

FCB Announces Key Certification Updates to Strengthen the Behavioral Health Workforce

The FCB is honored to have you as part of our community of certified professionals. Over the past several months, we've been hard at work and have some important updates to share!

Adapting to a Changing Workforce

The behavioral health workforce has changed significantly since COVID-19. There is a significant workforce shortage across the industry, and those individuals who do enter this field now come from diverse educational and professional backgrounds, bringing valuable crossover skills that enhance their ability to succeed in behavioral health. However, the requirements and standards for certification have remained unchanged, deterring people from entering the field.

To address these shifts and build a stronger workforce, the FCB has created a dedicated workgroup focused on tackling key issues. We're making steady progress and will keep you updated regularly on our advancements.

Key Accomplishments and New Policies

Master's Certified Addiction Professional (MCAP)

We've made an important change to the MCAP certification requirements:

- ✓ The requirement that eligible work experience must occur *after* earning a master's degree has been **removed**.
- ✓ The FCB will now accept related work experience gained within **five years prior to application**, regardless of whether it occurred before or after earning the degree.

We are reaching out to current CAP applicants and previously certified professionals who were denied the opportunity to apply for the MCAP due to the degree/experience barrier. If you believe you qualify under this new policy, please contact us at **850-222-6314**. We are committed to helping you earn your MCAP as efficiently as possible.

Certified Recovery Residence Administrator (CRRRA)

The FCB partners with the Florida Association of Recovery Residences (FARR) to manage recovery residence credentialing. While FARR credentials the residence itself, the FCB certifies the Recovery Residence Administrator (CRRRA).

To help address the shortage of credentialed CRRAs, we are launching a **provisional/upgrade application pathway**:

- ✓ Candidates can obtain a **provisional CRRA** credential after completing training and passing the CRRA exam. The provisional CRRA is a valid credential that affords practice rights while gaining additional experience.
- ✓ During the provisional period, certified candidates will fulfill the work experience and supervision requirements necessary to upgrade to full CRRA status.
- ✓ This program opens for applications on **May 1, 2025**.

This change will help relieve the CRRA workforce shortage for recovery residences to meet FARR requirements, strengthen the recovery community, and provide the consumer protection the Legislature and Governor intended.

Ongoing Efforts

Our behavioral health workforce team is also reviewing the formal education, training, and on-the-job supervision requirements. The goal is to create more flexible certification pathways that recognize the value of in-the-field experience without decreasing the quality of services.

We'll keep you posted as this initiative progresses!

Thank You

Thank you for your dedication to supporting some of our state's most vulnerable individuals. Your work is invaluable, and we're proud to support you on your professional journey.

Stay tuned for more updates — we're excited about what's ahead!

Warm regards,

Neal McGarry, President and CEO