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## Understanding the Continuum of Behavioral Health Professionals Working in Substance Use and Addiction Services in the United States

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### Background

More than 48.5 million people (17.1% of the U.S. population) met DSM-5 criteria for having a substance use disorder (SUD) in the past year (SAMHSA, 2024). Drug use and drug-related deaths are alarming: the age-adjusted rate of death involving synthetic opioids from 2013-2019 increased more than 1,000% (Mattson et al., 2021). Despite increased demand for SUD treatment, few receive the addiction services they need (Baptiste-Roberts & Hossain, 2018; Tomko et al., 2022). Minoritized groups (Lê Cook & Alegría, 2011; Pinedo et al., 2018), communities with high social and economic needs (Mohan & Barlow, 2023; Lombardi et al., 2024), and those in rural areas (Morales et al., 2020; Raver et al., 2024) experience greater gaps to addiction services and face persistent challenges in securing treatment.

Addiction counselors are poised to help address these behavioral health needs (Beck et al., 2019; Isvan et al., 2019; Ryan et al., 2012; Schoebel et al., 2021), yet they are a diffuse group that includes a continuum of educational backgrounds, training, and credentials (Schoebel et al., 2021). Projections by the Health Resources & Services Administration (HRSA) indicate a shortage of nearly 88,000 addiction counselors through 2036, reflecting only 53% adequacy in meeting behavioral health demand (HRSA, 2023). However, there is considerable variability in how addiction counselors are enumerated. Graduate-level and non-graduate level addiction counselors are often grouped together in workforce estimates, creating difficulty in understanding the size and differences within this workforce. This project summarized how addiction counselors (non-graduate and graduate-level) are defined based on state credentialing requirements, education and training criteria, and Medicaid reimbursement.

### Methods

This study conducted a state policy analysis across all 50 states and the District of Columbia (DC) which was informed by the University of Michigan BHWRC-developed Scope of Practice Tracker (UM-BHWRC, 2021). Between November 2023 and June 2024, a systematic data abstraction of state Practice Acts, credentialing rules and guidance documents from licensing bodies and state professional organizations, and other state-specific information that was available online was conducted to abstract (1) addiction counselor titles and educational requirements, (2) credentialing information (i.e., credentialing body, examination requirements, scope of practice), (3) supervision requirements, and (4) Medicaid reimbursement via state plans, fee schedules, and Medicaid provider manuals. Extracted data and findings were

synthesized into two categories to allow for more comparable samples: non graduate and graduate-level addiction counselors.

## Key Findings

### *Non-Graduate Level Addiction Counselors*

Across all 50 states and DC, there are 160 non-master's credentials offered with wide variation in the title of the role (See **Table 1**). More than half of states (n=29, 57%) offer at least one type of credential for individuals with a high school degree; 17 states (33%) offer at least one credential for those with an AA degree and 30 states (59%) offer at least one type of addiction counselor credential for those with a BA. However, only 3 states (AZ, NY, TX), have credentials across all three degrees, HS, AA, BA. Thirteen states (8%) do not specify degree type but instead specify required training hours (range 0 to 360 hours). Most states have more than one credential for non-graduate level addiction counselors, yet the range in which different credentialing types are offered varied with nine states only having one addiction counselor credential whereas California has 16 different types of non-graduate-level addiction counselor credentials. States with multiple credentials were more likely to offer a laddering, or credentials building on top of previously earned credentials, supporting advancement within the occupation.

Non-graduate level addiction counselors are also credentialed by varied entities with 85% of states offering a license credential through a state licensing body. **Figure 1** depicts the multiple types of organizational bodies states rely on to credential non-master's level addiction counselors. **Table 1** provides an overview of each state and includes examination details and fees, supervision requirements, and Medicaid reimbursement.

### *Graduate Level Addiction Counselors*

Forty-two states offer a graduate-level credential, and there are 68 different credentials for graduate level addiction counselors (**Table 2**). Of these, all can conduct assessments and deliver services via telehealth. Almost all graduate-level licensed addiction counselors can practice unsupervised (95%), provide psychotherapy (88%), and almost half can diagnose (48%). The average amount of supervision hours required to obtain the credential is 136 hours (range 0 to 300 hours). The educational requirements for addiction counselors with a graduate degree are not specified in 25 states (60%) with the remaining states requiring educational training in a 'relevant field,' 'behavioral science,' 'counseling,' 'addiction studies,' or 'human services.' Most states (n=39; 93%), require all their graduate-level credentials to take a certification exam, the average cost of which is approximately \$311 including application and exam fees (range \$50 - \$600). Additionally, 11 states offer a graduate-level supervisor credential: CA, IA, IN, MI, NC, NJ, OH, RI, SC, VA, and WY. The range of practice hours required to become a supervisor in these states is 0 to 10,000 hours (5 years), with an average amount of 5,429 hours. In most states, a certification exam to become a supervisor is required (73%).

## Policy Implications

This state analysis highlights the wide variability of definitions, degree and training requirements, and scope of practice within the addiction counselor workforce. Addiction counselors are a critical workforce tasked with addressing chronic, serious behavioral health issues that require a trained, skilled, and compensated workforce who can continue to do this work with clear training, regulation and payment mechanisms. However, there is current inconsistency in minimum educational requirements, training hours, and an overall lack of uniformity across states. It is unclear which of these requirements best position a workforce to meet needs. As states work to increase the SUD workforce, clearly articulating addiction counselor career pathways is necessary (i.e., clear pathway into the occupation, clear laddering with the field, incentivizing supervisory credentials, increasing reimbursement rates). Policymakers can use this data to identify where and how their state may be able to more effectively deploy or scale an addiction counselor workforce to provide SUD services given the known workforce challenges within each state and nationally. Working to simplify and clarify credentialing pathways for those who want to enter and advance in the SUD workforce is likely necessary given the disjointed approach that currently exists.

Further, for states that do not have a supervisory credential, adding this may help increase the number of supervisors who can take on new entrants into the addiction counselor workforce who require supervision. Finally, the state-by-state analysis revealed misalignment between Medicaid reimbursement and the workforce who can provide SUD treatment. Although some states reimburse non-graduate level addiction counselors, some states restrict reimbursement, which could limit opportunities to pay and expand the workforce. Understanding how Medicaid reimbursement is related to the size and strength of the addiction workforce is needed.

