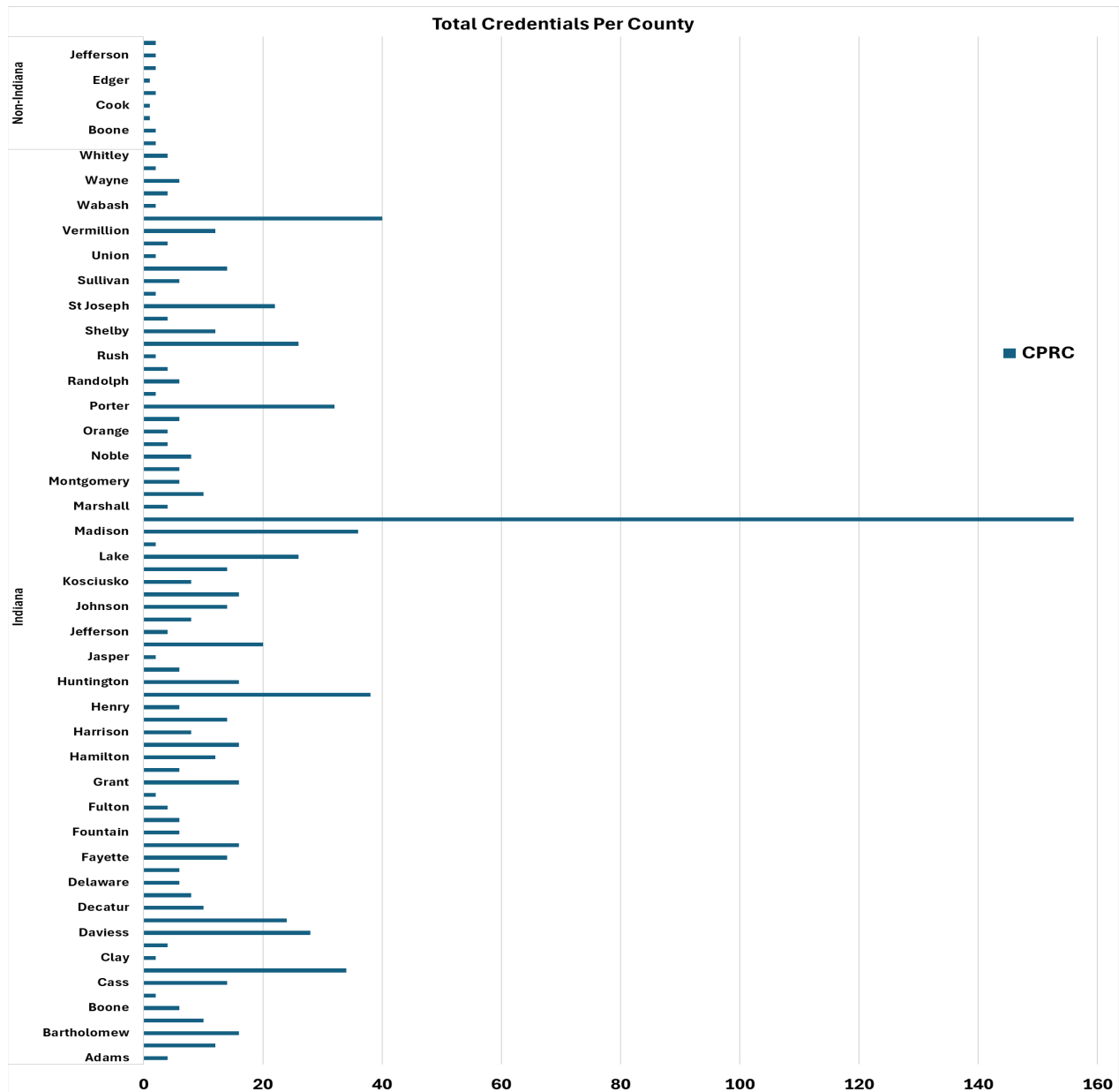


Figure 64 shows the count of CPRC credentials by Indiana County and outside. Of the total 949 CPRC credentials, 98% are in Indiana and the remaining 2% are in the following states: Kentucky, Illinois, Ohio, and Michigan.

Indiana County	Total Credentials	Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	4	Huntington	16	St Joseph	22
Allen	12	Jackson	6	Steuben	2
Bartholomew	16	Jasper	2	Sullivan	6
Blackford	10	Jay	20	Tippecanoe	14
Boone	6	Jefferson	4	Union	2
Carroll	2	Jennings	8	Vanderburgh	4
Cass	14	Johnson	14	Vermillion	12
Clark	34	Knox	16	Vigo	40
Clay	2	Kosciusko	8	Wabash	2
Clinton	4	La Porte	14	Warrick	4
Daviess	28	Lake	26	Wayne	6
Dearborn	24	Lawrence	2	White	2
Decatur	10	Madison	36	Whitley	4
DeKalb	8	Marion	156		
Delaware	6	Marshall	4		
Elkhart	6	Monroe	10		
Fayette	14	Montgomery	6		
Floyd	16	Morgan	6		
Fountain	6	Noble	8		
Franklin	6	Ohio	4		
Fulton	4	Orange	4		
Gibson	2	Parke	6		
Grant	16	Porter	32		
Greene	6	Putnam	2		
Hamilton	12	Randolph	6		
Hancock	16	Ripley	4		
Harrison	8	Rush	2		
Hendricks	14	Scott	26		
Henry	6	Shelby	12		
Howard	38	Spencer	4		

Figure 65 shows the county and number breakdown as seen in figure 59. Indiana has 92 counties and of them, there is an ICAADA CPRC credential in 79% of them.

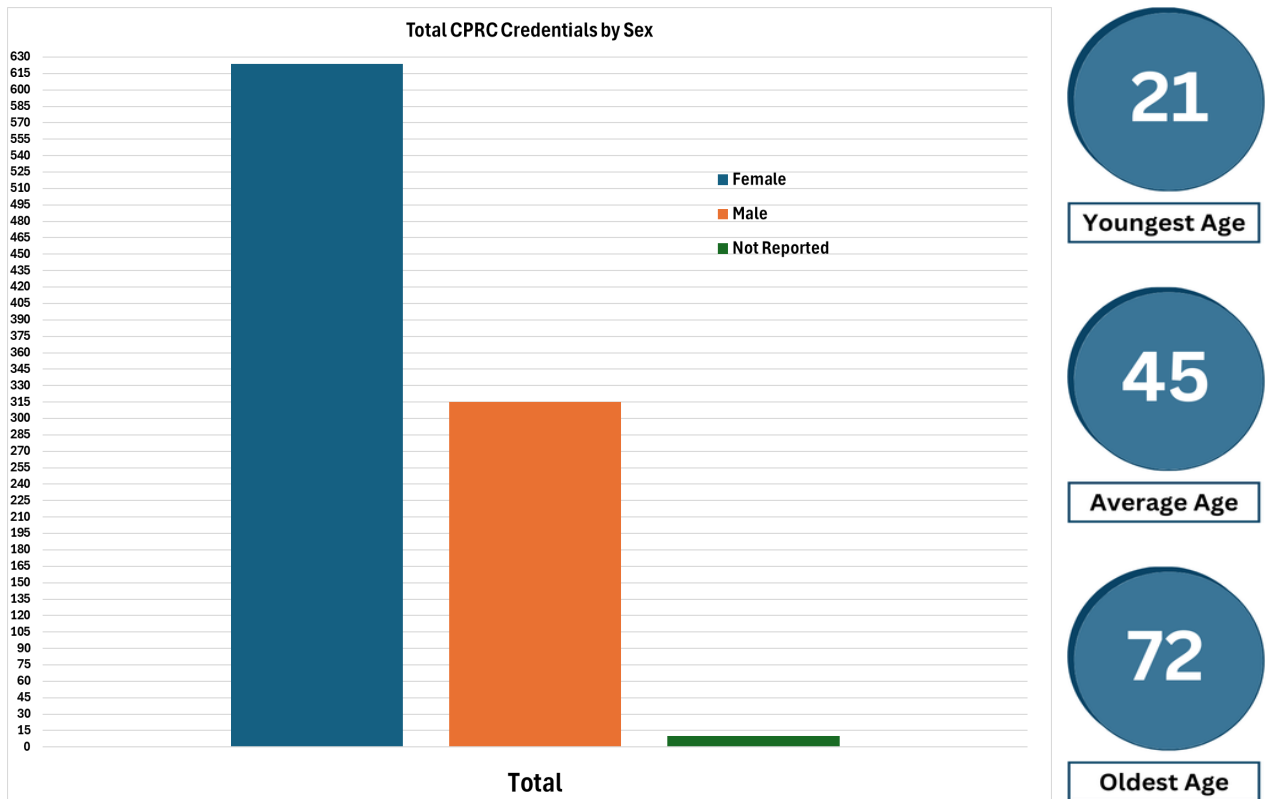


Figure 66 shows the total of CPRC credentials based on Age and Sex.

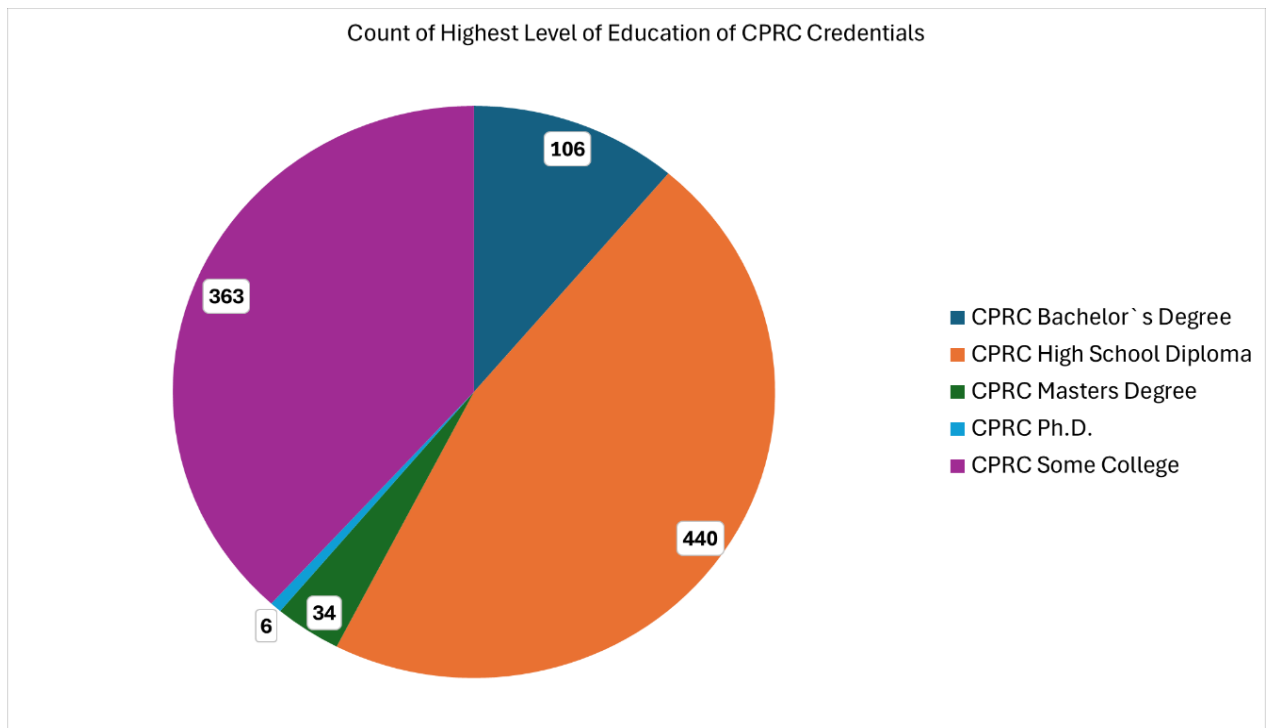


Figure 67 shows the count per education type for CPRC credentials.

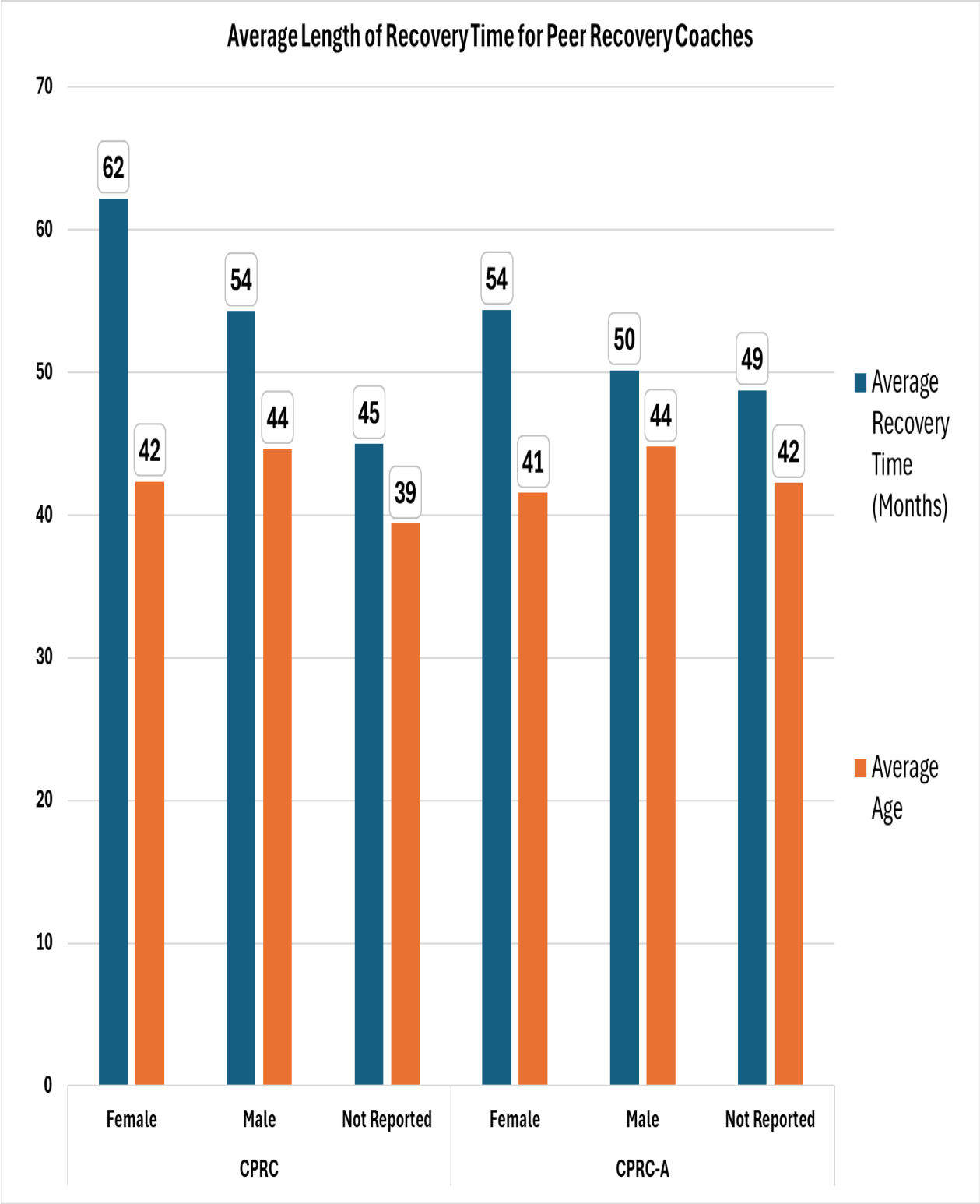


Figure 68 shows the average recovery time for Peer Recovery Coaches by credential type and broken up by Sex, and average age. In respect to figure 53 the average recovery time is calculated by months for reference, 62 months = 5 years and 2 months.

Certified Recovery Coach (CRC) is a credential for family members, allies, loved ones or others who do not have personal, lived experience of recovery from substance use, mental health, or co-occurring disorders. This credential is for those who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns. This recovery support credential is recognized by the Indiana Division of Mental Health and Addiction and Indiana Department of Workforce Development as Promoted Industry Certifications.

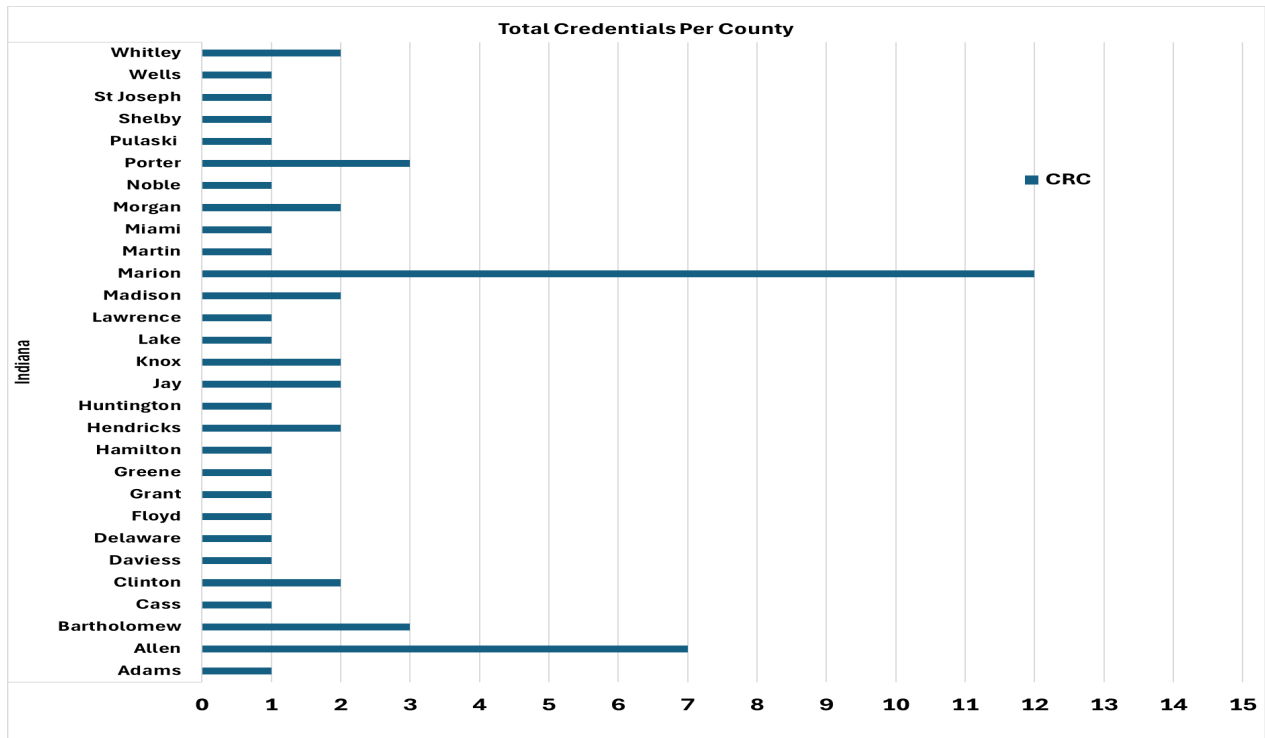


Figure 69 shows the count of CRC per Indiana county, making a total of 57 CRC credentials across Indiana.

Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	1	Lake	1
Allen	7	Lawrence	1
Bartholomew	3	Madison	2
Cass	1	Marion	12
Clinton	2	Martin	1
Daviess	1	Miami	1
Delaware	1	Morgan	2
Floyd	1	Noble	1
Grant	1	Porter	3
Greene	1	Pulaski	1
Hamilton	1	Shelby	1
Hendricks	2	St Joseph	1
Huntington	1	Wells	1
Jay	2	Whitley	2
Knox	2		

Figure 70 shows the county and number breakdown as seen in figure 64. Indiana has 92 counties and of them, there is an ICAADA CRC credential in 31% of them.

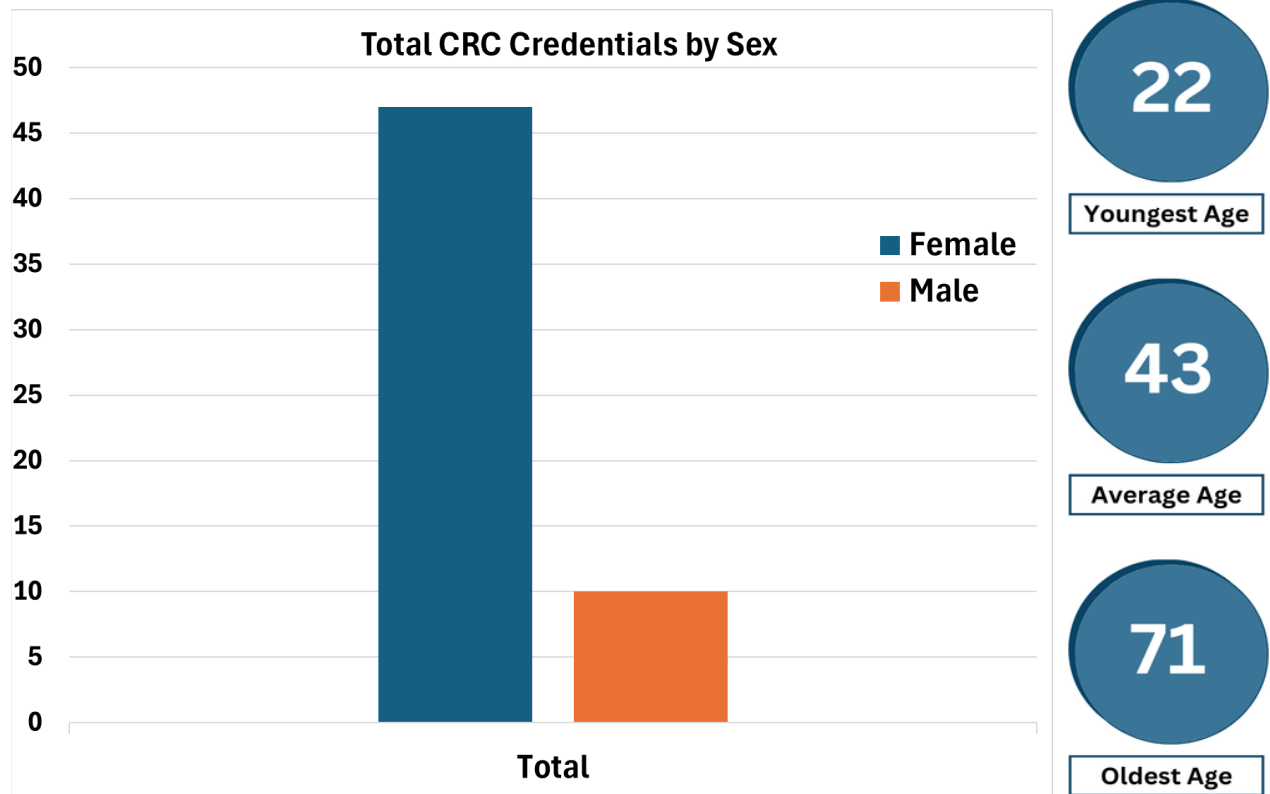


Figure 71 shows the total of CRC credentials based on Age and Sex.

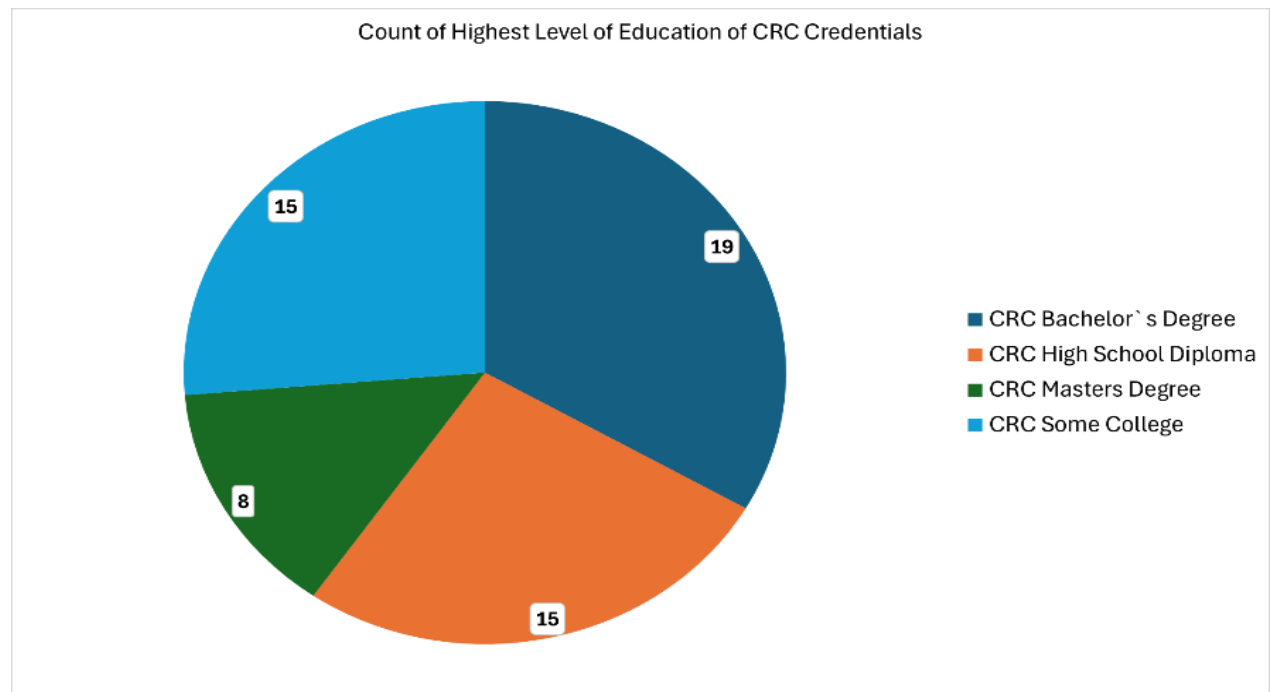


Figure 72 shows the count per education type for CRC credentials.

Certified Recovery Coach II (CRC II) is an experienced level credential for family members, allies, loved ones or others who do not have personal, lived experience of recovery from substance use, mental health or co-occurring disorders. This credential is for those who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns. **The CRC II was introduced in late 2024 as a new credential and at the time of these reports, had not been obtained by anyone so there is no data to report at this time.**

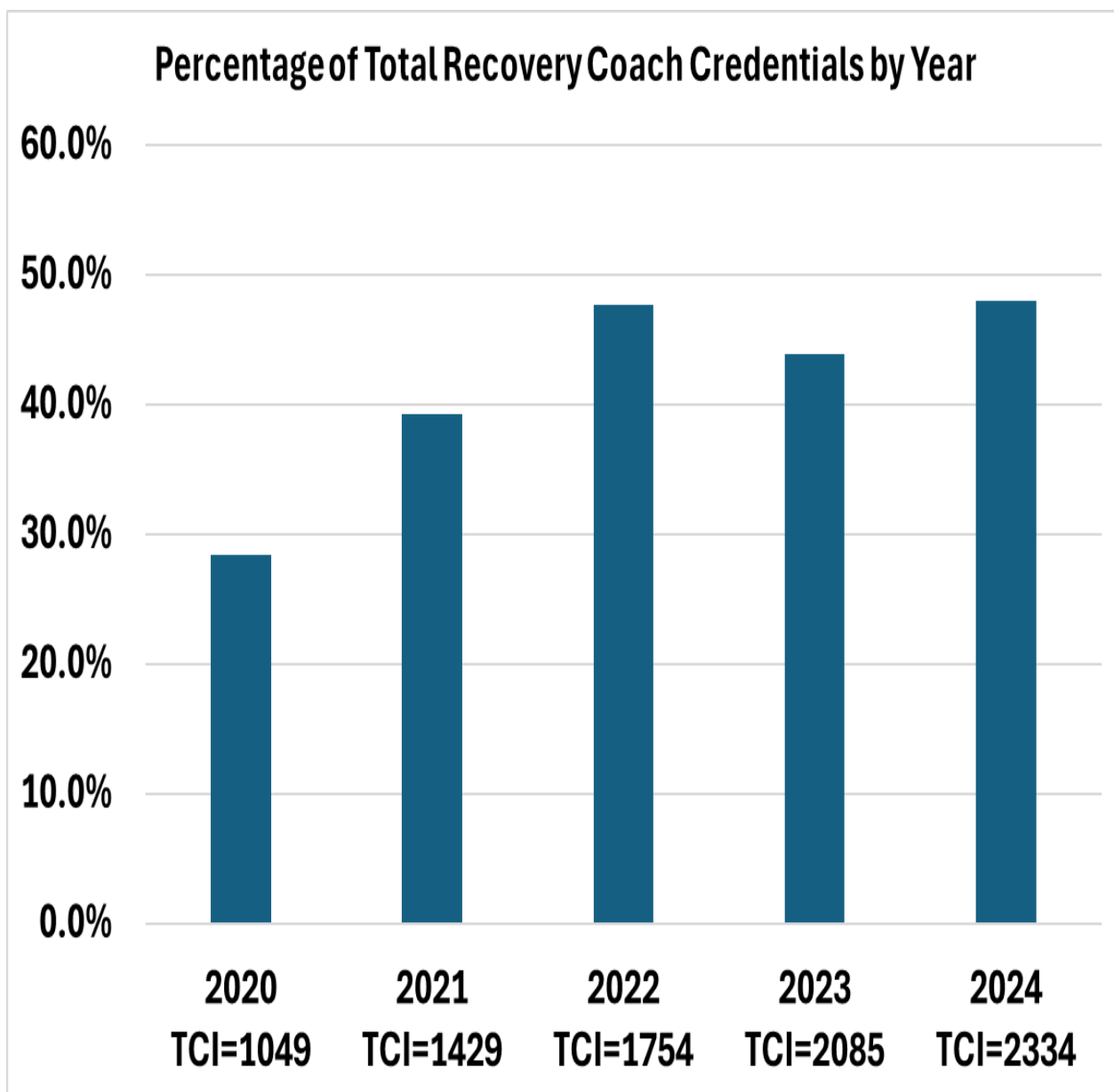


Figure 73 is the percentage of total Recovery Coach (CPRC-A, CPCR, and CRC) credentials (blue bars) compared to the total credentials issued (TCI=) for that year. It is important to note that the CRC did not exist in 2020.

Supervision Credentials

Certified Clinical Supervisor (CCS) is a clinical credential recognized by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries that offer the IC&RC CCJP credential

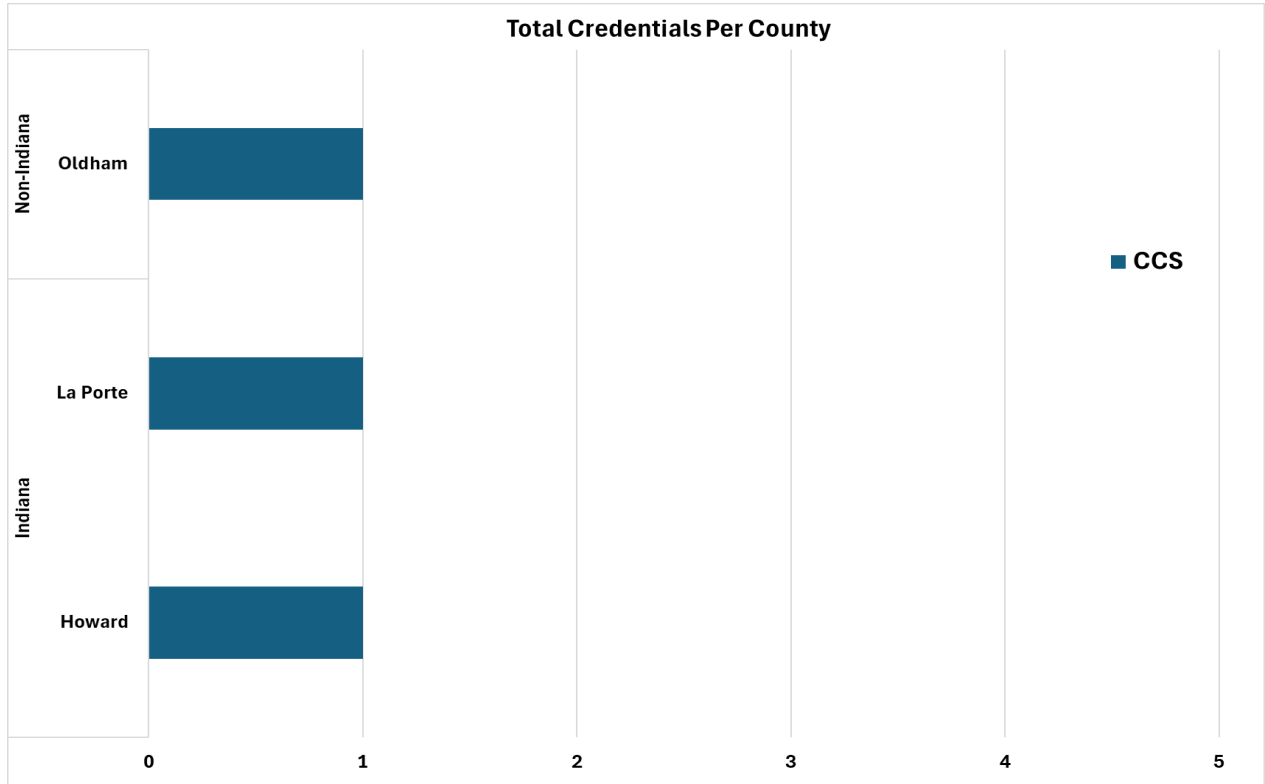


Figure 74 shows the count of CCS credentials by Indiana County and outside. Of the total 3 CCS credentials, 67% are in Indiana and the remaining 33% are in the following state: Kentucky.

Indiana County	Total Credentials
Howard	1
La Porte	1

Figure 75 shows the county and number breakdown as seen in figure 100. Indiana has 92 counties and of them, there is an ICAADA CCS credential in 2% of them.

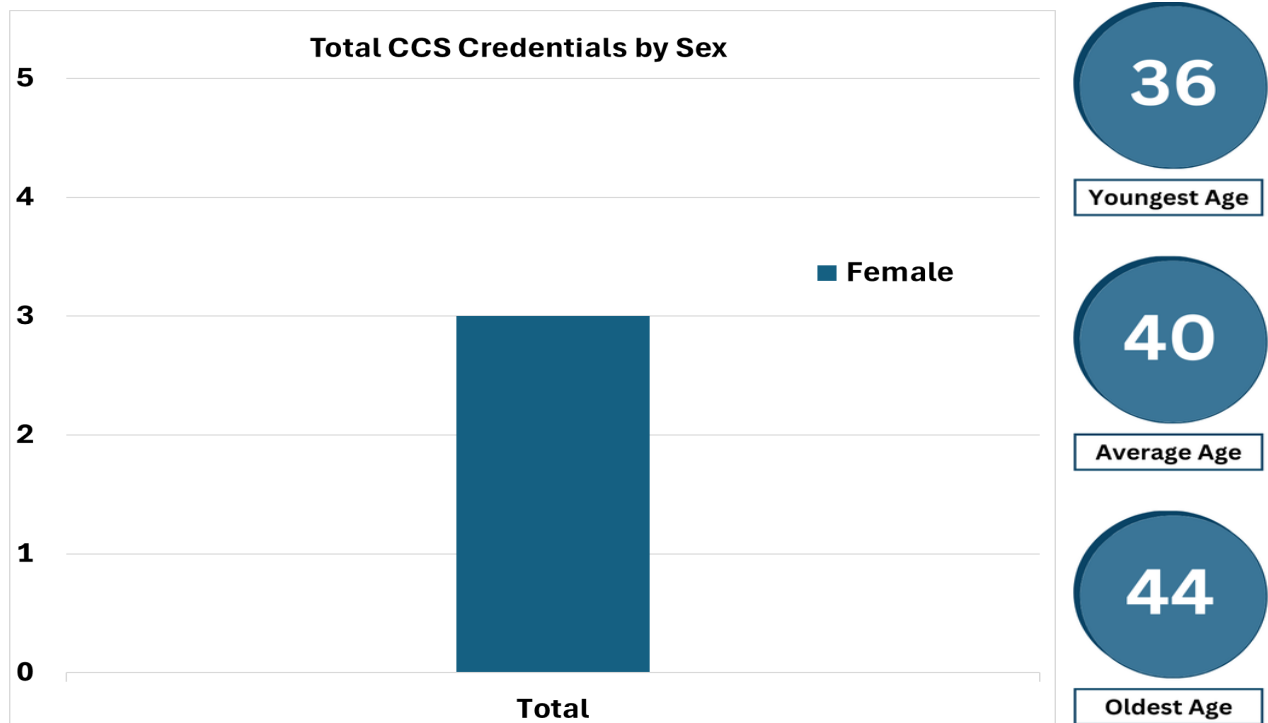


Figure 76 shows the total of CCS credentials based on Age and Sex.

