

# PEER PROFESSIONALS

and their role in the recovery/wellness continuum

# THANKS FOR JOINING US!



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[www.icaada.org](http://www.icaada.org)

[www.mhaitraininginstitute.org](http://www.mhaitraininginstitute.org)

[www.iaprss.org](http://www.iaprss.org)

[www.inarr.org](http://www.inarr.org)

# LEARNING OBJECTIVES

Understand who peer professionals are

Explore how peers work alongside the recovery process

Discuss how peers integrate into systems

Recognize how to support peer professional growth

# WHO ARE PEER SUPPORT PROFESSIONALS?

Peer support professionals are people who have been successful in the recovery process who help others experiencing similar situations. Through shared understanding, respect, and mutual empowerment, peer support professionals help people become and stay engaged in the recovery process and reduce the likelihood of relapse. Peer support services can effectively extend the reach of treatment beyond the clinical setting into the everyday environment of those seeking a successful, sustained recovery process.

# WHY SHOULD PEER SUPPORT PROFESSIONALS BE CONSIDERED:

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Peer Support Professionals combine their lived experience of recovery along with educational training, and credentialing, to assist a person with creating a structure that will assist all involved with guiding the individual's life on a forward path. By utilizing the Peer Support Professional's training, and certification, along with ethical and effective use of their personal story, the Peer Support Professionals can assist with identifying and removing barriers to an individual's sustained recovery. Peer Support Professionals work alongside other supports, both organizationally and in the community to provide resources, support, and guidance towards meeting the person's designated goals.

# PEER SUPPORT PROFESSIONAL CREDENTIALS

Lived experience isn't all that's needed



# CERTIFIED RECOVERY SUPPORT SPECIALIST (CRSS)

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The Certified Recovery Support Specialist (CRSS) credential is for individuals trained to incorporate their unique personal experience in their own recovery with a distinct knowledge base and human service skills. This combination of experience and training allows the CRSS professional to facilitate the recovery and build the resilience of persons with mental illnesses or those dually diagnosed with mental illness and substance use disorder. Persons served by a CRSS include persons with mental illnesses, persons dually diagnosed with mental illness and substance use disorder, family members/significant others and/or staff of organizations seeking consultation on the mental health recovery model.

# CERTIFIED RECOVERY SUPPORT SPECIALIST (CRSS) REQUIREMENTS

- High school diploma or equivalent (minimum)
- 100 total hours of training/education
  - ✓ 40 hours CRSS specific
  - ✓ 6 hours of professional ethics and responsibility
  - ✓ 54 hours core functions
- 2,000 hours of work experience
- 100 hours of supervision received in CRSS domains
- Pass CRSS written exam



# CERTIFIED RECOVERY SUPPORT SPECIALIST (CRSS) RE-CERTIFICATION REQUIREMENTS

CRSS is valid for 2-years. 40 Continuing Education Units (CEU's) are needed for re-certification with the following guidelines:

- Minimum 15 CEU's specific to mental health recovery and peer support role
- Minimum 25 CEU's specific to core function of CRSS professionals (covers service skills, competencies and knowledge base)

# CERTIFIED PEER RECOVERY SPECIALIST (CPRS)

The Certified Peer Recovery Specialist (CPRS) credential is for individuals trained to incorporate their unique personal experience in their own recovery with a distinct knowledge base and human service skills. This combination of experience and training allows the CPRS professional to facilitate recovery and build the resilience of persons in recovery. Persons served by a CPRS include persons with substance use disorders, mental illnesses, persons dually diagnosed with mental illness and substance use disorder, family members/significant others and/or staff of organizations seeking consultation on the behavioral health recovery model.

# CERTIFIED RECOVERY SUPPORT SPECIALIST (CPRS) REQUIREMENTS

- High school diploma or equivalent (minimum)
- 100 total hours of training/education
  - ✓ 40 hours CPRS specific
  - ✓ 16 hours of professional ethics and responsibility
  - ✓ 44 hours of core functions
- 2,000 hours of work experience
- 100 hours of supervision received in CPRS domains
- Pass IC&RC Peer Recovery exam

# CERTIFIED PEER RECOVERY SPECIALIST (CPRS) RE-CERTIFICATION REQUIREMENTS

CPRS is valid for 2-years. 30 Continuing Education Units (CEU's) are needed for re-certification with the following guidelines:

- Minimum 20 CEU's specific to recovery peer support role (6 of the 20 CEU's must be in CPRS ethics)
- Minimum 10 CEU's specific to core function of CPRS professionals (covers service skills, competencies and knowledge base)

# WHAT DO PEER SUPPORT PROFESSIONALS DO?

A complimentary part of anyone's recovery process

# PEER SUPPORT SCOPE OF PRACTICE

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Peer Recovery Support services may vary depending upon the organization and community needs. However, there should not be a deviation from the core values and domains of effective and ethical peer recovery support.

