



ICAADA

A photograph of three people—two men and one woman—smiling and working together at a desk. A laptop, a water bottle, and some papers are on the desk. The woman in the center has long, light-colored hair and glasses. The man on the left has a beard and is wearing a light-colored shirt. The man on the right has a tattooed arm and is wearing a blue shirt. The background shows a bookshelf filled with books.

Behavioral Health Workforce Survey 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 well as several branches of the armed forces.

For over 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.

Purpose

ICAADA disseminated the Behavioral Health Workforce Survey on 5/9/2025 to 2,607 recipients which had a 49.5% open rate and 9.4% click rate. A reminder for this survey was sent on 6/4/2025 to 1,943 recipients which has a 50.3% open rate and 7.9% click rate. The survey was opened on 5/9/2025 and closed on 6/7/2025, The survey accepted responses for a total of 29 days

The intention of this annual survey is to better understand ICAADA credential holders' professional experiences. The survey's purpose is to better understand the workforce landscape for ICAADA credential holders. This data can support policy decisions, employers and the workforce overall..

At the close of the survey there were a total of 217 responses. The survey was structured to have a branching system that led respondents to specific questions relevant to their professional experience in behavioral health. The questions that impacted branching the most related to the respondent's employment status in behavioral health.

Of the 217 total responses, 167 responded 'Yes' to being currently employed, later in the survey two (2) of those 167 indicated not currently employed and not having been employed in behavioral health since 1/1/2024 and dropped off. Eight (8) responded 'Yes' to not currently employed but have been since 1/1/2024, 30 responded 'No', and 12 responded 'Neither'.

This report will focus mainly on those who responded 'Yes' however, questions asked for those who responded 'No' will be included as well. Those who responded 'Neither' or later indicated they were not currently employed in behavioral health or have been since 1/1/2024 will not be included.

Background on ICAADA Credentials

ICAADA offers a variety of credentials for professionals related to behavioral health. Below you will find a summary of each ICAADA credential offered. Detailed information about each credential can be found on the credentials page of the ICAADA website here, <https://icaada.org/credentials-2/>.

Addiction Consultant in Training (ACIT) - 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. The ACIT II is the credential professionals who work, or aspire to work, in Opioid Treatment Programs (OTP) will want to work towards obtaining.

Board Certified in Problem Gambling (BCPG) - Board Certified in Problem Gambling (BCPG) is a treatment level credential to provide treatment and support for people 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. [Find out more](#)

Certified Alcohol and Drug Addiction Consultant (CADAC) - Certified Alcohol and Drug Addiction Consultant (CADAC) credentials are designed to be entry-level to advanced-level substance use treatment credentials (depending upon CADAC level). The CADAC II-V are recognized by the Indiana Division of Mental health and Addictions. [Find out more](#).

Certified Prevention Specialist (CPS) - Certified Prevention Specialist (CPS) credentials are designed to be entry-level, to advanced-level, substance use prevention credentials (depending upon CPS level). There are multiple levels to this certification based upon a person's education and experience.

Certified Peer Recovery Coach (CPRC), formerly Certified Addiction Recovery Coach (CAPRC) - Certified Peer Recovery Coach (CPRC) credentials are for individuals who are in personal, lived experience of recovery from substance use, mental health or co-occurring disorders who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns. The CPRC-A and CPRC are reimbursable through Indiana Medicaid and Indiana Problem Gambler Awareness Program. The CPRC-A and CPRC are recognized by the Indiana Department of Workforce Development as [Promoted Industry Certifications](#).

Certified Recovery Coach (CRC), formerly Certified Addiction Recovery Coach (CARC) - Certified Recovery Coach (CRC) credentials are 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 who wish to provide recovery support to those seeking/in recovery from substance use and/or mental health concerns.

Certified Clinical Supervisor (CCS) - Certified Clinical Supervisor (CCS) is a clinical credential that validates the professional's education, and experience, specific to providing clinical supervision in the substance use field. This credential is recognized by the International Credentialing and Reciprocity Consortium (IC&RC) and IC&RC affiliated states and countries that offer the IC&RC CCS credential.

Certified Supervisor of Peer Recovery (CSPR) - Certified Supervisor of Peer Recovery (CSPR) is a credential for recovery support or clinical professionals who wish to show their competencies related to providing effective and ethical recovery support supervision. There are two versions of this credential. One for those who have a background in professional recovery support and another for those who have a clinical background.

Medication Assisted Treatment Specialist (MATS) - 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.

Certified Criminal Justice Addiction Professional (CCJP) - The Certified Criminal Justice Addiction Professional (CCJP) is a credential for criminal justice professionals recognized by IC&RC. This credential is recognized as the gold standard for competency in the field of criminal justice addiction services and has been endorsed by the International Community Corrections Association (ICCA). ***This credential is no longer offered by ICAADA except for renewal for candidates who held it prior to the discontinuation of it.***

Respondents Currently Employed in Behavioral Health

Of the 167 respondents who indicated being currently employed, two respondents indicated in a later question they were not, so their responses are not accounted for in the following.

