



Development Plans

Why Choose MCBAP?

MCBAP is the most active authority for professional substance use disorder prevention, treatment, and recovery credentialing in Michigan.

The Michigan Certification Board for Addiction Professionals (MCBAP) is a member of the International Certification and Reciprocity Consortium (IC&RC).

Visit our website
<https://mcbap.com>

Table of Contents

Understanding Development Plans

Introduction	1
Overview	1-5

MCBAP Development Plans

CADC- Certified Alcohol & Drug Counselor	6-11
GED or High School	6-8
Associates, Bachelors, Master's Degree or higher	9-11
CAADC - Certified Advanced Alcohol & Drug Counselor	12-14
CCS - Certified Clinical Supervisor	15-17
CPS - Certified Prevention Specialist	18-20
CPRM - Certified Peer Recovery Mentor	21-23
CCJP-M - Certified Criminal Justice Professional Michigan	24-26
Questions?	27

Understanding Development Plans

Introduction

Congratulations on your decision to enter into or return to the field of substance use disorders! If you are viewing this document, you are likely becoming employed at a substance use disorder (SUD) services program, but you do not yet hold a credential from the Michigan Certification Board for Addiction Professionals (MCBAP). A specialty credential is often required by State of Michigan funded contracts, State licensing, other payer source or quality assurance source, or employers. The Development Plan (DP) is an agreement between you and the employer indicating that you will take the steps necessary to obtain your full credential. As such, this guide is intended to provide an overview of the DP, a discussion of the requirement necessary to obtain the DP and, the most time-intensive part of the process, how you should spend your time in the DP to ensure that you are successful in achieving the goal – receiving your full credential.

Overview

Who is MCBAP?

MCBAP sets the competency standards for the substance use disorder profession in Michigan. We are a member board of the International Certification & Reciprocity Consortium (IC&RC). Our mission is to provide public protection and promote quality services through certification of professionals engaging in the prevention of alcohol, tobacco, and other drug problems and the assessment and treatment of addictions.

Who is IC&RC?

IC&RC is an international non-profit organization that promotes public protection by developing internationally recognized credentials and examinations for prevention, substance use disorder treatment, and recovery professionals. MCBAP is a member board of IC&RC.

What is Certemy?

Certemy is a cloud-based portal that allows candidates to conveniently upload all of the information required by MCBAP.

How does Certemy work?

Certemy contains a number of modules that need to be completed. If a module is not complete, there is a white dot in the top left corner. Completed modules display a green dot. In order to be reviewed by MCBAP, all tabs must be completed, as indicated by the green dot. Below are examples of how the module icons display when incomplete and complete.



What is the difference between a DP, limited and full credential?

Development Plan

A DP is a time-limited agreement between an employee and their employer. It is not a credential. The DP is specific to the place of employment sponsoring the DP. It does not automatically transfer to other employers. It is designed for employees who do not yet hold a specialty credential from the Michigan Certification Board for Addiction Professionals (MCBAP). The DP is a bridge to obtain either the limited credential (for counselors) or the full credential, both of which require the candidate to pass the IC&RC exam.

The DP requires the individual to work diligently to ensure that they obtain the appropriate work experience, additional education and supervision while adhering to the MCBAP code of ethics. The DP is time-limited and not renewable. If a candidate does not complete the full credential requirements before the expiration of the DP, this could place them in job jeopardy. If the DP expires, the individual may continue to prepare for a MCBAP full credential on their own. MCBAP does not require a DP to obtain a full credential.

Limited Certified Counselor

A limited certified counselor is a time-limited agreement between an employee and their employer for those working toward their CADC or CAADC. It is designed for employees who do not yet hold a specialty certification from MCBAP but have achieved many of the milestones toward certification, including passage of the IC&RC examination. The limited certification is a bridge to obtain the full certification.

The limited certification requires the individual to work diligently to ensure that they obtain the appropriate work experience, additional education and supervision while adhering to the MCBAP code of ethics. The limited certification is time-limited and not renewable. A candidate not completing the full certification requirements before the expiration could place their employment in jeopardy. If the limited certification expires, the individual may continue to prepare for a MCBAP full certification on their own. MCBAP does not require a development plan to obtain a full credential.

Full Credential

A full MCBAP credential means that the individual has met all necessary requirements and has been conferred a full credential by MCBAP. The individual is responsible for meeting all requirements for renewal at regular intervals.

Is a DP required?

MCBAP does not require a DP prior to applying for a full credential. However, it is required by many employers. Check with your place of employment to learn the requirement specific to your agency. If they do not require a DP, you can work toward meeting all requirements for a full credential without entering a DP. You can find requirements for the full credential at mcbap.com.