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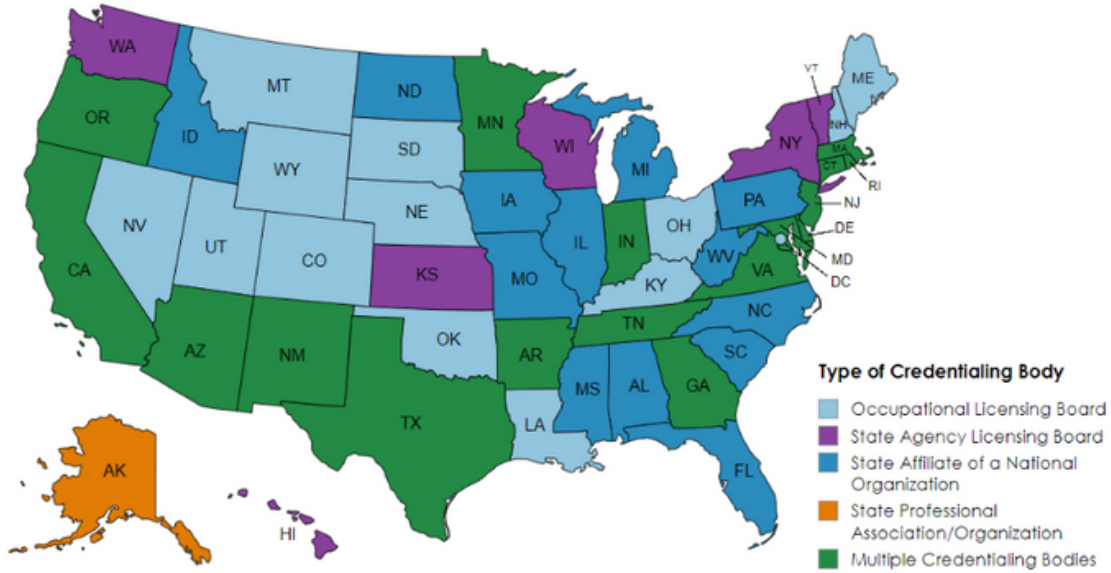
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**Figure 1.** Credentialing bodies for non-graduate level addiction counselors



**Table 1.** Scope of practice for non-graduate level addiction counselor workforce

| State | Titles Used for Non-Graduate Addiction Counselor Workforce. Titles are listed in progression through credential laddering | Minimum Education or Degree Required for Cred. | Laddering Required (Y/N) (Prerequisite Certification) | Practice Hrs. Required | Test Required for Cred. (Y/N) | Fees for Cred. Application | Renewal Fees Required (years allowable before renewal is required) | Supervision Required (Y/N) (By Whom*) | Medicaid Reimbursement (Y/N) |
|-------|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------|------------------------|-------------------------------|----------------------------|--------------------------------------------------------------------|---------------------------------------|------------------------------|
| AL    | Certified Associate Addiction Professional                                                                                | HS                                             | N                                                     | 2000                   | Y                             | \$425                      | NA (one year)                                                      | Y (CCS)                               | N                            |
|       | Certified Alcohol and Drug Counselor                                                                                      | HS                                             | N                                                     | 6000                   | Y                             | \$600                      | NA (one year)                                                      | Y (CCS)                               | N                            |
|       | Certified Adolescent Alcohol and Drug Abuse Professional                                                                  | HS                                             | N                                                     | 6000                   | Y                             | \$600                      | NA (one year)                                                      | Y (CCS)                               | N                            |
| AK    | Chemical Dependency Counselor Technician                                                                                  | AA                                             | N                                                     | NA                     | N                             | \$180                      | \$165 (two years)                                                  | Y (CDCS)                              | N                            |
|       | Chemical Dependency Counselor 1 - Non-Degree Track                                                                        | NA                                             | N                                                     | 4000                   | N                             | \$195                      | \$180 (two years)                                                  | Y (CDCS)                              | Y                            |
|       | Chemical Dependency Counselor 1 - Degree Track                                                                            | AA                                             | N                                                     | 2000                   | N                             | \$195                      | \$180 (two years)                                                  | Y (CDCS)                              | Y                            |
|       | Chemical Dependency Counselor 2 - Non-Degree Track                                                                        | NA                                             | Y (CDC 1)                                             | 6000                   | Y                             | \$210                      | \$195 (two years)                                                  | N                                     | Y                            |
|       | Chemical Dependency Counselor 2 - Degree Track                                                                            | AA                                             | Y (CDC 1)                                             | 6000                   | Y                             | \$210                      | \$195 (two years)                                                  | N                                     | Y                            |
| AZ    | Certified Addiction Counselor                                                                                             | HS                                             | N                                                     | 4000                   | Y                             | \$375                      | \$150 (two years)                                                  | Y (CCS)                               | N                            |
|       | Certified Alcohol & Drug Abuse Counselor                                                                                  | BA                                             | N                                                     | 6000                   | Y                             | \$375                      | \$150 (two years)                                                  | Y (CCS)                               | N                            |
|       | Licensed Substance Abuse Technician                                                                                       | AA                                             | N                                                     | 6400                   | Y                             | \$290                      | \$325 (two years)                                                  | Y (LISAC)                             | N                            |
|       | Licensed Associate Substance Abuse Counselor                                                                              | BA                                             | Y (LSAT)                                              | 3200                   | Y                             | \$290                      | \$325 (two years)                                                  | Y (LISAC)                             | N                            |
| AR    | Counselor in Training                                                                                                     | HS                                             | N                                                     | NA                     | N                             | \$100                      | NA (five years)                                                    | Y (CS)                                | N                            |
|       | Alcohol Drug Counselor                                                                                                    | NA                                             | N                                                     | 6000                   | Y                             | \$250                      | \$250 (two years)                                                  | N                                     | Y                            |
|       | Licensed Associate Alcoholism and Drug Abuse Counselor                                                                    | BA                                             | N                                                     | 6000                   | Y                             | \$265                      | \$200 (two years)                                                  | N                                     | Y                            |
| CA    | Certified Alcohol and Other Drug Counselor*                                                                               | NA                                             | N                                                     | 2080                   | Y                             | NA                         | NA (NA)                                                            | NA                                    | Y                            |
|       | Substance Use Disorder Registered Counselor                                                                               | NA                                             | N                                                     | 2080                   | Y                             | \$350                      | \$135 (two years)                                                  | Y (any CS)                            | N                            |