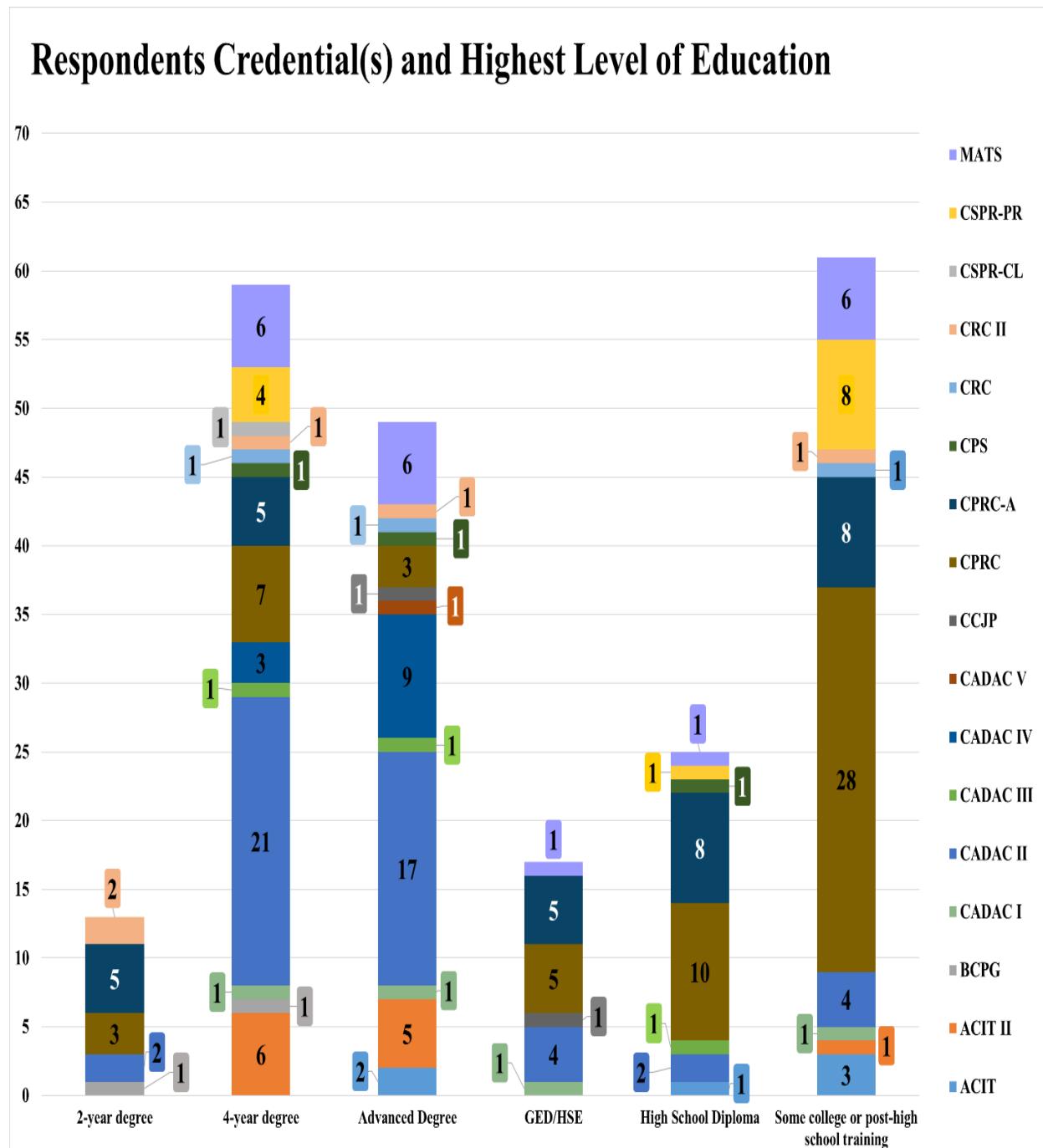


Figure 1

Credentials and Duration: Respondents Currently Employed in Behavioral Health

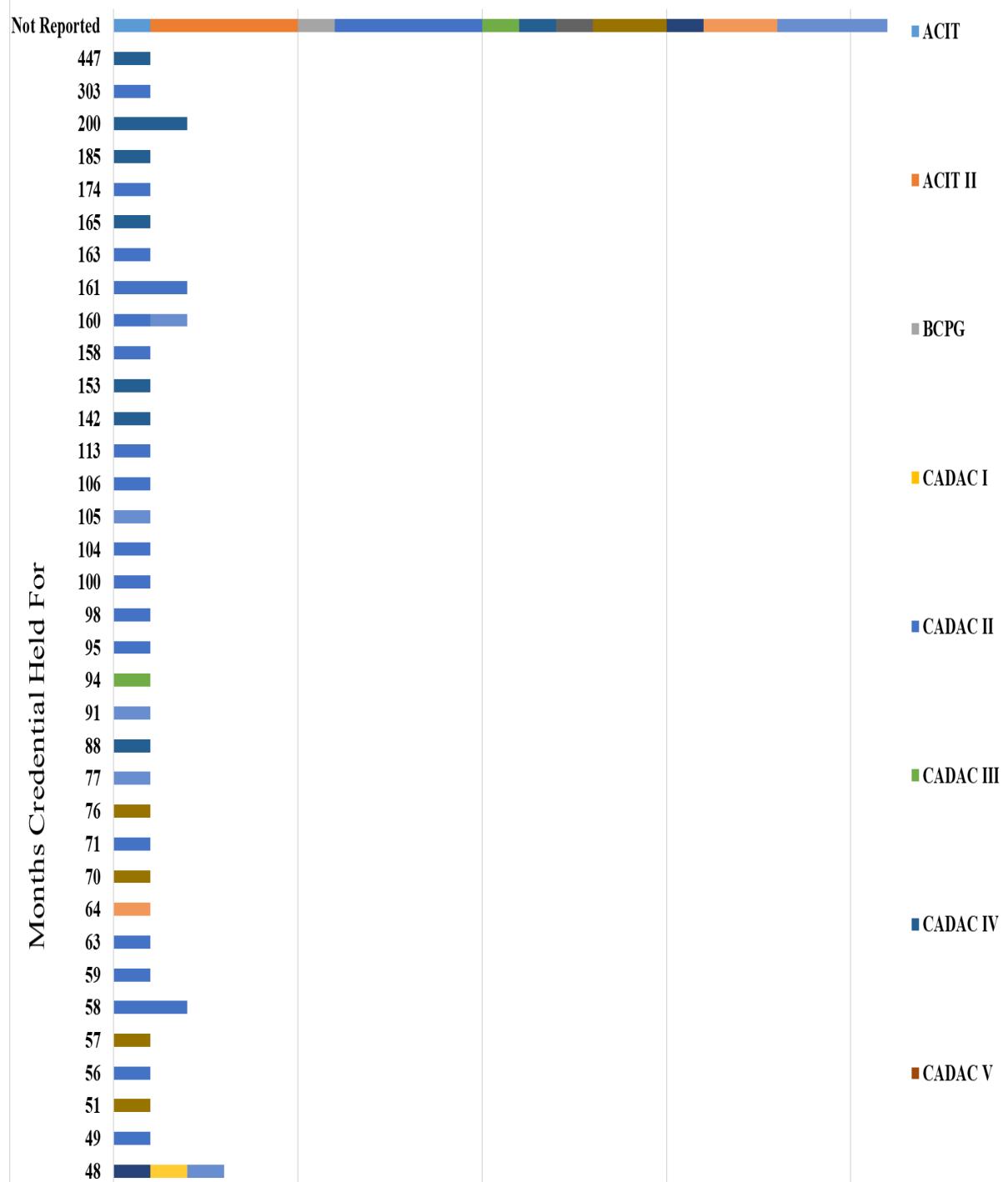


Figure 2

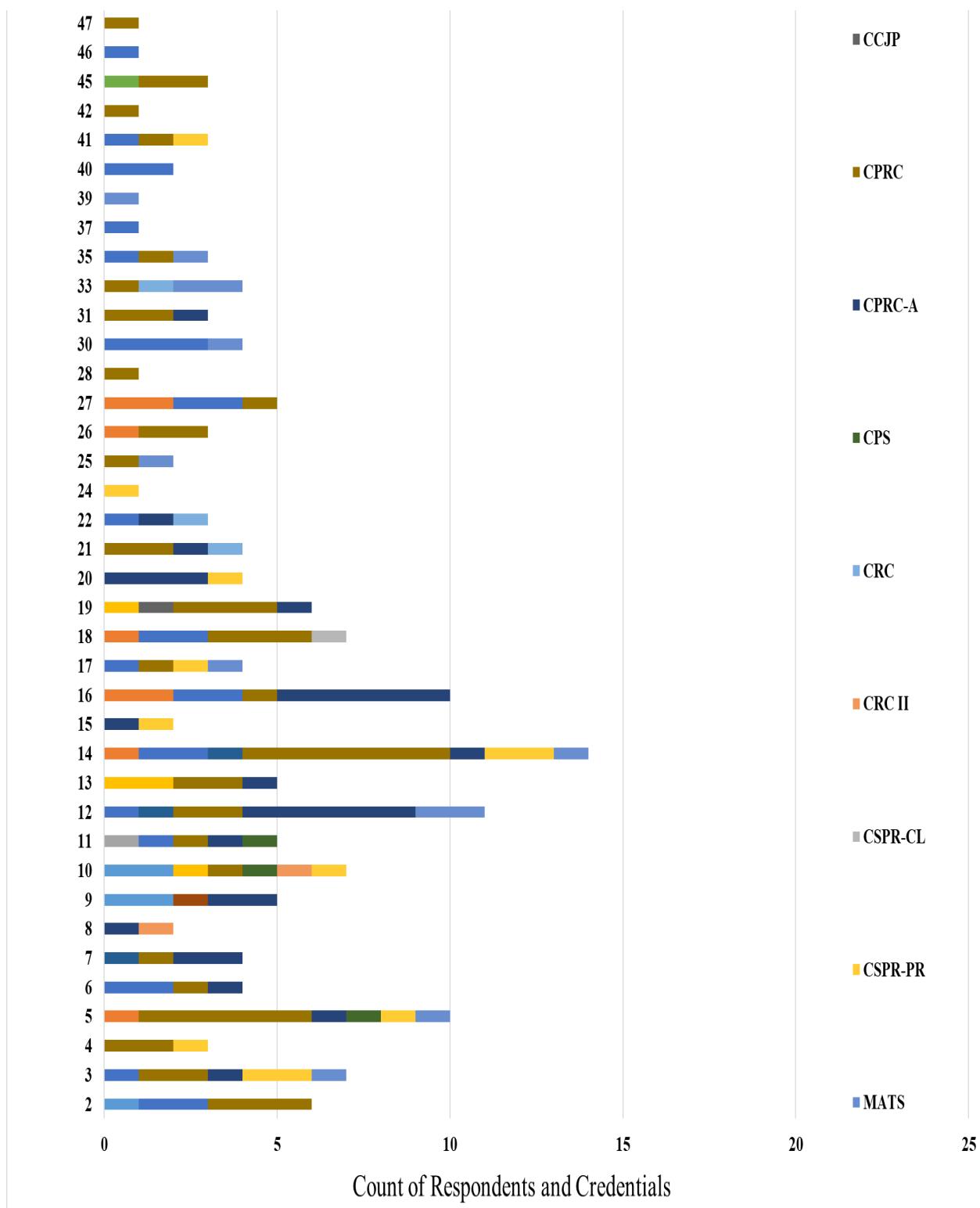


Figure 3

**Respondents Currently Employed in Behavioral Health
Were Asked: Do you Identify as a Person with a Disability?**

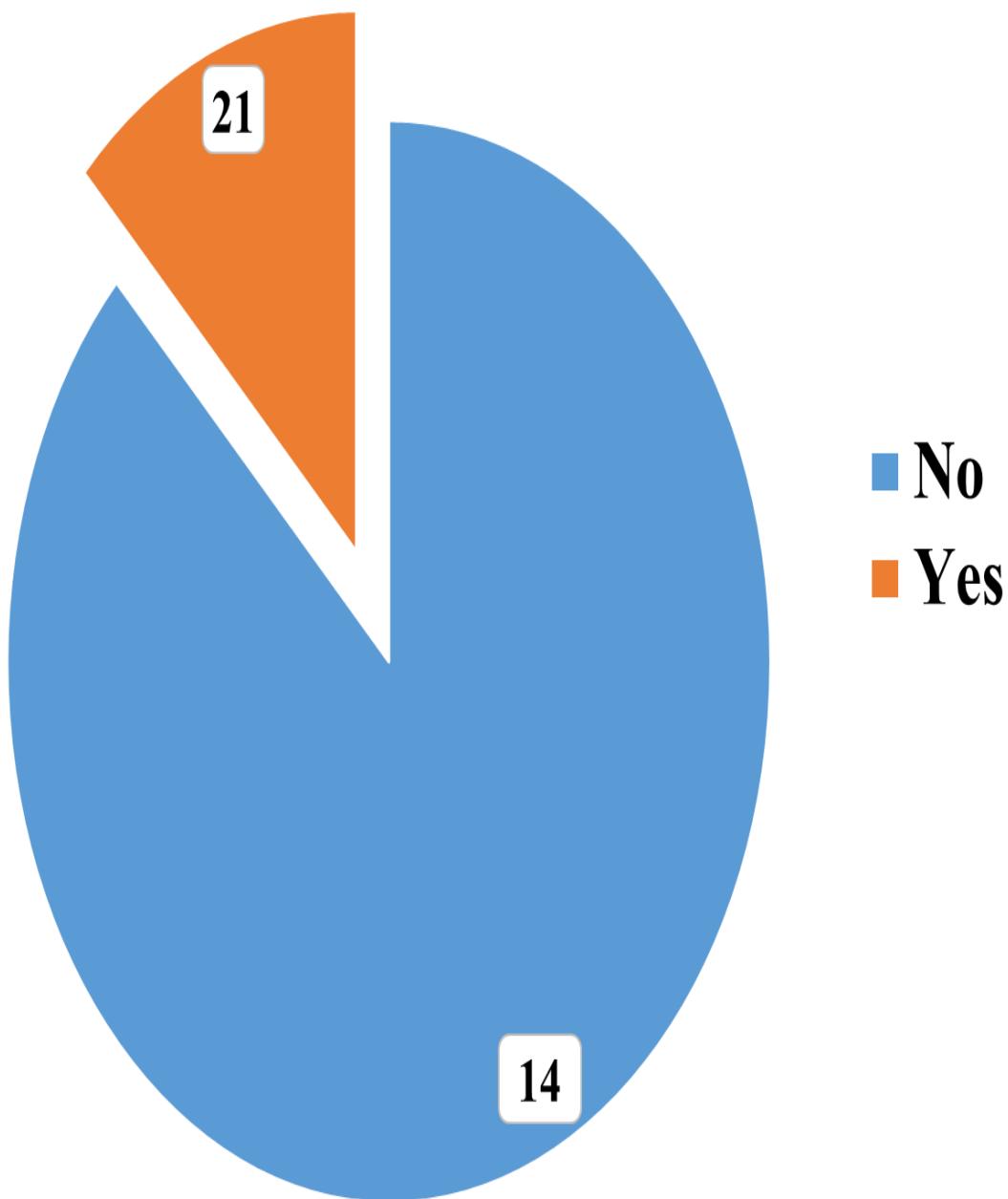


Figure 4

Respondents County of Residence

This map display is specific to respondents who are currently employed in behavioral health.

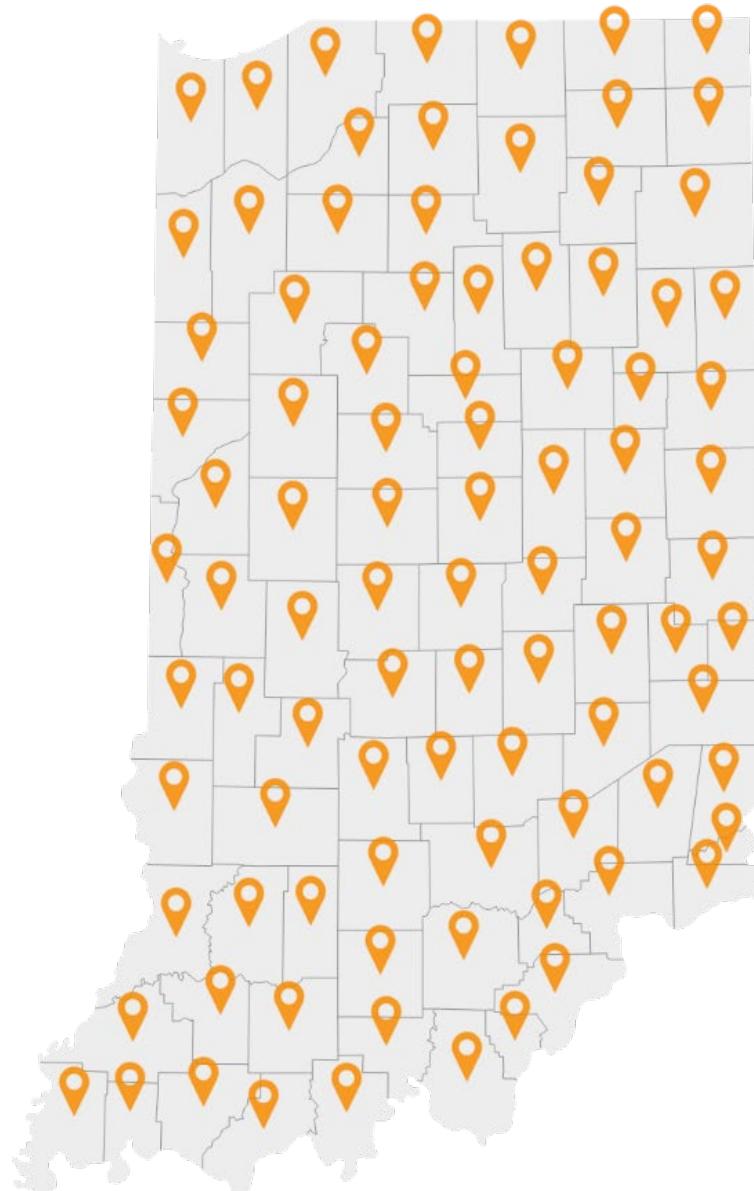


Created with Datawrapper

Figure 5

Counties Services Provided in Currently and Ever

This map display is specific to respondents who are currently employed in behavioral health.



All 92 Indiana Counties are represented for services provided in currently and ever

Created with Datawrapper

Figure 6

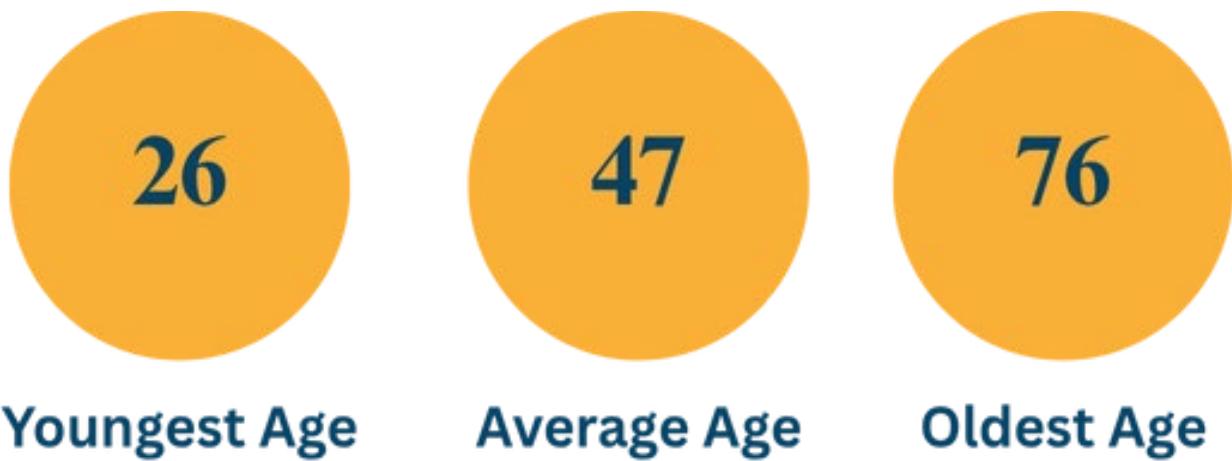


Figure 7

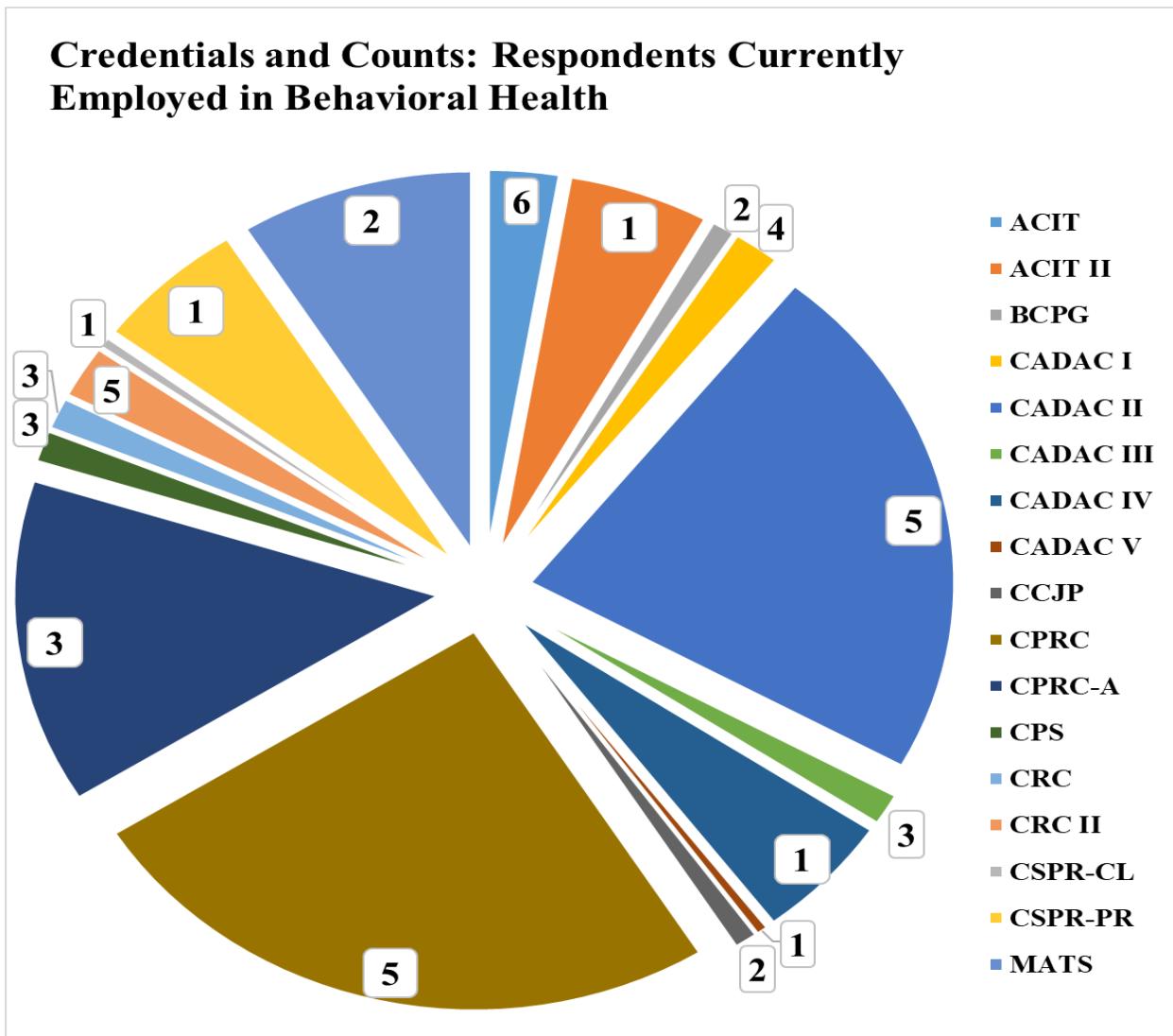


Figure 8

Employment Status of Respondents Currently Employed in Behavioral Health

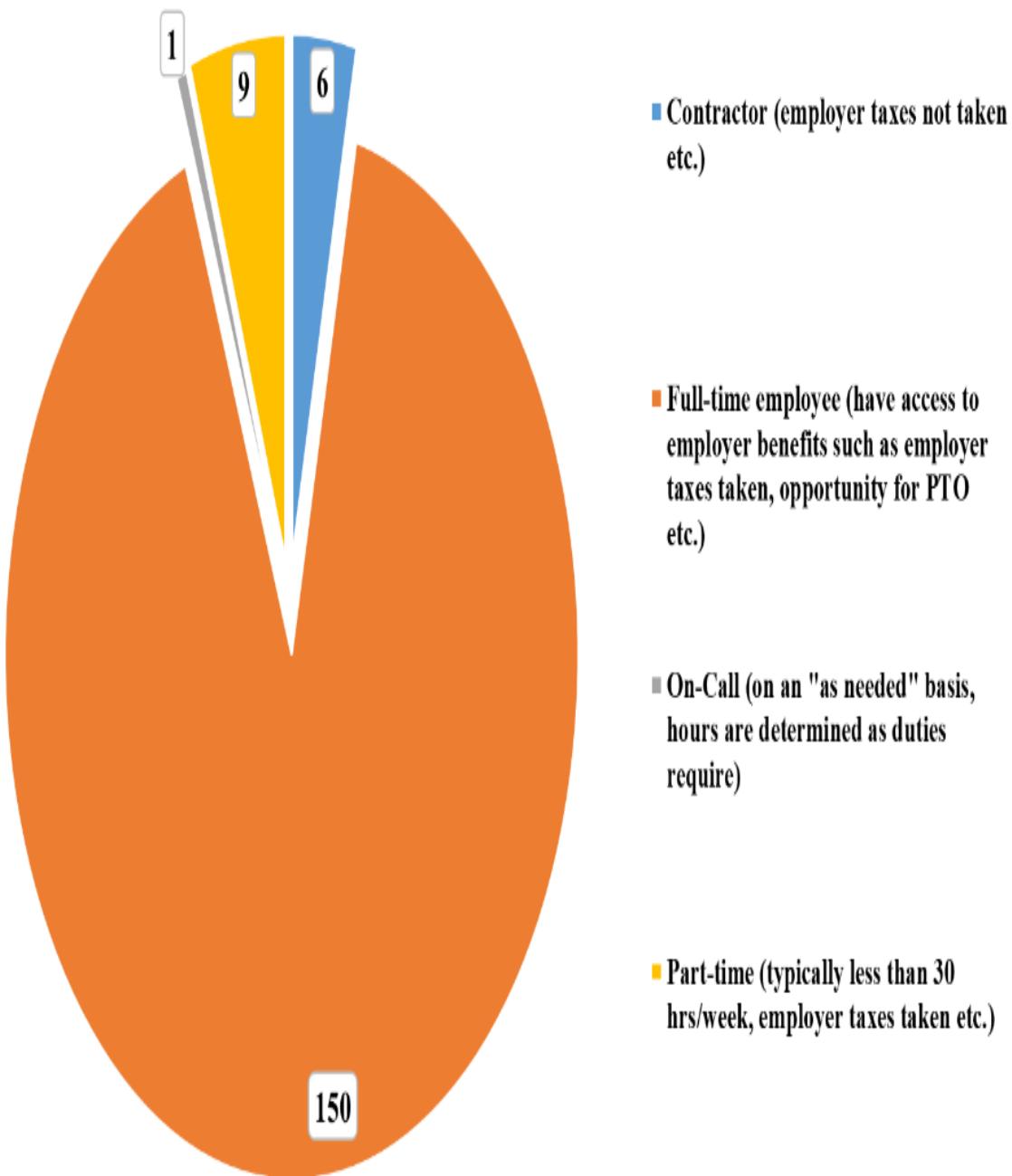


Figure 9

123

Yes, all my credential(s) indicated above are required for my current employment

21

None of my credential(s) indicated above are required for my current employment

19

No, not all my credential(s) indicated above are required for my current employment

