

ANNUAL COMMISSIONERS' REPORT

24-25 JUNE 2024 | THESSALONIKI, GREECE



EDITORS' NOTE

Editor's Note: To ensure accessibility, we are providing the report in English, French, and Spanish for Commissioners who prefer reading in these languages. Please note, due to budget constraints, we used a standard free translation tool, so the translations may not be perfect. If the feedback on the translations are positive, we will continue to provide future documents in this format.



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ACKNOWLEDGEMENTS

The ICUDDR-GCCC team sincerely thanks all stakeholders for their unwavering support throughout the year.

We extend special gratitude to our funder, the Bureau of International Narcotics and Law Enforcement Affairs (INL), U.S. Department of State, particularly Brian Morales, Branch Chief, Counternarcotics; Charlotte Sisson, Senior Foreign Affairs Officer; and Anne Chick, Foreign Service Officer. Their essential support has been crucial in reducing stigma, supporting individuals with substance use disorders, and advancing our mission.

We are also deeply grateful to our partners: UNODC for funding trainee exams and training programs, CICAD for supporting our Latin American members, and ISSUP for co-hosting the "Art of Healing" Conference in Thessaloniki, Greece. Their contributions have been vital in expanding our reach and impact.

Our sincere appreciation goes to the Colombo Plan, particularly H.E. Dr. Benjamin P. Reyes, Secretary-General; Ms. Oranooch Sungkhawanna, Director; and Dr. Josephine Choong Lean Keow, Project Manager - Curriculum Development (Prevention) CP-DAP, for their active participation and contributions.

We also thank the GCCC Commission Members for their dedication, especially Dr. Prapapan Chucharoen for her leadership as acting chairperson. We are grateful to the ICUDDR Board, particularly Prof. Jallal Toufiq, MD, for their unwavering support during the team's transition.

Special thanks to Kevin Boyd for his exceptional guidance as the meeting facilitator. His expertise was greatly appreciated.

Finally, we appreciate the dedication of the ICUDDR team, whose efforts were key to the success of the event.

Thank you for your continued partnership and trust in GCCC. Together we are making significant strides in elevating the global substance use workforce by expanding credentialing opportunities. Through our efforts, we are enhancing the skills and expertise of professionals worldwide, ensuring they are equipped with the highest standards of evidence-based practices in prevention, harm reduction, treatment, and recovery. This global advancement not only strengthens the workforce but also fosters better outcomes for individuals and communities affected by substance use disorders.

EXECUTIVE SUMMARY

- The GCCC Commission convened its 9th Annual Meeting in Thessaloniki, Greece, from June 24-25, with two main objectives: fostering collaboration between commissioners and the GCCC team, and laying the groundwork for future workshops to strengthen the organization.
- Key agenda items included networking, sharing country-specific updates, approving the minutes from the 2022 meeting, and providing GCCC updates.
- Dr. Carmel Clancy, recently appointed Associate Director of GCCC, was introduced and emphasized the importance of co-creating the Commission's future direction, with a focus on expanding credentialing globally. Dr. Kevin Mulvey, Chief Executive Director of ICUDDR, reported on the transition of GCCC management from the Colombo Plan-DAP to ICUDDR, effective between March 1 and September 30.
- As of June 30, 2024, GCCC has 2,241 ICAP Credentialed Professionals in 80 countries, with ongoing projects including the development of digital credentialing processes and new credentials.
- The meeting also included presentations on upcoming examinations and training programs, with a focus on enhancing access, reducing costs, and strengthening collaboration between GCCC, ICUDDR, and global partners.
- The GCCC welcomed four new Commissioners and one new Ex Officio member during the meeting.
- As part of the meeting a facilitated structured workshop identified four key themes for GCCC's future work: increasing collaboration, improving access to training, addressing financial challenges, and enhancing communication among commissioners.
- To ensure all voices were heard, a post-meeting online survey was distributed to gather additional feedback and insights, the results of which are shared as part of this report.
- The Commissioners expressed a strong desire to continue advancing the global substance use workforce through increased credentialing and collaborative efforts.



(Attendees at the 2024 Annual Meeting in Thessaloniki, Greece)

1. INTRODUCTION

1.1 BACKGROUND & RATIONALE

The Global Centre for Credentialing and Certification (GCCC) has a rich history, originating in 2009 as the Asian Centre for Certification and Education of Addiction Professions (ACCE). Initially part of the training and credentialing division of the Drug Advisory Program (DAP) under the Colombo Plan, the Centre has continuously evolved over the past 15 years. Between 1 March and 30 September 2024, GCCC has been in 'transition' to its new home within the International Consortium of Universities in Drug Demand Reduction (ICUDDR), and from 1 October, it will be officially part of the ICUDDR group, marking an exciting new chapter in its journey.

With GCCC's transition to ICUDDR, it is crucial to review and realign its governance structures, policies, and procedures to integrate with ICUDDR's operational framework. This will build on the strong foundation established under the Colombo Plan. A key focus will be realigning the Commission, originally appointed to guide GCCC, to fit ICUDDR's operations while honoring the contributions made during the Colombo Plan era.

This next phase presents an opportunity for the Commission and GCCC's stakeholders to assess what has been successful and explore how GCCC's purpose and ambitions can be further leveraged and accelerated in the coming years. Taking advantage of the ISSUP Congress in Thessaloniki, Greece, held June 26-28, where the majority of Commissioners would also be present in-person, it was agreed that the GCCC Commissioner's Meeting would be held on the two days prior to the event - June 24-25, 2024.