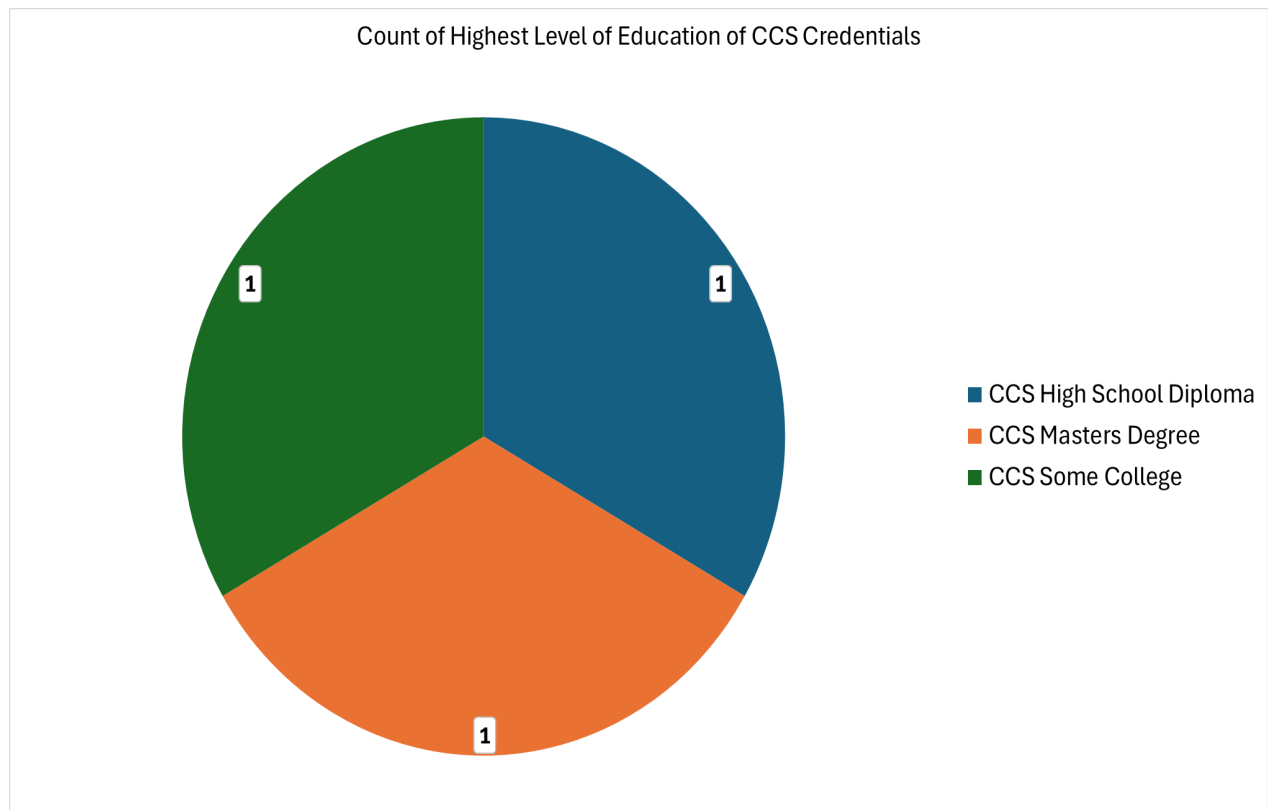


Figure 77 shows the count per education type for CCS credentials.

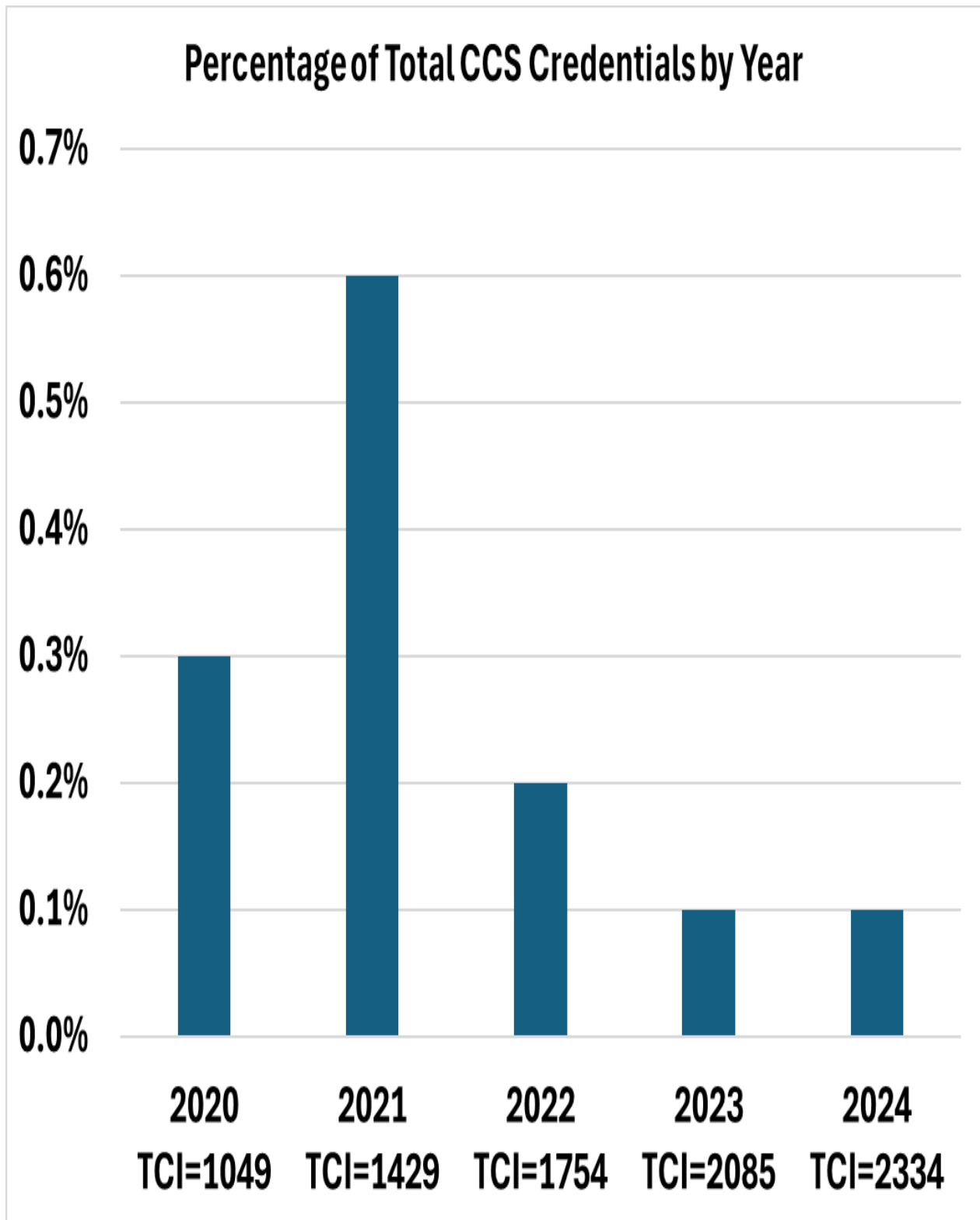


Figure 78 is the percentage of total CCS credentials (blue bars) compared to the total credentials issued (TCI=) for that year.

Certified Supervisor of Peer Recovery – Clinical (CSPR-CL)) is a credential for treatment/clinical professionals who wish to show their competencies related to providing effective and ethical recovery support supervision.

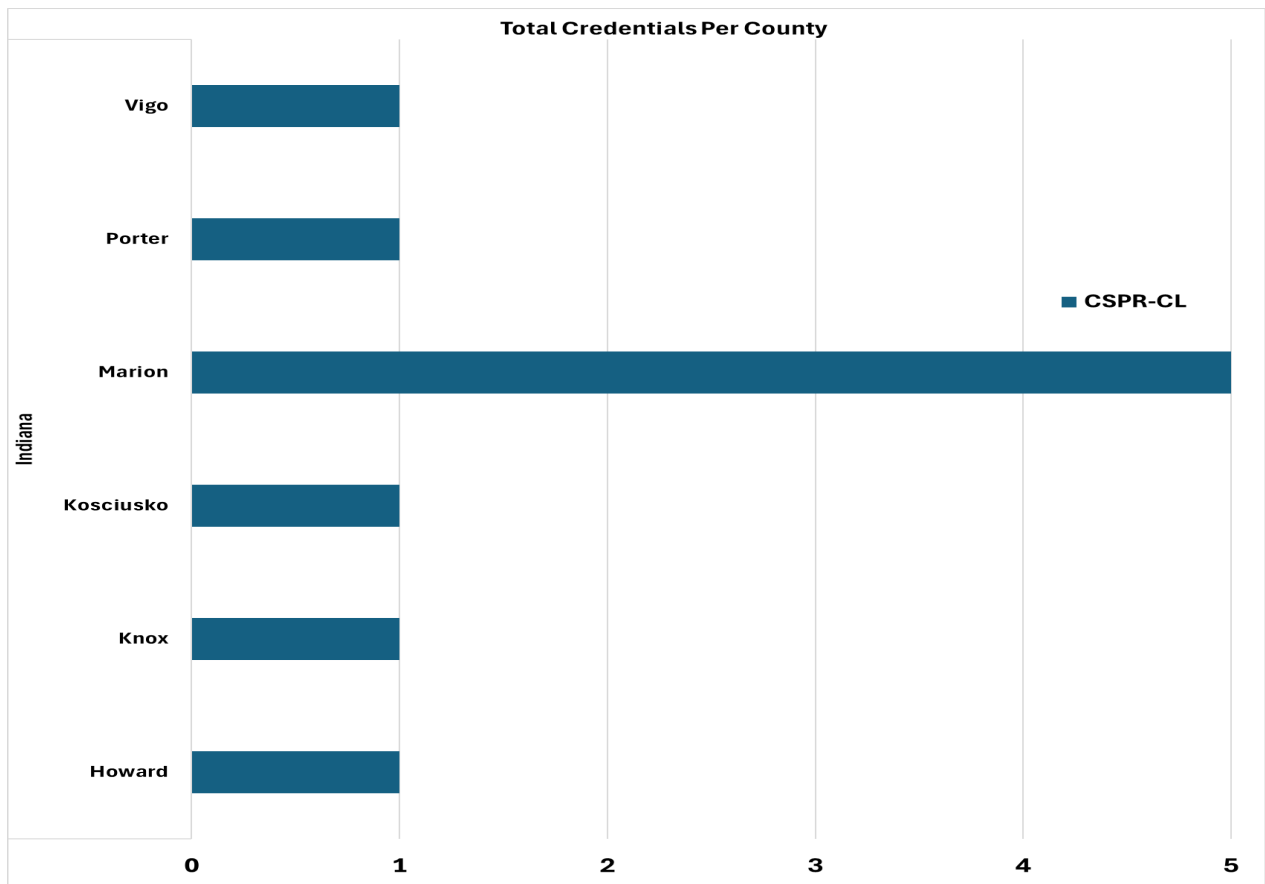


Figure 79 shows the count of CSPR-CL credentials per Indiana county. Making a total of 10 CSPR-CL credentials across Indiana.

Indiana County	Total Credentials
Howard	1
Knox	1
Kosciusko	1
Marion	5
Porter	1
Vigo	1

Figure 80 shows the county and number breakdown as seen in figure 104. Indiana has 92 counties and of them, there is an ICAADA CSPR-CL credential in 11% of them.

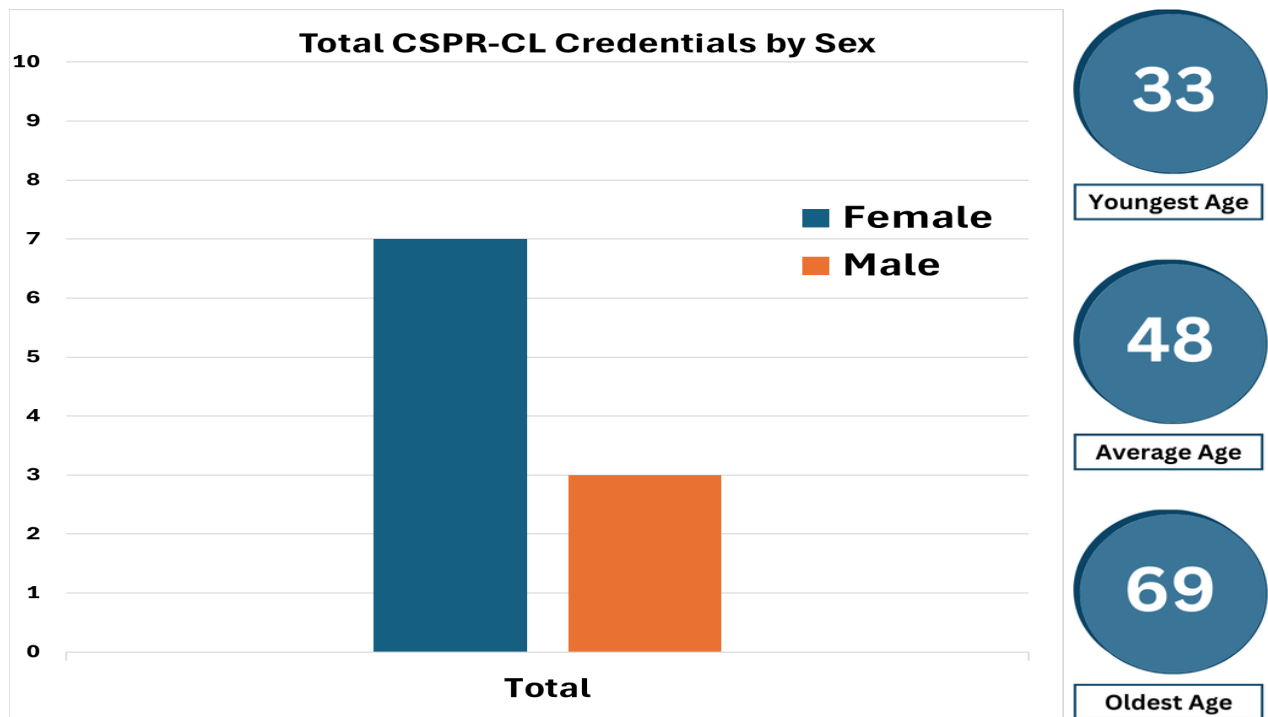


Figure 81 shows the total of CSPR-CL credentials based on Age and Sex.

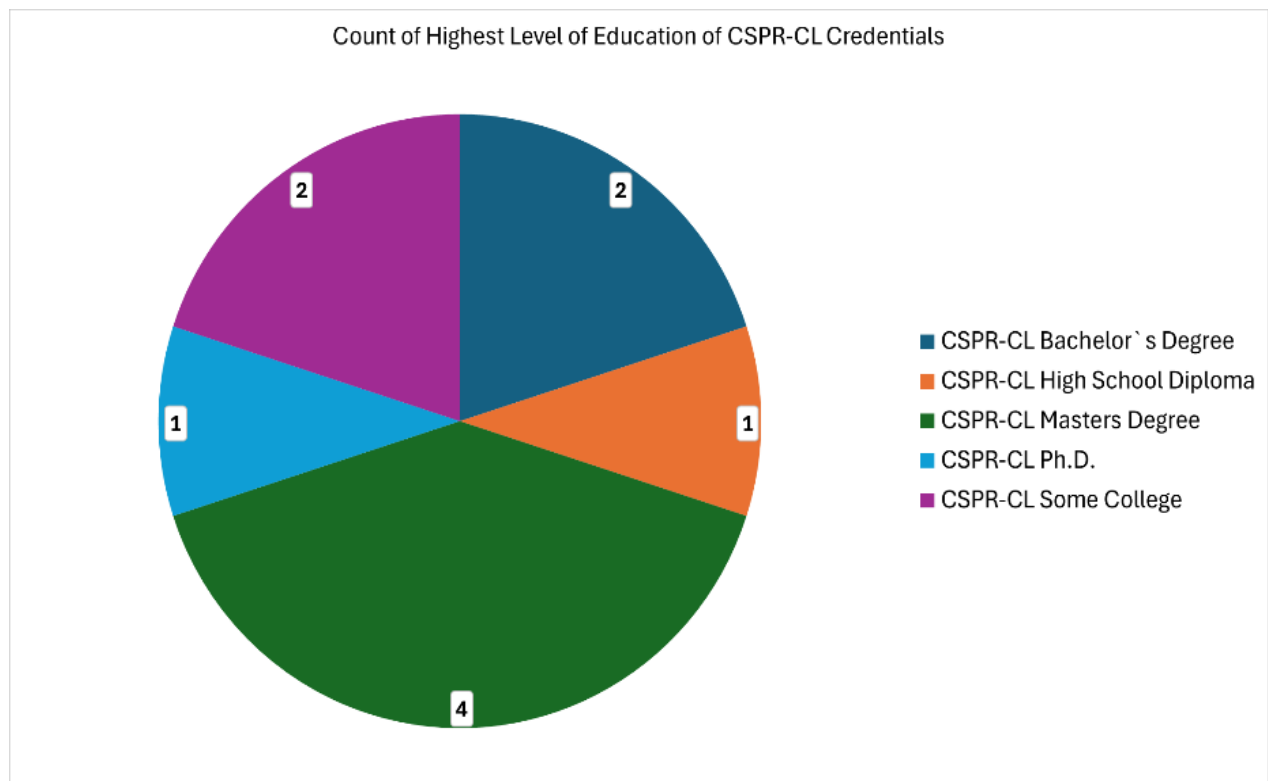


Figure 82 shows the count per education type for CSPR-CL credentials.

Certified Supervisor of Peer Recovery – Peer Recovery (CSPR-PR) is a credential for recovery support professionals who wish to show their competencies related to providing effective and ethical recovery support supervision.