Figure 10

Those who indicated that some or all their ICAADA credentials were not required for their employment in behavioral health were asked why they have maintained credential(s) not required for their employment. ***Important to note the ICAADA ACIT and ACIT II are only valid for three (3) years from the date of issuance and are non-renewable.***

Respondents who indicated none of their credentials were required advised the following:

- The credential(s) is necessary but not utilized as much as my main credential(s)
- The credential(s) was required for a previous role, and I have renewed it by choice
- The credential(s) WERE NOT required for previous role, and I have renewed by choice
- Earning the credential(s) was for my own professional development and interest

The credential(s) indicated regarding the above include the following: CPRC-A, CPRC, CRC II, CSPR-PR, CPS, CADAC I, CADAC II, CADAC III, CADAC IV, CADAC V, CCJP, ACIT, ACIT II, and MATS.

Respondents who indicated not all credential(s) they hold were required for their previous employment indicated the following responses:

- Earning the credential(s) was for my own professional development and interest
- The credential(s) was required for a previous role, and I have renewed it by choice
- The credential(s) is necessary but not utilized as much as my main credential(s)

The credential(s) indicated regarding the above include the following: CPRC-A, CPRC, CRC II, CSPR-PR, ACIT, ACIT II, CADAC I, CADAC II, CADAC III, CCJP, and MATS.

Eighteen (18) of the total one hundred sixty-three (163) respondents indicated they have let their ICAADA credential(s) expire for the following:

- Could not afford to renew
- Credential superseded by license
- Did not need for current/previous role

The credentials indicated that were not renewed include the CPRC-A, CPRC, CSPR-PR, CPS II, CADAC I, CADAC II, CCJP, CCS, and MATS.

When Respondents Earned Credentials

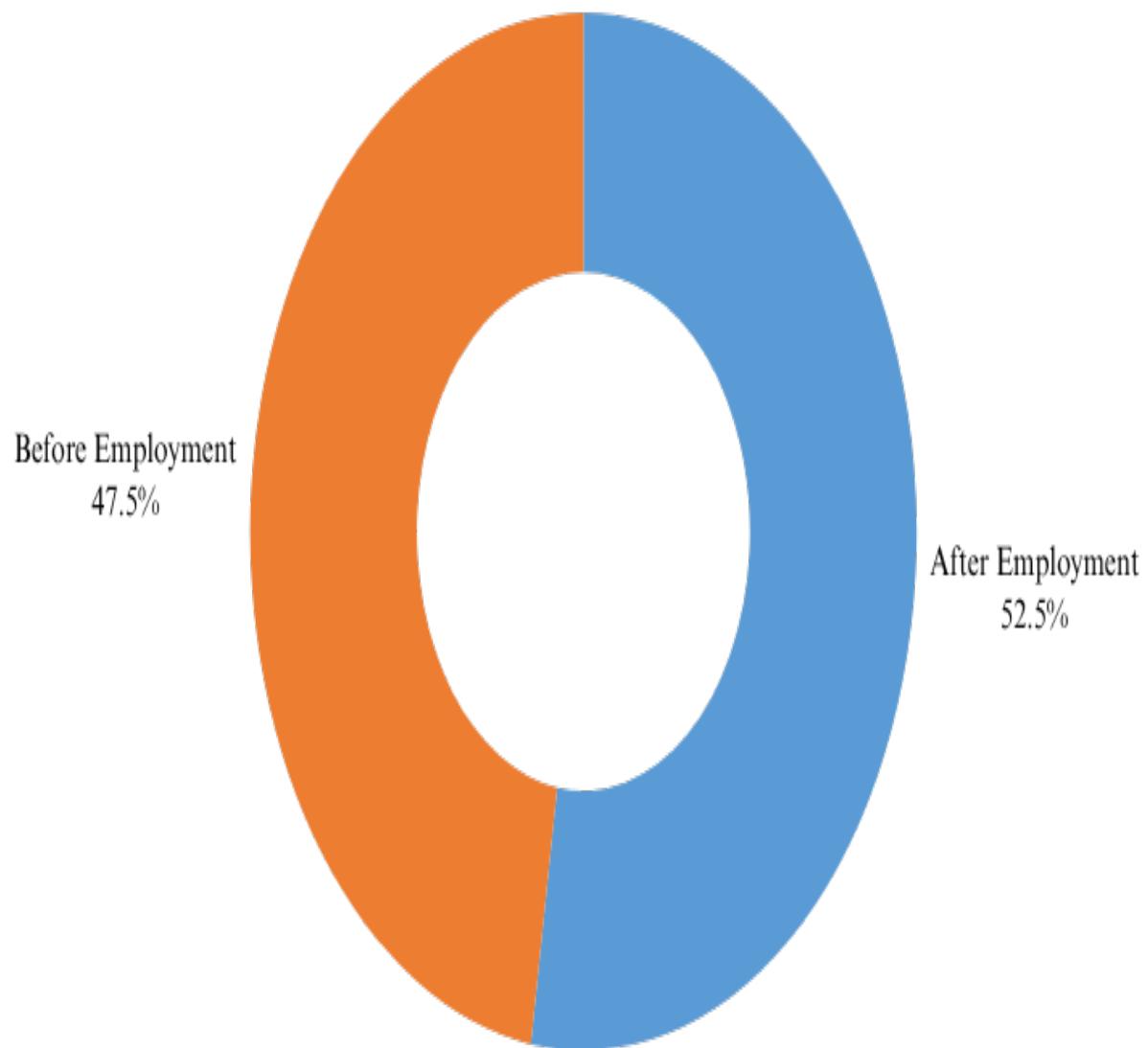


Figure 11

Respondents Previous Employer Categories

In-Patient AND Out-Patient for SUD/MH provider	Remote peer support
Recovery Community Organization (RCO)	Telehealth Opioid Substance Use Suboxone Provider
Opioid Treatment Program (OTP)	Federally Qualified Health Center (FQHC)
Certified Community Behavioral Health Clinic (CCBHC)	Partial Hospitalization Program (PHP)
In-patient SUD and MH provider	Community Mental Health Center (CMHHC)
In-Patient SUD Treatment provider	Private Practice
Out-patient SUD Treatment Provider	Insurance company
Out-patient SUD and MH provider	Quality Improvement (QI)
Criminal Justice (court or within a carceral settings)	Out-Patient MH provider
Treatment Center; OTP	In-Patient AND Out-Patient for SUD provider
Hospital Setting (Emergency room)	Mobile Response Team
Recovery Residence	Community Counseling Center
Community Based Organization	In-patient AND Outpatient, Hospital, Residential, Behavioral

Figure 12

Respondents Starting Pay and Position/Title

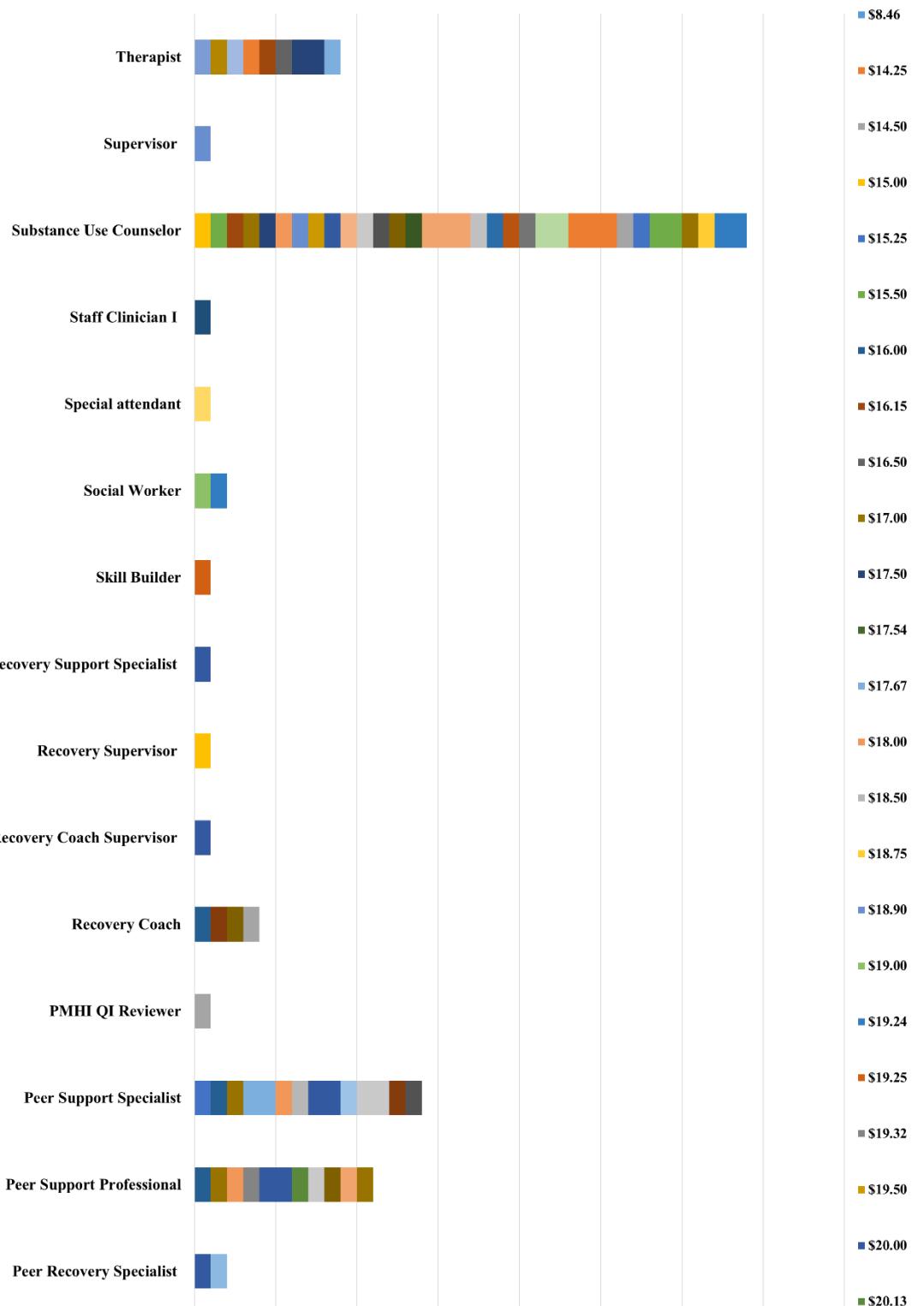


Figure 13 Respondents starting pay and current position/title graph continues onto next page

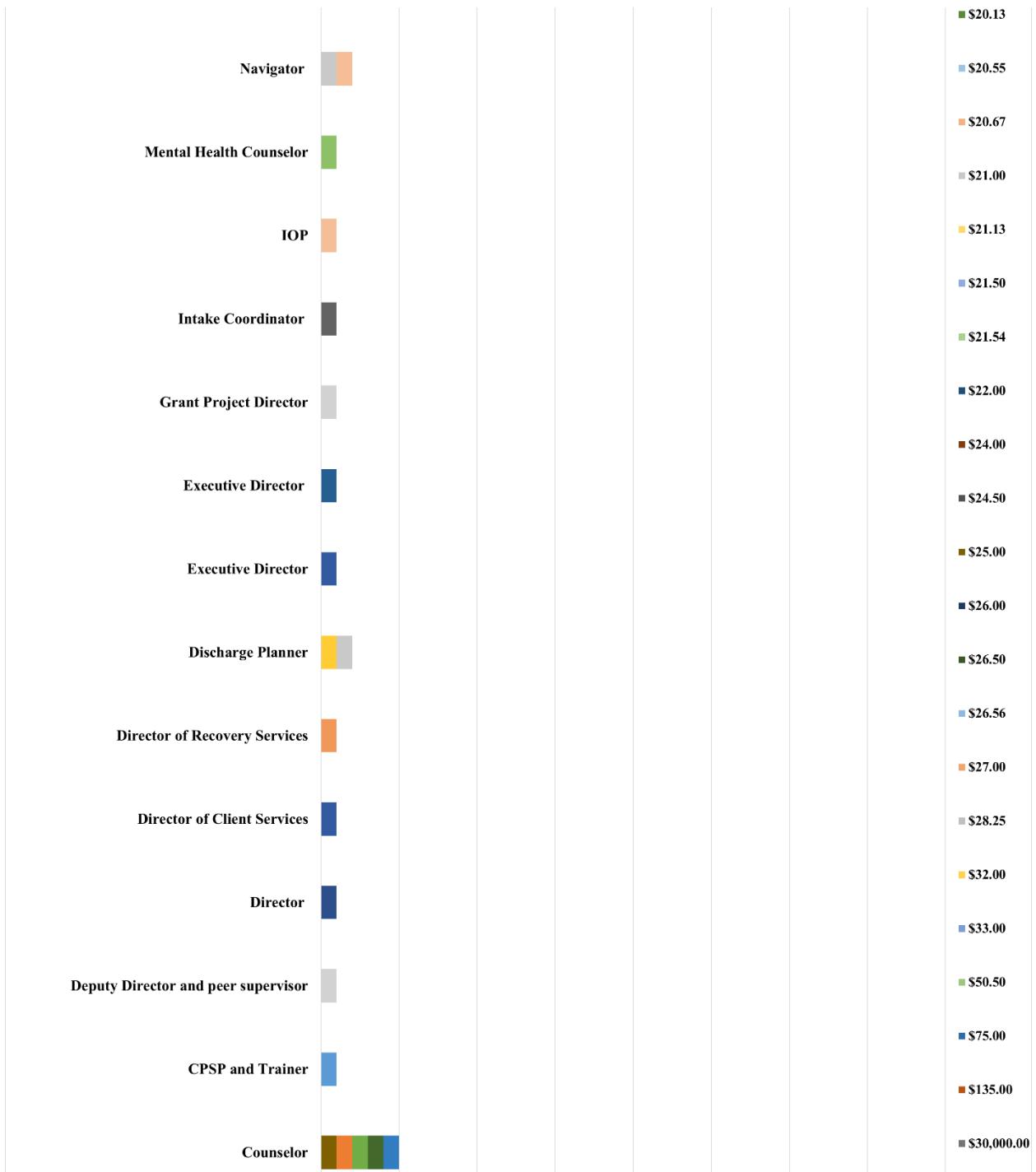


Figure 14 Respondents starting pay and current position/title graph continues onto next page