|    |                                                 |          |                |       |   |       |                   |                                        |   |
|----|-------------------------------------------------|----------|----------------|-------|---|-------|-------------------|----------------------------------------|---|
|    | Substance Use Disorder Certified Counselor      | NA       | N              | 2080  | Y | \$350 | \$135 (two years) | Y (any CS)                             | N |
|    | Substance Use Disorder Certified Counselor II   | NA       | N              | 10000 | Y | \$350 | \$160 (two years) | Y (any CS)                             | N |
|    | Substance Use Disorder Certified Counselor III  | BA       | N              | 10000 | Y | \$350 | \$160 (two years) | Y (SUDCC III-CS, SUDCC IV-CS)          | Y |
|    | Certified Addiction Treatment Counselor         | NA       | N              | 2240  | Y | \$235 | \$160 (two years) | Y (CCS)                                | N |
|    | Certified Addiction Treatment Counselor I       | NA       | N              | 2240  | Y | \$235 | \$165 (two years) | Y (CCS)                                | N |
|    | Certified Addiction Treatment Counselor II      | AA       | N              | 2240  | Y | \$235 | \$170 (two years) | Y (CCS)                                | Y |
|    | Certified Addiction Treatment Counselor III     | BA       | N              | 2240  | Y | \$235 | \$180 (two years) | Y (CCS)                                | Y |
|    | Certified Addiction Treatment Counselor - Nurse | BA       | N              | 2240  | Y | \$235 | \$165 (two years) | N                                      | Y |
|    | Registered Alcohol Drug Technician              | NA       | N              | NA    | N | \$50  | \$50 (one year)   | Y (CADC I, II, LAADC, LAADC-S, other)) | N |
|    | Certified Alcohol Drug Counselor I              | AA       | N              | 2080  | Y | \$550 | \$250 (two years) | Y (CADC I, II, LAADC, LAADC-S, other)  | Y |
|    | Certified Alcohol Drug Counselor II             | NA       | Y (CADC I)     | 6000  | Y | \$648 | \$310 (two years) | Y (CADC II, LAADC, LAADC-S, other)     | Y |
|    | Certified Alcohol Drug Counselor III            | BA       | Y (CADC I, II) | 4000  | Y | \$648 | \$310 (two years) | Y (CADC III, LAADC, LAADC-S, other)    | Y |
| CO | Certified Addiction Technician                  | HS       | N              | 1000  | Y | \$235 | NA (two years)    | Y (CAS, LAC)                           | N |
|    | Certified Addiction Specialist                  | BA       | N              | 3000  | Y | \$245 | NA (two years)    | N                                      | N |
| CT | Certified Counselor in Training                 | NA (100) | N              | NA    | N | \$100 | \$40 (one year)   | Y (CAC, CCS, LADC)                     | N |
|    | Certified Addiction Counselor - Provisional     | NA (100) | N              | 2000  | Y | \$600 | \$115 (one year)  | Y (CAC, CCS, LADC)                     | N |
|    | Certified Addiction Counselor - Standard        | NA (100) | N              | 6000  | Y | \$600 | \$115 (one year)  | Y (CAC, CCS, LADC)                     | N |
|    | Certified Alcohol and Drug Counselor            | NA (360) | N              | 6000  | Y | \$190 | \$195 (one year)  | N                                      | Y |

|    |                                                                      |    |   |      |   |       |                                 |                                     |   |
|----|----------------------------------------------------------------------|----|---|------|---|-------|---------------------------------|-------------------------------------|---|
| DE | Certified Alcohol and Drug Counselor                                 | AA | N | 4000 | Y | \$350 | \$150 (two years)               | Y (CCS)                             | Y |
| DC | Certified Addiction Counselor I                                      | AA | N | NA   | Y | \$450 | NA (two years)                  | Y* (other)                          | Y |
|    | Certified Addiction Counselor II                                     | BA | N | NA   | Y | \$450 | NA (two years)                  | Y*(other)                           | Y |
| FL | Certified Addiction Professional                                     | BA | N | 4000 | Y | \$300 | \$125 (one year)                | Y (MLCAP)                           | Y |
|    | Certified Addiction Counselor                                        | HS | N | 6000 | Y | \$335 | \$100 (one year)                | Y (MLCAP)                           | N |
| GA | Certified Alcohol and Drug Counselor – Trainee                       | HS | N | 300  | N | \$150 | \$75 (one year)                 | Y (CCS, other)                      | N |
|    | Certified Alcohol and Drug Counselor, Level I                        | HS | N | 6000 | Y | \$330 | \$150 (two years)               | Y (CCS, other)                      | N |
|    | Certified Alcohol and Drug Counselor, Level II                       | BA | N | 4000 | Y | \$330 | \$250 (two years)               | N                                   | Y |
|    | Certified Counselor-In-Training                                      | HS | N | NA   | N | \$67  | \$67 (one year)                 | Y (CCS)                             | N |
|    | Certified Addiction Counselor Level I                                | HS | N | 4000 | Y | \$500 | \$200 (two years)               | Y (CCS)                             | N |
|    | Certified Addiction Counselor Level II                               | BA | N | 6000 | Y | \$500 | \$200 (two years)               | N                                   | Y |
| HI | Certified Substance Abuse Counselor - High School Diploma/Equivalent | HS | N | 6000 | Y | \$150 | \$25 (two years)                | Y (CCS, other)                      | N |
|    | Certified Substance Abuse Counselor -Bachelor's Degree               | BA | N | 4000 | Y | \$150 | \$25 (two years)                | Y (CCS, other)                      | N |
| ID | Substance Use Disorders Associate                                    | NA | N | 800  | Y | \$225 | \$135 (two years)               | Y (CADC, ACADC, CCS)                | Y |
|    | Certified Alcohol/Drug Counselor                                     | BA | N | 4000 | Y | \$315 | \$207 (two years)               | Y (ACADC, CCS)                      | N |
| IL | Certified Associate Addictions Professional                          | HS | N | 0    | Y | \$90  | \$90 (two years)                | Y (CAADC, CSAODC)                   | N |
|    | Certified Alcohol and Other Drug Abuse Counselor                     | HS | N | 4000 | Y | \$260 | \$160 (two years)               | Y (CAADC, CSAODC)                   | Y |
|    | Certified Reciprocal Alcohol and Other Drug Abuse Counselor          | HS | N | 6000 | Y | \$260 | \$180 (two years)               | N                                   | Y |
| IN | Addiction Consultant in Training                                     | HS | N | 0    | N | \$400 | NA (three years, non-renewable) | Y (LAC, LCAC, CADC 2, 3, 4, 5, CCS) | N |
|    | Addiction Consultant in Training 2                                   | BA | N | 2000 | N | \$400 | NA (three years, non-renewable) | Y (LAC, LCAC, CADC 2, 3, 4, 5, CCS) | N |
|    | Certified Addiction and Drug Abuse Consultant 1                      | HS | N | 2000 | Y | \$400 | NA (two years)                  | Y (LAC, LCAC, CADC 2, 3, 4, 5, CCS) | N |
|    | Certified Addiction and Drug Abuse Consultant 2                      | HS | N | 6000 | Y | \$400 | NA (two years)                  | Y (LAC, LCAC, CADC 2, 3, 4, 5, CCS) | Y |