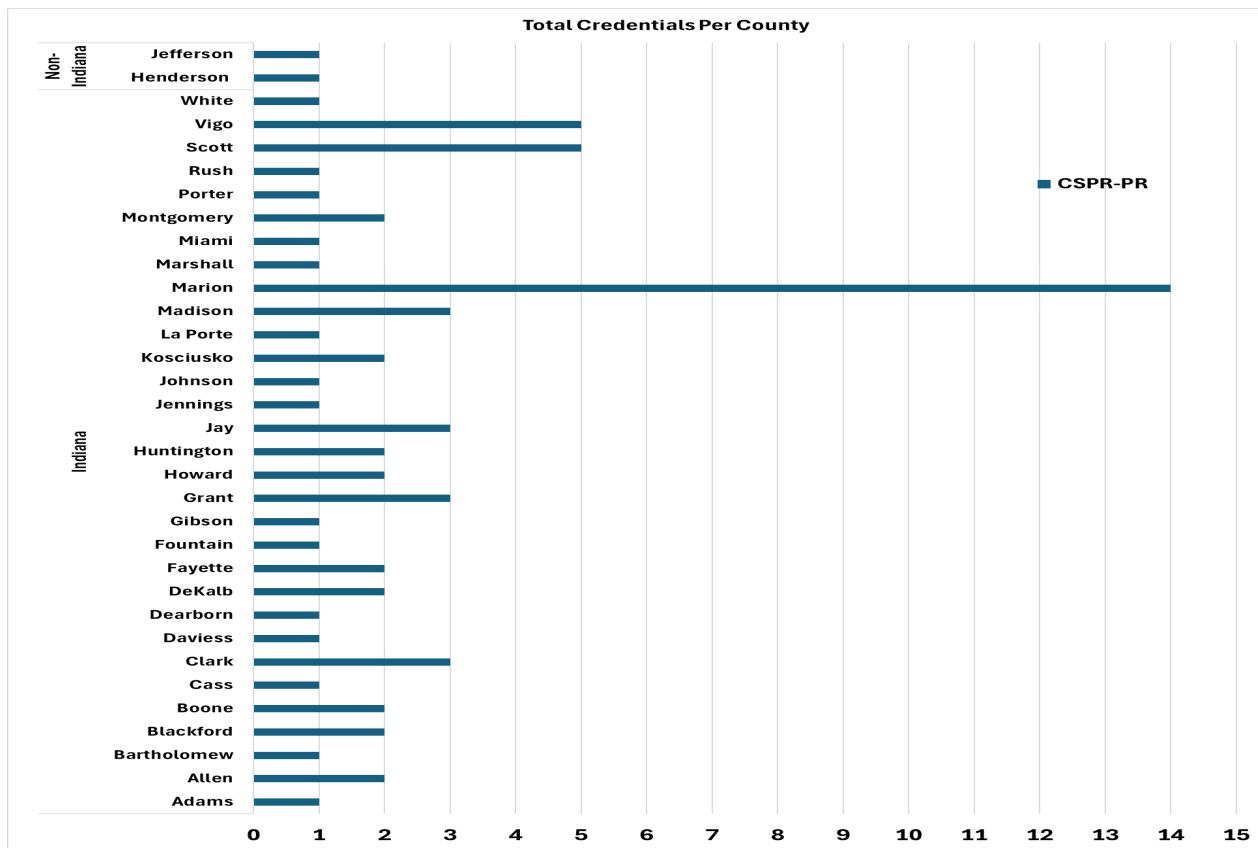


Figure 83 shows the count of CSPR-PR credentials by Indiana County and outside. Of the total 71 CSPR-PR credentials, 97% are in Indiana and the remaining 3% are in the following states: Kentucky.

Indiana County	Total Credentials	Indiana County	Total Credentials
Adams	1	Jay	3
Allen	2	Jennings	1
Bartholomew	1	Johnson	1
Blackford	2	Kosciusko	2
Boone	2	La Porte	1
Cass	1	Madison	3
Clark	3	Marion	14
Daviess	1	Marshall	1
Dearborn	1	Miami	1
DeKalb	2	Montgomery	2
Fayette	2	Porter	1
Fountain	1	Rush	1
Gibson	1	Scott	5
Grant	3	Vigo	5
Howard	2	White	1
Huntington	2		

Figure 84 shows the county and number breakdown as seen in figure 108. Indiana has 92 counties and of them, there is an ICAADA CSPR-PR credential in 34% of them.

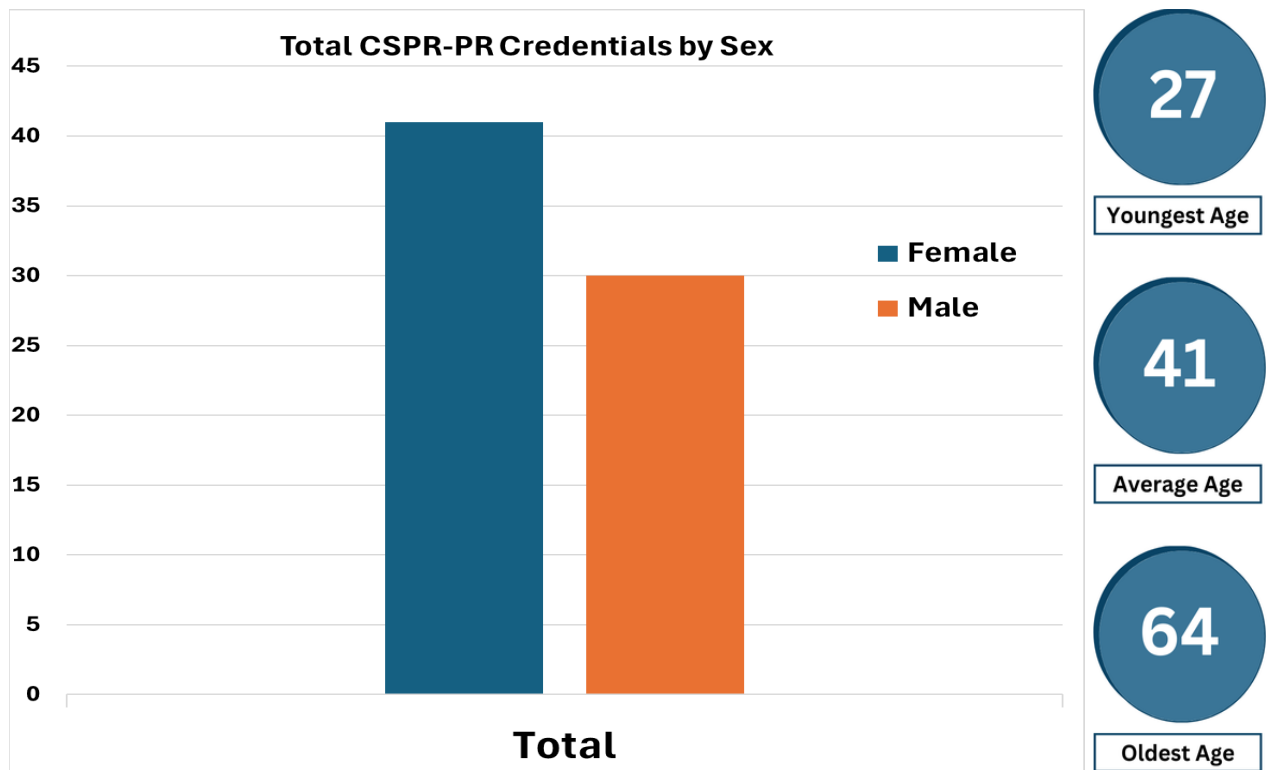


Figure 85 shows the total of CSPR-PR credentials based on Age and Sex.

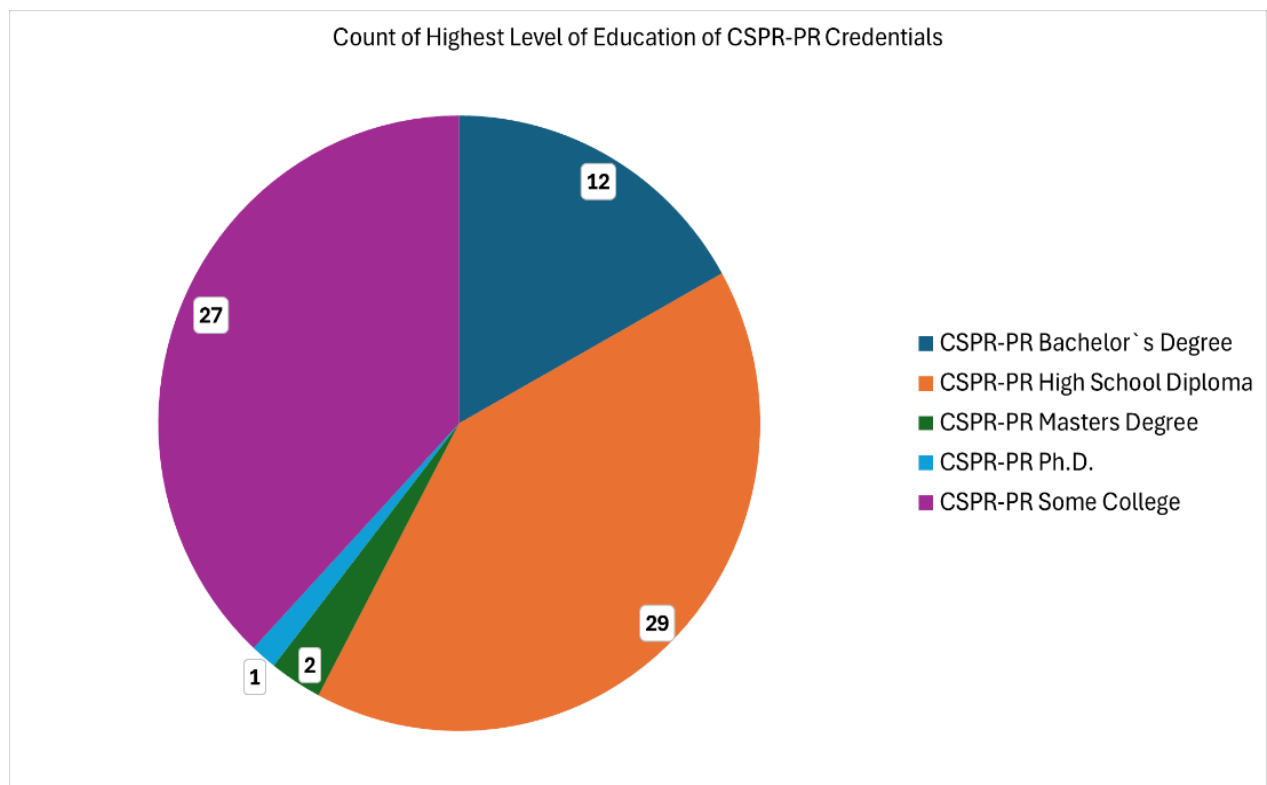


Figure 86 shows the count per education type for CSPR-PR credentials.

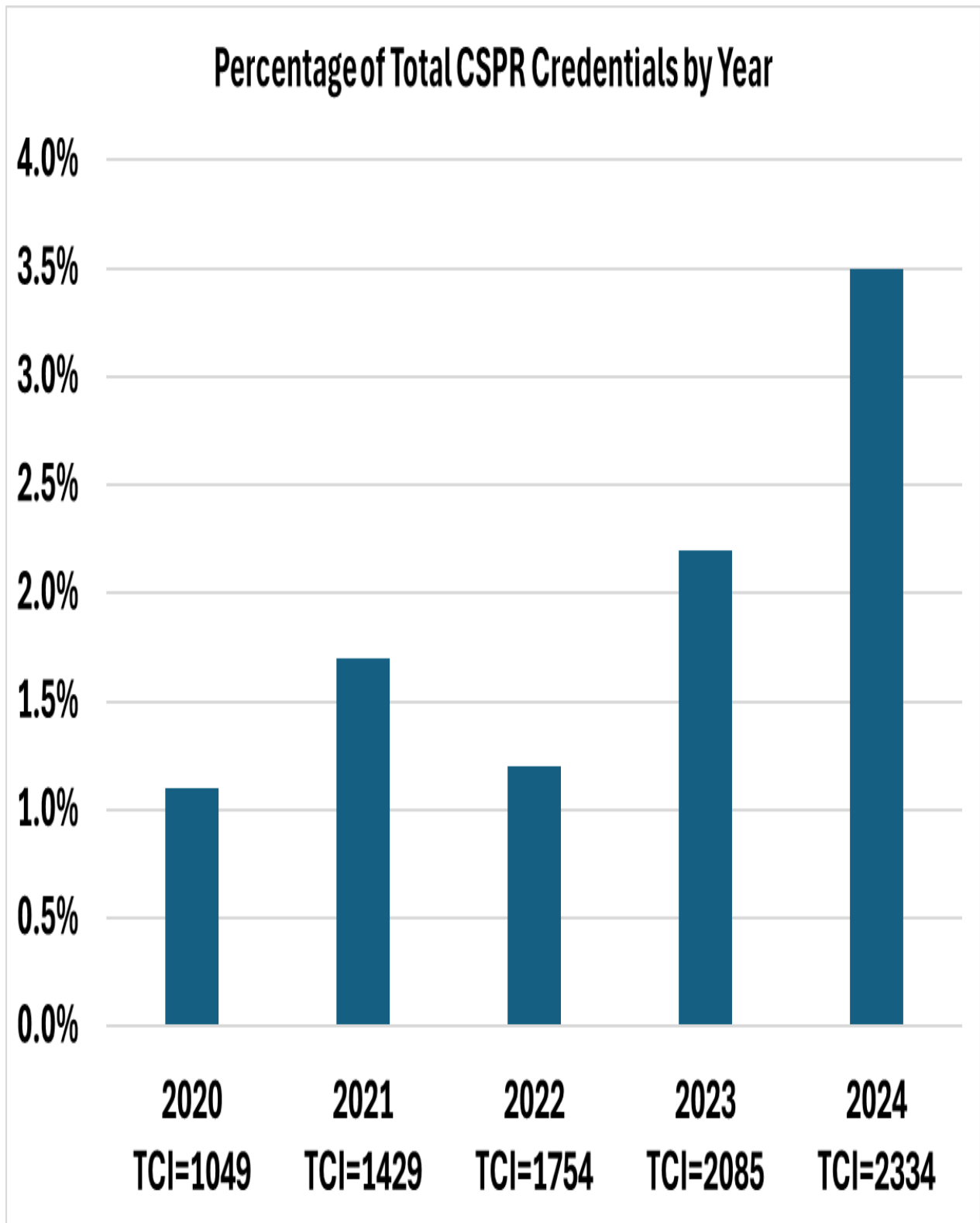


Figure 87 is the percentage of total CSPR-CL and CSPR-PR credentials (blue bars) compared to the total credentials issued (TCI=) for that year.

Endorsements

Certified Recovery Coach-Mental Health (CRC-MH) endorsement is to validate the recovery coach professional’s additional competencies related to mental health understanding and support.

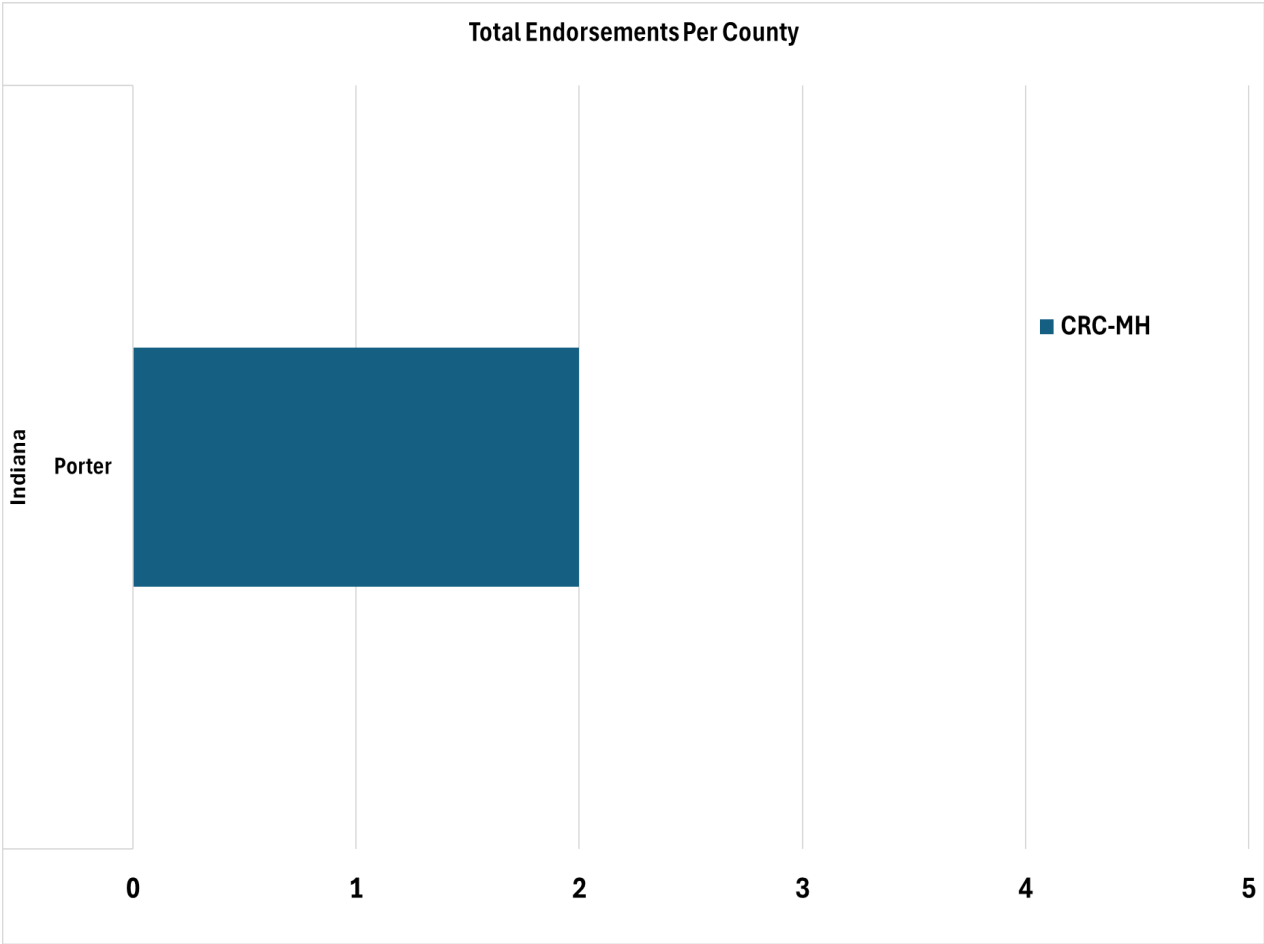


Figure 88 shows the total of CRC-MH per Indiana county, making a total of 2 CRC-MH endorsements in one Indiana County.

Indiana County	Total Credentials
Porter	2

Figure 89 shows the county and number breakdown as seen in figure 68. Indiana has 92 counties and of them, there is an ICAADA CRC-MH credential in 1% of them.