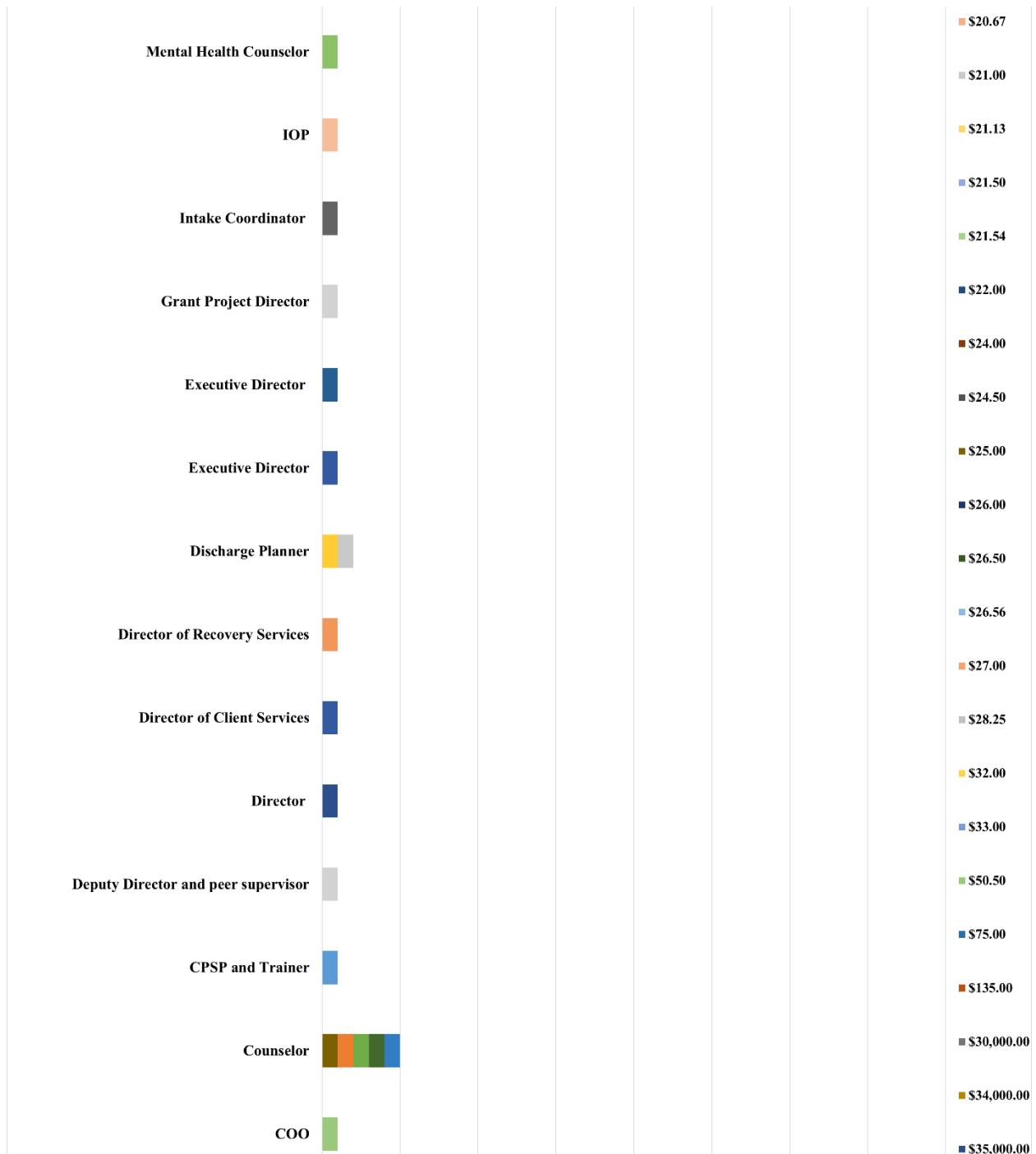


Figure 15 Respondents starting pay and current position/title graph continues onto next page



Figure 16 Respondents starting pay and current position/title graph continues onto next page

Respondents Current Pay and Position/Title

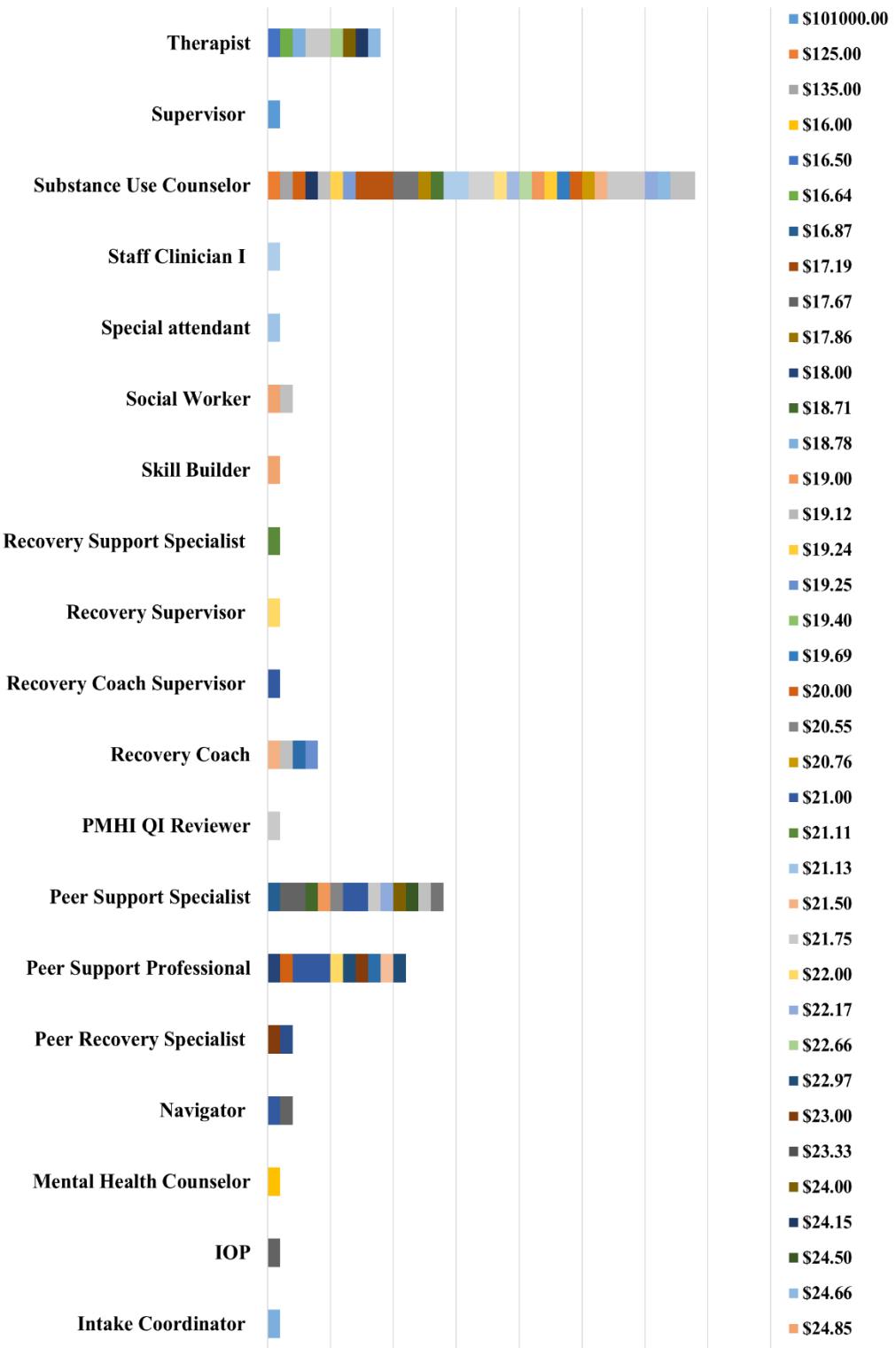


Figure 17 Respondents Current pay and Position/Title graph continued onto next page

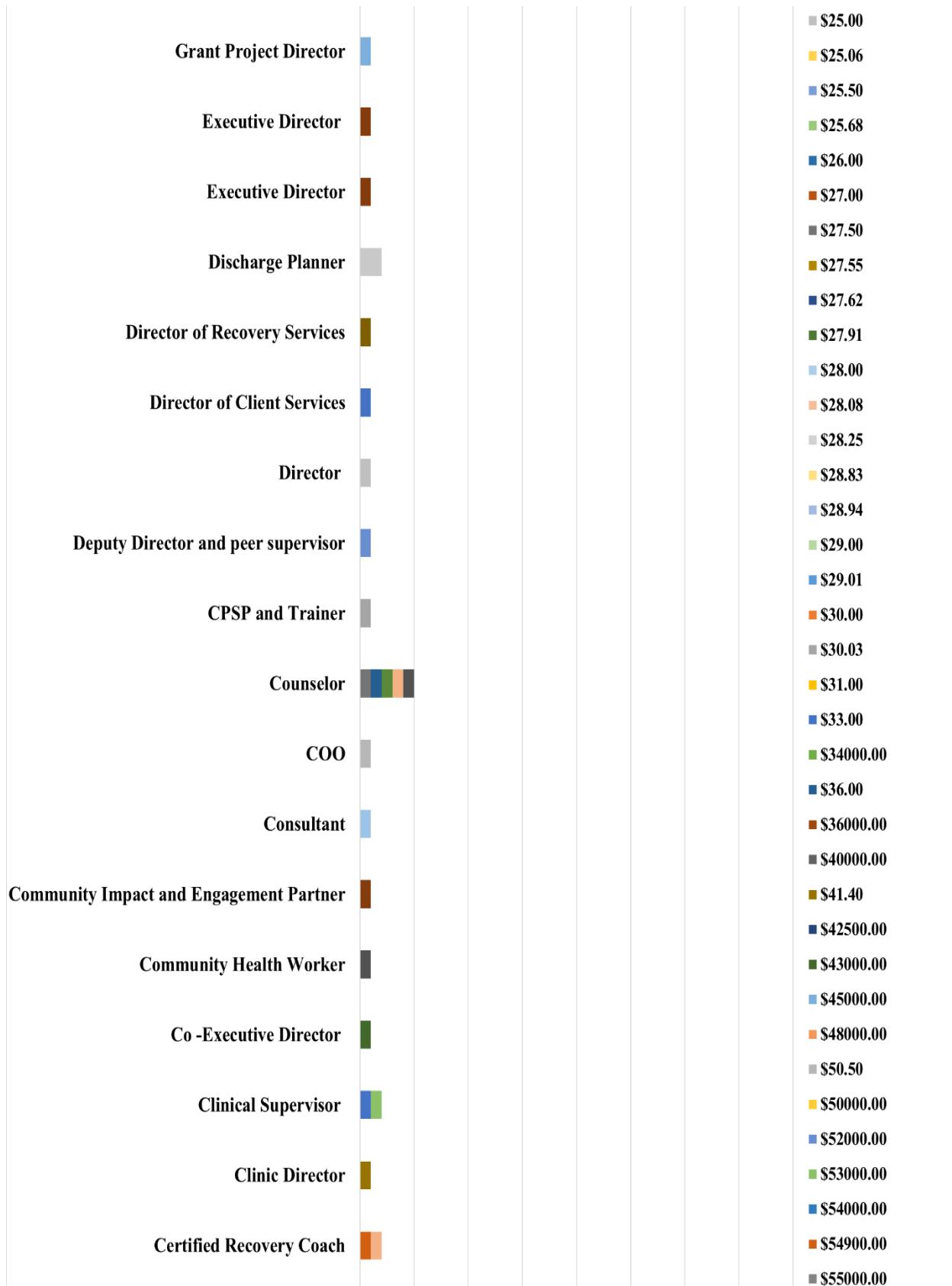


Figure 18 Respondents Current pay and Position/Title graph continued onto next page



Figure 19

CREDENTIAL	AVERAGE HOURLY PAY	AVERAGE ANNUAL PAY
Certified Peer Recovery Coach – Associate (CPRC-A)	\$20.69	\$42,500
Certified Peer Recovery Coach (CPRC)	\$22.30	\$57,153
Addiction Consultant in Training (ACIT)	\$19.78	NOT REPORTED
Addiction Consultant in Training II (ACIT II)	\$26.72	\$72,000
Certified Alcohol and Drug Addiction Consultant – I (CADAC I)	\$24.22	NOT REPORTED
Certified Alcohol and Drug Addiction Consultant – II (CADAC II)	\$32.18	\$61,954
Certified Alcohol and Drug Addiction Consultant – III (CADAC III)	NOT REPORTED	\$64,000
Certified Alcohol and Drug Addiction Consultant – IV (CADAC IV)	\$54.88	\$65,625
Board Certified in Problem Gambling (BCPG)	\$25.06	\$54
Certified Prevention Specialist (CPS)	NOT REPORTED	\$68,667
Certified Criminal Justice Professional (CCJP)	\$25	NOT REPORTED
Certified Recovery Coach (CRC)	\$23.13	\$72,000
Certified Recovery Coach II (CRC II)	\$20.54	\$76,000
Certified Supervisor of Peer Recovery – Peer Recovery (CSPR-PR)	\$28.26	\$58,500
Certified Supervisor of Peer Recovery – Clinical (CSPR-CL)	NOT REPORTED	\$67,000
Medication Assisted Treatment Specialist (MATS)	\$25.74	\$62,250

Important to note that multiple respondents indicated holding multiple ICAADA credentials