|    |                                                    |          |               |       |   |       |                                                       |                            |   |
|----|----------------------------------------------------|----------|---------------|-------|---|-------|-------------------------------------------------------|----------------------------|---|
|    | Certified Addiction and Drug Abuse Consultant 3    | BA       | Y (LACA, LAC) | 0     | Y | \$400 | NA (two years)                                        | N                          | Y |
|    | Addiction Professional in Training                 | NA (12)  | N             | 2000  | Y | \$340 | NA (two years)                                        | Y (CAC 2, CCS)             | N |
|    | Certified Addiction Counselor Level I              | NA (270) | N             | 6000  | Y | NA    | NA (two years)                                        | Y (CAC 2, CCS)             | Y |
|    | Certified Addiction Counselor Level II             | BA       | N             | 10000 | Y | NA    | NA (two years)                                        | N                          | Y |
|    | Licensed Addiction Counselor Associate             | BA       | N             | NA    | Y | \$50  | \$50 (two years)                                      | Y (LAC, LCAC)              | Y |
|    | Licensed Addiction Counselor                       | BA       | N             | 4000  | Y | \$50  | \$50 (two years)                                      | N                          | Y |
| IA | Temporarily Certified Alcohol and Drug Counselor   | HS       | N             | NA    | Y | \$400 | NA (two years, non-renewable)                         | Y (CIADC, CIAADC, CCS)     | N |
|    | Certified Alcohol and Drug Counselor               | HS       | N             | 3000  | Y | \$400 | \$220 (two years)                                     | Y (CIADC, CIAADC, CCS)     | Y |
|    | Certified International Alcohol and Drug Counselor | HS       | N             | 6000  | Y | \$400 | \$220 (two years)                                     | N                          | Y |
| KS | Licensed Addiction Counselor                       | BA       | N             | NA    | Y | \$200 | \$50 (two years)                                      | Y (LMAC, LCAC)             | N |
| KY | Certified Alcohol and Drug Counselor Associate 1   | HS       | N             | NA    | N | \$50  | \$25 (two years, non-renewable, extension available)  | Y (CADC, LADC, LCADC, CCS) | N |
|    | Certified Alcohol and Drug Counselor Associate 2   | HS       | N             | 400   | N | \$50  | \$100 (two years, non-renewable, extension available) | Y (CADC, LADC, LCADC, CCS) | N |
|    | Certified Alcohol and Drug Counselor               | BA       | N             | 4000  | Y | \$450 | \$200 (three years)                                   | N                          | Y |
| LA | Addiction Treatment Assistant                      | NA       | N             | NA    | N | \$136 | \$75 (two years)                                      | Y (CCS)                    | N |
|    | Registered Addiction Counselor                     | HS       | N             | 6000  | Y | \$236 | \$225 (two years)                                     | Y (CCS)                    | Y |
|    | Certified Addiction Counselor                      | BA       | N             | 4000  | Y | \$236 | \$225 (two years)                                     | Y (CCS)                    | Y |
|    | Counselor-In-Training                              | HS       | N             | NA    | N | \$136 | \$75 (one year)                                       | Y (CCS)                    | N |
| ME | Alcohol and Drug Counseling Aide                   | HS       | N             | NA    | N | \$61  | \$35 (two years)                                      | Y (CCS)                    | N |
|    | Certified Alcohol and Drug Counselor               | HS       | N             | 4000  | Y | \$236 | \$35 (two years)                                      | Y (CCS)                    | Y |
|    | Licensed Alcohol and Drug Counselor                | HS       | N             | 6000  | Y | \$236 | \$35 (two years)                                      | N                          | Y |
| MD | Certified Chemical Dependency Counselor            | BA       | N             | 6000  | Y | \$300 | \$150 (two years)                                     | Y (CCS)                    | Y |
|    | Alcohol and Drug Trainee                           | AA       | N             | NA    | N | \$250 | \$200 (two years)                                     | Y (CAC-AD, LCADC)          | N |
|    | Certified Supervised Counselor -                   | AA       | N             | NA    | Y | \$250 | \$200 (two years)                                     | Y (CAC-AD,                 | Y |

|    |                                                   |          |          |      |   |       |                              |                   |   |
|----|---------------------------------------------------|----------|----------|------|---|-------|------------------------------|-------------------|---|
|    | Alcohol and Drug                                  |          |          |      |   |       |                              | LCADC)            |   |
|    | Certified Associate Counselor - Alcohol and Drug  | BA       | N        | 1000 | Y | \$250 | \$200 (two years)            | Y (CAC-AD, LCADC) | Y |
| MA | Certified Alcoholism Counselor                    | NA (180) | N        | 4000 | Y | \$485 | \$100 (two years)            | Y (CCS)           | Y |
|    | Certified Alcohol and Drug Counselor              | NA (300) | N        | 6000 | Y | \$485 | \$100 (two years)            | Y (CCS)           | Y |
|    | Licensed Alcohol and Drug Counselor Assistant     | NA (50)  | N        | 2000 | Y | \$100 | \$100 (two years)            | Y (LADC I)        | Y |
|    | Licensed Alcohol and Drug Counselor II            | NA (270) | N        | 6000 | Y | \$100 | \$100 (two years)            | Y (LADC I)        | Y |
| MI | Certified Alcohol and Drug Counselor              | HS       | N        | 6000 | Y | \$325 | \$175 (two years)            | Y (CCS)           | Y |
| MN | Alcohol and Drug Counselor - Minnesota            | NA       | N        | NA   | Y | \$390 | \$95 (two years)             | Y (CCS, LADCS)    | N |
|    | Alcohol and Drug Counselor Reciprocal             | NA       | N        | 6000 | Y | \$390 | \$95 (two years)             | Y (CCS, LADCS)    | N |
|    | Licensed Alcohol and Drug Counselor               | BA       | N        | 2000 | Y | \$328 | \$295 (two years)            | N                 | Y |
| MS | Certified Intern Counselor                        | HS       | N        | NA   | Y | \$390 | \$100 (two years)            | Y (CCS)           | N |
|    | Certified Alcohol and Drug Counselor              | HS       | N        | 6000 | Y | \$390 | \$100 (two years)            | N                 | N |
|    | Certified Alcohol and Drug Counselor I            | BA       | N        | 8000 | Y | \$390 | \$100 (two years)            | N                 | N |
| MO | Missouri Associate Alcohol Drug Counselor I       | HS       | N        | 160  | N | \$110 | NA (one year, non-renewable) | Y (CRADC, CRAADC) | N |
|    | Missouri Associate Alcohol Drug Counselor II      | HS       | N        | 2000 | N | \$110 | \$95 (one year)              | Y (CRADC, CRAADC) | N |
|    | Certified Alcohol and Drug Counselor              | HS       | N        | 4000 | Y | \$400 | \$190 (two years)            | Y (CRADC, CRAADC) | N |
|    | Certified Reciprocal Alcohol and Drug Counselor   | HS       | N        | 6000 | Y | \$400 | \$190 (two years)            | Y (CRAADC)        | N |
| MT | Licensed Addiction Counselor                      | AA       | N        | 1000 | Y | \$250 | \$128 (one year)             | N                 | Y |
| NE | Provisional Alcohol and Drug Counselor            | HS       | N        | NA   | N | \$275 | \$175 (two years)            | Y (CS)            | Y |
|    | Licensed Alcohol and Drug Counselor               | HS       | Y (PADC) | 6000 | Y | \$275 | \$175 (two years)            | N                 | Y |
| NV | Certified Alcohol and Drug Abuse Counselor Intern | HS       | N        | 4000 | N | \$360 | \$150 (six months)           | Y (LADAC, LCADAC) | Y |
|    | Certified Alcohol and Drug Abuse Counselor        | BA       | N        | 4000 | Y | \$495 | \$285 (two years)            | Y (LADAC, LCADAC) | Y |
| NH | Licensed Alcohol and Drug Counselor               | AA       | N        | 6000 | Y | \$225 | \$100 (two years)            | Y (LCS)           | Y |
| NJ | Certified Alcohol and Drug                        | HS       | N        | 3000 | Y | \$255 | \$180 (two years)            | Y (CCS)           | N |

