Your Journey to Entering the Recovery Coach Workforce

Who Am I?

What is your why?

How does being a Recovery Coach fit you & Your Journey?

Pay it Forward
Career Goal
Lived Experience
Time & My Peace of Mind
Life Balance

Presented by Catherine McAlpine, PhD, LCSW-C
Who Provides Recovery Support?

<table>
<thead>
<tr>
<th>Support Source</th>
<th>Advocate</th>
<th>Mentor/Ally</th>
<th>Planning</th>
<th>Defined Ethics</th>
<th>Personal/Friendship</th>
<th>Cost</th>
<th>Time-Limited</th>
<th>Value Lived Experience?</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Step &amp; Sponsor</td>
<td>Not formally</td>
<td>Yes, often allowed</td>
<td>Yes, always</td>
<td>Discussion</td>
<td>Yes, often allowed</td>
<td>Yes, always</td>
<td>Occasionally allowed or based on mutual agreement</td>
<td>Not formally defined</td>
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<tr>
<td>SMART Recovery &amp; Refuge</td>
<td>Not formally</td>
<td>Yes, always</td>
<td>Discussion</td>
<td>Discussion</td>
<td>Yes, often allowed</td>
<td>Yes, always</td>
<td>Occasionally allowed or based on mutual agreement</td>
<td>Not formally defined</td>
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<tr>
<td>Treatment, Therapy, Employee Assistance &amp; Counselors</td>
<td>Not formally</td>
<td>Yes, always</td>
<td>Discussion</td>
<td>Discussion</td>
<td>Yes, often allowed</td>
<td>Yes, always</td>
<td>Occasionally allowed or based on mutual agreement</td>
<td>Not formally defined</td>
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<tr>
<td>Friends, Family, Alternative Pathways – Court, yoga, fitness, medication, acupuncture</td>
<td>Not formally</td>
<td>Yes, always</td>
<td>Discussion</td>
<td>Discussion</td>
<td>Yes, often allowed</td>
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</table>

Presented by Catherine McAlpine, PhD, LCSW-C
P is for Peer

- Peer
- Recovery
- Support
- Emotional
- Instrumental
- Companionship
- Specialist
- Certified

What lived experiences might disqualify you from other work?

Peer is a person with lived experience.
An Advisor, Advocate & Listener

Are you ... Expert? Recipient? Participant?

Gain experience and expertise as a Coach

Competence comes from awareness, experience, practice and modification.
Your Journey to Entering the Recovery Coach Workforce

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Accepting Multiple Pathways

How does that work?
I am not familiar with that.
Can you tell me more?
I don’t know.
How can we find out?
Tell me more. Please.
And then what?

We all have bias.
What path do you like?

HOW – BE HONEST, OPEN AND WILLING – ASK QUESTIONS, AVOID ASSUMPTIONS.

S is for Support

- Emotional
- Informational
- Instrumental
- Companionship

What challenges might a Peer encounter?
How to address these?
- Peers need Peers
- Peers need Supervision
- Peers need a Job Description
- Peers need an Employee Manual
- Peers need a Personal Inventory
  - What is my path? Stay in your lane.
  - What is this wrong? How?
  - Would I do this for 20 other people? Fair & equal?
  - Why am I taking money/time/gas out of my own life?
Where does a Recovery Coach fit?

- Treatment
- Non-profit
- Medical
- Outreach & Harm Reduction
- Legal System

What makes a person a Specialist?

**certify**

Verb

- attest or confirm in a formal statement: "the medical witness certified that death was due to cerebral hemorrhage"
- officially recognize (someone or something) as possessing certain qualifications or meeting certain standards:
  - "she was certified as a personal trainer"
- officially declare insane.