1.2 MEETING & OBJECTIVES

The Commissioner's meeting was convened with two primary objectives:

1. To solicit input from the commissioners on fostering collaboration between themselves and the GCCC team, and to serve as a foundation for future workshops aimed at strengthening the organization.
2. To address essential Commission business, including:
 - a. Networking
 - b. Sharing country-specific updates and best practices through country reports
 - c. Approving the minutes from the 2022 Commissioner meeting
 - d. Providing GCCC updates

1.3 LIST OF DOCUMENTS

[Annex 1: Agenda of the meeting](#)

[Annex 2: List of Participants](#)

[Annex 3: Commissioners List](#)

2. MINUTES OF FORMAL BUSINESS

2.1 MEETING MINUTES

2.1.1 Meeting Opening - June 24, 2024

Dr. Prapapun Chuchareon, Acting Chairperson, commenced the 9th GCCC Commission meeting by acknowledging the past chairperson and expressing gratitude. She directed the Commissioners to review their handouts for a list of represented countries and noted those absent due to visa issues. Dr. Prapapun also acknowledged the interpreters for their translations in Spanish and French. She introduced special guest Professor Pornchai Simaroj, then invited remarks from Prof. Jallal Toufiq, ICUDDR Board Member; Ms. Oranooch Sungkhawanna, DAP Director; and Dr. Carmel Clancy, GCCC Associate Director. Dr. Prapapun led a moment of silence in honor of the late Dr. Riza Sarasvita, former commissioner from Indonesia, recognizing her contributions to substance use prevention and treatment. She then invited Kevin Boyd to proceed with the meeting facilitation.

2.1.2 Agenda Walkthrough and Introduction to the newly appointed Associate Director of GCCC - Dr Carmel Clancy

The commissioners were requested to formally adopt the agenda, and they did so.

Dr. Carmel Clancy, appointed to the role of Associate Director GCCC 1 June 2024, was formally introduced to the meeting. Prior to joining GCCC-ICUDDR Dr. Clancy was Dean of the Faculty of Health, Social Care and Education, Middlesex University, London, UK, and is currently an Emeritus Professor in Addictions and Mental Health. She earned her doctorate from St Georges Medical School, University of London, UK, and is currently

registered with the Nursing Midwifery Council (NMC) as a mental health and adult nurse and has over 30 years' experience in delivering nursing education at both undergraduate and postgraduate level. Dr Clancy earned her ICAP III credential following training as UTC Master Trainer in 2017.

Dr. Clancy acknowledged the Colombo Plan's significant contributions to the Global Centre for Credentialing and Certification (GCCC), emphasizing its critical role in the organization's development and influence. She provided an overview of upcoming initiatives under the new leadership of the International Consortium of Universities for Drug Demand Reduction (ICUDDR), aimed at advancing GCCC's mission to elevate global standards and practices.

Dr. Clancy highlighted the importance of co-producing and co-creating with the commissioners, marking the next exciting phase of the Commission's activities. She expressed her hope to engage and broaden GCCC stakeholders, as GCCC expands its 'suite of credentials' and grows a credential addiction workforce globally. Dr. Clancy emphasized the unique opportunity to reset and reshape the Commission, with a strong focus on co-creating its future trajectory. This invigorating process aims to redefine the Commission's goals, strategies, and methodologies, all with the vision of developing a credentialed workforce equipped to deliver evidence-based, science-driven solutions to the field's challenges. By prioritizing credentialing and evidence-based practices, the Commission will continue to raise standards of professionalism and effectiveness, further enhancing its impact and credibility.

2.1.3 Update | Transition of Credentialing from CP-DAP to ICUDDR

The Commission heard from Dr. Kevin Mulvey Chief Executive Director of ICUDDR, on the transitioning of GCCC from Colombo Plan - DAP to ICUDDR.

Between 1 March and 30 September Dr. Mulvey reported that operational management of GCCC, was transferred by Colombo Plan - DAP to ICUDDR. This agreement was arranged as part of discussions regarding the future of GCCC and ICUDDR's submission of a NOFO grant application to INL in collaboration with NAADAC.

Dr. Mulvey outlined ICUDDR's organizational structure, which includes three centers: Educational Development, Research Development, and Systems Change, and has now been expanded to include a fourth centre to focus on Global Credentialing and Certification. Dr. Mulvey shared with the Commissioners that he hoped that by aligning with ICUDDR, GCCC is well-positioned to leverage the Consortium's global network and resources, accelerating efforts to enhance professional standards and ensure a more widespread adoption of credentialing and future proofing the way for a more unified approach to tackling global certification, ultimately increasing the impact and reach of credentialing initiatives.

2.1.4 GCCC-ICUDDR Business Details

Dr. Mulvey transitioned the meeting into GCCC-ICUDDR business discussions, starting with the acceptance of the minutes from the GCCC Commission meeting held two years ago. He reminded the Commissioners that the minutes had been shared with them in advance of the current meeting. Dr. Mulvey outlined the process clearly: first, a vote to amend the minutes, followed by a vote to approve the amendments, and finally, a vote to approve the revised minutes. He also informed the Commissioners that the proposed edits would be distributed for their review

Proposed Edits

- (p. 7) **However, there are no specialized facilities to target drug users edited to**
- (p.7) However there are no specialized facilities except some outpatient clinics for addictology (to treat drug use related disorders).
- (p. 7) **The legislation framework which is against drug use did not drug use as chronic disease edited to**
- (p. 7) The legislation framework which is against drug use did not categorize it as a chronic disease.

Motion: Mr. Terrence Walton (USA) moved that the two edits be accepted with the proposed changes. Dr. Churchareon (Thailand) seconded the motion. The motion passed unanimously.

- (p. 11) **Bachelor's degree in relevant field/or related behavioral social science degree (this was to give flexibility to the types of degrees applicable to this area) edited to**
- (p. 11) Bachelor's degree in relevant field and/or related behavioral social science degree (this was to give flexibility to the types of degrees applicable to this area).

Motion: Mr. Terrence Walton (USA) moved that this edit be accepted with the proposed changes. Pr. Hajer Aounallah-Skhiri (Tunisia) seconded the motion. The motion passed unanimously.