|    |                                                                   |         |                |       |   |       |                                |                      |   |
|----|-------------------------------------------------------------------|---------|----------------|-------|---|-------|--------------------------------|----------------------|---|
|    | Counselor                                                         |         |                |       |   |       |                                |                      |   |
| NM | Certified Alcohol & Drug Counselor                                | HS      | N              | 6000  | Y | 115   | NA (two years)                 | Y (CCS, AS)          | Y |
|    | Licensed Substance Abuse Associate                                | AA      | N              | NA    | N | 210   | 75 (two years)                 | Y (AS)               | Y |
|    | Licensed Alcohol and Drug Abuse Counselor                         | AA      | N              | 3000  | Y | 310   | 150 (two years)                | N                    | Y |
| NY | Credentialed Alcoholism and Substance Abuse Counselor Trainee     | HS      | N              | NA    | N | \$100 | NA (five years, non-renewable) | Y (CASAC-M, CASAC-A) | Y |
|    | Credentialed Alcoholism and Substance Abuse Counselor Provisional | BA      | N              | NA^   | N | \$100 | NA (five years, non-renewable) | Y (CASAC-M, CASAC-A) | N |
|    | Credentialed Alcoholism and Substance Abuse Counselor             | HS      | N              | 6000  | Y | \$345 | \$150 (three years)            | Y (CASAC-M, CASAC-A) | Y |
|    | Credentialed Alcoholism and Substance Abuse Counselor II          | AA      | N              | 6000  | Y | \$345 | \$150 (three years)            | Y (CASAC-M, CASAC-A) | Y |
|    | Credentialed Alcoholism and Substance Abuse Counselor Advanced    | BA      | Y (CASAC)      | NA    | N | \$50  | \$150 (three years)            | N                    | Y |
| NC | Certified Alcohol and Drug Counselor                              | HS      | N              | 6000  | Y | \$413 | \$150 (two years)              | Y (CSI, CCS)         | Y |
| ND | Registered Addiction Counselor Intern                             | BA      | N              | NA    | N | NA    | NA (one year)                  | Y (LCAC, LMAC, RCS)  | Y |
|    | Licensed Addiction Counselor                                      | BA      | N              | 960   | Y | \$500 | \$300 (two years)              | Y (LCAC, LMAC, RCS)  | Y |
|    | Licensed Clinical Addiction Counselor                             | BA      | N              | 10000 | N | \$300 | \$300 (two years)              | N                    | Y |
|    | Registered Private Practice Addiction Counselor                   | BA      | Y (LCAC, LMAC) | NA    | N | \$200 | \$300 (two years)              | N                    | Y |
| OH | Certified Chemical Dependency Counselor Assistant                 | NA (40) | N              | NA    | N | \$50  | \$150 (two years)              | Y (LICDC, LICDCCS)   | Y |
|    | Licensed Chemical Dependency Counselor II                         | AA      | N              | 2000  | Y | \$50  | \$150 (two years)              | Y (LICDC, LICDCCS)   | Y |
|    | Licensed Chemical Dependency Counselor III                        | BA      | N              | 2000  | Y | \$50  | \$150 (two years)              | Y (LICDC, LICDCCS)   | Y |
| OK | Certified Alcohol and Drug Counselor                              | BA      | N              | 4000  | Y | \$300 | \$125 (one year)               | Y (S)                | Y |
| OR | Certified Alcohol and Drug Counselor I                            | NA      | N              | 1000  | Y | \$0   | \$0 (two years)                | Y (CADC II, III, CS) | Y |
|    | Certified Alcohol and Drug Counselor II                           | BA      | N              | 4000  | Y | \$100 | \$0 (two years)                | Y (CADC II, III, CS) | Y |
| PA | Associate Addiction Counselor                                     | HS      | N              | 2000  | N | \$150 | \$100 (two years)              | Y (CCS)              | N |
|    | Certified Associate Addiction                                     | HS      | N              | 6000  | Y | \$375 | \$200 (two years)              | Y (CCS)              | N |