Figure 20

Benefits Respondents Indicated Having Employed in Behavioral Health

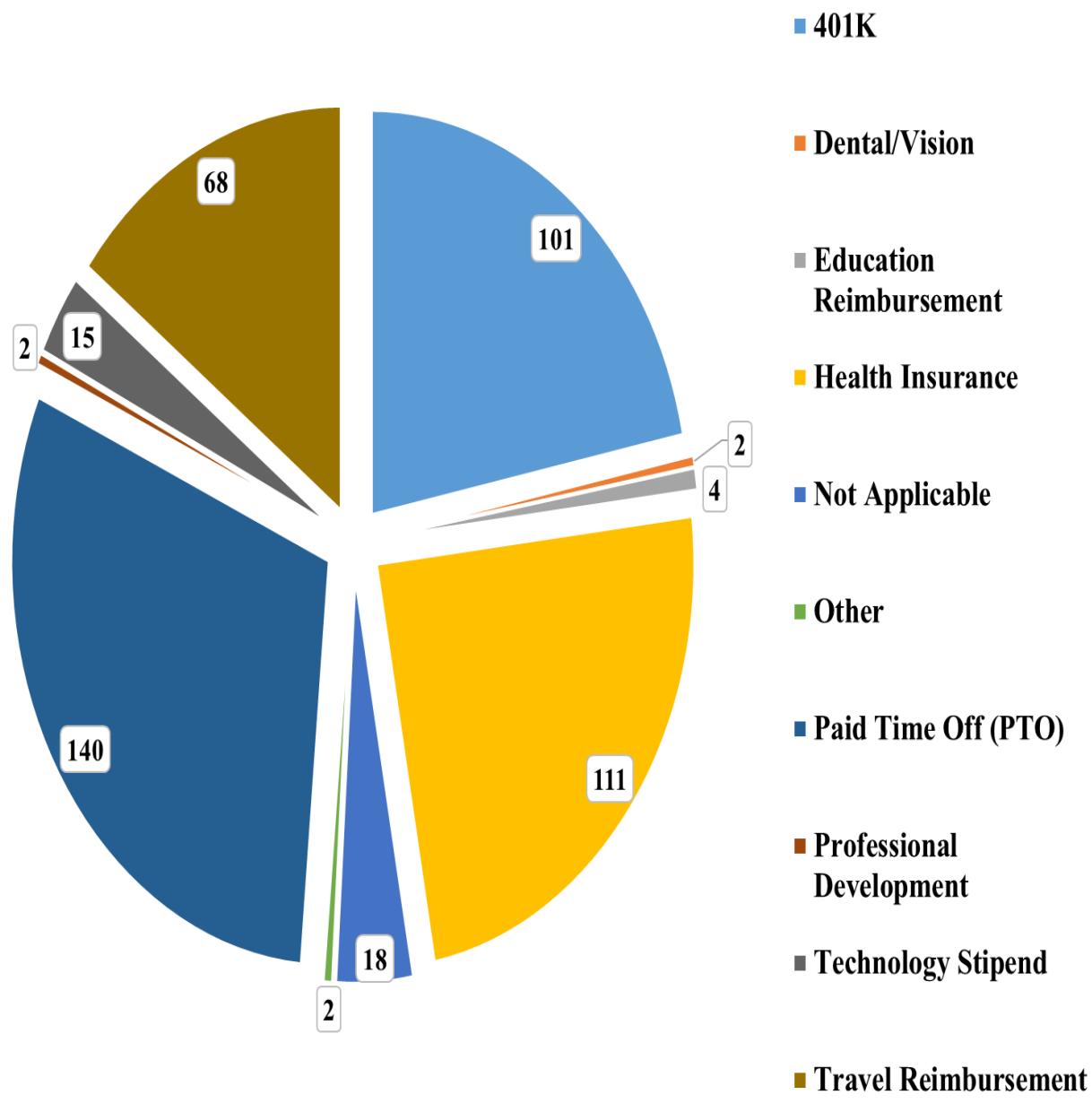


Figure 21

Due to a survey format issue, the questions 'Do you or have you provided telehealth services as part of your role' and 'If yes, what percentage of your services are provided via telehealth' were not asked to respondents initially. One hundred and four (104) respondents were sent a direct email with this question , and of those 104, only fifty-four (54) respondents replied with a response.'



Figure 22

For those who responded 'Yes' we then asked, 'If yes, what percentage of your services are provided via telehealth?'

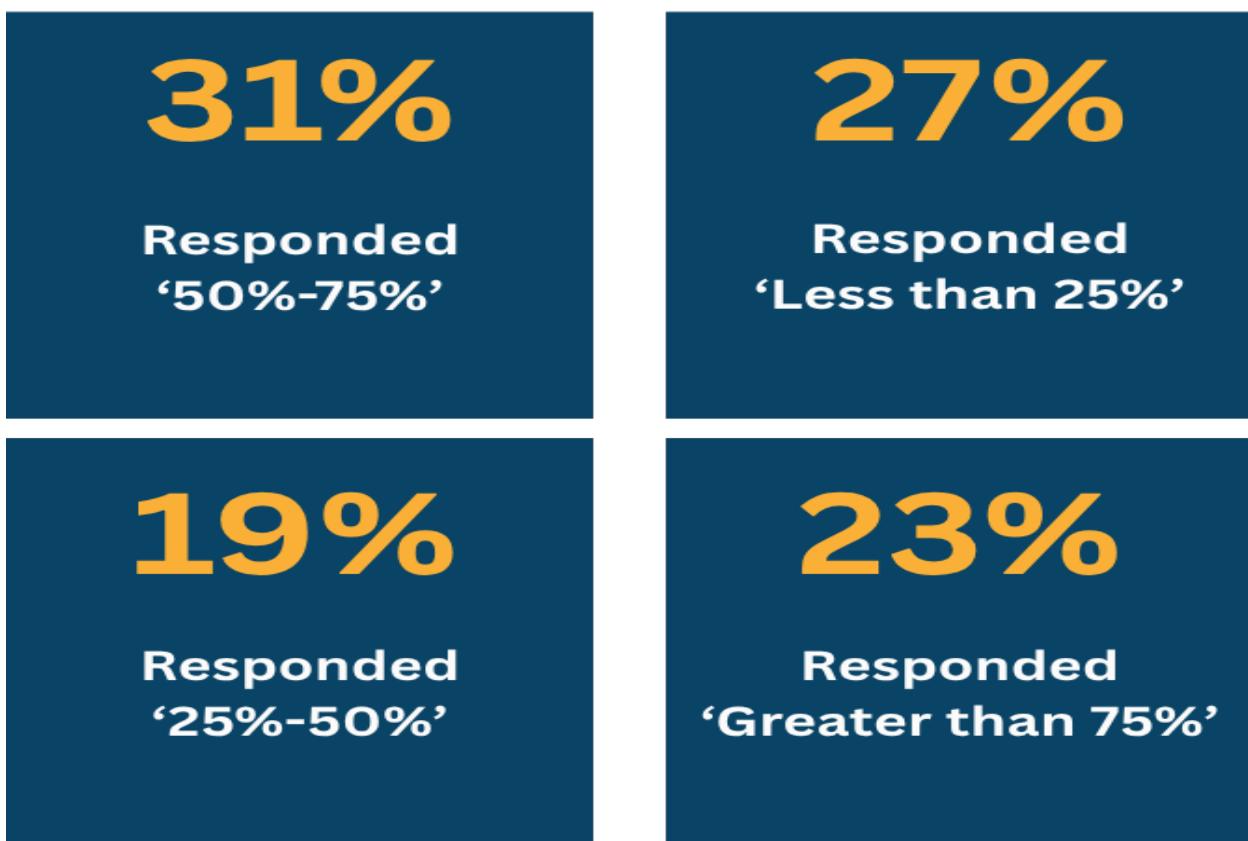


Figure 23

We asked respondents if they regularly worked over their scheduled hours.



Figure 24

Respondents who answered 'Yes' to the above were then asked if they received overtime or additional compensation for the additional hours.



Figure 25

We asked respondents if their employer paid and/or compensated them for professional training(s) related to their role.

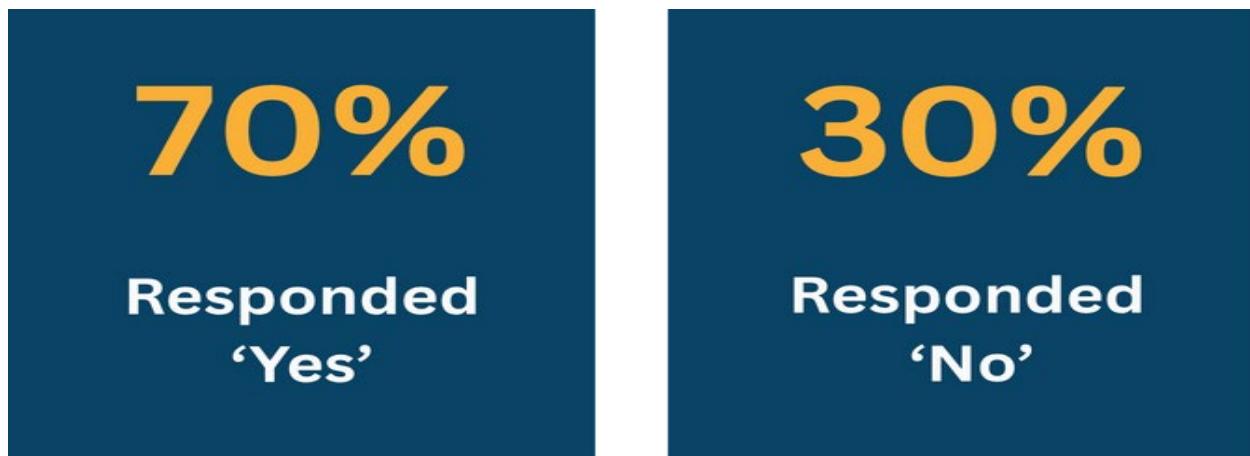


Figure 26

We asked respondents to select an option that best describes their opportunities for advancement in their role/position or employment in behavioral health



Figure 27

We asked respondents to select an option that best describes their hopes for their current career in behavioral health.



Figure 28

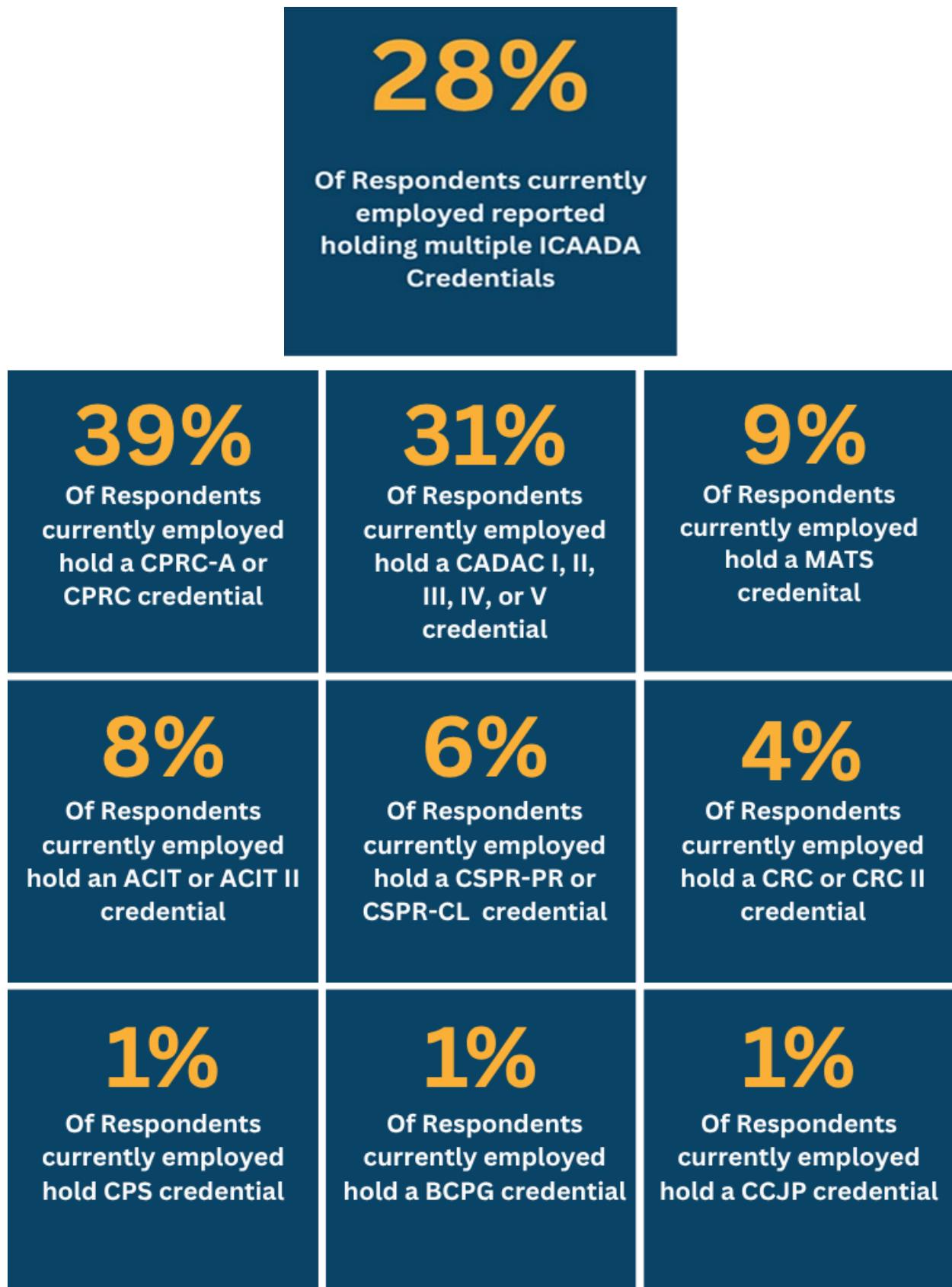


Figure 29

Respondents Not Currently Employed in Behavioral Health but Have Since 1/1/2024

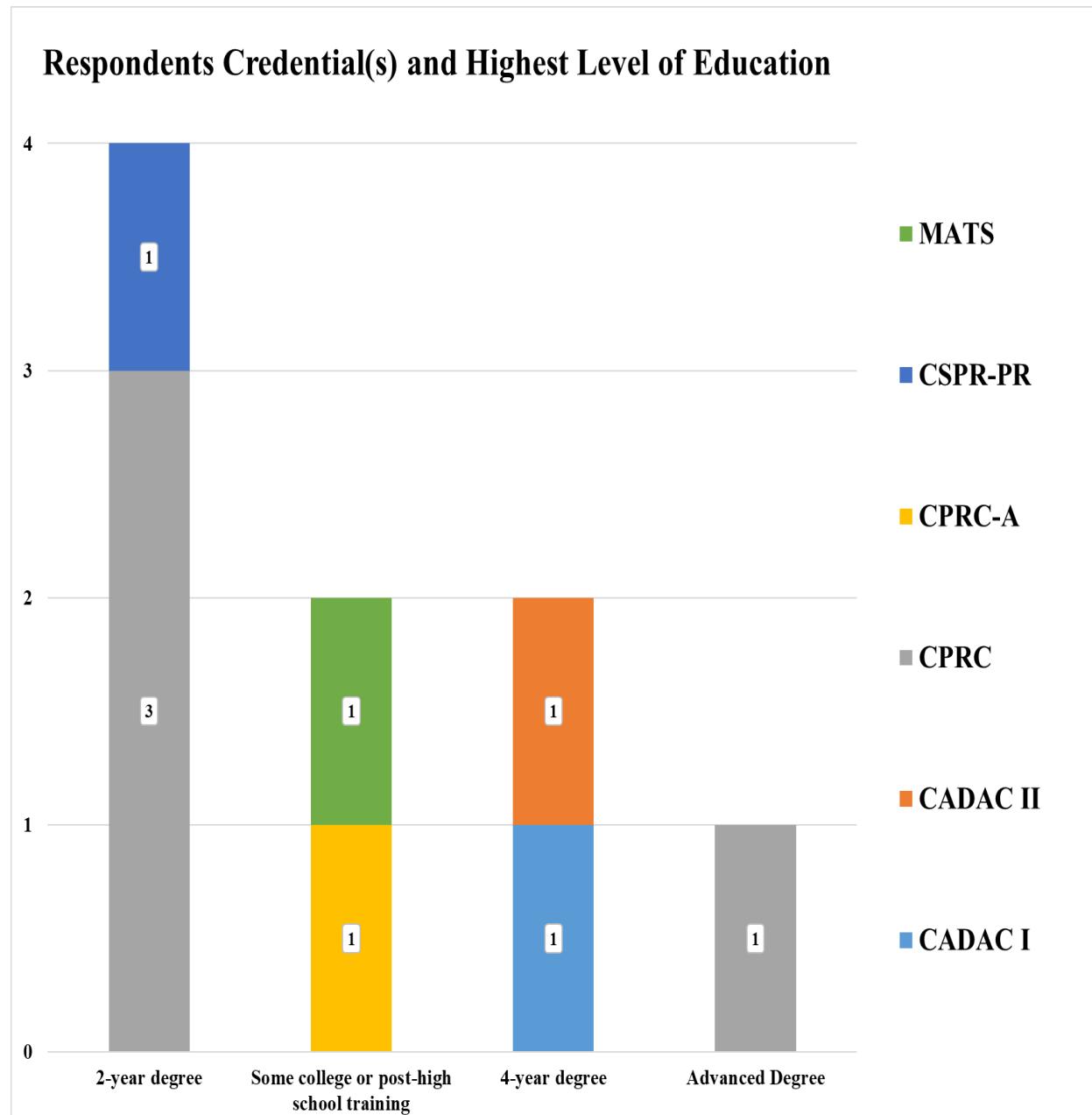


Figure 30

Credentials and Duration: Respondents Previously Employed in Behavioral Health as of 1/1/2024

