LET’S COMPLIMENT NOT COMPETE: HOW ADDICTION COUNSELORS CAN EMBRACE RECOVERY SUPPORT SPECIALISTS

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NAADAC’s Recovery to Practice Advisory Committee Member
The times they are a changing...

- Acute/Chronic
- Outcomes driven
- Pay for performance
- “Long-term”
- Recovery vs Treatment
- Recovery management
- Strength-based
- “Long & difficult path”
- Many pathways

“Good news—I hear the paradigm is shifting.”
SAMHSA has delineated four major dimensions that support a life in recovery:

- **Health**—overcoming or managing one’s disease(s) or symptoms—for example, abstaining from use of alcohol, illicit drugs, and non-prescribed medications if one has an addiction problem—and, for everyone in recovery, making informed, healthy choices that support physical and emotional well-being

- **Home**—having a stable and safe place to live

- **Purpose**—conducting meaningful daily activities, such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income, and resources to participate in society

- **Community**—having relationships and social networks that provide support, friendship, love, and hope
“Recovery coach, that’s just a sponsor on steroids” he said, with irritation in his voice.

In complete disgust, barely masking her fear, she said, “These recovery coaches, they’re going to get our jobs because they’re cheaper to hire.”
“Counselors have a tradition of addiction orientation vs recovery orientation.” – W. White
We work with desperate people with complex problems.

- job & job readiness
- educational/vocational
- health & wellness
- housing
- mental health support
- legal difficulties
- life/recovery skills
- revoked licenses
- child custody
- parenting skills
- community linkages
Who
What
Where
When
Why
of Peer Recovery Support
Peer Recovery Support Specialist

“Recovery coaches are individuals who may or may not be in recovery themselves and help people along the path of recovery – either before, during, after, or instead of treatment.”

- Alison Knopf
(Compiled from FAVOR, SAMHSA, IC&RC, NAADAC)

“It’s a different skill. Recovery coaches are not counselors.”

- Walter Ginter, MARS
What they bring to the process -

- Lived experience
- Trust & hope
- Able to match background with experience
- Service & volunteerism
- Cost effective
- Before, during, after, ongoing, in lieu of
- Recovery role model
- Connections/liaison
Peer Recovery Support Specialists ARE NOT ... 

- Counselor/Treatment
- Sponsor
- Case manager
- Continuing care provider
- Mutual aid support
- 12 step assistance
- Babysitter/escort
- New BFF
## Counseling vs Peer Support

<table>
<thead>
<tr>
<th>Counseling</th>
<th>Peer Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical service</td>
<td>Engage those waiting for treatment; in treatment</td>
</tr>
<tr>
<td>Short term</td>
<td>Treatment readiness</td>
</tr>
<tr>
<td>“get recovery”</td>
<td>Skills needed for recovery</td>
</tr>
<tr>
<td>Authority</td>
<td>Done in the community</td>
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<tr>
<td>Minimal self-disclosure</td>
<td>Longer term</td>
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<tr>
<td>Paid for service</td>
<td>Resource navigation</td>
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<tr>
<td>Assess &amp; diagnose</td>
<td>Problem solver</td>
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<tr>
<td>Treatment Plan</td>
<td>“sustain recovery”</td>
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<tr>
<td></td>
<td>Share lived experience</td>
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<tr>
<td></td>
<td>Recovery Plan</td>
</tr>
<tr>
<td></td>
<td>Continuity</td>
</tr>
</tbody>
</table>
## Staying in your lane ...

<table>
<thead>
<tr>
<th></th>
<th>Addiction Counselor</th>
<th>Peer Recovery Specialist</th>
<th>12 Step Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal training &amp; education</td>
<td>Experiential knowledge &amp; training</td>
<td>Experiential knowledge</td>
<td></td>
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<tr>
<td>Vetted by profession</td>
<td>Vetted by community</td>
<td>Reputations in recovery community</td>
<td></td>
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<tr>
<td>Works in organization/hierarchy</td>
<td>Various organizational affiliation</td>
<td>Minimal hierarchy</td>
<td></td>
</tr>
<tr>
<td>Direct supervision</td>
<td>Varied degree of supervision</td>
<td>No supervision</td>
<td></td>
</tr>
<tr>
<td>Treatment philosophy</td>
<td>Multiple frameworks of recovery</td>
<td>Beliefs &amp; practices of fellowship</td>
<td></td>
</tr>
<tr>
<td>Significant power differential</td>
<td>Minimal power differential</td>
<td>Minimal power differential</td>
<td></td>
</tr>
<tr>
<td>Distinct roles</td>
<td>Less distinct roles</td>
<td>Role model experience</td>
<td></td>
</tr>
<tr>
<td>Explicit ethical guidelines</td>
<td>Ethics in a different context “not friends but peers”</td>
<td>Personal integrity</td>
<td></td>
</tr>
<tr>
<td>Extensive documentation</td>
<td>Minimal documentation</td>
<td>No documentation</td>
<td></td>
</tr>
<tr>
<td>High external accountability</td>
<td>Moderate external accountability</td>
<td>No external accountability</td>
<td></td>
</tr>
<tr>
<td>Focus on past experiences</td>
<td>Focus on what to do today</td>
<td>Focus on 12 Step work</td>
<td></td>
</tr>
<tr>
<td>Brief duration</td>
<td>Months to years</td>
<td>Can be years</td>
<td></td>
</tr>
</tbody>
</table>
Where …

- Community Centers
- ROSC
- Recovery Residences
- Jails/Drug Courts
- Treatment agencies
- HIV service providers
- ERs
- FQHC
- Primary care
- Schools/Universities
“You need a place to serve people ...”

- GED prep workshop
- $$$ management
- Job readiness training
- Computer skills/availability
- Health education
- Clothes closet
- Family support groups
- Safe place
- Recovery check ins
- Sense of belonging
Funding

- Federal & state grants
- State, municipal, county service contracts
- Private insurance & MCOs
- Medicaid
What Counselors can learn from PRSSs

- Recovery focus
- Recovery Plans ≠ Treatment Plans
- Strengths & Capacities – Internal & External
- Recovery Capitol Assessment
- Resources & Access
Recruiting PRSS

- Encourage patients who would be a good fit – Art & Science
- Helping others is therapeutic
- Good entry-level position
- Demonstrate personal ethics & integrity
- 1 yr + sustained recovery; emotional stability
- Certification through NAADAC
  - www.naadac.org/NCPRSS
Counselors can show their recovery “expertise” -

Jane Doe has completed the Recovery to Practice (RTP) Certificate Program and demonstrated 30 hours of advanced continuing education in recovery-oriented concepts, skills, and practices.

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Misti Storie, MS, NCC
Director of Training and Prof Development
Defining Addiction Recovery
The History of Recovery in the US & the Addiction Profession
Defining Recovery-Oriented Systems of Care (ROSC)
Understanding the Role of Peer Recovery Coaches in the Addiction Profession
Including Family & Community in the Recovery Process
Collaborating with Other Professions, Professionals, & Communities
Using Recovery-Oriented Principles in Addiction Counseling Practice
Exploring Techniques to Support Long-Term Addiction Recovery

15.5 + 14.5 Webinar CEs
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THANK YOU!

QUESTIONS - COMMENTS