Peer Recovery Support services are **NON-CLINICAL** services that serve in a complimentary capacity to a person's personal pathway to recovery.

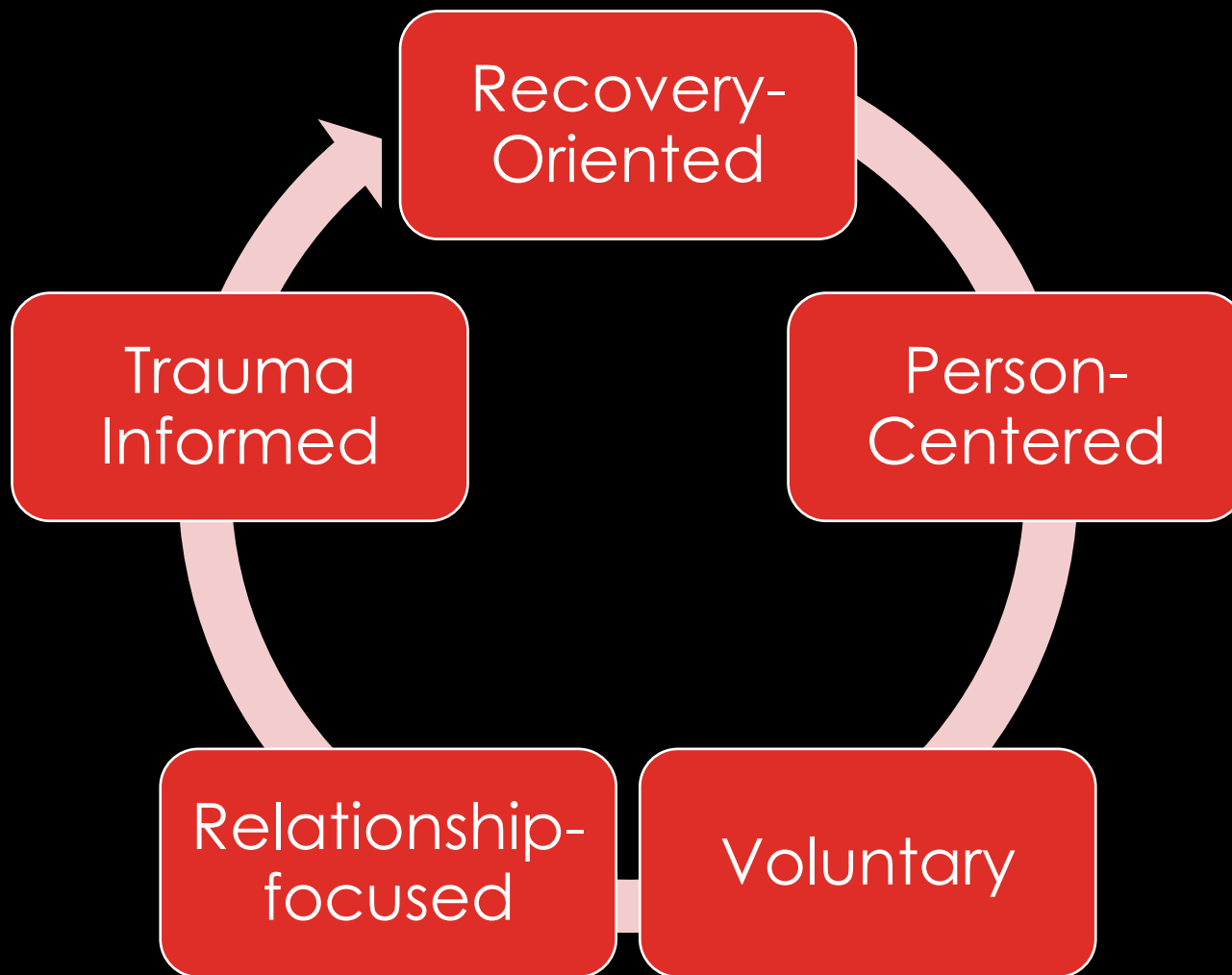


# PEER SUPPORT PROFESSIONALS ROLE

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Peer Support involves the process of giving and receiving non-clinical assistance to support long-term recovery from addictive disorders. Peer Support Professionals bring lived experience of recovery and combine it with specific training and direct supervision to assist others in all stages of recovery. Support Professions help the individual along their recovery journey while also helping to enhance the quality of personal and family life as they transition into long-term recovery.

# PEER SUPPORT CORE COMPETENCIES



# PEER SUPPORT PROFESSIONALS ETHICAL RESPONSIBILITY

Providing effective professional Peer Support services comes with a strict adherence to professional ethical guidelines. These guidelines enable the Peer Support Professional to focus on a person-driven approach to services while ensuring that proper boundaries, self-care and role distinction are in place.