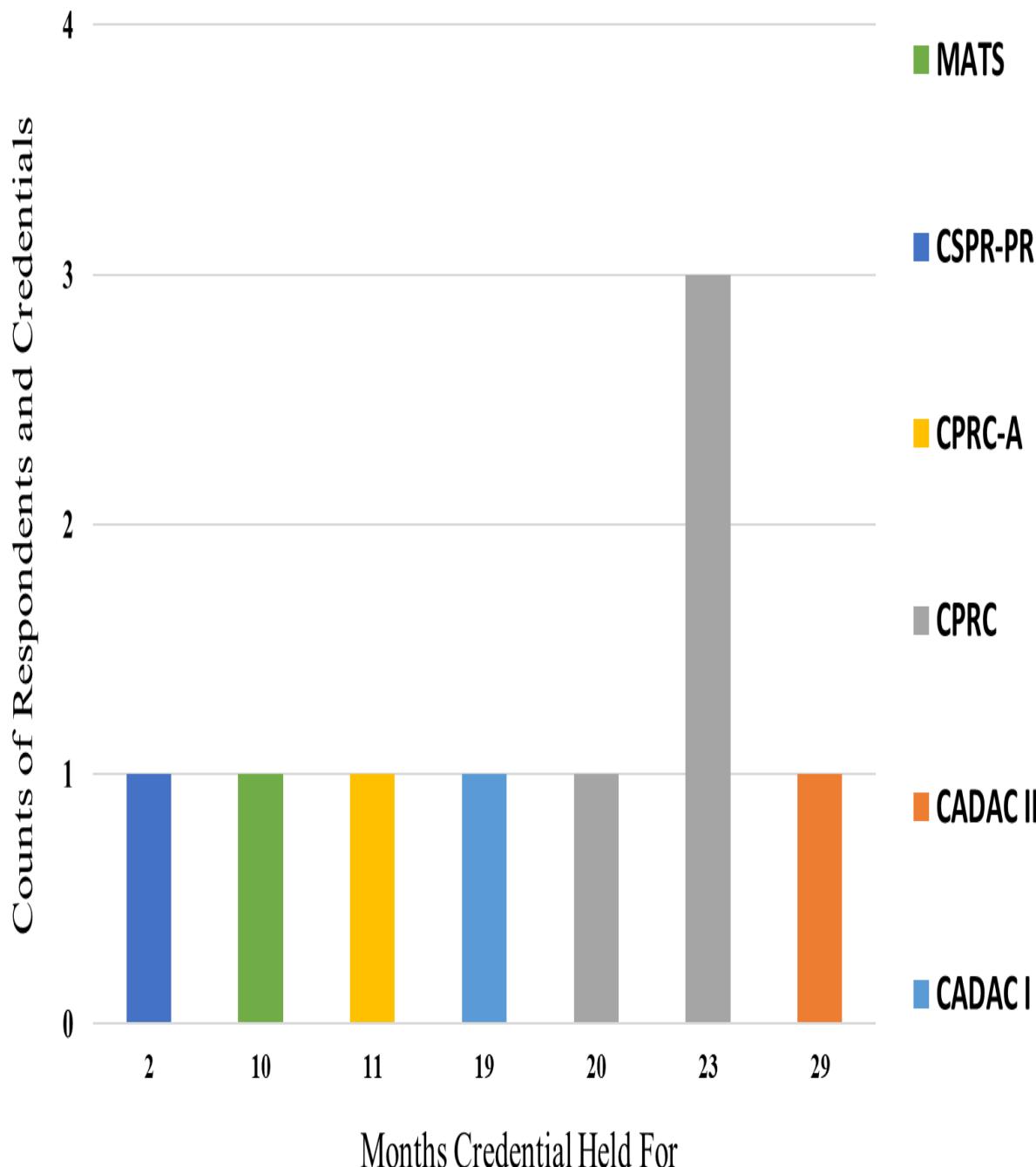


Figure 31

Respondents Previously Employed in Behavioral Health Were Asked: Do you Identify as a Person with a Disability?

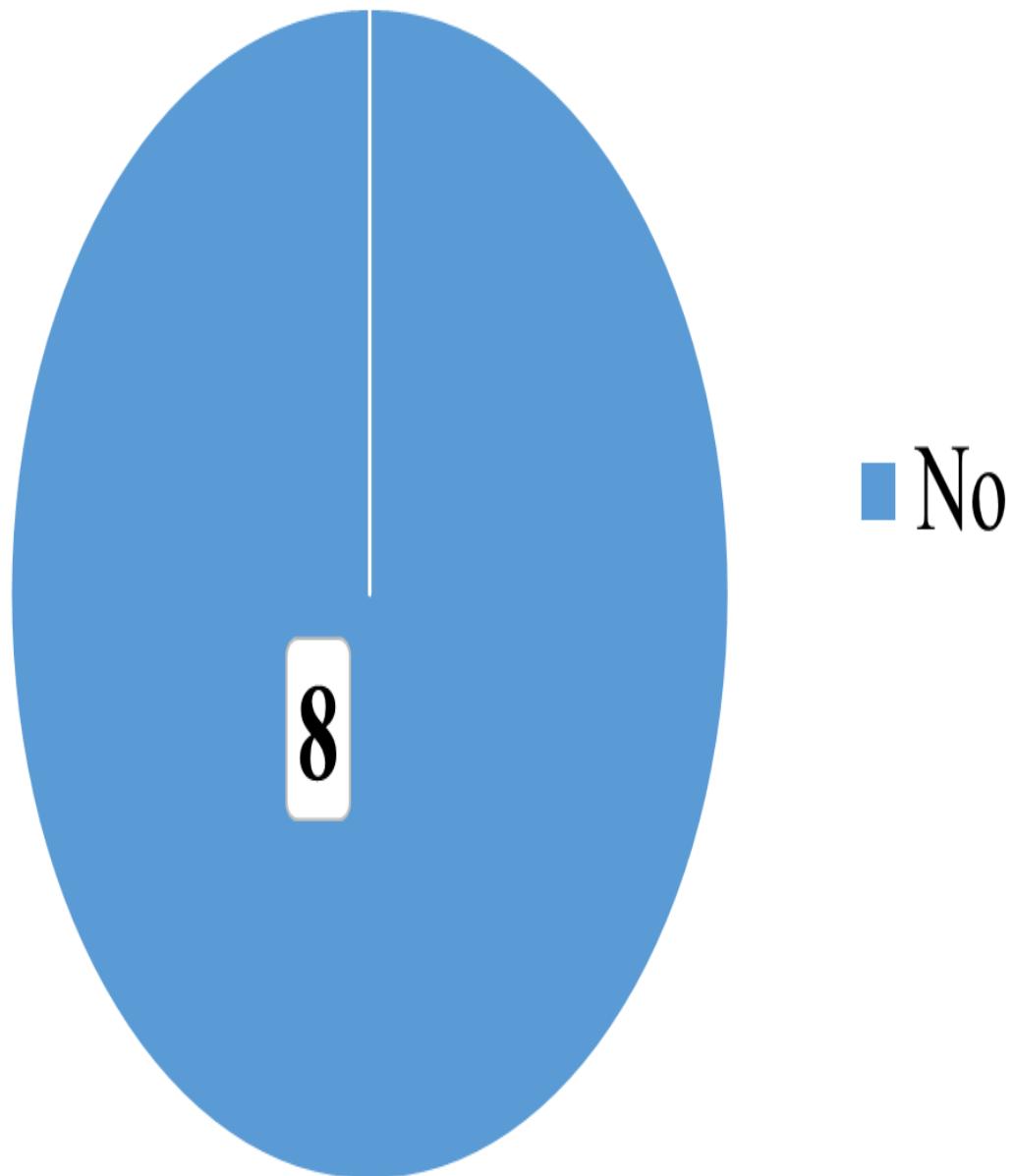


Figure 32

Respondents County of Residence

This map display is specific to respondents who are not currently employed in behavioral health but have been since 1/1/2024.



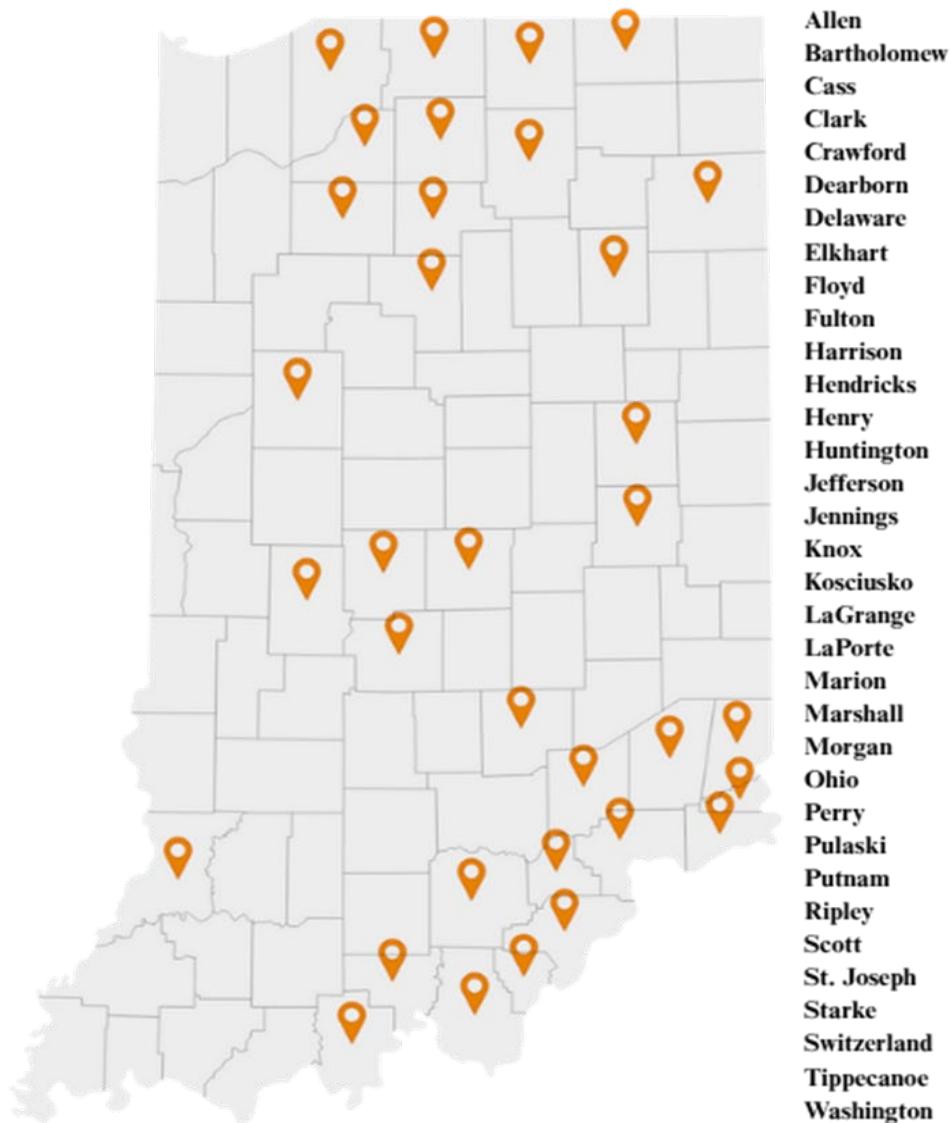
One (1) respondent indicated relocation outside Indiana but worked 51% of the time in Indiana in previous employment.

Created with Datawrapper

Figure 33

Counties Services Provided In

This map shows all counties respondents provided services in when previously employed in behavioral health



Created with Datawrapper

Figure 34



Figure 35

Respondents who answered 'Yes' and are not currently employed but have been since 1/1/2024 were then asked 'Which valid (not expired or revoked) ICAADA credential(s) do you currently hold. Select ALL that apply if you hold more than ONE valid (not expired or revoked) ICAADA credential.'

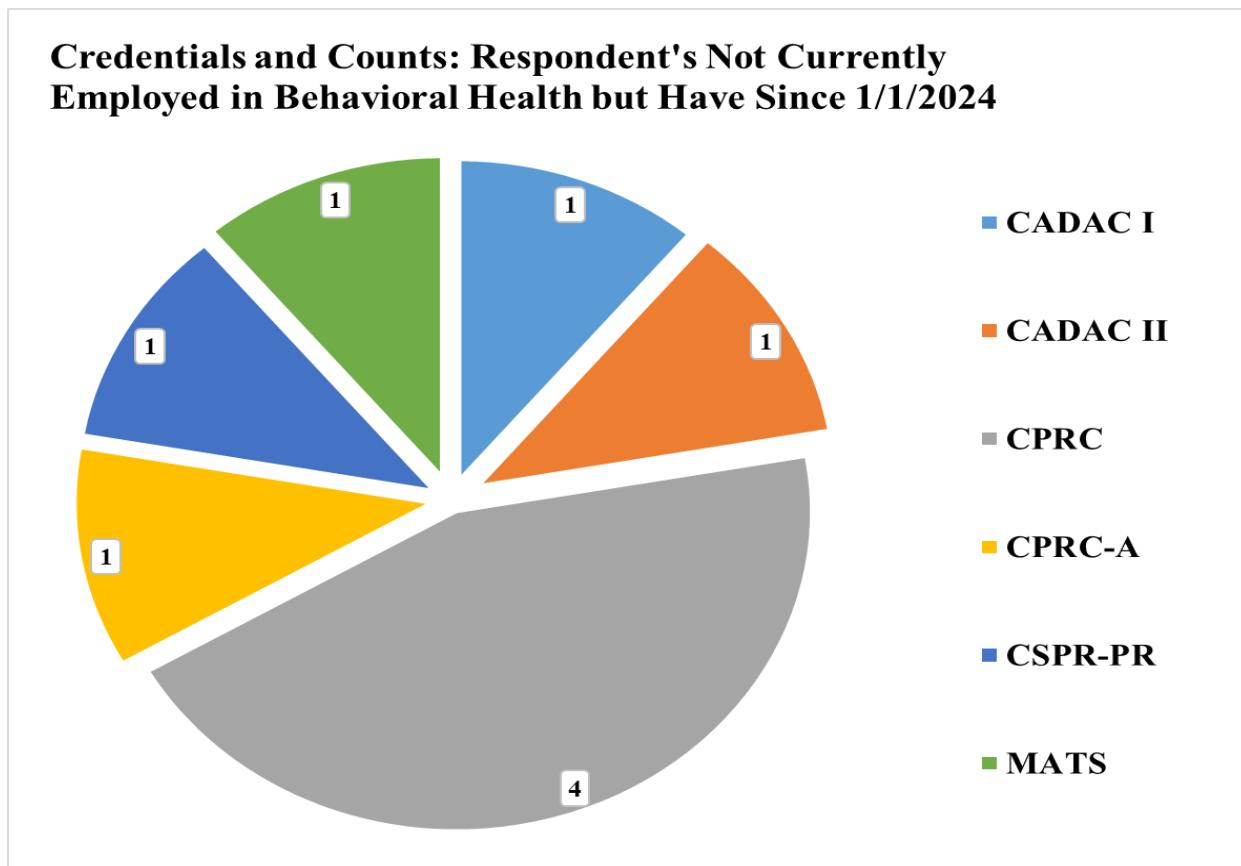


Figure 36

One (1) of the total eight (8) respondents indicated they hold more than one (1) ICAADA credentials