Additional Edit Proposed

- (p. 5) The presentation also touched on the variation in the scope of practice by country, the need for a credentialing system, and efforts to distinguish students from experienced professionals through the ENCAP-A credential edit to
- (p. 5) The presentation also touched on the variation in the scope of practice by country, the need for a credentialing system, and efforts to distinguish students from experienced professionals through the NCCAP credential.

Motion: Mr. Terrence Walton made a motion to accept the additional change. Ms. Bernadette Ellis from the Bahamas seconded. The edit was accepted.

Dr. Mulvey called for the motion to accept the minutes with the aforementioned changes. Pr. Hajer Aounallah-Skhiri (Tunisia). Dr. Basangwa (Uganda) seconded the motion.

Motion: Passed unanimously, and the minutes from the former Commission Meeting were adopted.

2.1.6 Report on Credential Data

Ms. Ashley Becker (Programme Officer) reported on the GCCC Credentialing work from 2022. She extended apologies for Ms. Samitha Gunasekera (Senior Programme Officer) who was unable to attend due to visa issues. She then introduced Mr. Sungjoo Park as a GCCC project officer intern for the summer.

Ms. Becker noted that ICAP focuses on three impact areas: Treatment, Prevention, and Recovery Support. There are six types of exams: ICAP Treatment I-IV, Prevention I, and Recovery Support I, available in three formats: in-person pencil/paper, in-person computer centers, and online remote proctoring.

The exams are offered in 16 languages, including English, Spanish, Arabic, Korean, and more. She noted that to obtain ICAP certification, one must join the ISSUP Global Network, take courses, document work experience, submit an application, take the exam, and report activities.

The passing rate is 61%, with 4,236 individuals tested to date, and 2,228 ICAP professionals across 80 countries.



As of 30 September 2024, there are 2,312 ICAP Credentialed Professionals in 80 countries.

Current projects for 2023-2024 include creating a digital process for reciprocity, renewal, and credentialing, developing an ICAP-Nursing Credential, piloting Prevention and Recovery Support examinations, and preparing to launch ICAP-Prevention Endorsement Exams.

Upcoming plans include online remote-proctored exams for Pakistan scheduled for June-July 2024, exams in South Africa in September 2024, and additional exams currently being planned.

Follow Up Discussion:

- Pr. Aounallah-Skhiri from Tunisia proposed addressing IT connection issues and the challenge of dollar payment to facilitate more ICAP exams in the country. Ms. Becker emphasized the need for clear, written policies and will refer questions to Dr. Clancy as the new Associate Director.
- Mr. Terrence Walton highlighted recurring issues with IT connections and payments, suggesting solutions to protect exam integrity and applicants.
- Ms. Bernadette Ellis from The Bahamas discussed expanding testing centers and curricula to maximize professional capabilities.
- Ms. Becker mentioned the goal of having the nurse pilot exams ready by September and invited GCCC Commissioners to recruit participants.
- Mr. John Bohórquez from Colombia inquired about encouraging ICAP participation.
- Dr. Badou N'Guessan from Côte d'Ivoire noted the lack of French online courses. Ms. Becker mentioned ongoing efforts to secure funding to address this and noted that if the Commissioners had recommendations she would be happy to share with DAP.
- Dr. Samya Al Mamari from the UAE raised payment issues. Ms. Becker noted that Ms. Gunasekera/ICUDDR is working on group payment solutions and awaiting a bank transfer from Sri Lanka to ICUDDR.

2.1.7 Remarks from INL U.S. Dept. of State

Mr. Brian Morales, Branch Chief of Counternarcotics, addressed the Commissioners and highlighted the evolution of the Commission from ACCE to ICCE to GCCC. He emphasized the focus on two sectors: the existing workforce and university trainers, who champion credentialing and reciprocity across countries.

Mr. Morales stressed the importance of reducing exam costs and increasing accessibility through testing companies. He noted that connecting GCCC with ICUDDR facilitates the connection between universities and credentialing.

Day 2: June 25, 2024

The Second day of the GCCC Commission Meeting was reconvened at 9:00 am on June 25, 2024

2.1.8 Update on Training Curriculum

Ms Ashley Becker, presented Mr. Franklin Mwirichia's presentation from the Drug Advisory Programme, who was unable to attend/present due to visa issues. Since June 1, 2023, the UTC Self-Paced Courses have been accessed by 7,525 users, with 4,388 course completions.

The projected goals of raising the growth across courses have all been met. UTC Basic Self-Led Courses 1-4 & 6-8 via English and Spanish and UTC 16: Advanced Clinical Skills and Crisis Management in English are now available.

The Commissioners were invited to clarify any questions on the details of the presentation. Key themes of discussion centered on:

- Availability of the courses in multiple languages,
- The course implementation plan in coordination with training and
- The overall effectiveness of these courses.

2.1.9 Report Outs

Commissioners were invited to share the updates from their countries in the order outlined in the agenda: Argentina, The Bahamas, Colombia, Côte d'Ivoire, Ghana, Indonesia, Kenya, Malaysia, Nigeria, South Africa, South Korea, Thailand, Tunisia, Uganda and the UAE.

(See Section 2.3 for Summarized Reports)

2.1.10 Partner Update: NAADAC, the Association for Addiction Professionals

Mr. Terrence Walton provided an update on NAADAC, the Association for Addiction Professionals. He mentioned that NCCAP and ICRC are the two national organizations in the U.S. that certify addiction counselors. NAADAC is divided into regions and respective affiliate organizations, including North East, Mid Atlantic, Southeast, Mid-South, Southwest, Northwest, Hong Kong, and South Korea. Dr. Walton highlighted NAADAC's advocacy work at the national level, with affiliates advocating at the state level. He also shared the five key aspects of an addiction professional: Competence, Character, Collaboration, Compassion, and Creativity.