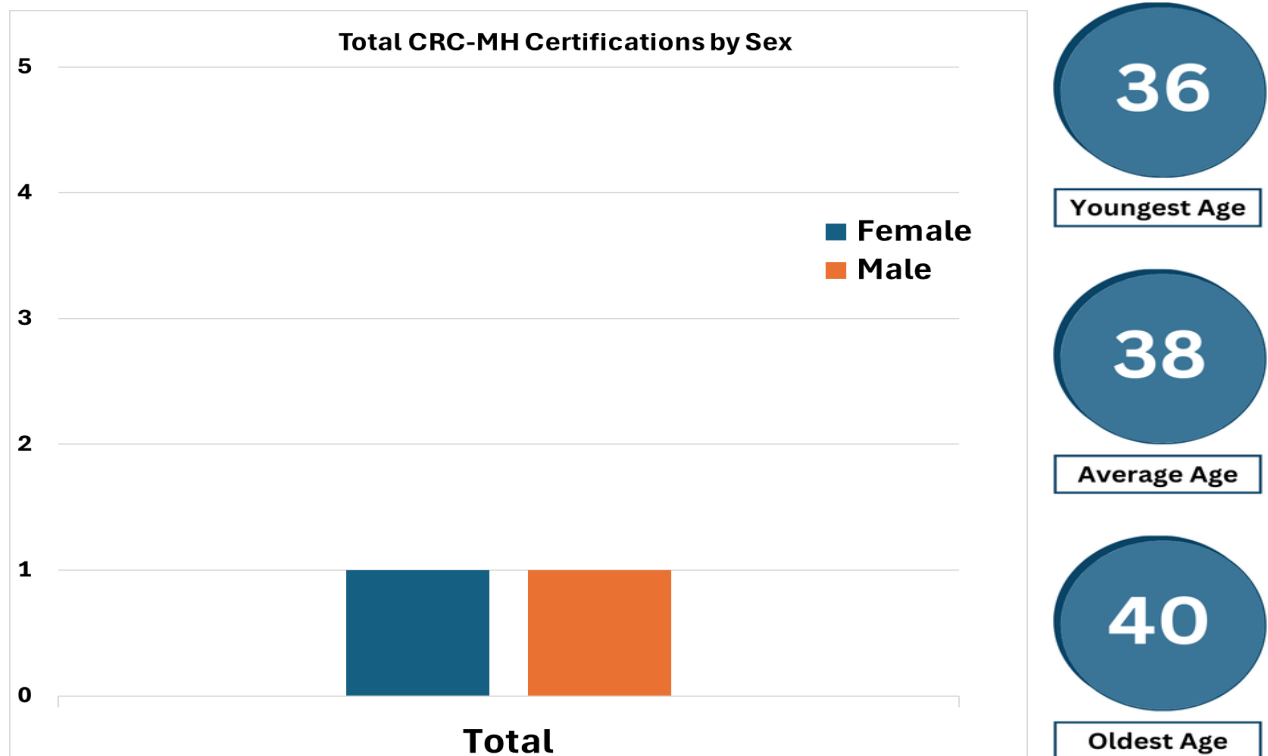


Figure 90 shows the total of CRC-MH credentials based on Age and Sex.

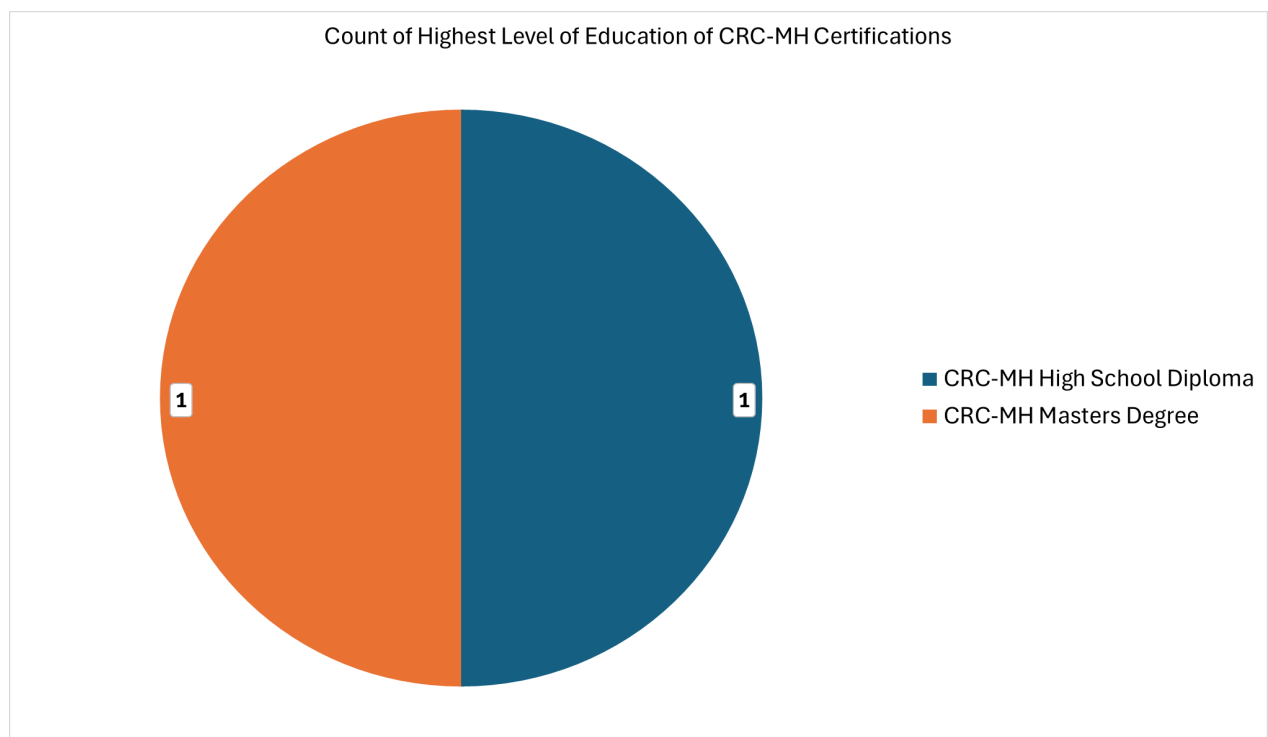


Figure 91 shows the count per education type for CRC-MH credentials.

Certified Recovery Coach-Gambling Support (CRC-GS) endorsement is to validate the recovery coach professional’s additional competencies related to problem gambling understanding and support. *No data at the time of reporting.*

Certified Recovery Coach-Forensic Support (CRC-FS) endorsement is to validate the recovery coach professional’s additional competencies related to those with current/previous involvement with the justice system.

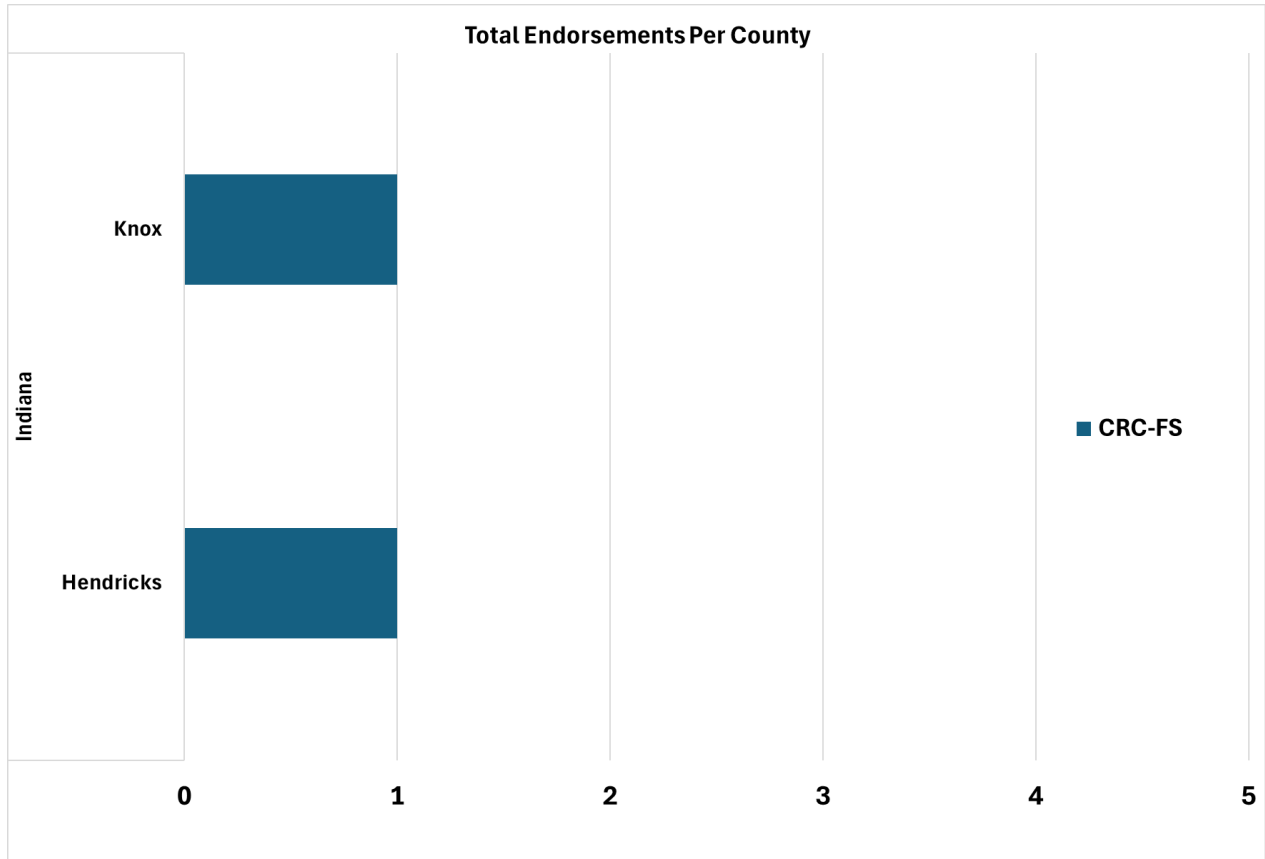


Figure 92 shows the total of CRC-FS per Indiana county, making a total of 2 CRC-FS Endorsements across Indiana.

Indiana County	Total Credentials
Hendricks	1
Knox	1

Figure 93 shows the county and number breakdown as seen in figure 72. Indiana has 92 counties and of them, there is an ICAADA CRC-FS credential in 2% of them.

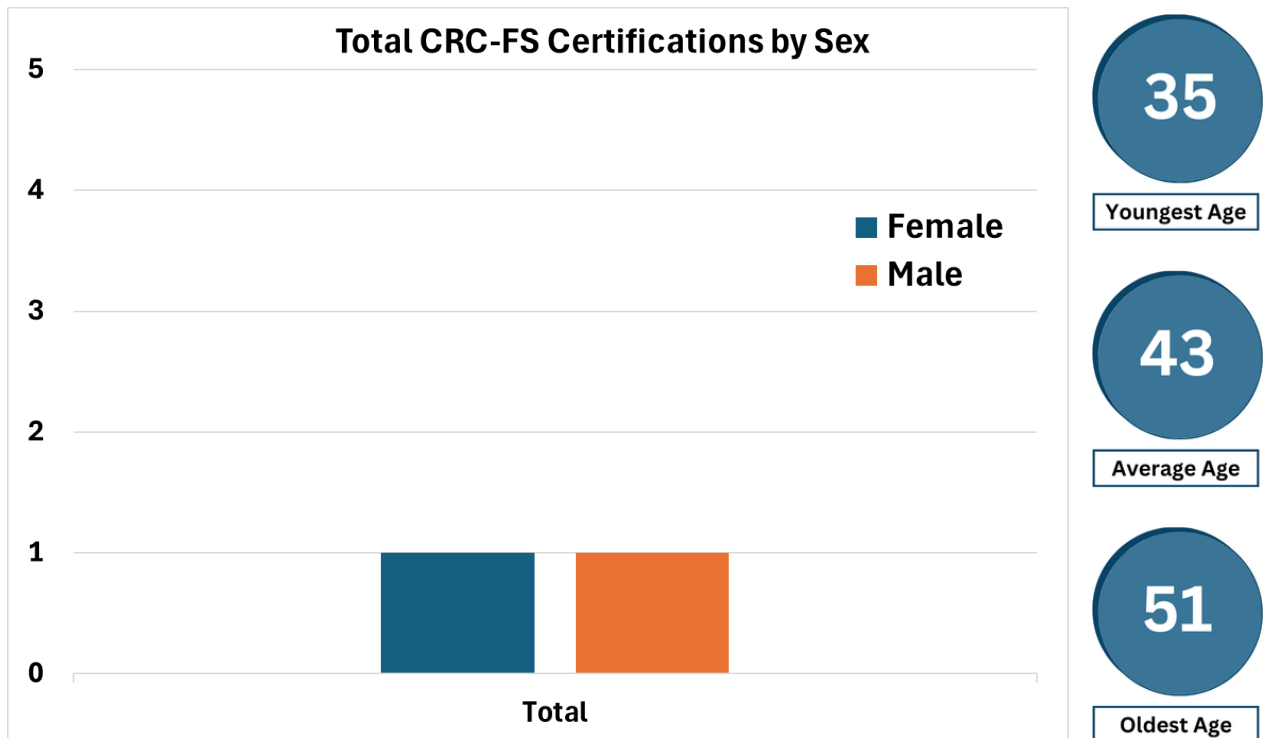


Figure 94 shows the total of CRC-FS credentials based on Age and Sex.

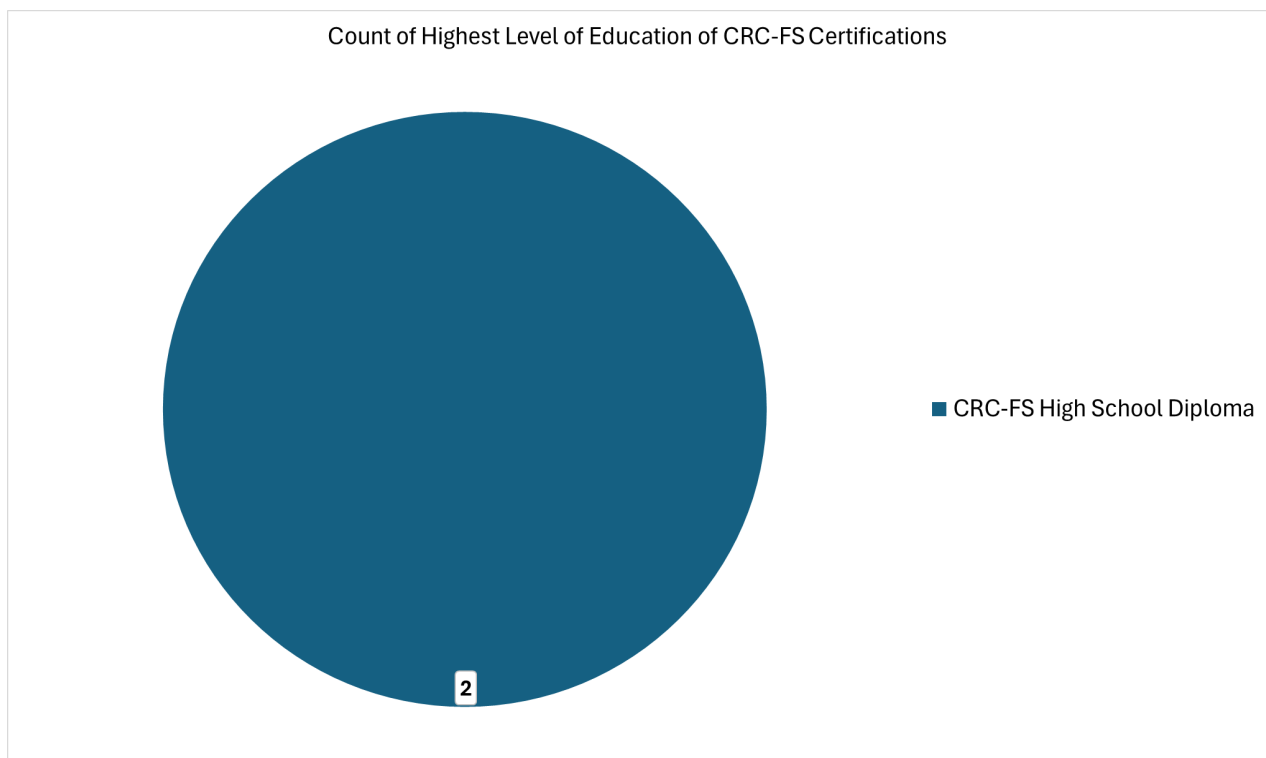


Figure 95 shows the count per education type for CRC-FS credentials.

Certified Peer Recovery Coach Associate-Mental Health (CPRC A-MH) endorsement is to assist the peer recovery coach professional with additional competencies related to mental health. This credential's educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CPRC-A to apply for this endorsement.

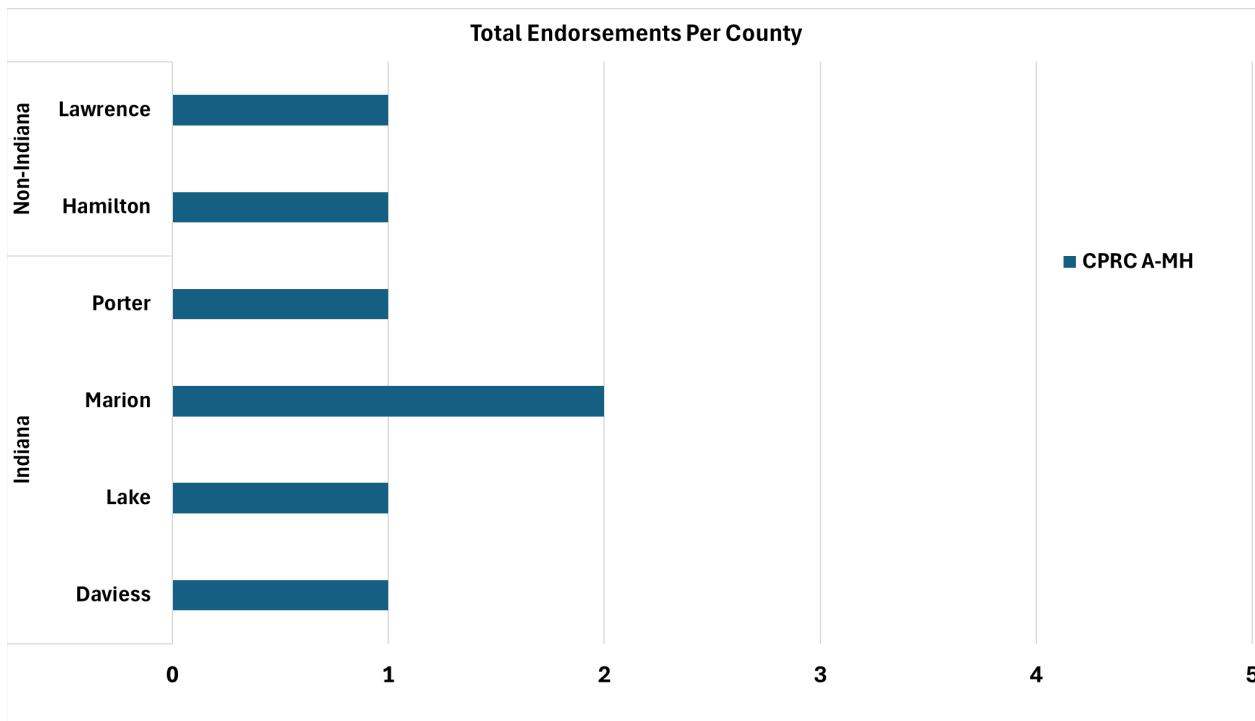


Figure 96 shows the count of CPRC A-MH endorsements by Indiana County and outside. Of the total 7 CPRC A-MH endorsements, 71% are in Indiana and the remaining 29% are in the following states: Illinois and Ohio.