Employment Status of Respondents Not Currently Employed in Behavioral Health but Have Since 1/1/2024

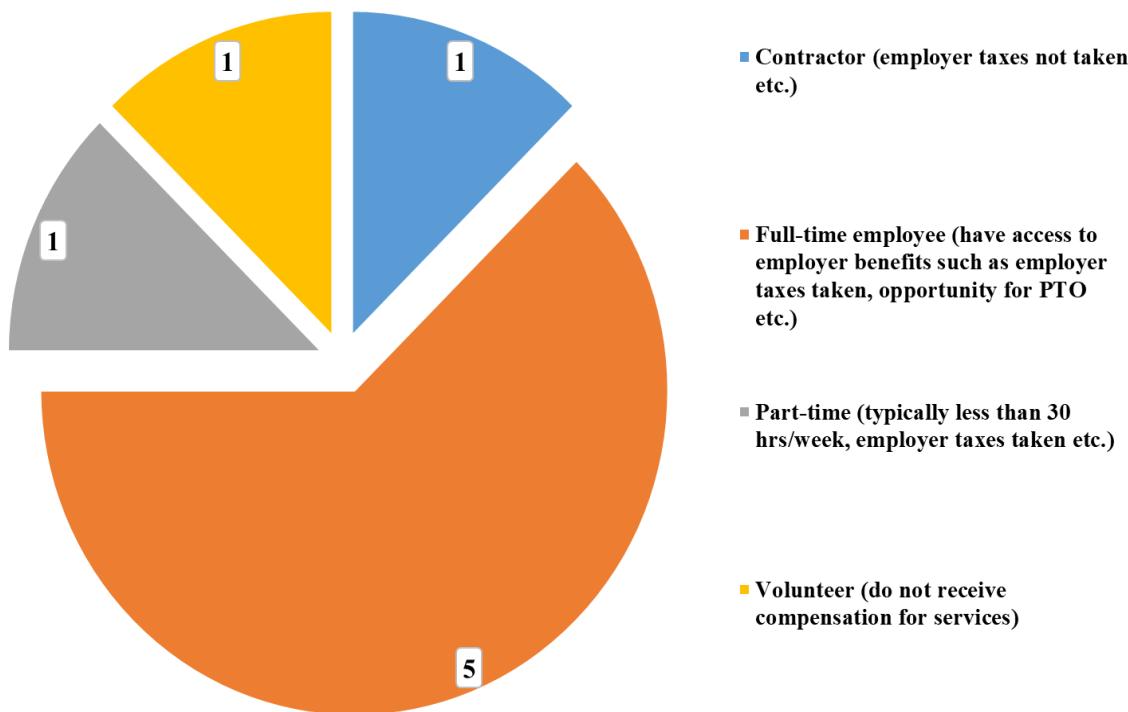


Figure 37

We asked respondents if the ICAADA credentials they indicated having were required for their employment in behavioral health when they were employed, responses to this are as follows:

5

Yes, I am not currently employed but have been since 1/1/2024, and all credential(s) indicated above were required for employment

2

None of my credential(s) indicated above are required for my previous employment

1

No, I am not currently employed but have been since 1/1/2024, and not all my credential(s) indicated above were required for employment

Figure 38

For those who indicated some or all their ICAADA credentials were not required for their previous employment in behavioral health we asked them why they have maintained their credential(s) not required for their previous employment.

Those who indicated that none of their credentials were required responded that earning their credential(s) was for their own professional development and interest.

The respondent who indicated not all credential(s) they hold were required for their previous employment indicated they were not ever required for their previous role and have renewed it by choice.

Two (2) of the total eight (8) respondents indicated they have let their ICAADA credential(s) expire. The respondents indicated the reason(s) as 'Could not afford to renew' and 'Did not need for current/previous role.' The credentials indicated that were not renewed include the CPRC and ACIT. ***Important to note the ICAADA ACIT is only valid for three (3) years from the date of issuance and is non-renewable.***

When Respondents Earned Credentials

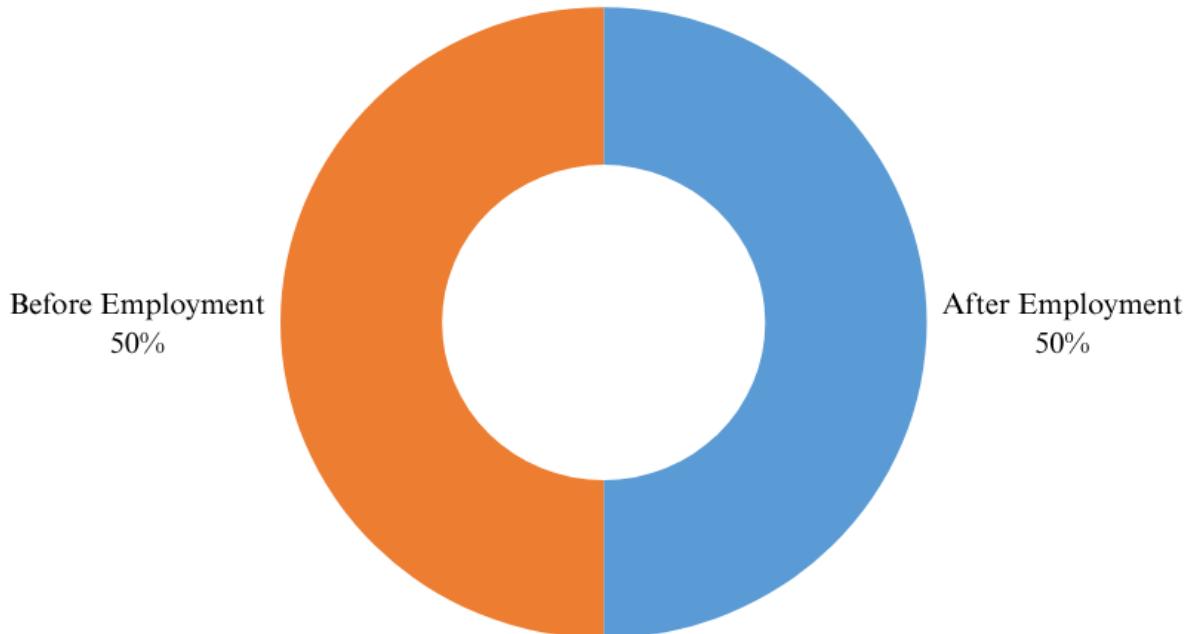


Figure 39

Respondents Previous Employer Categories

In-patient SUD and MH provider

Out-patient SUD Treatment Provider

Neighborhood Community Center

In-Patient SUD Treatment provider

Recovery Community Organization
(RCO)

Opioid Treatment Program (OTP)

Figure 40

Respondents Starting Pay and Title/Position

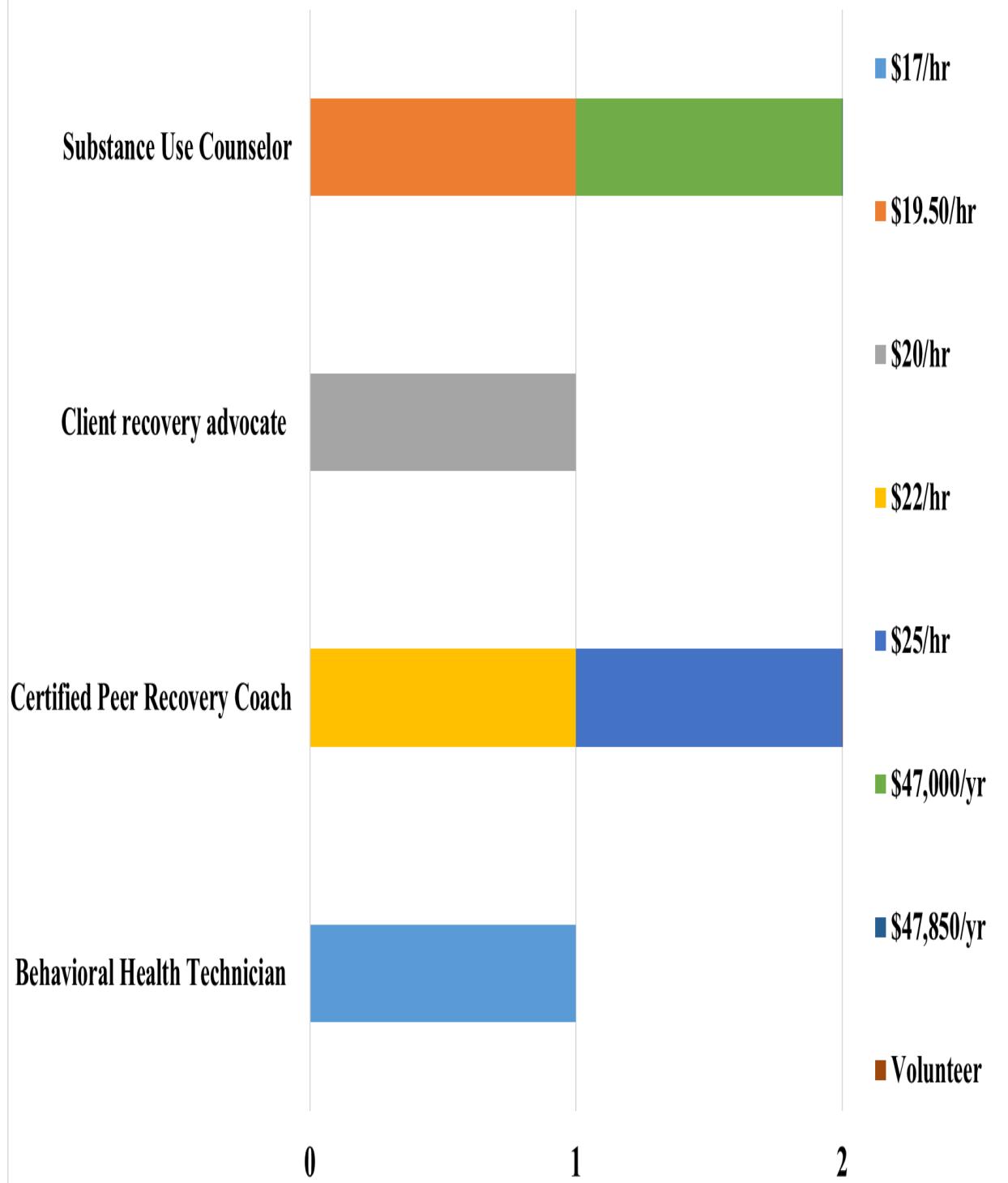


Figure 41

Respondents Ending Pay and Title/Position

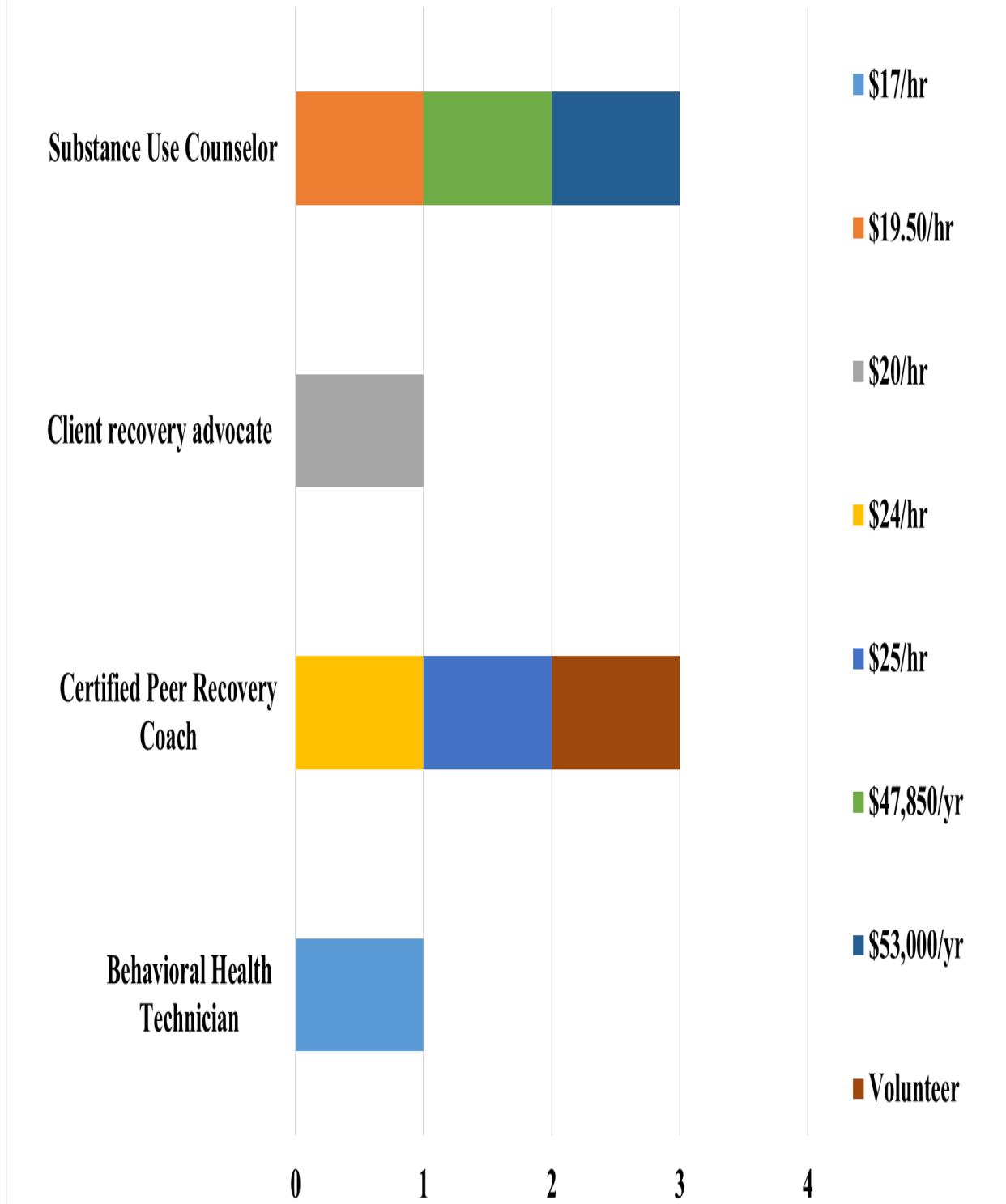


Figure 42

We asked respondents if they regularly worked over their scheduled hours when previously employed in behavioral health.



Figure 43

Respondents who answered 'Yes' to the above were then asked if they received overtime or additional compensation for the additional hours.



Figure 44

We asked respondents if their previous employer paid and/or compensated them for professional training(s) related to their role.



Figure 45

We asked respondents to select an option that best describes their opportunities for advancement in their role/position or employment when previously employed in behavioral health.



Figure 46

We asked respondents who are not currently employed in behavioral health but have been since 1/1/2024 to select an option that best describes their hopes for their current/previous career in behavioral health.