|    |                                                            |    |                    |      |   |       |                                  |                |   |
|----|------------------------------------------------------------|----|--------------------|------|---|-------|----------------------------------|----------------|---|
|    | Counselor                                                  |    |                    |      |   |       |                                  |                |   |
|    | Certified Alcohol and Drug Counselor                       | BA | N                  | 6000 | Y | \$375 | \$200 (two years)                | Y (CCS)        | N |
| RI | Provisional Alcohol and Drug Counselor                     | HS | N                  | 2000 | N | \$200 | NA (two years, non-renewable)    | Y (CCS, LCDCS) | N |
|    | Certified Alcohol and Drug Counselor                       | HS | N                  | 6000 | Y | \$350 | \$150 (two years)                | Y (CCS, LCDCS) | N |
| SC | Certified Alcohol and Drug Counselor                       | BA | N                  | 4000 | Y | \$575 | \$225 (two years)                | Y (CCS)        | Y |
| SD | Addiction Counselor Trainee                                | HS | N                  | NA   | N | \$150 | NA (five years, non-renewable)   | Y (CAC, LAC)   | Y |
|    | Certified Addiction Counselor                              | HS | N                  | 8000 | Y | \$250 | \$350 (one year)                 | N              | Y |
| TN | Certified Alcohol and Drug Counselor I                     | HS | Y (L1 or L2 LADAC) | NA   | Y | \$225 | \$150 (two years)                | Y (CQCS)       | N |
|    | Certified Alcohol and Drug Counselor II                    | BA | Y (L1 or L2 LADAC) | NA   | Y | \$225 | \$150 (two years)                | Y (CQCS)       | N |
|    | Level I Licensed Alcohol and Drug Abuse Counselor          | HS | N                  | 6000 | Y | \$300 | \$325 (two years)                | Y (CQCS)       | N |
|    | Level II Licensed Alcohol and Drug Abuse Counselor         | BA | N                  | 4000 | Y | \$300 | \$325 (two years)                | N              | N |
| TX | Certified Alcohol and Drug Counselor                       | HS | N                  | 6000 | Y | \$390 | \$100 (two years)                | Y (CCS, QCC)   | N |
|    | Registered Counselor Intern                                | HS | N                  | NA   | N | \$65  | NA (NA)                          | Y (CCS, QCC)   | N |
|    | Licensed Chemical Dependency Counselor                     | AA | N                  | 4000 | Y | \$400 | \$125 (two years)                | N              | Y |
|    | Qualified Credentialed Counselor                           | BA | Y (LCDCC, other)   | NA   | N | \$40  | NA (NA)                          | N              | Y |
| UT | Certified Substance Use Disorder Counselor Intern          | AA | N                  | 0    | N | \$70  | NA (six months, non-renewable)   | Y (SUDCS)      | Y |
|    | Certified Substance Use Disorder Counselor                 | AA | N                  | 0    | Y | \$270 | NA (two years)                   | Y (SUDCS)      | Y |
|    | Licensed Substance Use Disorder Counselor                  | AA | N                  | 2000 | Y | \$285 | \$78 (two years)                 | Y (SUDCS)      | Y |
|    | Certified Advanced Substance Use Disorder Counselor Intern | BA | N                  | 0    | N | \$70  | \$78 (six months, non-renewable) | Y (SUDCS)      | Y |
|    | Certified Advanced Substance Use Disorder Counselor        | BA | N                  | 0    | Y | \$270 | \$78 (two years)                 | Y (SUDCS)      | Y |
|    | Licensed Advanced Substance Use Disorder Counselor         | BA | N                  | 4000 | Y | \$285 | \$78 (two years)                 | N              | Y |
| VT | Certified Apprentice Addiction Professional                | AA | N                  | NA   | Y | \$115 | \$260 (six months)               | Y (LADAC)      | N |
|    | Certified Alcohol and Drug Abuse Counselor                 | BA | N                  | 4000 | Y | \$115 | \$260 (two years)                | Y (LADAC)      | N |
| VA | Certified Associate Addiction                              | HS | N                  | 4000 | N | \$100 | \$75 (two years)                 | Y (CCS)        | N |

|    |                                                    |          |           |      |   |       |                   |               |   |
|----|----------------------------------------------------|----------|-----------|------|---|-------|-------------------|---------------|---|
|    | Counselor                                          |          |           |      |   |       |                   |               |   |
|    | Certified Alcohol and Drug Counselor               | BA       | N         | 4000 | Y | \$350 | \$150 (two years) | Y (CCS)       | N |
|    | Certified Substance Abuse Counseling Assistant     | HS       | N         | NA   | Y | \$115 | \$50 (one year)   | Y (CS)        | Y |
|    | Certified Substance Abuse Counselor                | BA       | N         | 2000 | Y | \$330 | \$65 (one year)   | Y (CS)        | Y |
| WA | Certified Chemical Dependency Professional Trainee | AA       | N         | NA   | N | \$110 | \$90 (one year)   | Y (AS)        | Y |
|    | Certified Chemical Dependency Professional         | AA       | N         | 2500 | Y | \$555 | \$300 (one year)  | Y (AS)        | Y |
| WV | Certified Alcohol and Drug Counselor               | HS       | N         | 6000 | Y | \$275 | \$175 (two years) | Y (CCS)       | N |
| WI | Substance Abuse Counselor in Training              | NA (100) | N         | NA   | Y | \$648 | \$60 (two years)  | Y (CSIT, CS)  | N |
|    | Substance Abuse Counselor                          | NA (360) | N         | 3000 | Y | \$135 | \$60 (two years)  | Y (CSIT, CS)  | Y |
|    | Clinical Substance Abuse Counselor                 | AA       | N         | 5000 | Y | \$135 | \$60 (two years)  | Y (CSIT, CS)  | Y |
| WY | Certified Addictions Practitioner Assistant        | AA       | Y (other) | NA   | Y | \$343 | \$100 (two years) | Y (LAT, DQCS) | N |
|    | Certified Addictions Practitioner                  | BA       | N         | NA   | Y | \$343 | \$100 (two years) | Y (LAT, DQCS) | N |

\* CCS = Certified Clinical Supervisor. CDCS = Chemical Dependency Clinical Supervisor. LISAC = Licensed Independent Substance Abuse Counselor. CS = Clinical Supervisor. SUDCC-CS = Substance Use Disorder Certified Counselor Clinical Supervisor. CADC = Certified Alcohol Drug Counselor. LAADC = Licensed Advanced Alcohol Drug Counselor. LAADC-S = Licensed Advanced Alcohol Drug Counselor Supervisor. CAS = Certified Addiction Specialist. LAC = Licensed Addiction Counselor. LADC = Licensed Alcohol and Drug Counselor. MLCAP = Master's Level Certified Addiction Professional. ACADC = Advanced Certified Alcohol/Drug Counselor. CAADC = Certified Advanced Alcohol and Drug Counselor. CSAODC = Certified Supervisor Alcohol and Other Drug Counselor. CAC = Certified Addiction Counselor. CIADC = Certified International Alcohol and Drug Counselor. CIAADC = Certified International Advanced Alcohol and Drug Counselor. LMAC = Licensed Master's Addiction Counselor. LCAC = Licensed Clinical Addiction Counselor. LCADC = Licensed Clinical Alcohol and Drug Counselor. CAC-AD = Certified Associate Counselor - Alcohol and Drug. LADCS = Licensed Alcohol and Drug Counselor Supervisor. CRADC = Certified Reciprocal Alcohol and Drug Counselor. CRAADC = Certified Reciprocal Advanced Alcohol and Drug Counselor. AS = Approved Supervisor. CASAC-M = Credentialed Alcoholism and Substance Abuse Counselor Master. CASAC-A = Credentialed Alcoholism and Substance Abuse Counselor Advanced. CSI = Clinical Supervisor Intern. RCS = Registered Clinical Supervisor. LICDC = Licensed Independent Chemical Dependency Counselor. LICDCCS = Licensed Independent Chemical Dependency Counselor - Clinical Supervisors. S = Supervisor. LCDCS = Licensed Chemical Dependency Clinical Supervisor. CQCS = Certified Qualified Clinical Supervisor. QCC = Qualified Credentialed Counselor. SUDCS = Substance Use Disorder Counselor Supervisor. CSIT = Clinical Supervisor in Training. LAT = Licensed Addictions Therapist. DQCS = Designated Qualified Clinical Supervisor.