2.2 Welcoming of New Commissioners

The GCCC Commission welcomed four new Commissioners and one new Ex Officio during the Commissioners Meeting:

New Commissioners:

- **Mr. Roberto Esteban Moro** - Argentina, Secretario, Secretaría de Políticas Integrales sobre Drogas de la Nación Argentina (SEDRONAR)
- **Dr. Mohd Rafidi bin Jusoh** - Malaysia, Director of NADA Training Center
- **Ms. Siza Mangangoe** - South Africa, Chief Director, Department of Social Development
- **Mr. Shakya Nanayakkara** - Sri Lanka, Chairman, National Dangerous Drugs Control Board, Ministry of Defense

Ex Officio:

- **Mr. Terrence Walton** - United States of America, Chair, National Certification Commission for Addiction Professionals (NCC AP)



Mr. Roberto Esteban Moro



Dr. Mohd Rafidi Bin Jusoh



Ms. Siza Mangangoe



Mr. Shakya Nanayakkara



Mr. Terrence Walton

2.3 Report Outs

The commissioners presented a snapshot of recent developments and achievements in various sectors. This included advancements in technology, improvements in infrastructure, and significant policy changes that have positively impacted the country's growth and development. An overview was provided on where the country currently stands on the progression scale from Step 1: Little to no addiction services available/accessible to Step 7: Government requires workforce certification to practice.

This included metrics and benchmarks that highlight the country's current position in comparison to previous years and other countries. The report emphasized areas of strength as well as those needing improvement.

The commissioners outlined actionable strategies to advance the country's position on the progression scale. These strategies focused on targeted investments, policy reforms, and collaborative efforts with international partners to drive further progress and development.

2.3.1 Tunisia: Step 2

Tunisia is currently at Step 2 on the Government Progression Scale and has partially achieved steps 3 to 7. To advance further, the country plans to update its legislative framework, build capacity, implement certification, establish operational technical standards (OTS), enhance epidemiological surveillance, and develop quality care guidelines. Collaboration with key stakeholders is also a priority to ensure progress.



2.3.2 South Korea & The Bahamas: Step 4

South Korea and The Bahamas are at Step 4.

In The Bahamas, the 2nd Caribbean Youth Forum on drug use prevention was held in The Bahamas during the week of 1 August 2023. Youth leaders from 13 English speaking Caribbean countries attended and participated. The ISSUP Bahamas Chapter held its inaugural meeting on 2 February 2023. The Cannabis Act 2024 was enacted. They are working to advance to stage 5 & 6.

Key organizations involved include the Korean Association Against Drug Abuse and the Korean Association of Addiction Professionals. Specialized treatment facilities and support centers focus on mental health and addiction.

To advance to Steps 5 and 6, South Korea is preparing a 5-year basic plan for drug control, securing budgets, and establishing implementation plans. This includes enhancing crime investigation, treatment and rehabilitation, prevention education, and support for vulnerable groups. The plan also involves training government-certified experts and providing tailored services for addicts.

2.3.3 Argentina, Colombia, Ghana & Uganda: Step 5

Argentina is progressing between steps 5 and 6, working towards mandatory certification for health facilities to advance to step 7. Colombia's health system, regulated by the Ministry of Health and Social Protection, covers 99% of the population and emphasizes evidence-based treatments and human rights. The next goal is to achieve ICAP certification for 80% of professionals trained with UTC by 2025. At stage 5, Ghana has transitioned to online training due to cost and convenience, with plans to train 450 professionals by the end of 2024 and finalize legislative instruments on addiction management. Uganda, also at stage 5, has extensive prevention programs and government-led treatment facilities, with ongoing efforts to establish credentialing and certification to move towards stage 7.

2.3.4 Indonesia: Step 6

Indonesia is at step 6, requiring facilities to be certified. The National Narcotics Board of Indonesia (BNN) is crucial in implementing rehabilitation programs. In 2022, Indonesia established the Indonesian National Standard (SNI 8807:2022) for rehabilitation services, covering facilities, infrastructure, human resources, and programs to ensure quality and safety. BNN is guiding 667 partner institutions to meet these standards for certification and is enhancing the competence of rehabilitation officers through ongoing training and certification, despite facing limitations in the number of trained officers.

Collaboration with regional and international partners is sought to improve workforce competencies and certification. The goal is to provide high-quality, safe rehabilitation services to the community.

2.3.5 Kenya, Malaysia & UAE: Step 7

Kenya, Malaysia and the UAE are at step 7, where the government requires workforce certification to practice.

Kenya's substance use response is a critical agenda. NACADA leads rehabilitation programs, accredits 149 centers, and coordinates public education. With 4035 certified professionals, Kenya collaborates with ISSUP and international bodies to maintain high standards and evidence-based practices.

Malaysia focuses on certifying addiction professionals, aiming for 100 registered counselors and 100 clinical psychologists by 2029. Key strategies include collaboration with ISSUP Malaysia and amending relevant laws for better treatment standards.

The UAE mandates certification for facilities and workforce, ensuring high standards. The country has expanded services, integrated advanced therapies, and strengthened preventive measures, collaborating with international bodies to adhere to best practices.

3. SUMMARY OF WORKSHOP OUTPUT

3.1 Introduction

At the commencement of the workshop, Dr. Clancy, the new Associate Director, emphasized the importance of continued efforts in tackling the global prevalence and transnational spread of problematic substance use. The Global Centre for Credentialing and Certification (GCCC) is entering a new phase under the ICUDDR framework, marked by an opportunity to rejuvenate collaborative efforts, expand partnerships, and engage more profoundly with government agencies, and academic institutions dedicated to professionalizing and credentialing future addiction professionals.

Given the global public health crisis posed by addiction, the development of a competent and credentialed workforce is more urgent than ever. These professionals are at the forefront of the crisis, and their ability to implement evidence-based practices will determine whether communities worldwide can mitigate the growing threat of substance use.

Central to this mission is the professionalization of the addiction workforce through credentialing, which ensures that individuals are properly trained, supported, and recognized for their expertise. A credentialed workforce is better prepared to deliver quality care, implement evidence-based solutions, and, ultimately, save lives.