What if I change employers?

The DP is an agreement between you and the place of employment sponsoring your DP. It does not transfer to other programs or employers. If you do change employers, it is your responsibility to notify MCBAP to put it on “pause”. Once you have a new employer to sponsor your DP, you should file an updated DP application with MCBAP in Certemy. This may not change your overall DP schedule or expiration date.

Who is eligible for a DP?

Candidates who have recently become employed at a program providing substance use disorder (SUD) services that do not yet hold a specialty credential from MCBAP and who have not held that same DP in the past 7 years.

What do I need to do to apply for a DP?

- Create an account in Certemy.
- Request your official education transcript be sent directly to MCBAP.
- To enter a DP at the GED/High School level, an individual must have completed the GED or graduated high school. To enter any level of DP at the associate’s level or above, an individual must have completed a minimum of 50% of hours required for degree completion.
- Secure a clinical supervisor with the appropriate credentials to agree to provide supervision.
- Submit a current, applicable job description.
- Attest and adhere to the MCBAP Code of Ethics.
- Obtain 6 hours of ethics courses (broken down as follows) taken within 90 days.
 - 3 hours of professional boundaries education,
 - 2 hours of professional code of ethics education, and
 - 1 hour of substance use disorder confidentiality education (42 CFR)

- Live or work in Michigan at least 51% of the time.
- Submit payment.

How long can I be in a DP?

The maximum time allotted for a full time employee are as follows:

- CADC-DP – 3 years
- CAADC-DP – 3 years
- CCS-DP – 3 years
- CPRM-DP – 1 year
- CPS-DP – 2 years
- CCJP-M-DP – 3 years

You are responsible for making needed progress toward your full credential in order to complete MCBAP certification requirements within the allotted DP time frame. In fact, you are strongly encouraged to seek to achieve the full credential as quickly as possible to benefit yourself as well as your employer.

A MCBAP DP is a time-limited, one-time opportunity to gain employment prior to having completed the needed professional specialty certification. It is not intended to be extended, renewed, or repeated.

If the DP expires before you have completed and submitted all the requirements in the application process for your specialty credential, you may have a gap in your professional status which could affect your employment.

Those working part time may be given additional time on their DP and may contact MCBAP for more information on how to do so.

What if I do not meet all of the requirements for the full credential prior to my DP expiring?

If you do not complete the full certification process before your DP expires, you may continue to prepare for the MCBAP certification on your own schedule. However, your position with your employer may be affected in the interim.

MCBAP Development Plans



CADC-DP

Certified Alcohol & Drug Counselor

GED or High School

Maximum time allotted for a full time employee

The maximum time allotted for CADC is 3 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official copies of high school transcripts/diploma or GED must be sent to MCBAP.



3. CPRC or CPRM Documentation

Individuals applying without a degree in behavioral health, must be certified by MCBAP as a Peer Recovery Mentor (CPRM) or an MDHHS State Certified Recovery Coach for at least two years before being eligible for the CADC DP.



4. Current Work Location

This step will be completed by Human Resources or your supervisor.



5. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a SUD Supervisor hold the CCS, a CCS-M, or a CCS development plan.



6. Job Description

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in the formal job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



7. Ethics Education

Ethics education must have occurred within 90 days and must include:

- 3 hours Professional Boundaries
- 2 hours Behavioral Health Professional Ethics Code
- 1 hour Substance Use Disorder Confidentiality Law - 42 CFR Part 2



8. Additional Education Requirement

Attestation of understanding that, during the development plan, the applicant will need to obtain 180 hours of education specific to substance use and 120 additional education hours (related or specific) in order to earn the full CADC.



9. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CADC.



10. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



11. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



12. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Alcohol and Drug Counselors.



13. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



14. Next Steps

Attestation of understanding that once the credential has been conferred, renewal is required on either a 2 or a 3 year cycle. Once the renewal cycle is chosen, it is locked in for the duration of the credential.



15. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CADC-DP

Certified Alcohol & Drug Counselor

Associate's, Bachelor's, Master's Degree or Higher

Maximum time allotted for a full time employee

The maximum time allotted for CADC is 3 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official transcripts from school, college or university in a degree accepted for this credential are required to be emailed electronically or mailed directly to MCBAP. Accepted degree programs include:

- Associate or bachelor's degree: Counseling, psychology, social work, addiction studies, art therapy, marriage and family therapy, family studies, sociology, human services, criminal justice, public health, nursing and social science
- Master's degree or higher: Counseling, psychology, social work, addiction studies, marriage and family therapy and criminal justice



2. Official Transcripts Continued

For applicants with an international degree, a credential evaluation from a recognized evaluation service is required. We require using a credential verification service accredited by the National Association of Credential Evaluation Services (NACES). For a list of approved evaluators, please visit [NACES.org](https://www.naces.org). If the transcript is in a language other than English, the transcript must be translated.