Figure 47

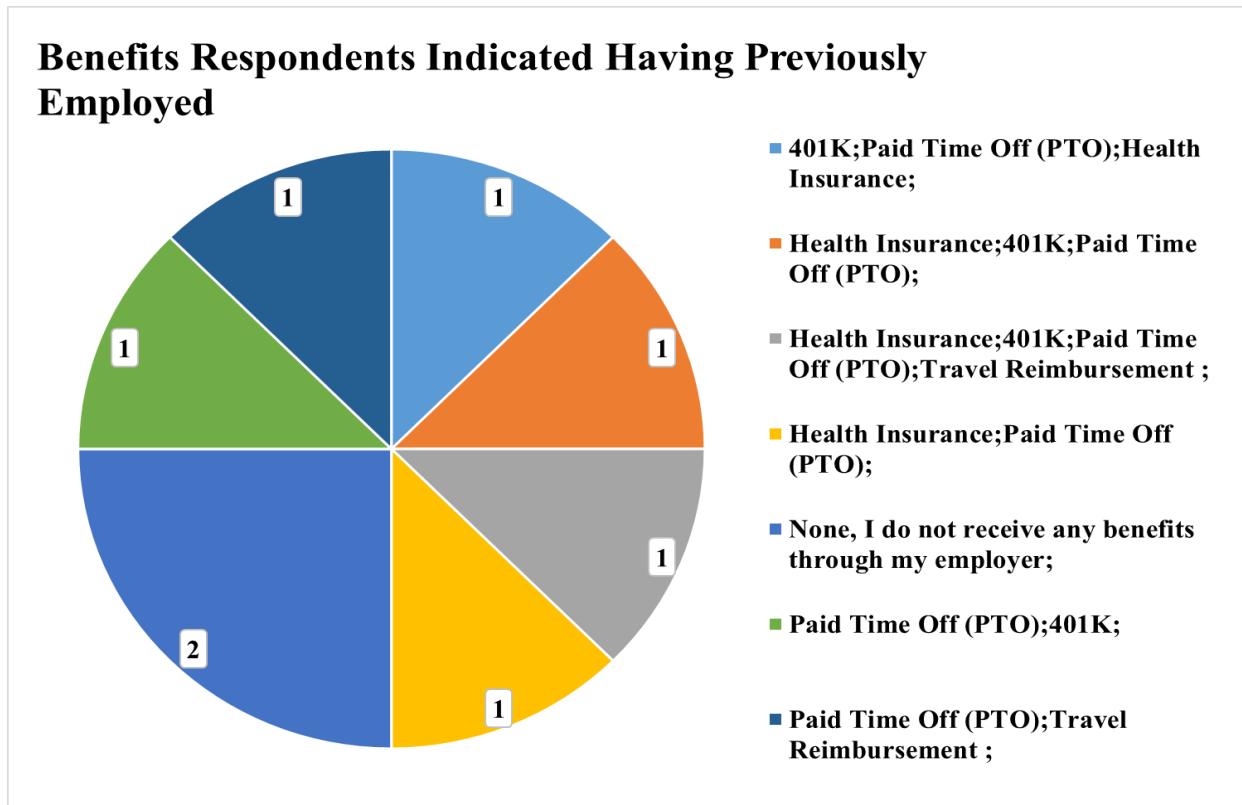


Figure 48

Respondents Not Currently or as of 1/1/2024 Employed in Behavioral Health

Respondents who answered 'No' to 'Are you currently employed in behavioral health (e.g., substance use disorder treatment) or have you been employed in behavioral health since 1/1/2024?' were asked 'Which valid (not expired or revoked) ICAADA credential(s) do you currently hold. Select ALL that apply if you hold more than ONE valid (not expired or revoked) ICAADA credential.'

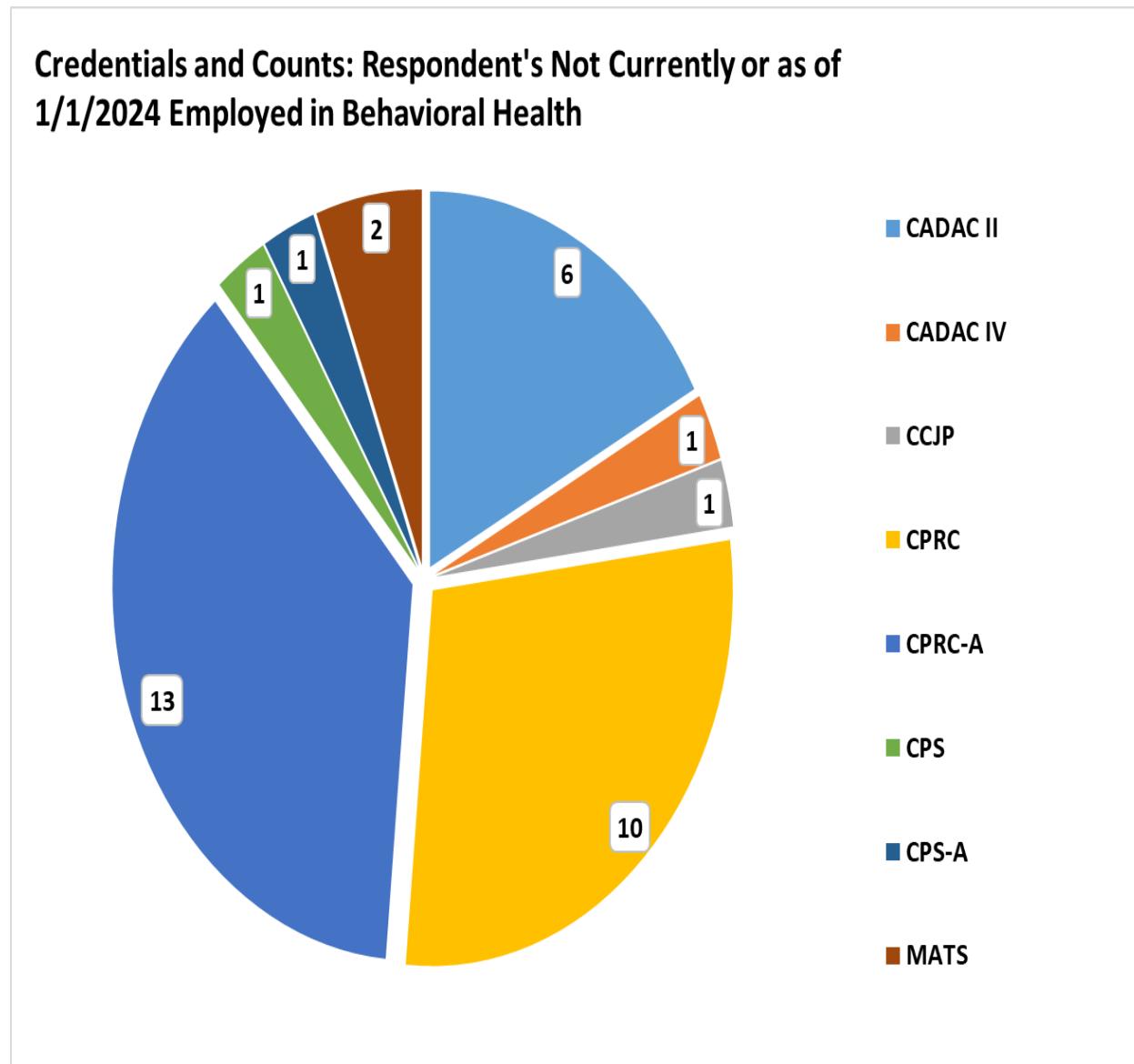


Figure 49

Four (4) of the total thirty (30) respondents indicated they hold more than one (1) ICAADA Credential.

Credentials and Duration: Respondent's Not Currently or as of 1/1/2024 Employed in Behavioral Health

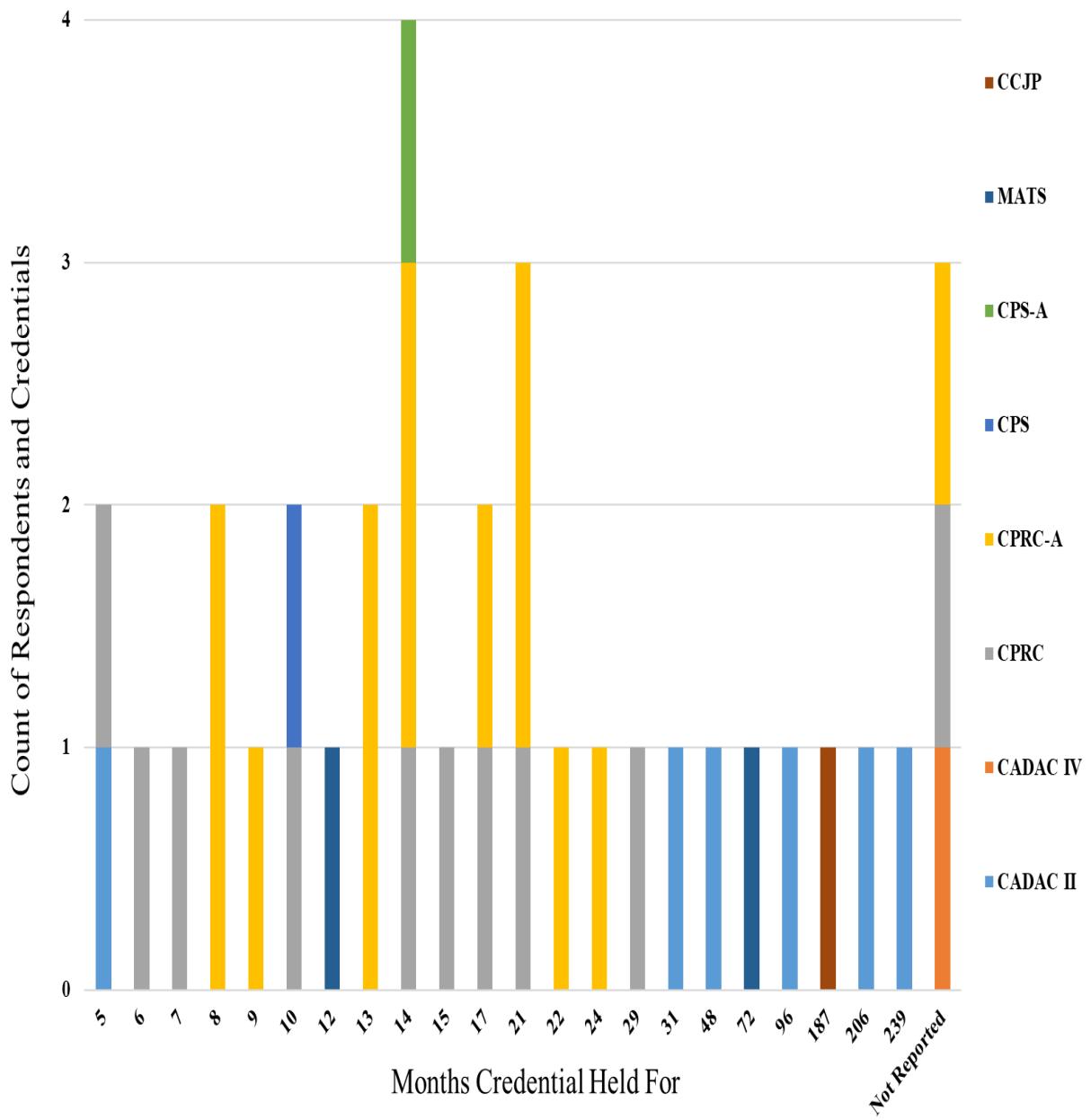


Figure 50

One (1) of the total thirty (30) respondents indicated that they have let an ICAADA credential expire due to not being able to afford renewal. That credential indicated was the ICAADA Medication Assistance Treatment Specialist (MATS)

Why Respondents Are Not Currently Employed in Behavioral Health or Since 1/1/2024

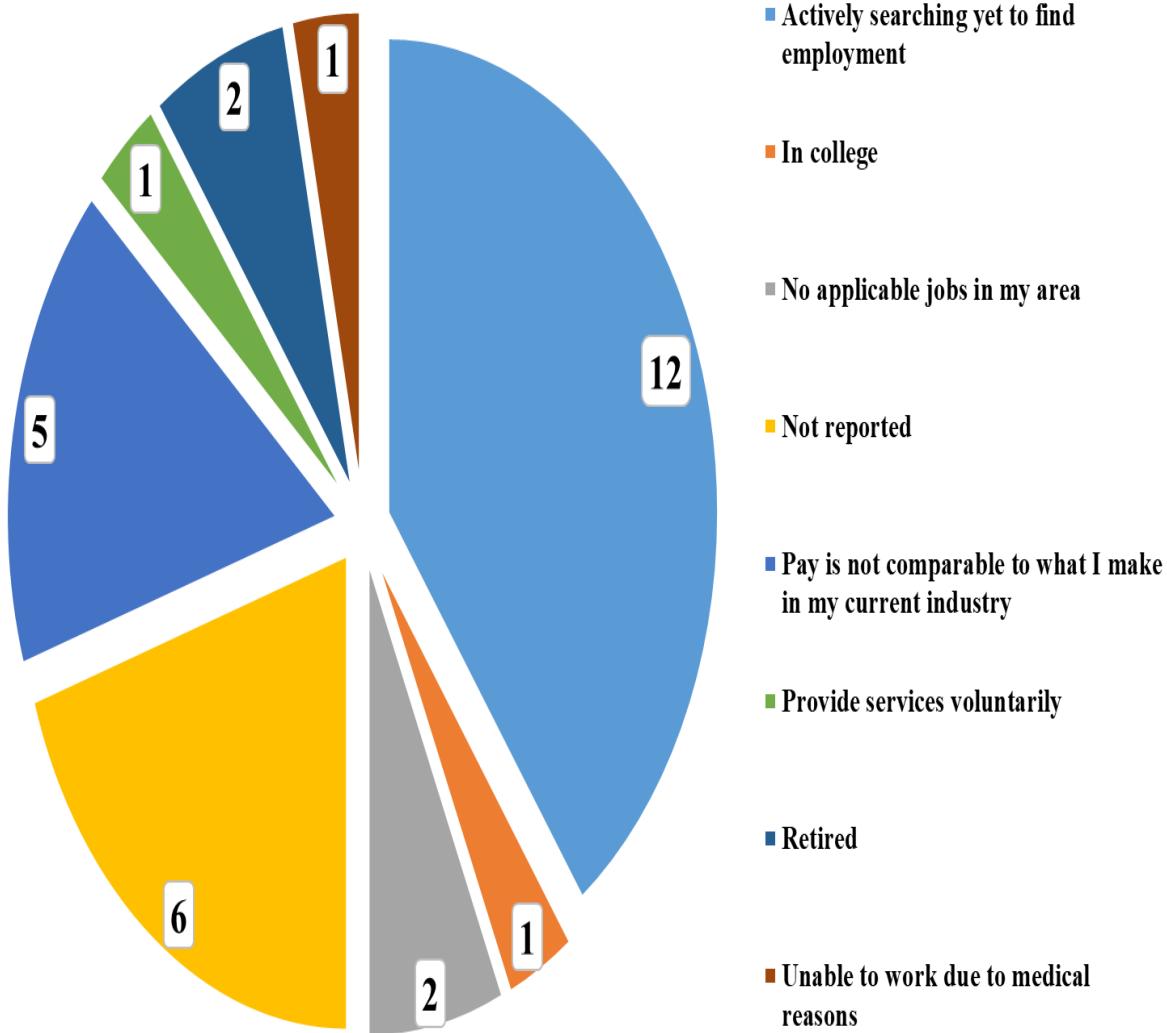


Figure 51