- Synonyms:
  - certify
  - verify
  - guarantee
  - attest
  - validate
  - ratify
  - warrant
  - confirm
  - corroborate
  - substantiate
  - endorse
  - vouch for
  - testify to
  - provide evidence of
  - authenticate
  - document
  - bear witness to
  - bear out
  - give proof of
  - prove
  - demonstrate
  - back up
  - support
  - appoint
  - give a certificate to
  - give a diploma to
  - officially declare insane.
The Robins: Early Adopters

- SAMHSA.gov & ATTCs
- Rhode Island
- Philadelphia - PRO-ACT
- Peer-led Organizations - On Our Own, CCAR
- Mental Health - NAMI, Copeland Center
- Disability Advocates
- Nothing About Me
  - Without Me

Core Recovery Values & Ethical Conduct

PRO-ACT

William White

McShin Foundation

Connecticut Community for Addiction Recovery

Ways to Define Peer Support Specialist

A Peer Recovery Support Specialist (P-RSS) is an occupational title for a person who has progressed in their own recovery from alcohol or other drug abuse or mental disorder and is willing to self-identify as a peer and work to assist other individuals with chemical dependency or a mental disorder. Because of their life experience, such persons have expertise that professional training cannot replicate.

The MORE that you READ, The MORE things you will KNOW. The MORE that you LEARN, The more PLACES you'll GO.
- Dr. Seuss

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Practice & BUILD
CORE COMPETENCIES

Active listening
- Ask, don’t advise
- Inform, don’t lecture
- Take small bites.
- Be patient. Wait your turn.
- Only commit what you can deliver (don’t over promise & don’t bend the rules)
- Teach fishing not how to fish, cook, shop and budget (KISS)

NATIONAL STANDARDS? Sorry, but no.
International Consortium of Certification and Reciprocity

Licensure is a regulatory status. Often tied to a professional with knowledge, skills, supervision & examination. May be mandated for Counselors, Therapists & Social Workers.

Certification is a non-governmental entity that grants recognition to a pre-determined workforce with set standards & requirements. May apply to Prevention Specialists, Drug & Alcohol Counselors & Supervisors. Both have membership rules, requirements, standards of KSAs, ethics & scope of practice.

<table>
<thead>
<tr>
<th>States in Licensure</th>
<th>Member Boards</th>
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<tbody>
<tr>
<td>AR CA CT ID IL IN KY MD MV NV NJ OK OR RI SC TX VT WV</td>
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Your State?

Begin with the end in Mind

- Apply Self-Care
- Be Authentic
- Cultivate and Care
- Document

Presented by Catherine McAlpine, PhD, LCSW-C
How to become a Certified Peer Recovery Specialist (CPRS)

Road to Becoming a Peer Support Specialist

Complete Required Training of 46 Hours in 4 Core Domains

Obtain Paid or Volunteer Experience as a Peer Support Specialist

Obtain Paid or Volunteer Experience as a Peer Support Specialist

How to become a Certified Peer Recovery Specialist (CPRS)

Obtain Paid or Volunteer Experience as a Peer Support Specialist

Maryland requires 200 hours of focused experience. This is a training & learning experience for you to grow in the 4 Domains of Peer-led Recovery Support. This may be a job you have or a place you need to find.

Identify a Supervisor who is approved to provide support to people in recovery seeking to become a Peer Support Specialist. Plan your work hours, your tasks & when you will meet 1:1. Keep a written log of your hours. Best to have a written agreement.

Complete Required Training of 46 Hours in 4 Core Domains

- Advocacy (10)
- Ethical Responsibility (16)
- Mentoring/Education (10)
- Recovery/Wellness Planning (10)

Approved by your State.

Create a log & calendar of your goals. Trainings must be completed in 2 years or less. Locate trainings by approved Organizations. Set your budget.

Road to Becoming a Peer Support Specialist

Usually requires 6 months to 2 years of sober time.

Your personal Road to Recovery is Lived Experience.

High school diploma or higher education. Must have computer skills to keep records, text & make appointments & search online for resources.

Resources for Approved Training

- National Alliance of Mentally Ill
- Connecticut Community for Addiction Recovery
- Behavioral Health Organizations & Insurance Companies
- Local non-profits, ATTCs & State agencies

Is this approved? By whom?

Hearts & Minds by NAMI
Recovery Coach Academy
check for various approved Organization & Trainer.

Anti-Stigma by On Our Own of Maryland

What domain?

Adv 1.5, Eth .75, M/E 2.25 = 4.5
Adv 7 .5, Eth 9, M/E 5.75, R/W 8.75 = 30 hours
Adv 1, R/W 1 = 2

What is cost?