3.2 Workshop Structure and Focus

With the support of a facilitator Mr. Kevin Boyd, a structured workshop methodology was employed to explore in depth and refine the GCCC's work program moving forward.

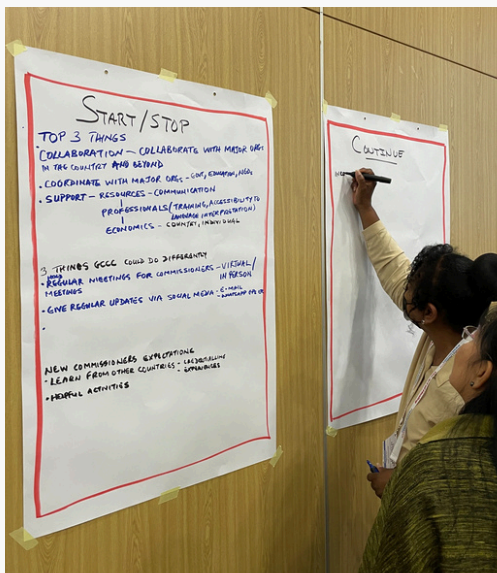
The key objectives were to foster collaboration, assess the current state of credentialing processes, and identify strategies to reduce barriers to obtaining and renewing ICAP credentials.

Workshop Activities and Outputs

- **Building Bonds:** To foster a collaborative environment, an icebreaker session was conducted where commissioners shared their backgrounds, personal insights, and unique skills they brought to the team. This activity successfully enhanced psychological safety, deepened mutual understanding, and strengthened a sense of belonging among the participants. Commissioners were encouraged to view their contributions as threads in a rope, emphasizing that their combined efforts would be stronger than any individual effort alone.



- **Organizational Review:** utilizing a 'Start, Stop, Continue Activity', Commissioners worked in small groups to discuss what practices the GCCC should start, stop, and continue to improve its work.



Four key themes emerged across the groups:

1. **Increase Collaboration and Coordination:** Enhanced collaboration with local and international organizations was highlighted as a critical area for growth.
2. **Improve Access and Availability of Training:** Commissioners stressed the need for more accessible and widely available training materials.
3. **Address Financial Challenges:** The high costs of training and certification were identified as significant barriers that need to be addressed.
4. **Enhance Commissioner Communication and Engagement:** Maintaining momentum through regular updates, meetings, and increased engagement was considered essential.

- **Defining the Role of a Commissioner:**

A concluding activity focused on clarifying the role and responsibilities of a GCCC Commissioner. The commissioners' discussions revealed that their roles are multifaceted, involving advocacy, recruitment, policy development, and facilitating connections between stakeholders.

Key responsibilities included:

- Initiating and overseeing pilot projects.
- Institutionalizing structured training and credentialing programs.
- Advocating for policy development and credentialing standards.
- Building capacity within their respective countries.
- Fostering collaboration between various agencies and stakeholders.
- Engaging and recruiting prospective candidates.
- Promoting advocacy and awareness at local and international levels.

3.3 Summary of Commitments Made by GCCC Commissioners

At the close of the meeting, GCCC commissioners collectively committed to several key initiatives aimed at improving accessibility to quality prevention, treatment, and recovery.

- *Enhancing Treatment Accessibility*

Commissioners committed to increasing the availability of quality and efficient treatment options.

- *Legislative Advocacy*

The Bahamas will work towards drafting legislation to include addiction specialists and substance use disorder experts in its professional schedule.

- *Certification Goals*

Colombia aims to certify 192 individuals by 2025, while Sri Lanka plans to reach 1,000 certified persons within six months. Globally, the goal is to increase the number of certified addiction professionals by 20% in the next six months.

- *Training and Capacity Building*

Various training programs were outlined, including launching new training modules for social workers and healthcare providers, translating materials into local languages, and reinforcing the ISSUP Regional Charter.

- *Collaboration and Coordination Efforts*

Will focus on strengthening collaborations with stakeholders such as ICUDDR, ISSUP, and other organizations, and supporting credentialing activities through partnerships with universities, governments, and NGOs.

- *Specific Initiatives*

Additional levels of certification will be developed, new training teams will be established, and certification efforts will be coordinated across the field.

3.4 Areas Requiring Follow-Up

Several topics that arose during the meeting were captured in a "Parking Lot" for further discussion. These include:

- Availability of credentialing exam preparation courses in additional languages.
- Alignment of language and terminology with local needs.
- Facilitation of exam access and availability.
- Provision of diverse payment options.
- Integration of credentialing into everyday work tasks.

3.5 Conclusion

These discussions provide a clear path forward for the GCCC, with a renewed focus on collaboration, credentialing, and advocacy. The commitments made by the commissioners reflect their dedication to improving the field of addiction and credentialing through legislative efforts, enhanced training programs, and strengthened partnerships.



4. COMMISSIONERS' SURVEY SUMMARY

4.1. Introduction:

To ensure comprehensive feedback from all Commissioners, particularly those who were unable to attend the recent two-day meeting in Thessaloniki, Greece, an online survey was distributed post-meeting. The survey aimed to gather insights from attending Commissioners on their meeting experience and to solicit input from all Commissioners on the future direction of the GCCC as it transitions under the management of ICUDDR.

4.2. Summary of the Survey Findings:

The survey achieved an 81% completion rate overall, with a 100% completion rate from those who attended the Thessaloniki meeting.

4.2.1 Key Insights:

Facilitation of the GCCC Meeting:

Commissioners appreciated the equal and fair opportunity to share, the ability to represent their respective countries, and the effective dissemination of information among participants.

4.2.2 Post-Meeting Expectations:

Commissioners expressed a desire for ongoing support and commitment, an increase in certification and drug demand reduction activities, routine meetings, and enhanced networking with other leaders.