Indiana County	Total Credentials
Daviess	1
Lake	1
Marion	2
Porter	1

Figure 97 shows the county and number breakdown as seen in figure 76. Indiana has 92 counties and of them, there is an ICAADA CPRC A-MH endorsement in 4% of them.

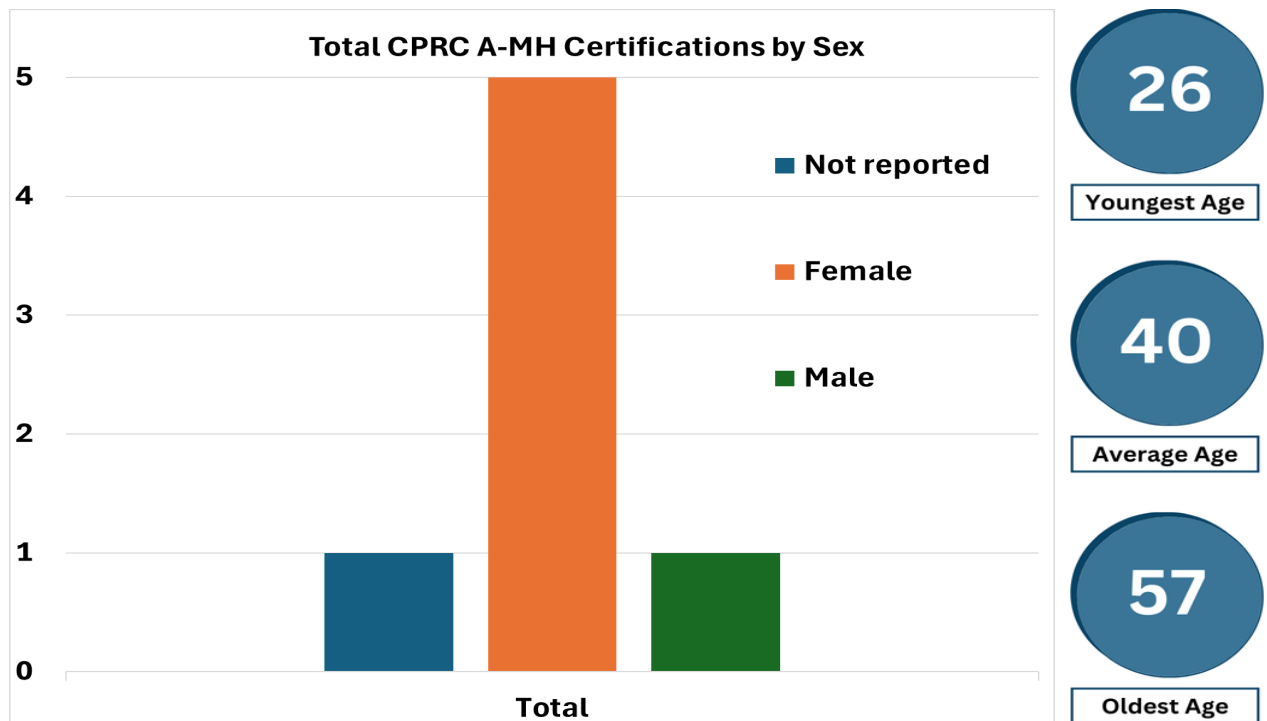


Figure 98 shows the total of CPRC A-MH endorsements based on Age and Sex.

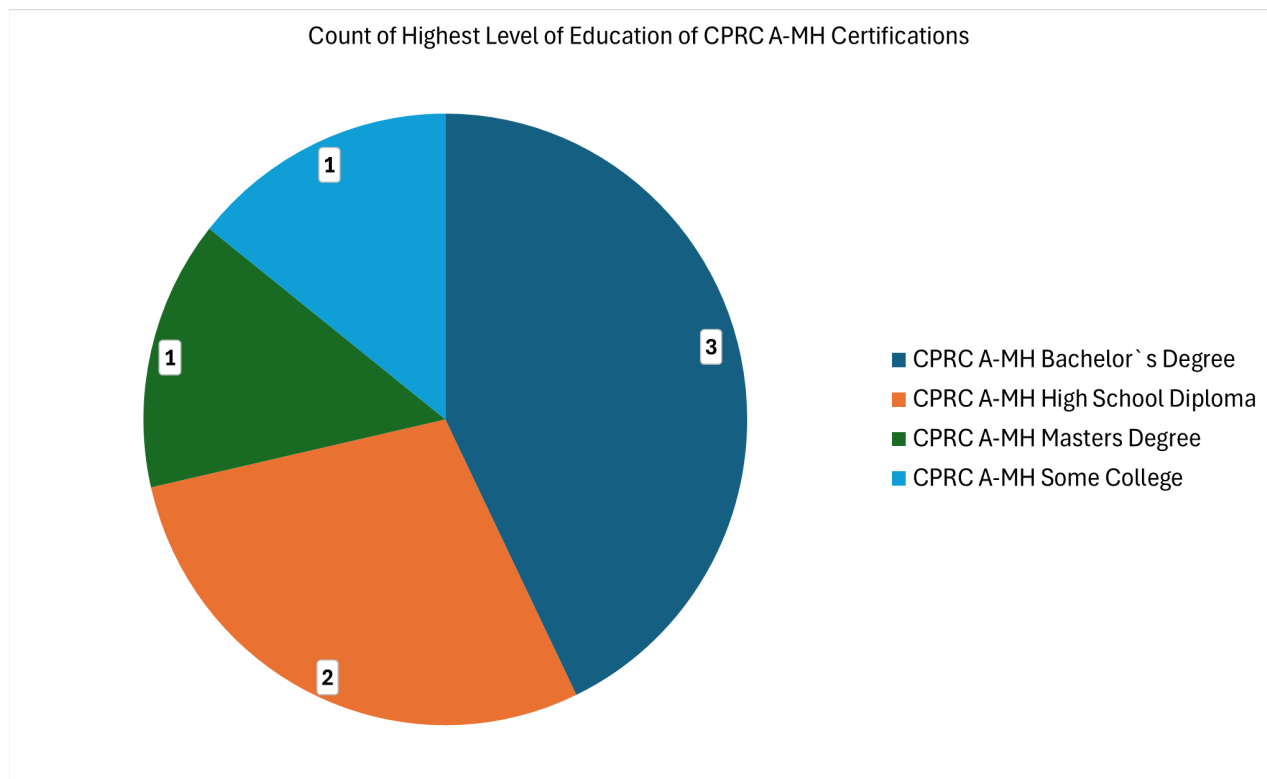


Figure 99 shows the count per education type for CPRC A-MH endorsements.

Certified Peer Recovery Coach- Mental Health (CPRC-MH) endorsement for the CPRC credential is to assist the peer recovery coach professional with having additional competencies related to mental health. This credential's educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CPRC to apply for this endorsement.

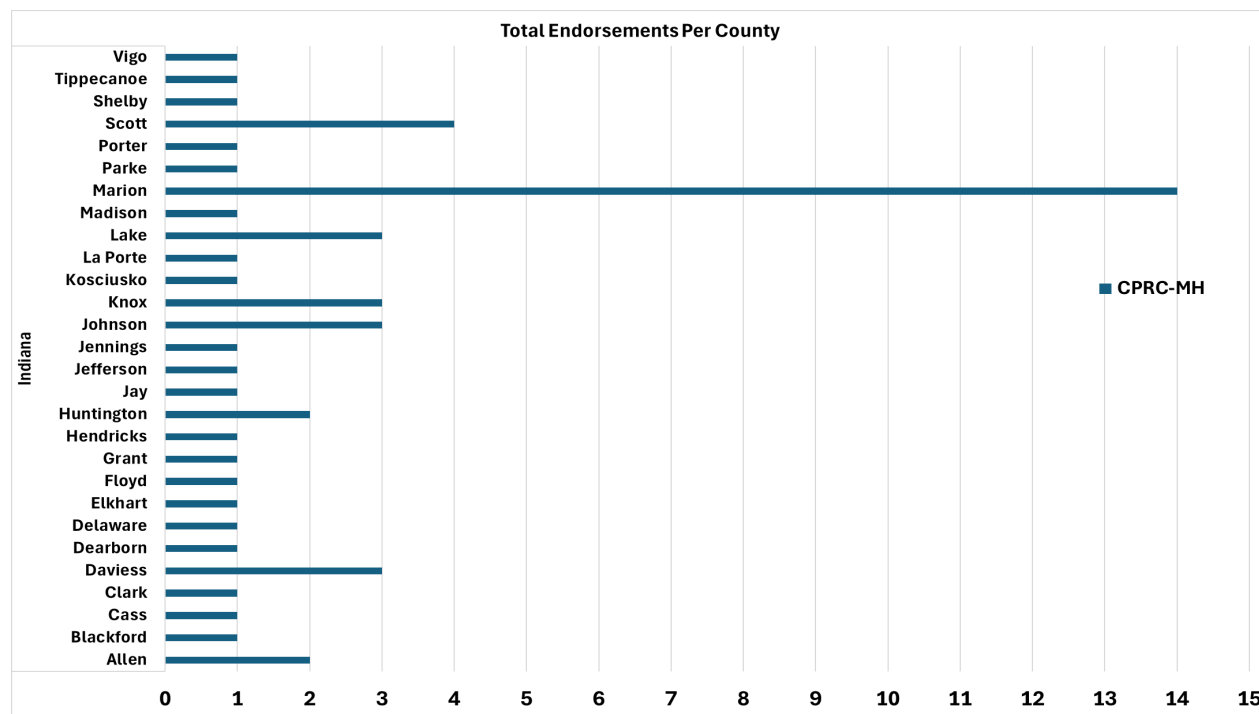


Figure 100 shows the count of CPRC-MH endorsements per Indiana county, making a total of 54 CPRC-MH endorsements across Indiana.

Indiana County	Total Credentials	Indiana County	Total Credentials
Allen	2	Jennings	1
Blackford	1	Johnson	3
Cass	1	Knox	3
Clark	1	Kosciusko	1
Daviess	3	La Porte	1
Dearborn	1	Lake	3
Delaware	1	Madison	1
Elkhart	1	Marion	14
Floyd	1	Parke	1
Grant	1	Porter	1
Hendricks	1	Scott	4
Huntington	2	Shelby	1
Jay	1	Tippecanoe	1
Jefferson	1	Vigo	1

Figure 101 shows the county and number breakdown as seen in figure 80. Indiana has 92 counties and of them, there is an ICAADA CPRC-MH endorsement in 30% of them.

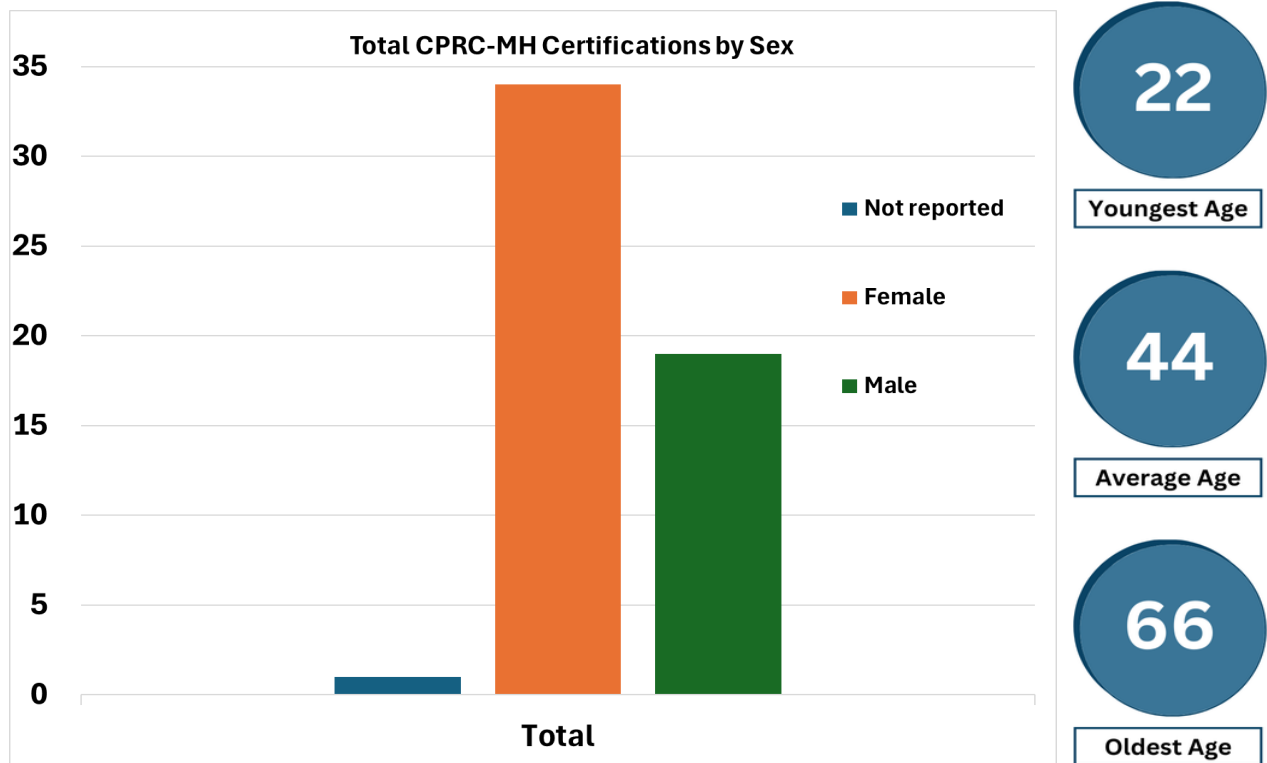


Figure 102 shows the total of CPRC-MH credentials based on Age and Sex.

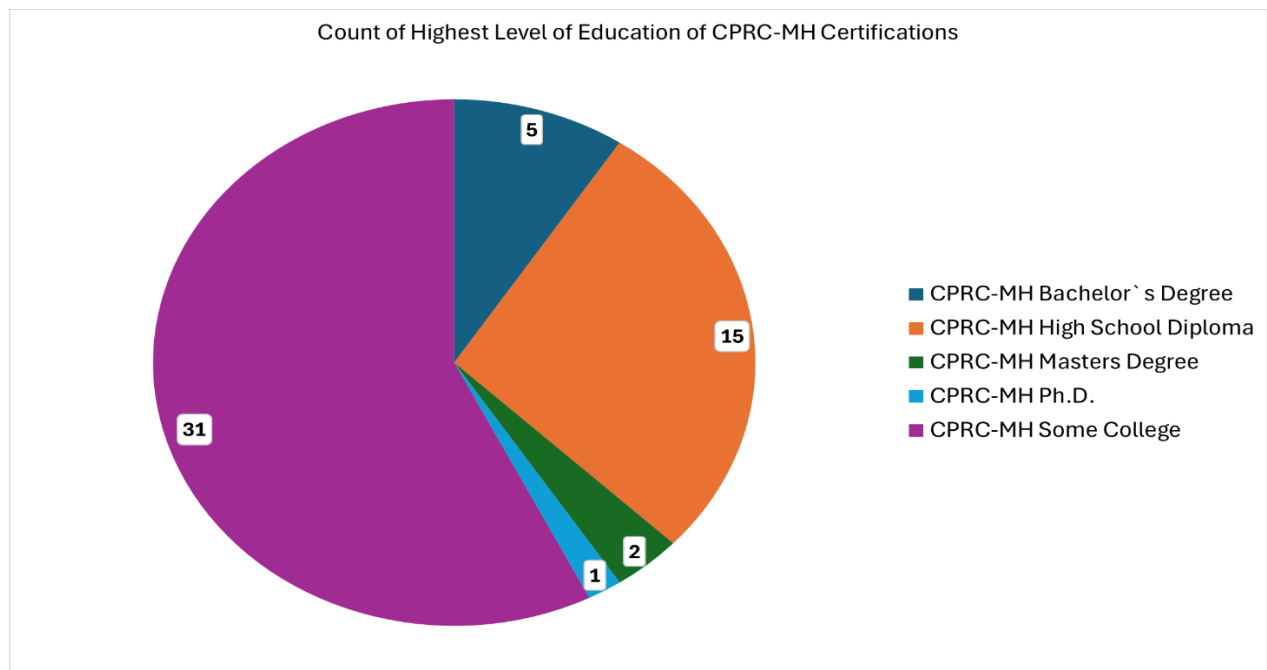


Figure 103 shows the count per education type for CPRC-MH endorsements.

Certified Peer Recovery Coach Associate-Gambling Support (CPRC A-GS) endorsement for the CPRC-A credential is to assist the peer recovery coach professional with having additional competencies related to problem gambling. This credential’s educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CAPRC-A to apply for this endorsement.

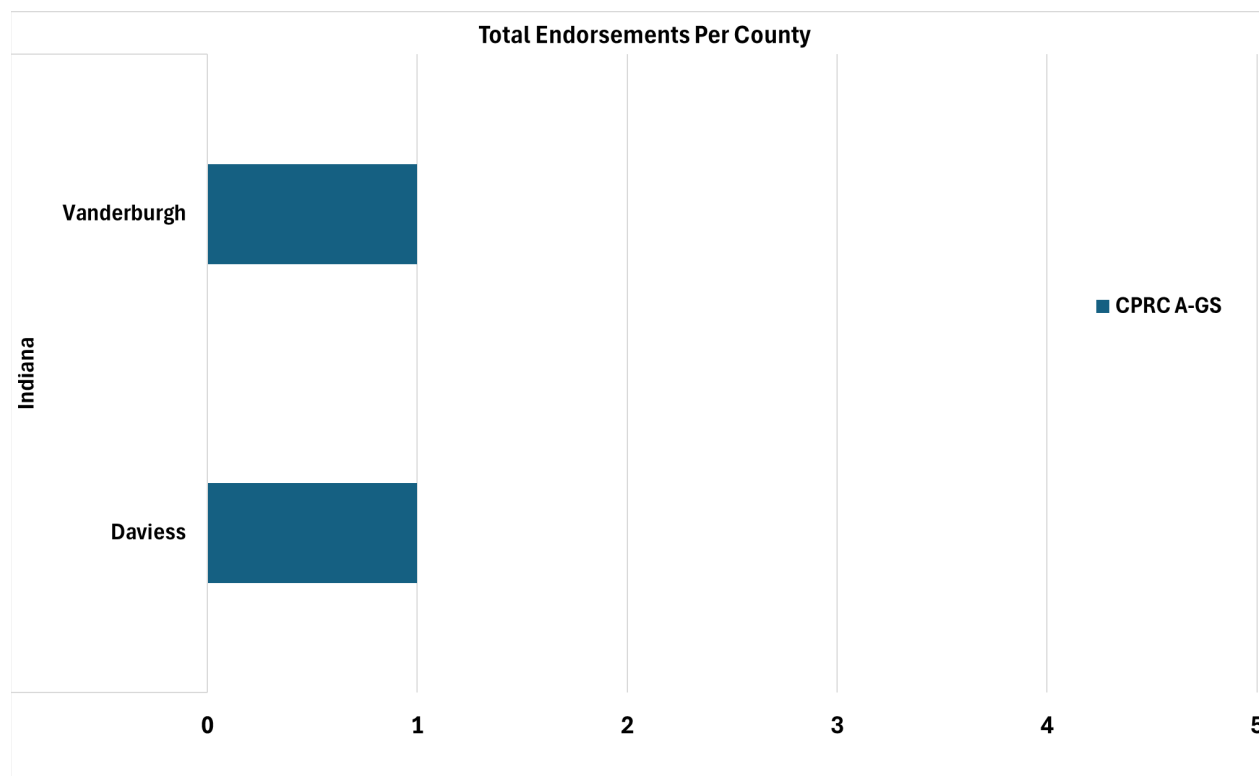


Figure 104 shows the count of CPRC A-GS endorsement per Indiana county, making a total of 2 CPRC A-GS across Indiana.