# PEER SUPPORT PROFESSIONAL ETHICS

Primary Peer Support Professional Ethical Goal:

- To prevent harm or injury to those whom we have pledged our loyalty, support or services

Ethical Dimensions That Guide Decision Making:

- Latrogenic
- Fiduciary
- Boundary Management
- Multi-party Vulnerability

# IATROGENIC

- Actions taken, even with the best intentions, that result in harm or injury to the recoveree.
- In instances where we have (or believe we have) caused iatrogenic harm to a recoveree, it is important that we identify the cause and moving forward do not continue those actions.
- Regular communication with our leadership, other team members, and the professional peer support community can assist with identifying these situations and creating a plan not to duplicate those actions.

# FIDUCIARY

- Fiduciary is a term describing relationships in which one party has assumed a special duty and obligation to the other party.
- Fiduciary implies that one party enters with increased vulnerability requiring the objectivity, support, and protection of the other party.
- Peer recovery support is based upon a foundation of mutual respect and working alongside the recoveree. It is vital to recognize that it is **not an equally supportive friendship.**
- The relationship between a recoveree and peer recovery support professional is held to a higher standard than a friendship, support is not reciprocal, and comes with specific responsibilities and ethical standards that may not be in a friendship.



# BOUNDARY MANAGEMENT

- Boundary management involves those decisions that determine the level of intimacy and parameters in a relationship.
- Peer-based services try to minimize the social distance between the peer support and recoveree which makes appropriate boundaries vital.
- When thinking about setting proper boundaries, future problems must be considered as well as immediate concerns.

# MULTI-PARTY VULNERABILITY

- Phrase that conveys how multiple parties can be injured by what a peer recovery support does or fails to do.
- These parties include the recoveree, the recoveree's family and intimate social network, the peer support professional, the organization for which the peer support professional is working, the recovery support services field, the larger community of recovering people, and the community at large.

# RECOVERY/WELLNESS

How do Peer Support Professionals support a person's process?

# SOCIAL DETERMINATES OF HEALTH



# ECONOMIC STABILITY

In the United States, 1 in 10 people live in poverty, and many people can't afford things like healthy foods, health care, and housing.

People with steady employment are less likely to live in poverty and more likely to be healthy, but many people have trouble finding and keeping a job. People with disabilities, injuries, or conditions like arthritis may be especially limited in their ability to work. In addition, many people with steady work still don't earn enough to afford the things they need to stay healthy.

Employment programs, career counseling, and high-quality child-care opportunities can help more people find and keep jobs. In addition, policies to help people pay for food, housing, health care, and education can reduce poverty and improve health and well-being.

# HOW PEER PROFESSIONALS ASSIST

## Employment Assistance

- Helping to locate training and employment services

## Financial Planning

- Helping to budget and assist with financial goals

## Financial Literacy

- Connecting individuals to education on earning, saving, protecting, spending and borrowing



# EDUCATION ACCESS AND QUALITY

People with higher levels of education are more likely to be healthier and live longer.

Children from low-income families, children with disabilities, and children who routinely experience forms of social discrimination — like bullying — are more likely to struggle with math and reading. They're also less likely to graduate from high school or go to college. This means they're less likely to get safe, high-paying jobs and more likely to have health problems like heart disease, diabetes, and depression.

In addition, some children live in places with poorly performing schools, and many families can't afford to send their children to college. The stress of living in poverty can also affect children's brain development, making it harder for them to do well in school. Interventions to help children and adolescents do well in school and help families pay for college can have long-term health benefits.

# HOW PEER PROFESSIONALS ASSIST

Obtaining foundational education

- HSE or potential higher learning

Involvement in dependent children's education

- Understanding, engagement, support of child's development

Comfortability in conversations

- Understanding verbiage used in various social/professional situations

# HEALTH CARE ACCESS AND QUALITY

Many people in the United States don't get the health care services they need.

About 1 in 10 people in the United States don't have health insurance.<sup>1</sup> People without insurance are less likely to have a primary care provider, and they may not be able to afford the health care services and medications they need. Strategies to increase insurance coverage rates are critical for making sure more people get important health care services, like preventive care and treatment for chronic illnesses.

Sometimes people don't get recommended health care services, like cancer screenings, because they don't have a primary care provider. Other times, it's because they live too far away from health care providers who offer them. Interventions to increase access to health care professionals and improve communication — in person or remotely — can help more people get the care they need.

# HOW PEER PROFESSIONALS ASSIST

## Obtaining health care

- Connection to resources/education related to obtaining healthcare

## Support connecting with health care providers

- Understanding systems, scheduling, verbiage used etc.

## Health Literacy

- Understanding the importance of healthy eating, grooming, lifestyle choices

# NEIGHBORHOOD AND BUILT ENVIRONMENT

The neighborhoods people live in have a major impact on their health and well-being.