**Table 2.** Scope of practice for graduate-level addiction counselor workforce

| State (68 total credentials) | Credential                                     | Prerequisite Education      | Assessment | Diagnosis | Psychotherapy | Crisis Services | Telehealth | Unsupervised Practice |
|------------------------------|------------------------------------------------|-----------------------------|------------|-----------|---------------|-----------------|------------|-----------------------|
| Alabama                      | Certified Advanced Alcohol & Drug Counselor    | Relevant Field              | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Arizona                      | Advanced Alcohol and Drug Counselor            | Behavioral Science          | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|                              | Licensed Independent Substance Abuse Counselor | Behavioral Science          | ✓          | ✓         | ✓             | ✓               | ✓          | ✓                     |
| Arkansas                     | Advanced Certified Alcohol Drug Counselor      | Clinical Behavioral Science | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|                              | Licensed Alcoholism and Drug Abuse Counselor   | Behavioral Science          | ✓          | ✓         | ✓             | ✓               | ✓          | ✓                     |
| California                   | Certified Addiction Treatment Counselor IV     | Relevant Field              | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|                              | Certified Addiction Treatment Counselor V      | Behavioral Science          | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|                              | Licensed Advanced Alcohol Drug Counselor       | Behavioral Science          | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|                              | Substance Use Disorder Certified Counselor IV  | Behavioral Science          | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Colorado                     | Licensed Addiction Counselor                   | Clinical Behavioral Science | ✓          | ✓         | ✓             | ✓               | ✓          | ✓                     |

|             |                                                 |                                   |   |   |   |   |   |   |
|-------------|-------------------------------------------------|-----------------------------------|---|---|---|---|---|---|
| Connecticut | Certified Advanced Alcohol and Drug Counselor   | Behavioral Science                | ✓ |   | ✓ | ✓ |   |   |
|             | Licensed Alcohol and Drug Counselor             | Behavioral Science                | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Delaware    | Certified Advanced Alcohol and Drug Counselor   | Relevant Field                    | ✓ |   | ✓ | ✓ |   | ✓ |
|             | Licensed Chemical Dependency Professional       | Clinical Mental Health Counseling | ✓ |   | ✓ | ✓ |   | ✓ |
| Florida     | Master's Level Certified Addiction Professional | Relevant Field                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Georgia     | Certified Advanced Alcohol & Drug Counselor     | Counseling                        | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
|             | Certified Master Addiction Counselor            | Counseling                        | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Hawaii      | Certified Substance Abuse Counselor             | Behavioral Science                | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Idaho       | Advanced Certified Alcohol/Drug Counselor       | Clinical Behavioral Science       | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Illinois    | Certified Advanced Alcohol and Drug Counselor   | Clinical Behavioral Science       | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Indiana     | Certified Addiction and Drug Abuse              | Human Services                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |

|           |                                                                            |                                   |   |   |   |   |   |   |
|-----------|----------------------------------------------------------------------------|-----------------------------------|---|---|---|---|---|---|
|           | Consultant 4                                                               |                                   |   |   |   |   |   |   |
|           | Certified<br>Addiction and<br>Drug Abuse<br>Consultant 5                   | Relevant Field                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|           | Licensed<br>Clinical<br>Addiction<br>Counselor<br>Associate                | Relevant Field                    | ✓ |   | ✓ | ✓ | ✓ |   |
|           | Licensed<br>Clinical<br>Addiction<br>Counselor                             | Relevant Field                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Iowa      | Certified<br>International<br>Advanced<br>Alcohol and<br>Drug<br>Counselor | Behavioral<br>Science             | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Kansas    | Licensed<br>Clinical<br>Addiction<br>Counselor                             | Relevant Field                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|           | Licensed<br>Master's<br>Addiction<br>Counselor                             | Relevant Field                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Kentucky  | Licensed<br>Alcohol and<br>Drug<br>Counselor                               | Clinical Human<br>Services        | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|           | Licensed<br>Clinical Alcohol<br>and Drug<br>Counselor<br>Associate         | Clinical<br>Behavioral<br>Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|           | Licensed<br>Clinical Alcohol<br>and Drug<br>Counselor                      | Clinical<br>Behavioral<br>Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Louisiana | Licensed<br>Addiction<br>Counselor                                         | Behavioral<br>Science             | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Maine     | Certified                                                                  | Counseling                        | ✓ |   | ✓ | ✓ | ✓ | ✓ |

|             |                                                          |                             |   |   |   |   |   |   |
|-------------|----------------------------------------------------------|-----------------------------|---|---|---|---|---|---|
|             | Alcohol and Drug Counselor - Advanced                    |                             |   |   |   |   |   |   |
|             | Licensed Alcohol and Drug Counselor I                    | Counseling                  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Maryland    | Licensed Graduate Alcohol and Drug Counselor             | Clinical Behavioral Science | ✓ | ✓ | ✓ | ✓ | ✓ |   |
|             | Licensed Clinical Alcohol and Drug Counselor             | Behavioral Science          | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Michigan    | Certified Advanced Alcohol and Drug Counselor            | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Minnesota   | Advanced Alcohol and Drug Counselor Reciprocal           | Clinical Behavioral Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Mississippi | Certified Advanced Alcohol and Drug Counselor            | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|             | Certified Alcohol and Drug Counselor II                  | Clinical Relevant Field     | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Missouri    | Certified Reciprocal Advanced Alcohol and Drug Counselor | Clinical Relevant Field     | ✓ |   |   | ✓ | ✓ | ✓ |
| Nevada      | Certified Clinical Alcohol and Drug Counselor            | Clinical Behavioral Science | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

|                |                                                              |                             |   |   |   |   |   |   |
|----------------|--------------------------------------------------------------|-----------------------------|---|---|---|---|---|---|
|                | Intern                                                       |                             |   |   |   |   |   |   |
|                | Licensed Alcohol and Drug Counselor                          | Behavioral Science          | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
|                | Licensed Clinical Alcohol and Drug Abuse Counselor           | Behavioral Science          | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New Hampshire  | Master Licensed Alcohol and Drug Counselor                   | Clinical Behavioral Science | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New Jersey     | Licensed Clinical Alcohol and Drug Counselor                 | Relevant Field              | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New York       | Credentialed Alcoholism and Substance Abuse Counselor Master | Human Services              | ✓ | ✓ |   | ✓ | ✓ | ✓ |
| North Carolina | Licensed Clinical Addiction Specialist                       | Clinical Human Services     | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| North Dakota   | Licensed Master Addiction Counselor                          | Addiction Studies           | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Ohio           | Licensed Independent Chemical Dependency Counselor           | Behavioral Science          | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Oklahoma       | Licensed Alcohol and Drug Counselor                          | Clinical Counseling Field   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Oregon         | Certified Alcohol and Drug                                   | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ | ✓ |