Indiana County	Total Credentials
Daviess	1
Vanderburgh	1

Figure 105 shows the county and number breakdown as seen in figure 84. Indiana has 92 counties and of them, there is an ICAADA CPRC A-GS endorsements in 2% of them.

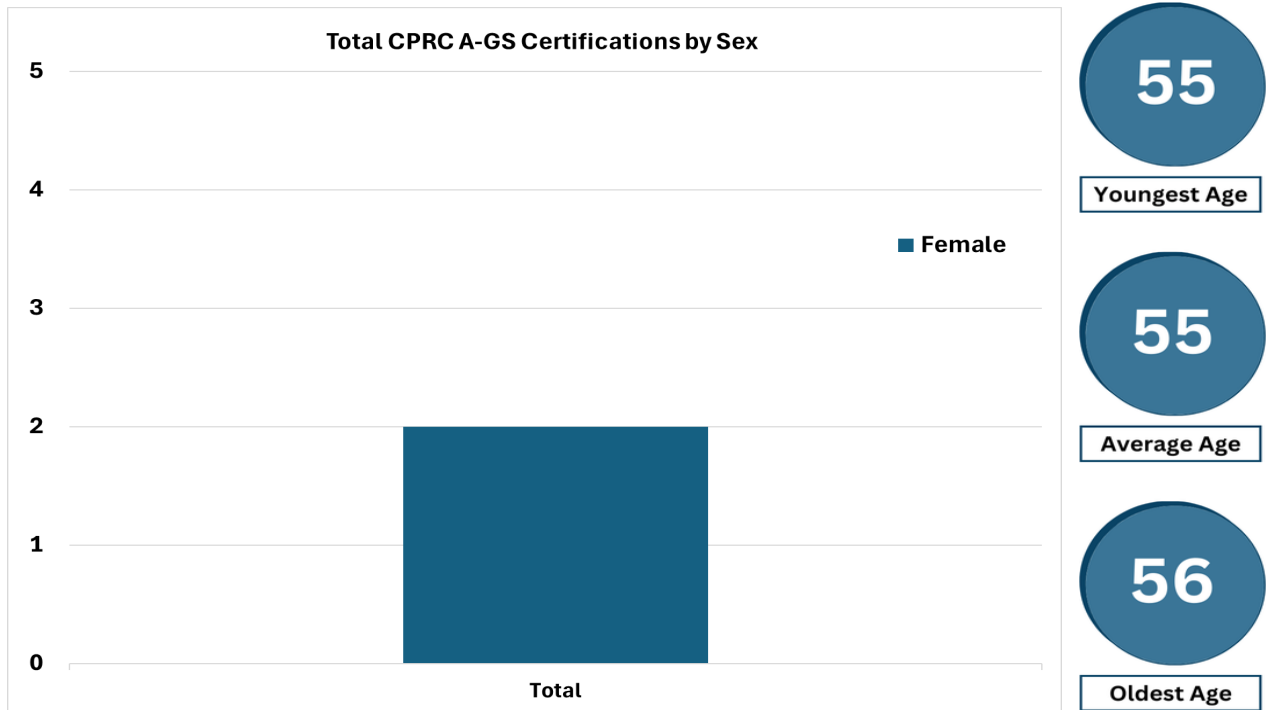


Figure 106 shows the total of CPRC A-GS endorsements based on Age and Sex.

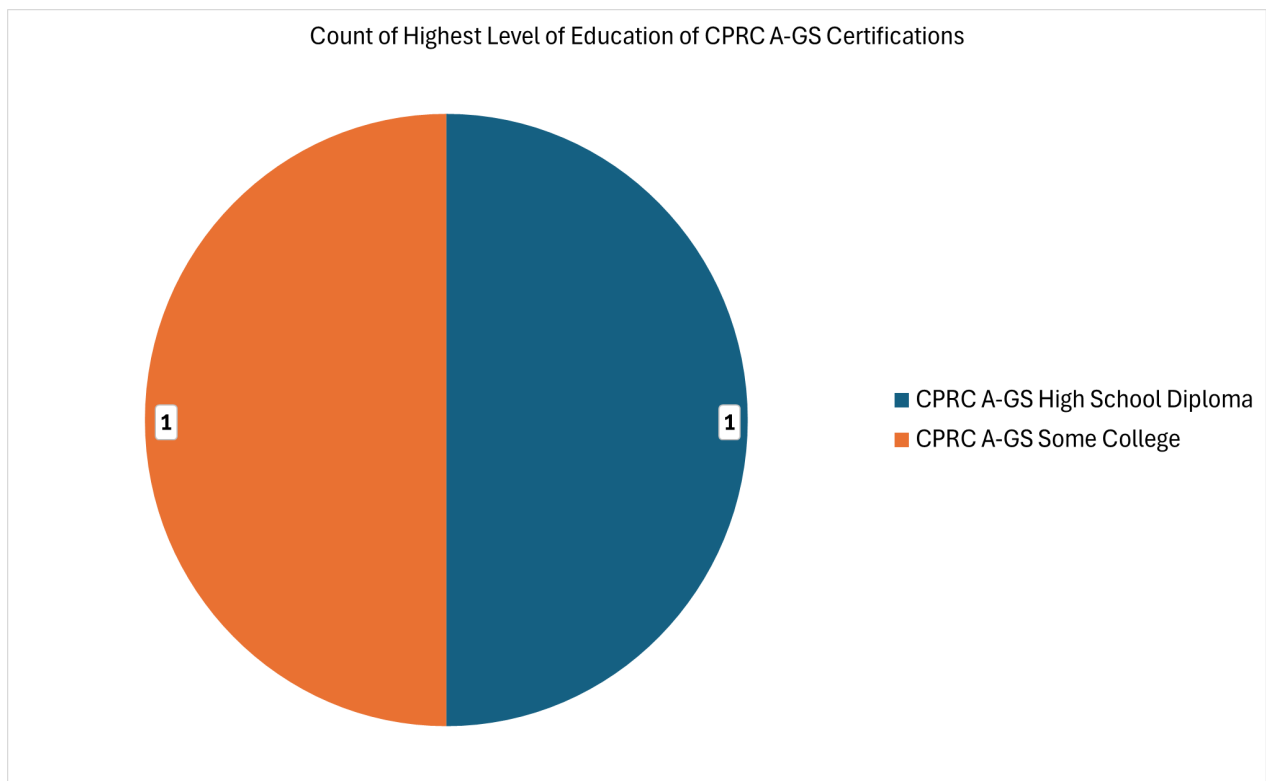


Figure 107 shows the count per education type for CPRC A-GS endorsements.

Certified Peer Recovery Coach-Gambling Support (CPRC-GS) endorsement for the CPRC credential is to assist the peer recovery coach professional with having additional competencies related to problem gambling. This credential's educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CPRC to apply for this endorsement.

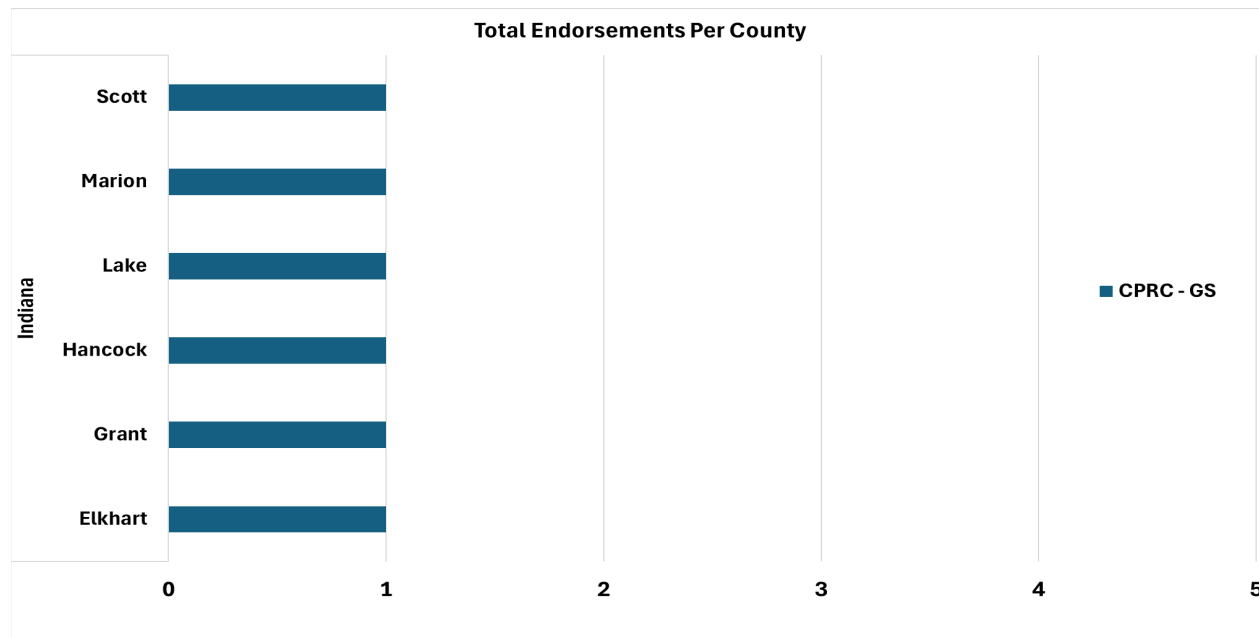


Figure 108 shows the count of CPRC-GS endorsement per Indiana county. Making a total of 6 CPRC-GS endorsements across Indiana.

Indiana County	Total Credentials
Elkhart	1
Grant	1
Hancock	1
Lake	1
Marion	1
Scott	1

Figure 109 shows the county and number breakdown as seen in figure 88. Indiana has 92 counties and of them, there is an ICAADA CPRC-GS endorsement in 7% of them.

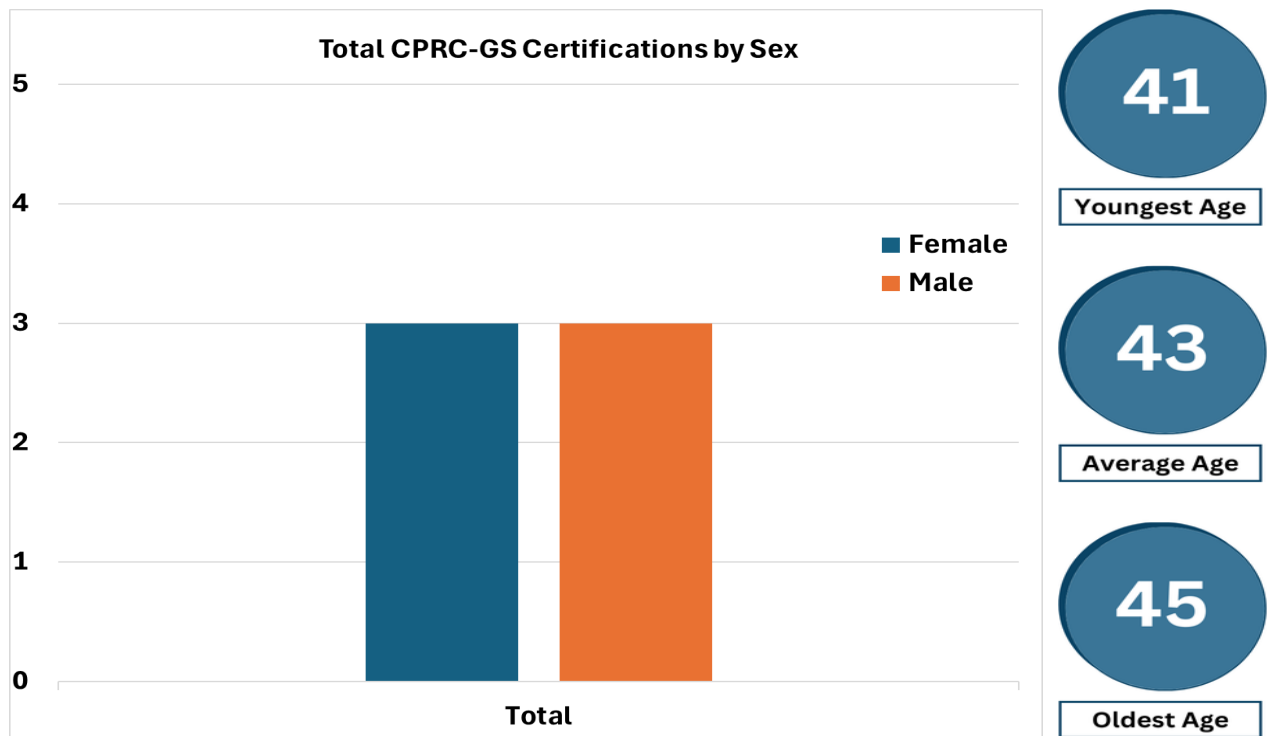


Figure 110 shows the total of CPRC-GS endorsement based on Age and Sex.

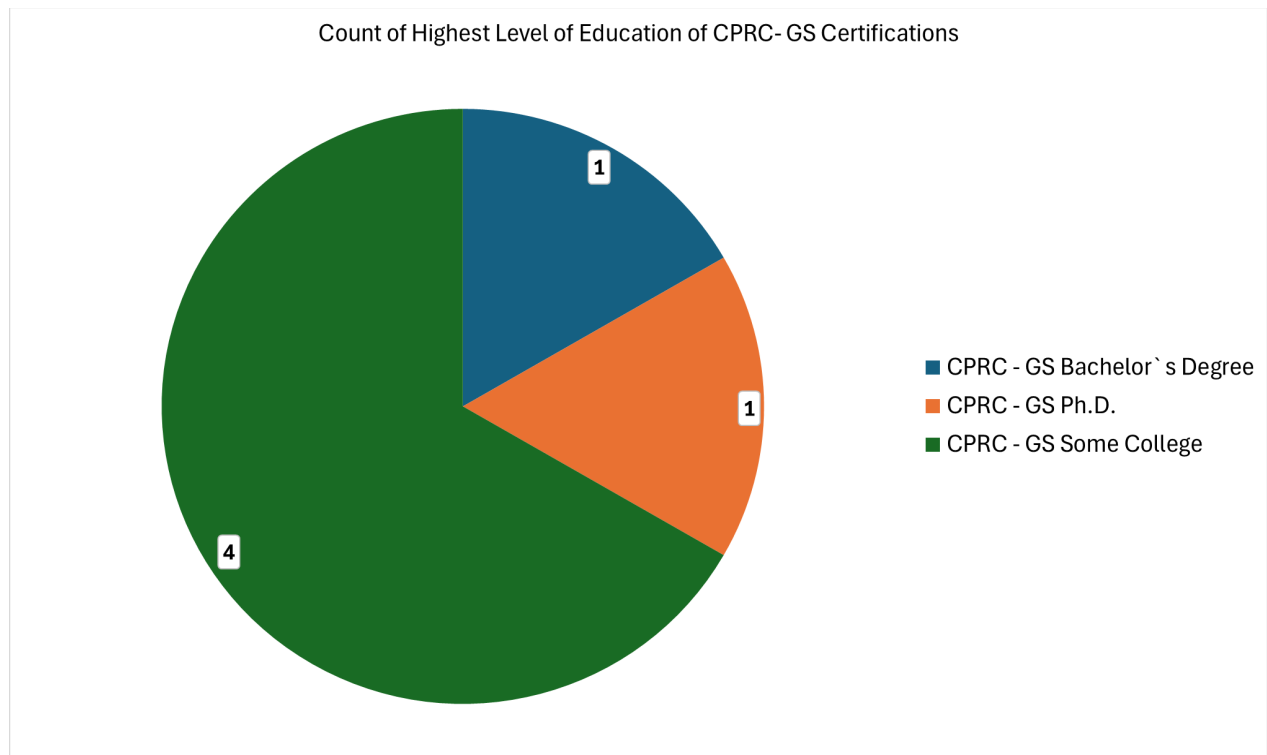


Figure 111 shows the count per education type for CPRC-GS endorsements.

Certified Peer Recovery Coach Associate-Forensic Support (CPRC A-FS) endorsement for the CPRC credential is to assist the peer recovery coach professional with having additional competencies related to those with current/previous involvement with the justice system. This credential's educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CPRC-A to apply for this endorsement.

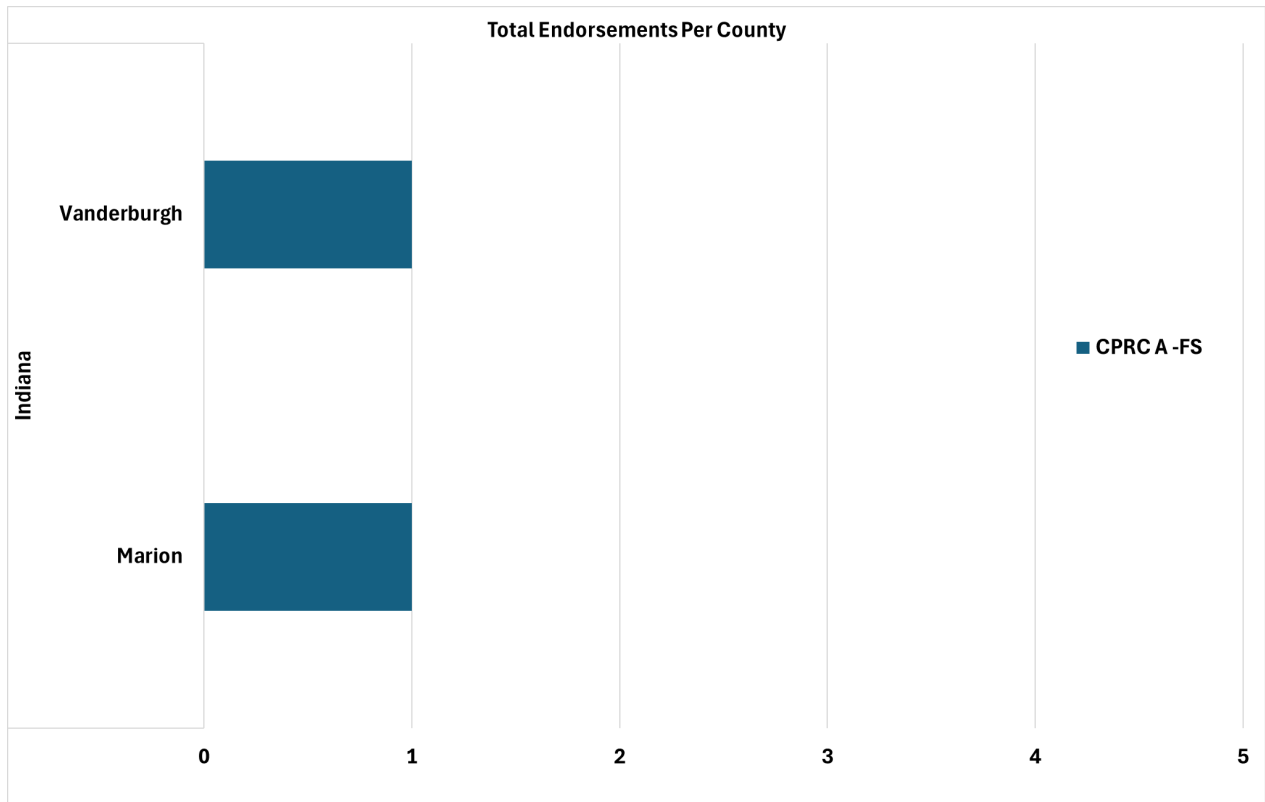


Figure 112 shows the count of CPRC A-FS endorsement per Indiana county. Making a total of 2 CPRC A-FS endorsements across Indiana.