4.2.3 Future Purpose/Function of the Commission:

The focus moving forward should be on workforce development through the promotion and increase of credentialing, safeguarding and developing competency-based credentials, defining outcomes specific to each country, and serving as a coordinator and implementer within each nation.

4.3. Follow-Up Actions:

4.3.1 Quarterly Meetings:

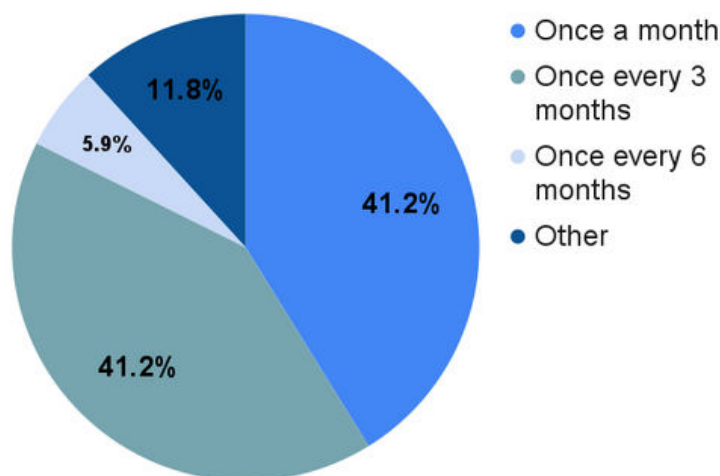
93% of Commissioners expressed interest in participating in quarterly one-on-one meetings with the Associate Director of GCCC-ICUDDR, Carmel Clancy.

4.3.2 Working Groups:

Similarly, 93% of Commissioners are willing to continue to actively participate in working groups to address actions under the Start, Stop, Continue framework to further develop GCCC initiatives. The survey also highlighted the time commitment Commissioners are willing to make for these efforts.

4.4 Conclusion:

This feedback underscores a strong commitment among Commissioners to advance GCCC's mission and adapt effectively under new management.



5. NEXT STEPS

This two-day in-person workshop in Thessaloniki, Greece, with our GCCC Commissioners, facilitated meaningful discussions about the future direction of GCCC. We asked critical questions: What does "good" look like? What is the gold standard we expect from our addiction workforce? And how can we scale up at pace? These are pivotal issues that GCCC, with the support of the broader community and government agencies, must address. By aligning our global standards and expectations, we can create a level playing field and a unified approach to addressing addiction worldwide.

As we move forward, our next step will be to focus on the questions our Commissioners explored in the meeting, guided by the principles of co-production and strengthened by collaboration with our partners, stakeholders, and ICAP credential holders. In the coming months, we're eager to share key initiatives from our emerging work program that we'll be developing and seeking input on. We encourage you to reach out with your feedback. These initiatives will include:

- **Streamlining and Enhancing Credentialing Processes:** We will consolidate and review our current credentialing procedures through a 'stop, start, continue' assessment to identify what's working well and areas for improvement. This includes collaborating with university partners and stakeholders to establish regional test centers, offer both in-person and remote proctoring exams, and create annual schedules to help candidates, employers, and government agencies plan more effectively. We aim to increase the recognition of diverse training routes and qualifications as part of the eligibility criteria for ICAP credentials, thereby reducing barriers to both initial credentialing and re-credentialing.
- **Strengthening Alliances and Advocacy Efforts:** We will continue to build partnerships with policymakers, licensing boards, and influential advocacy groups focused on addressing the addiction workforce shortage. Our strategy includes showcasing data-driven evidence that highlights the need for credentialed addiction professionals, demonstrating that GCCC credentials meet or exceed local certification standards. We will emphasize potential cost savings by adopting GCCC credentials, reducing the need for localized credentialing services. Additionally, we will conduct comparisons between GCCC standards and local licensing requirements, addressing any gaps with supplemental exams tailored to regional standards.
- **Advocating for Policy Change:** We will leverage our role as advocates by participating in government consultations and public discussions on workforce development, ensuring that GCCC credentials are recognized as part of the solution. This includes working with legislators to introduce bills or regulatory changes that recognize GCCC credentials as equivalent to national certifications. We will also continue to present case studies and success stories from regions where GCCC credential reciprocity has been successfully implemented, showcasing positive outcomes in addiction prevention, treatment, and recovery.

- **Introducing New Credentials:** We are exploring the introduction of new credentials that reflect the multidisciplinary nature of the addiction sector. Building on the upcoming ICAP-RN (Registered Nurse) credential, expected to launch in 2025, we plan to expand our discipline-specific credentials to include ICAP-Medic, ICAP-Psychologist, ICAP-Social Worker, and others.
- **Expanding Educational Support:** We will enhance our support offerings by providing educational resources, such as workshops, seminars, and webinars, to government officials and regulatory bodies. These initiatives will help educate them on GCCC standards and best practices for integrating these credentials into existing frameworks.

The path ahead is long, but the momentum is with us. We welcome your ideas on how we can improve and promote the mission of the Centre and supported by a global network of partners, we strongly believe we are entering a new and energised phase of professionalising the addiction workforce. We look forward to building on the legacy of the Colombo Plan DAP, and with ICUDDR's network, ensuring that we continue to advance the field of addiction prevention, treatment and recovery. Together, we can address this public health crisis with the strong, capable, and credentialed workforce it demands.

ANNEX 1.