Many people in the United States live in neighborhoods with high rates of violence, unsafe air or water, and other health and safety risks. Racial/ethnic minorities and people with low incomes are more likely to live in places with these risks. In addition, some people are exposed to things at work that can harm their health, like secondhand smoke or loud noises.

Interventions and policy changes at the local, state, and federal level can help reduce these health and safety risks and promote health. For example, providing opportunities for people to walk and bike in their communities — like by adding sidewalks and bike lanes — can increase safety and help improve health and quality of life.

# HOW PEER PROFESSIONALS ASSIST

Finding safe, and stable, housing

- Connection to resources/funding (if applicable) for housing

Understanding healthy living environments

- Understanding systems, education on healthy environments etc.

Utilizing public recreational facilities

- Parks, libraries, museums and/or other opportunities

# SOCIAL AND COMMUNITY CONTEXT

People's relationships and interactions with family, friends, co-workers, and community members can have a major impact on their health and well-being.

Many people face challenges and dangers they can't control — like unsafe neighborhoods, discrimination, or trouble affording the things they need. This can have a negative impact on health and safety throughout life.

Positive relationships at home, at work, and in the community can help reduce these negative impacts. But some people — like children whose parents are in jail and adolescents who are bullied — often don't get support from loved ones or others. Interventions to help people get the social and community support they need are critical for improving health and well-being.



# HOW PEER PROFESSIONALS ASSIST

## Connection to recovery community of choice

- Connection to resources/environments that support health lifestyle habits

## Support connecting with healthy community supports

- Understanding systems, education on healthy environments etc.

## Building social connection

- Identifying healthy friendships, activities etc.

# GROWING AS A PROFESSIONAL

Professional development and growth supports healthy communities

# ONGOING PROFESSIONAL DEVELOPMENT

Peer professionals come from a variety of professional backgrounds. Ongoing professional development is vital for the success of any professional, however peers may need additional guidance, support and direction to achieve their potential. Support from the peer professional community, their leadership, credentialing association and organization is required to ensure maximized outcomes for all involved.

# ONGOING PROFESSIONAL DEVELOPMENT

Certified peer professionals must gain continuing education to maintain their certification status. This may not be a typical professional process for a peer so ensuring the professional understands their responsibility and ongoing access to educational opportunities must be available.

- Tracking sheets for CEU earned and domain *(ensure copy of certificate is on file)*
- Connection to reputable/approved educational entities
- Ongoing assessment of skills and growth areas
- Time built into work schedule to obtain CEU
- Access to funding to obtain CEU
- Ongoing conversation related to best-practices and emerging trends

# WHAT'S NEEDED FOR PEER PROFESSIONAL SUCCESS

How do we support growth and advancement

# BUILDING A SUCCESSFUL PEER TEAM

Identify recovery-based needs of the communities/cultures served

- This assists with understanding what functions peers may perform

Recruit candidates from reliable sources

- Training Institutes, credentialing bodies or similar environments

Verify competency, training and certification

- Create interview rubric specific to role, ask for documentation of training/certifications

Ensure organization understands peer support professional's role and complimentary capacity to services being provided by other team members

- Utilize current team to help assist with identifying how peer will best fit into current system



# SUPPORT AND GUIDANCE

Peer Support Professionals, like all other professionals, need a supportive environment that fosters growth and development for the professional. The environment created within the ecosystem of an organization can directly impact the success of the team members.



# WAYS TO SUPPORT PEER SUPPORT PROFESSIONALS

- Ensure everyone in organization understands their role
- Organization has recovery focused outlook to services
- Respect Peer scope of practice
- Ensure leadership is educated on role and received peer supervision training
- Supports and provides professional development opportunities
- Ensure cultural inclusivity in all operations
- Ensure team approach and environment is maintained
- Utilize strength-based approach in all operations
- Inclusive atmosphere not based upon hierarchy model
- Ensure leadership is available
- Include peer professionals in relevant conversation and decisions
- Promote importance of self-care
- Connection to other peer support professionals



ALLIANCE OF PEER PROFESSIONALS  
ADVANCING THE ART OF PEER INTERVENTIONS

# NAMI Illinois Alliance of Peer Professionals (NIAPP)

The NAMI Illinois Alliance of Peer Professionals (NIAPP) promotes the development and advancement of peer professionals and peer-based services in Illinois.

The NAMI IL Alliance of Peer Professionals acts as a link between individuals receiving services, mental health providers, policy makers and peer professionals.

Website: [www.illinoispeerprofessionals.org](http://www.illinoispeerprofessionals.org)

Email: [niapp@namiillinois.org](mailto:niapp@namiillinois.org)

## **NIAPP Membership: 2 Step Process**

1. Join NAMI (\$5/year or more)
2. Sign-up with NIAPP on website (Free)