|                |                                               |                             |   |   |   |   |   |   |
|----------------|-----------------------------------------------|-----------------------------|---|---|---|---|---|---|
|                | Counselor III                                 |                             |   |   |   |   |   |   |
| Pennsylvania   | Certified Advanced Alcohol and Drug Counselor | Relevant Field              | ✓ |   |   | ✓ | ✓ |   |
| Rhode Island   | Certified Advanced Alcohol and Drug Counselor | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ |   |
|                | Licensed Chemical Dependency Professional     | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| South Carolina | Certified Advanced Alcohol and Drug Counselor | Human Services              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| South Dakota   | Licensed Addiction Counselor                  | Behavioral Science          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Tennessee      | Certified Advanced Alcohol and Drug Counselor | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ |   |
| Texas          | Advanced Alcohol and Drug Counselor           | Clinical Behavioral Science | ✓ |   |   | ✓ | ✓ | ✓ |
| Vermont        | Licensed Alcohol and Drug Abuse Counselor     | Human Services              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Virginia       | Certified Advanced Alcohol and Drug Counselor | Relevant Field              | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|                | Licensed Substance Abuse Treatment            | Counseling                  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

|                                   | Practitioner                                              |                                   |   |   |   |   |   |   |
|-----------------------------------|-----------------------------------------------------------|-----------------------------------|---|---|---|---|---|---|
| West Virginia                     | Certified<br>Advanced<br>Alcohol and<br>Drug<br>Counselor | Clinical<br>Behavioral<br>Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Wyoming                           | Licensed<br>Addictions<br>Therapist                       | Relevant Field                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| <b>Total = 68<br/>credentials</b> |                                                           |                                   |   |   |   |   |   |   |

## Non-Graduate Level Supervisors

| State       | Credential                                        | Prerequisite Education | Assessment | Diagnosis | Psychotherapy | Crisis Services | Telehealth | Unsupervised Practice |
|-------------|---------------------------------------------------|------------------------|------------|-----------|---------------|-----------------|------------|-----------------------|
| Alabama     | Certified Clinical Supervisor                     | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Alaska      | Chemical Dependency Clinical Supervisor           | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Arizona     | Certified Clinical Supervisor                     | NA                     | ✓          |           |               | ✓               | ✓          | ✓                     |
| Arkansas    | Clinical Supervisor                               | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| California  | Certified Clinical Supervisor                     | Behavioral Science     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|             | Substance Use Disorder Certified Counselor II-CS  | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|             | Substance Use Disorder Certified Counselor III-CS | Relevant Field         | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Connecticut | Certified Clinical Supervisor                     | NA                     | ✓          |           |               | ✓               | ✓          | ✓                     |
| Delaware    | Certified Clinical Supervisor                     | NA                     | ✓          |           |               | ✓               | ✓          | ✓                     |
| Georgia     | Certified Clinical Supervisor                     | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
|             | Certified Clinical Supervisor                     | Counseling             | ✓          |           | ✓             | ✓               | ✓          | ✓                     |
| Hawaii      | Certified Clinical Supervisor                     | NA                     | ✓          |           | ✓             | ✓               | ✓          | ✓                     |

|               |                                                       |                             |   |   |   |   |   |   |
|---------------|-------------------------------------------------------|-----------------------------|---|---|---|---|---|---|
| Idaho         | Certified Clinical Supervisor                         | Clinical Behavioral Science | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Illinois      | Certified Supervisor Alcohol and Other Drug Counselor | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Indiana       | Certified Clinical Supervisor                         | NA                          | ✓ |   |   | ✓ | ✓ | ✓ |
| Iowa          | Certified Clinical Supervisor                         | NA                          | ✓ |   |   | ✓ | ✓ | ✓ |
| Kentucky      | Certified Clinical Supervisor                         | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Louisiana     | Certified Clinical Supervisor                         | NA                          | ✓ |   |   | ✓ | ✓ | ✓ |
| Maine         | Certified Clinical Supervisor – LADC track            | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
|               | Certified Clinical Supervisor – non-LADC track        | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Maryland      | Certified Clinical Supervisor                         | Counseling                  | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Massachusetts | Certified Clinical Supervisor                         | Counseling                  | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Minnesota     | Certified Clinical Supervisor                         | NA                          | ✓ |   |   | ✓ | ✓ | ✓ |
|               | Licensed Alcohol and Drug Counselor Supervisor        | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Mississippi   | Certified Clinical                                    | NA                          | ✓ |   | ✓ | ✓ | ✓ | ✓ |

|                  |                                                      |                       |   |   |   |   |   |   |
|------------------|------------------------------------------------------|-----------------------|---|---|---|---|---|---|
|                  | Supervisor                                           |                       |   |   |   |   |   |   |
| Montana          | Licensed<br>Addiction<br>Counselor<br>Supervisor     | Addiction<br>Studies  | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Nebraska         | Clinical<br>Supervisor                               | NA                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New<br>Hampshire | Licensed<br>Clinical<br>Supervisor                   | Human<br>Services     | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New Jersey       | Certified<br>Clinical<br>Supervisor –<br>CADC track  | NA                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| New Mexico       | Certified<br>Clinical<br>Supervisor                  | NA                    | ✓ |   |   | ✓ | ✓ | ✓ |
|                  | Approved<br>Supervisor                               | Counseling            | ✓ |   |   | ✓ | ✓ | ✓ |
| North Dakota     | Registered<br>Clinical<br>Supervisor                 | Addiction<br>Studies  | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Oklahoma         | Supervisor                                           | NA                    | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Oregon           | Clinical<br>Supervisor                               | NA                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Pennsylvania     | Certified<br>Clinical<br>Supervisor                  | NA                    | ✓ |   |   | ✓ | ✓ | ✓ |
| Rhode Island     | Certified<br>Clinical<br>Supervisor                  | NA                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| South Dakota     | Qualified<br>Clinical<br>Supervisor                  | NA                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Tennessee        | Certified<br>Qualified<br>Clinical<br>Supervisor     | Behavioral<br>Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |
| Texas            | Certified<br>Clinical<br>Supervisor                  | NA                    | ✓ |   |   | ✓ | ✓ | ✓ |
| Utah             | Substance Use<br>Disorder<br>Counselor<br>Supervisor | NA                    | ✓ |   | ✓ | ✓ | ✓ | ✓ |

|               |                                  |                    |   |   |   |   |   |   |
|---------------|----------------------------------|--------------------|---|---|---|---|---|---|
| Virginia      | Certified Clinical Supervisor    | Relevant Field     | ✓ |   |   | ✓ | ✓ | ✓ |
| Washington    | Approved Supervisor              | Human Services     | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| West Virginia | Certified Clinical Supervisor    | NA                 | ✓ |   |   | ✓ | ✓ | ✓ |
| Wisconsin     | Clinical Supervisor in Training  | Behavioral Science | ✓ |   | ✓ | ✓ | ✓ |   |
|               | Intermediate Clinical Supervisor | Behavioral Science | ✓ |   | ✓ | ✓ | ✓ |   |
|               | Independent Clinical Supervisor  | Behavioral Science | ✓ |   | ✓ | ✓ | ✓ | ✓ |