Meeting Agenda



GCCC Commission Meeting

June 24-25, 2024

AGENDA

Monday, June 24, 2024

- | | | |
|-------------------|--|---------------------------------|
| 9:00 a.m. | Welcome
<i>Dr. Prapapun Chucharoen, Acting Chairperson</i>
Program Director, Master of Art in Addiction Studies
ASEAN Institute for Health Development,
Mahidol University, Thailand

<i>Ms. Oranooch Sungkhawanna, Director</i>
Colombo Plan - Drug Advisory Programme

<i>Dr. Carmel Clancy, Associate Director</i>
Global Centre for Credentialing & Certification/
International Consortium of Universities for Drug
Demand Reduction (GCCC - ICUDDR) | Vellidis CC_3 |
| 9:15 a.m. | Remarks from The Bureau of International Narcotics and Law Enforcement Affairs (INL), U.S. Department of State
<i>INL Personnel</i> | |
| 9:30 a.m. | Agenda Walkthrough

<i>Mr. Kevin Boyd, Facilitator</i>
International Consortium of Universities for Drug Demand
Reduction (ICUDDR)

<i>Dr. Carmel Clancy, Associate Director</i>
(GCCC-ICUDDR) | |
| 9:40 a.m. | Strategic Roadmap: Upcoming Initiatives | <i>Dr. Carmel Clancy</i> |
| 10:05 a.m. | Group Photo | <i>All Participants</i> |
| 10:30 a.m. | Break: Coffee/Tea | |
| 10:45 a.m. | Group Exercise: A Team Introduction Session | <i>Mr. Kevin Boyd</i> |
| 11:15 p.m. | Update on Transition of Credentialing
<i>Dr. Kevin Mulvey, Executive Director</i>
(ICUDDR) | |
| 12:00 p.m. | GCCC-ICUDDR Business Matters | <i>Dr. Kevin Mulvey</i> |

12:15 p.m.	Report on Credential Data <i>Ms. Ashley Becker, Programme Officer GCCC-ICUDDR</i>	
12:30 p.m.	Lunch	Vellidis CC_1
2:00 p.m.	Group Exercise: Stop, Start, Continue	Mr. Kevin Boyd
2:30 p.m.	ICUDDR: Increasing Credentialing in Universities	ICUDDR Staff
3:00 p.m.	Group Discussion on Increasing Credentialing in Universities Commissioners	ICUDDR Board/ Commissioners
3:30 p.m.	Break: Coffee/Tea	
4:00 p.m.	Group Discussion: New Ways of Working	Mr. Kevin Boyd
5:00 p.m.	Wrapping Up	Mr. Kevin Boyd
5:30 p.m.	Meeting Closes for the Day	
7:00 p.m.	Commissioners Dinner <i>Participants should meet in lobby of hotel by 7:00 & will move into dinner.</i>	Grand Hotel Palace

Day 2: Tuesday, June 25, 2024

9:00 a.m.	Welcome & Introductions	Vellidis CC_3
9:15 a.m.	Update on Colombo Plan Training Curriculum Drug Advisory Programme (DAP) Personnel	
9:45 a.m.	Setting the Stage: Country Report Outs	Mr. Kevin Boyd
9:50 a.m.	Country Report Outs <i>Argentina: Dr. Roberto Moro, Secretario Secretaría de Políticas Integrales sobre Drogas de la Nación Argentina (SEDRONAR)</i> <i>Bahamas: Ms. Bernadette Ellis, Registrar Health Professions Council</i> <i>Colombia: Mr. John Bohórquez, Adviser Ministerio de Salud y Protección Social</i>	



Côte d'Ivoire: *Dr. Badou N'Guessan*, Head
Drug Abuse Treatment, Research and Epidemiological
Studies, Comité Interministériel de Lutte Anti Drogue

10:30 a.m. Break: Coffee/Tea

11:00 a.m. Country Report Outs (Continued)

Ghana: *Mr. Godlove Vanden-Bossche*, Head
Counselling, Referral and Social Reintegration Unit, Narcotics Control
Commission

Kenya: *Ms. Grace Wanjiku*, Director
Counselling Services State Department for Public Service, Kenya

Malaysia: *Dr. Mohd Rafidi bin Jusoh*, Director
NADA Training Centre

Nigeria: *Dr. Ogun Oluwayemi Cecilia*, Medical Director
Federal Neuro-Psychiatric Hospital

12:30 p.m. Lunch

Vellidis CC_1

2:00 p.m. Country Report Outs (Continued)

South Africa: *Ms. Siza Magangoe*, Chief Director
for Families, Minister of Social Development

Republic of Korea: *Ms. Hyesun Kim*, Professor/President
Kangwon National University/Addiction and Trauma Recovery Institute

Thailand: *Dr. Prapapun Chucharoen*, Acting Chairperson,
Program Director,
Addiction Studies Department, Mahidol University, ASEAN
Institute for Health Development,

Tunisia: *Pr. Hajer Aounallah-Skhiri*, Professor
Preventive and Community Medicine; Faculty of Medicine -
University Tunis El MANAR (UTM)/Director of the National
Institute of Health (NIH)

Uganda: *Dr. David Basangawa*, Director
Daksi Clinic



UAE: *Dr. Samya Al Mamari*, Acting Medical Director
Services Sector, National Rehabilitation Center

3:00 p.m. Credentialing and National Policy in Indonesia

Ms. Febriana Mayasari, Proxy
Badan Narkotika Nasional

3:30 p.m. Break: Coffee/Tea

4:00 p.m. Partner Update: NAADAC

Dr. Terrence Walton, Executive Director
NAADAC, the Association for Addiction Professionals

4:30 p.m. Wrapping Up Session

Mr. Kevin Boyd

5:30 p.m. Closing Remarks/Conclusion of Commission Meeting

Mr. Kevin Boyd

[Day 3-5: Wednesday, June 26, 2024 - Friday, June 28, 2024](#)