3. Current Work Location

This step will be completed by Human Resources or your supervisor



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a SUD Supervisor hold the CCS, a CCS-M, or a CCS development plan.



5. Job Description

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in the formal job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



6. Ethics Education

Ethics education must have occurred within 90 days and must include:

- 3 hours Professional Boundaries
- 2 hours Behavioral Health Professional Ethics Code
- 1 hour Substance Use Disorder Confidentiality Law - 42 CFR Part 2



7. Additional Education Requirement

Attestation of understanding that the applicant will need to obtain 180 hours of education specific to substance use and 120 additional education hours (related or specific) in order to earn the full CADC.



8. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CADC.



9. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



10. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



11. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Alcohol and Drug Counselors.



12. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



13. Next Steps

Attestation of understanding that once the credential has been conferred, renewal is required on either a 2 or a 3 year cycle. Once the renewal cycle is chosen, it is locked in for the duration of the credential.



14. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CAADC-DP

Certified Advanced Alcohol & Drug Counselor

Master's Degree or Higher

Maximum time allotted for a full time employee

The maximum time allotted for CAADC is 3 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official transcripts from school, college or university in a degree accepted for this credential are required to be emailed electronically or mailed directly to MCBAP. Accepted degree programs include:

- Master's degree or higher: Counseling, psychology, social work, addiction studies, marriage and family therapy

For applicants with an international degree, a credential evaluation from a recognized evaluation service is required. We require using a credential verification service accredited by the National Association of Credential Evaluation Services (NACES). For a list of approved evaluators, please visit [NACES.org](https://www.naces.org). If the transcript is in a language other than English, the transcript must be translated.



3. Current Work Location

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a SUD Supervisor hold the CCS, a CCS-M, or a CCS development plan.



5. Job Description

Accepted documentation will be the formal job description provided by the place of employment.



6. Ethics Education

Ethics education must have occurred within 90 days and include:

- 3 hours Professional Boundaries
- 2 hours Behavioral Health Professional Ethics Code
- 1 hour Substance Use Disorder Confidentiality Law - 42 CFR Part 2



7. Additional Education Requirement

Attestation of understanding that the applicant will need to obtain 186 hours of education, 180 specific to substance use disorders and an additional 6 in ethics education in order to earn the full CAADC.



8. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CAADC.



9. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



10. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



11. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Alcohol and Drug Counselors.



12. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



13. Next Steps

Attestation of understanding that once the credential has been conferred, renewal is required on either a 2 or a 3 year cycle. Once the renewal cycle is chosen, it is locked in for the duration of the credential.



14. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CCS-DP

Certified Clinical Supervisor

Master's Degree or Higher

Maximum time allotted for a full time employee

The maximum time allotted for CCS is 3 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

CCS-DP NOTE: A current, active CADC or CAADC credential issued by MCBAP is required to apply. Michigan only credentials are not eligible for a CCS.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

If it has not already been received by MCBAP, an official transcript from one of the following:
Master's degree or higher: Counseling, psychology, social work, addiction studies, marriage and family therapy, psychology, social work, addiction studies, marriage and family therapy.



3. Current Work Location

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a CCS-DP Supervisor hold the CCS, CCS-M, LMSW, LPC, or LP.



5. Job Description

Accepted documentation will be the formal job description provided by the place of employment.



6. Additional Education Requirement

Attestation of understanding that the applicant will need to obtain 30 hours of education in the IC&RC Clinical Supervisor domains.



7. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CCS.



8. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



9. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



10. Supervisor Registry

The supervisor registry is available for those agencies or CADC/CAADC candidates looking for clinical supervision.



11. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Clinical Supervisors.



12. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



13. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CPS-DP

Certified Prevention Specialist

High School or GED

Maximum time allotted for a full time employee

The maximum time allotted for CPS is 2 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official copies of high school transcripts, GED or higher must be sent to MCBAP.

For applicants with an international degree, a credential evaluation from a recognized evaluation service is required. We require using a credential verification service accredited by the National Association of Credential Evaluation Services (NACES). For a list of approved evaluators, please visit [NACES.org](https://www.naces.org). If the transcript is in a language other than English, the transcript must be translated.



3. Current Work Location

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a CPS-DP Supervisor hold the CPS, CPS-M, CPC, or CPC-M.



5. Job Description

Accepted documentation will be the formal job description provided by the place of employment.