Indiana County	Total Credentials
Marion	1
Vanderburgh	1

Figure 113 shows the county and number breakdown as seen in figure 92. Indiana has 92 counties and of them, there is an ICAADA CPRC A-FS endorsement in 2% of them.

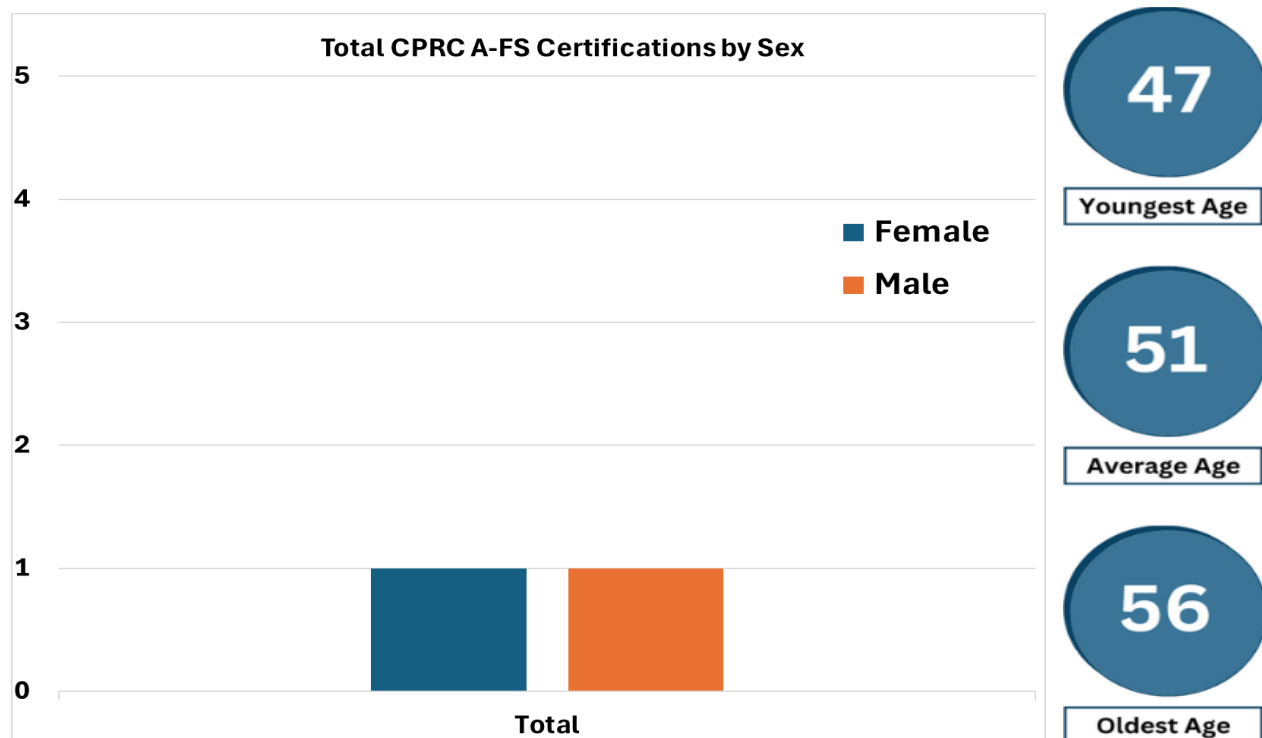


Figure 114 shows the total of CPRC A-FS endorsements based on Age and Sex.

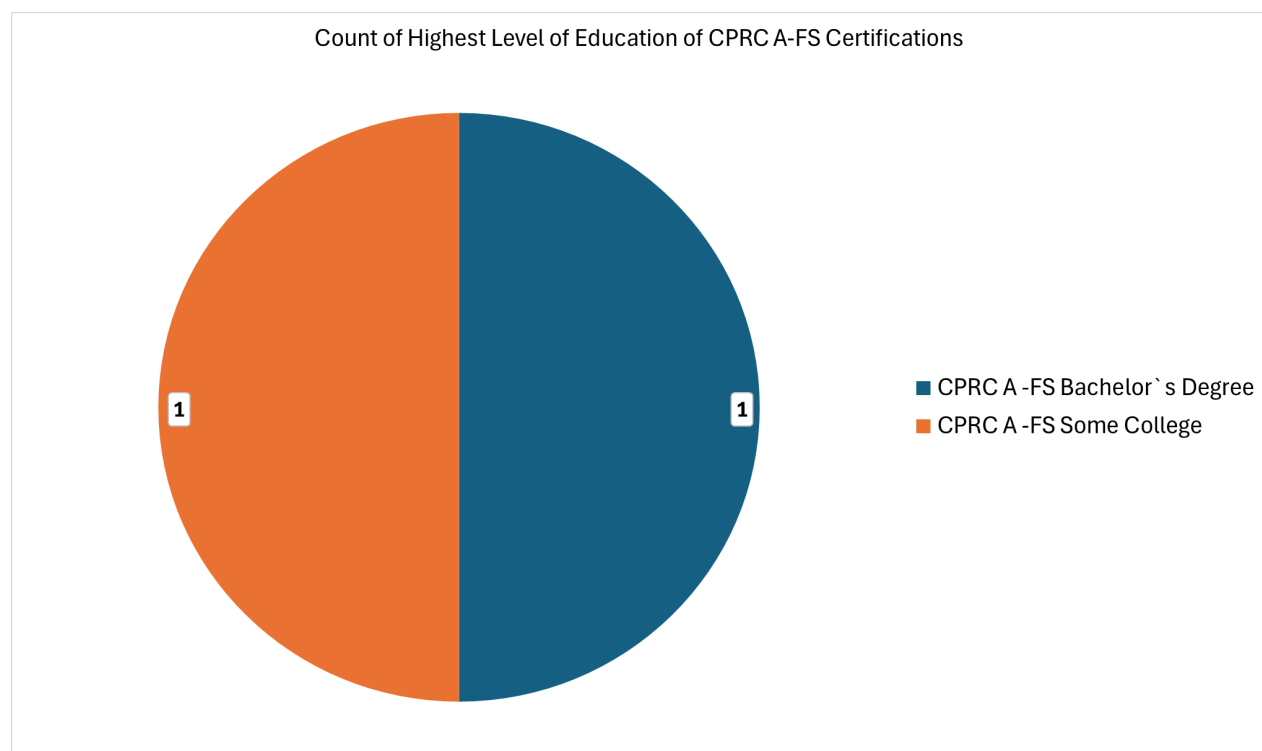


Figure 115 shows the count per education type for CPRC A-FS endorsements.

Certified Peer Recovery Coach-Forensic Support (CPRC-FS) endorsement for the CPRC credential is to assist the peer recovery coach professional with having additional competencies related to those with current/previous involvement with the justice system. This credential's educational requirements are supplemental education to the education the peer recovery coach receives as training for their Certified Peer Recovery Coach credential. Applicants must be currently certified as a CPRC to apply for this endorsement.

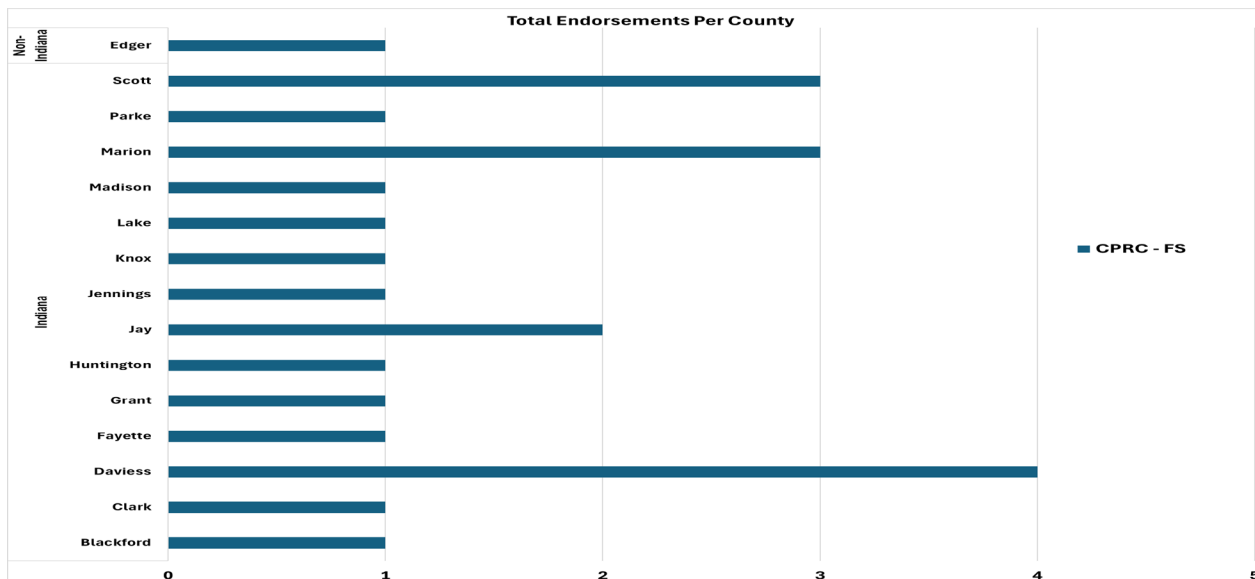


Figure 116 shows the count of CPRC-FS endorsements by Indiana County and outside. Of the total 23 CPRC-FS endorsements, 96% are in Indiana and the remaining 4% are in the following state: Illinois.

Indiana County	Total Credentials
Blackford	1
Clark	1
Daviess	4
Fayette	1
Grant	1
Huntington	1
Jay	2
Jennings	1
Knox	1
Lake	1
Madison	1
Marion	3
Parke	1
Scott	3

Figure 117 shows the county and number breakdown as seen in figure 96. Indiana has 92 counties and of them, there is an ICAADA CPRC-FS endorsement in 15% of them.

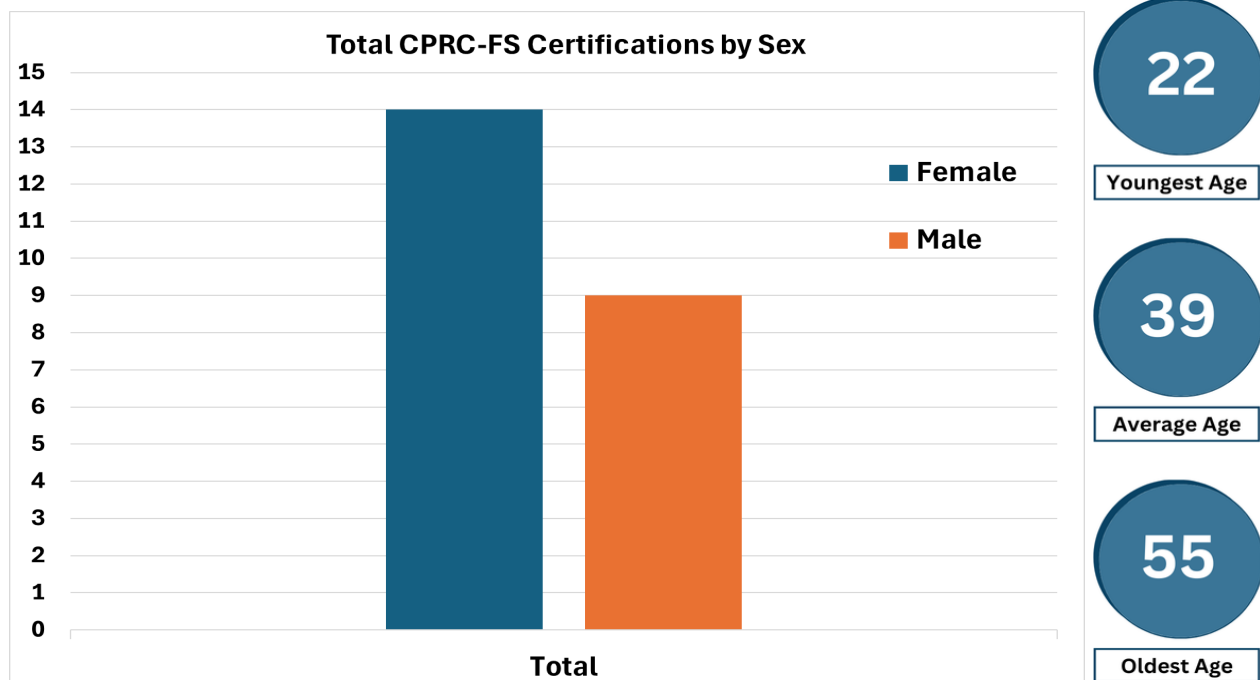


Figure 118 shows the total of CPRC-FS endorsements based on Age and Sex.

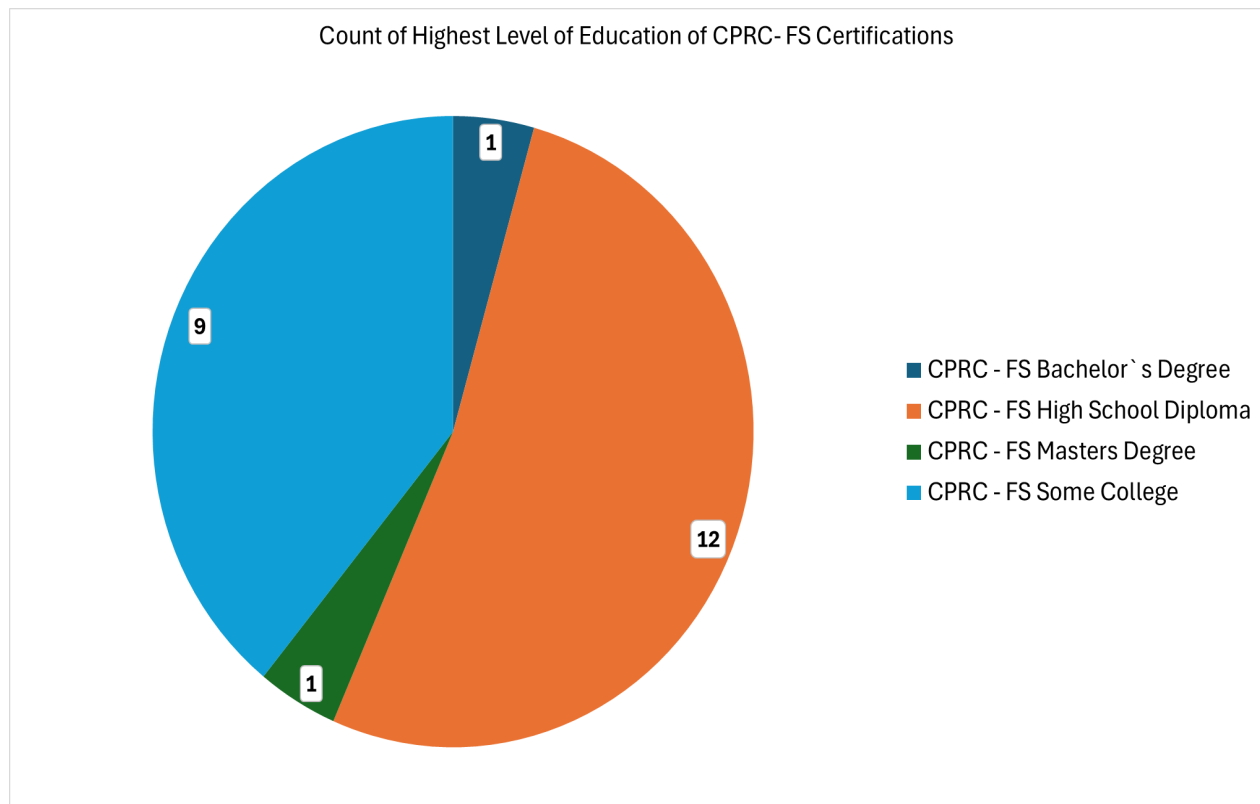


Figure 119 shows the count per education type for CPRC-FS endorsements.

Summary

ICAADA remains committed to enhancing the behavioral health profession by ensuring public protection through a competency-based credentialing framework. This report presents pertinent data that underscores ICAADA's role as a valuable partner within the community, facilitating access to qualified professionals who can effectively address behavioral health needs.

Furthermore, the continuous expansion of the ICAADA credentialed workforce exemplifies this commitment to quality and support in the field.

Specific efforts to highlight in 2024 include:

- Partnership with the Indianapolis Mayors Office of Public Health and Safety to increase access to certified recovery coaches in their communities.
- The Department of Workforce Development (DWD) recognized the Certified Recovery Coach (CRC) credential as an 'Industry Promoted Certification'.
- Increased involvement with the International Certification and Reciprocity Consortium (IC&RC) for national credentialing and advocacy efforts.
- ICAADA credential code of ethics used as suggested templates for IC&RC affiliate boards
- Expansion of Department of Labor Peer Recovery Coach Registered Apprenticeship sites and apprenticeship participants.
- Expansion of field placement opportunities for peer recovery coaches.
- Expanded exploration of collegiate partnerships
- Indianapolis area high school career day presentation on importance of credentialing in behavioral health
- Increased partnership with service provider Adult & Child
- Strengthening ethical oversight through new Ethics policy and procedure and Ethics disciplinary guidelines; including having public access to information