Attend ICUDDR/ISSUP Forums

	Wednesday, June 26, 2024	Thursday, June 27, 2024	Friday, June 28, 2024
9:00 a.m. -10:30 a.m.	<i>Opening Ceremony - Vellidis CC</i>	<i>ISSUP Keynote- Vellidis CC</i>	<i>ICUDDR Plenary Panel Vellidis CC</i>
10:30 a.m.-11:00 a.m	BREAK	BREAK	BREAK
11:00 a.m.-12:30 p.m.	<i>Joining Together In Action With The Global Coalition To Address Synthetic Drug Threats (Vellidis CC_2)</i>	<i>Official Launch of the Global Women's Network for Treatment and Recovery (Germanos NG_A)</i>	<i>Attend the Conference Session of Your Choice</i>
12:30 p.m.- 2:00 p.m	LUNCH	LUNCH	LUNCH
2:00 p.m-3:30 p.m.	<i>From Passion to Practice – Making Long Term Recovery A Reality - (Germanos NG_A)</i>	<i>Attend the Conference Session of Your Choice</i>	<i>Attend the Conference Session of Your Choice</i>
3:30 p.m.- 4:00 p.m.	BREAK	BREAK	BREAK
4:00 p.m.-5:30 p.m.	<i>Attend the Conference Session of Your Choice</i>	<i>Attend the Conference Session of Your Choice</i>	<i>Closing Ceremony Vellidis CC</i>
6:00 pm.- 8:30 p.m.	<i>Welcome Reception Thessaloniki City Hall courtyard</i>		



ANNEX 2.

List of Participants

ATTENDEES

Commission Members

1. **Dr. Roberto Esteban Moro** - Argentina, Secretario, Secretary de Políticas Integrales sobre Drogas de la Nación Argentina (SEDRONAR)
2. **Ms. Bernadette Ellis** - Bahamas, Registrar, Health Professions Council
3. **Mr. John Bohórquez** - Colombia, Professor, Pontificia Universidad Javeriana
4. **Dr. Roger Badou N'Guessan** - Côte d'Ivoire, Head of Drug Abuse Treatment, Data Collection and Training department, Comité Interministériel de Lutte Anti-Drogue (CILAD)
5. **Ms. Febriana Kusum Dian Mayasari (proxy)** - Indonesia, Proxy, Indonesia National Narcotics Board (BNN)
6. **Ms. Grace Wanjiku Joseph** - Kenya, Director/Psychological Counseling Services, ISSUP-KENYA State Department for Public Service/ISSUP-Kenya
7. **Dr. Mohd Rafidi bin Jusoh** - Malaysia, Director of NADA Training Center, National Anti-Drugs Agency of Malaysia
8. **Ms. Siza Magangoe** - South Africa, Chief Director, Department of Social Development
9. **Ms. Hyesun Kim** - Rep. of South Korea, Commissioner/ Business related to overseas certificates and education, The Korean Association for Addiction Professionals (KAAP)
10. **Dr. Shakya Nanayakkara** - Sri Lanka, Chairman, National Dangerous Drugs Control Board, Ministry of Defense
11. **Dr. Prapapun Chucharoen** - Thailand, Regional Coordinator, ICUDDR Board Member, Acting Chairpoerson
12. **Pr. Hajer Aounallah-Skhiri** - Tunisia, Head, National Institute of Health (MoH-Tunisia)
13. **Dr. David Basangwa** - Uganda, Medical Director, Daksi Clinic and Consultancy Services
14. **Dr. Samya Al Mamari** - United Arab Emirates, Medical Services Sector Director, National Rehabilitation Center (NRC)

Ex-Officios

1. **Mr. Brian Morales** - United States of America, Branch Chief, Counternarcotics, Office of Global Programs and Policy, Bureau of International Narcotics and Law Enforcement Affairs, U.S. Dept. of State
2. **Mr. Terrence Walton** - United States of America, Chair, NAADAC, the Association for Addiction Professionals- National Certification Commission for Addiction Professionals (NCCAP)

Guests

1. **Prof. Emeritus Pornchai Simaraj, M.D.** - Thailand, Faculty of Medicine Mahidol University, Director of Center for Health Policy and Management

CP-DAP Staff

1. **Ms. Oranooch Sungkhawanna** - CP-DAP Director
2. **Dr. Josephine Choong Lean Keow** - Project Manager - Curriculum Development (Treatment)

ICUDDR Staff

1. **Prof. Jallal Toufiq, MD** - Board Member of ICUDDR
2. **Dr. Kevin P. Mulvey** - Executive Director of ICUDDR
3. **Dr. Carmel Clancy** - Associate Director of GCCC
4. **Ms. Ashley Becker** - Program Officer of GCCC
5. **Mr. Sungjoo Park** - Program Officer of GCCC
6. **Mr. Kevin Boyd** - Meeting Coordinator

ANNEX 3.

List of Commission Members



Mr. Roberto Esteban Moro
Argentina



Ms. Bernadette Ellis
Bahamas



Mr. Mustakim Billah Faruqui
Bangladesh



Mr. John Bohórquez
Colombia



Dr. Roger Badou N'Guessan
Côte d'Ivoire



Mr. Godlove Vanden Bossche
Ghana



Mr. Hugo Saravia Meda
Guatemala



Ms. Upma Srivasatava
India



Ms. Grace Wanjiku Joseph
Kenya



**Dr. Mohd Rafidi
bin Jusoh**

Malaysia



**Ms. Maria Elena
Medina-Mora**

Mexico



**Dr. Ogun
Oluwayemi Cecilia**

Nigeria



**Mr. Sabino
Sikandar Jalal**

Pakistan



**Ms. Siza
Magangoe**

South Africa



Ms. Hyesun Kim

Republic of
South Korea



**Mr. Shakya
Nanayakkara**

Sri Lanka



**Dr. Prapapun
Chucharoen**

Thailand



**Pr. Hajer
Aounallah-Skhiri**

Tunisia



**Dr. David
Basangwa**
Uganda



**Dr. Samya Al
Mamari**
United Arab
Emirates



**Mr. Phan Dinh
Thu**
Vietnam



Mr. Brian Morales
Ex-Officio,
INL- US Department of
State



**Ms. Jimena
Kalawski**
Ex-Officio,
CICAD



Mr. Abel Basutu
Ex-Officio,
African Union



**Mr. Terrence
Walton, MSW**
Ex-Officio,
NAADAC

CONTACT US



QR code: GCCC Website



gccc_info@icuddr.org



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