6. Additional Education Requirement

Attestation of understanding that, during the development plan, the applicant will need to obtain 24 hours specific to substance use prevention, 96 hours of related to or additional specific to substance use prevention and 6 hours of prevention ethics.



7. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CPS.



8. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



9. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



10. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Prevention Specialists.



11. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



12. Next Steps

Attestation of understanding that once the credential has been conferred, renewal is required on either a 2 or a 3 year cycle. Once the renewal cycle is chosen, it is locked in for the duration of the credential.



13. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CPRM-DP

Certified Peer Recovery Mentor

High School or GED

Maximum time allotted for a full time employee

The maximum time allotted for CPRM is 1 year. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official copies of high school transcripts/diploma, GED or higher must be sent to MCBAP.



3. Current Work Location

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a SUD Supervisor hold the CCS, a CCS-M, or a CCS development plan.



5. Job Description

Accepted documentation will be the formal job description provided by the place of employment.



6. Additional Education Requirement

Verification of 46 total education hours are required in order to apply for a DP. Of those:

- 10 hours must be in Advocacy
- 10 hours must be in Ethical Responsibility
- 10 hours must be in Mentoring and Education
- 10 hours must be in Recovery Wellness/Support
- 6 hours must be in MCBAP- approved recovery clinical ethical behavior and decision making (may be included within the hours of Ethical Responsibility)



7. IC&RC Examination Requirement

Attestation of understanding that, during the development plan, successful passage of the IC&RC exam is required in order to earn the full CPRM.



8. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



9. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



10. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Peer Recovery Mentors.



11. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



12. Next Steps

Attestation of understanding that once the credential has been conferred, renewal is required on a regular cycle.



13. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.



CCJP-M-DP

Certified Criminal Justice Professional Michigan

Accepted School/College/University Degree

Maximum time allotted for a full time employee

The maximum time allotted for CCJP-M is 3 years. You are responsible to complete MCBAP certification requirements within the allotted DP time frame.

The Certemy Process

The steps below are provided to familiarize applicants with what is required to obtain the DP. Applicants are encouraged to review each section in Certemy to determine what materials will need to be gathered prior to beginning the application.

Certemy Steps



1. Demographics

Enter your information as you would like it to appear on your certificate.



2. Official Transcripts

Official transcripts from school, college or university in a degree accepted for this credential are required to be emailed electronically or mailed directly to MCBAP. Accepted degree programs include:

- Bachelor's degree: Counseling, psychology, social work, addiction studies, marriage and family therapy, family studies, sociology, human services, criminal justice, public health, nursing and social science.
- Master's degree or higher: Counseling, psychology, social work, addiction studies, marriage and family therapy and criminal justice.



2. Official Transcripts Continued

For applicants with an international degree, a credential evaluation from a recognized evaluation service is required. We require using a credential verification service accredited by the National Association of Credential Evaluation Services (NACES). For a list of approved evaluators, please visit [NACES.org](https://www.naces.org). If the transcript is in a language other than English, the transcript must be translated.



3. Current Work Location

Accepted work experience must be in the field of substance use disorder in the IC&RC domains. If all IC&RC domains are not indicated in job description, MCBAP may request a letter from the supervisor regarding how this knowledge will be gained. Must be as a paid or volunteer employee.



4. Clinical Supervisor

This step will be completed by an authorized agency supervisor. It is a requirement that a CCJP Supervisor hold the CCJP, CCJP-M, CCS, CCS-M, or CCS-DP.



5. Job Description

Accepted documentation will be the formal job description provided by the place of employment.



6. Additional Education Requirement

Attestation of understanding that the applicant will need to obtain 200 hours in Dynamics of addiction behavior:

- The criminal justice system
- Processes of criminal behavior
- Screening
- Assessment
- Case Management
- Substance use disorder (SUD)
- Ethical responsibility



7. Applicant Assurances

Candidate will acknowledge that all information in the application is true and correct and will meet the objectives for the full credential and understand the requirements of the development plan.



8. Data Collection Form

This data may be important in identifying the ongoing status of the substance use disorder in the workforce in the State of Michigan.



9. Code of Ethics

Attestation of reading and agreement to adhere to the Code of Ethical Standards for the Certified Criminal Justice Professionals.



10. Non-Refundable Application Fee

The Certemy application fee is non-refundable.



11. Next Steps

Choose renewal cycle.



12. MCBAP Staff Verification

Step to be completed by MCBAP staff; no action required on the part of the candidate.

Questions?

If you have questions on any of the MCBAP Development Plans, please contact us through our website at <https://mcbap.com/contact-us> or email us at info@mcbap.com.