Consider travel, lodging & material fees, and time-off.

Sample Training Log

Advocacy (10), Ethical Responsibility (16), Mentoring/Education (10), Recovery/Wellness (10)

<table>
<thead>
<tr>
<th>Title &amp; Presenter</th>
<th>Organization</th>
<th>CONTACT/WHEN</th>
<th>Domain</th>
<th>Cost &amp; Location</th>
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Track Supervision & Work/Volunteer Hours

<table>
<thead>
<tr>
<th>Organization</th>
<th>Time/Month</th>
<th>Tasks Completed</th>
<th>Core Domain</th>
<th>Work/Hours</th>
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Building Competency

- Supervision
  - Approved Supervisor
  - Experienced with Peer Philosophy
  - Contract/Cost
  - My versus Elite
  - Core Domains
    - Ethics
    - Wellness & Recovery
    - Advocacy
    - Mentoring & Education

- Volunteer, as Employee or Other
  - Approved Organization
  - Experienced with Peer Philosophy
  - Documentation/Contract
  - Learning/Growing
  - Practice in Core Domains
    - Ethics
    - Wellness & Recovery
    - Advocacy
    - Mentoring & Education

Keep Track of Your Progress

- How am I Living my own Recovery Journey?
- My Recovery & Self-care
  - Write essay for application.
- Hours by Domain
  - Training Hours Completed & My Budget (fees, travel)

- How far have I come?
- Am I on track?
- Are my needs being met?
- Volunteer/Work Hours
  - # of hours completed
  - Supervision in 4 Domains
    - # Hours
      - 40
      - 41
      - 42
Your Journey to Entering the Recovery Coach Workforce

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What will be my challenges?

- How would I rate my level of commitment?
- How confident am I?

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ETHICAL DILEMNAS

- Unintended
- Unequal
- Unfair
- Favoritism

What About You????????????

- The Poster Child
- Privacy
- Drug testing
- Your Recovery Journey
- Self-care
- Others Telling My Story
- Dual Relationships

45

Code of Conduct

- Code of Ethics
- Rules of Employment
- Fair Labor Practices
- Personal Privacy
- Confidentiality
- Social Media

- Participant
- Peer
- Professional
### Promote Service Leadership

<table>
<thead>
<tr>
<th>Internal Challenges</th>
<th>External Challenges</th>
<th>Organizational Challenges</th>
</tr>
</thead>
</table>

### Which Staff Demonstrate Competencies?

<table>
<thead>
<tr>
<th></th>
<th>Principles of Wellness &amp; Recovery</th>
<th>Ability to assist in forming self-directed plan</th>
<th>Provide advocacy, mentoring &amp; education to PIR &amp; Family</th>
<th>Connect PIR &amp; family w/ organic support network &amp; other PIR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Outreach Coordinator</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Volunteers/Interns</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Be SMART
Building My Plan
- Define My Goal
- Balance
- Time
- Access
- Funds
- Supervision
- Allies

PERSONAL
Self-care & Personal Stability
- Honesty
- Boundaries
- Language
- Play
- Rest
- Recover

Who goes where you go?
- Personal Resources
  - Peer-to-Peer Supervision
  - Allies
  - Mentors
- Employer Resources
  - Ethical Sounding Board
  - Formal Supervision
  - Financial Support
Resources

- SAMHSA Technical Assistance Centers
- National, State and Local Policy
- National, regional & international organizations
- Credentialing Agency or State Administration
- Facebook Groups
- Small Foundations & Non-profits
- Faith-based organizations

McShin Foundation
Copeland Center
William White
Addiction Technology Transfer Centers (ATTC)
Connecticut Community for Addiction Recovery
PRD-ICT in Philadelphia
McShin Foundation
Copeland Center
William White (https://www.mchines.org/brain-white-paper/)
Addiction Technology Transfer Centers (ATTC)
Connecticut Community for Addiction Recovery
PRD-ICT in Philadelphia

www.naadac.org/entering-recovery-coach-workforce-webinar

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Your Journey to Entering the Recovery Coach Workforce

Advances in Technology in the Addiction Profession
Wellness and Recovery in the Addiction Profession
Ethics in Practice
Clinical Supervision in the Addiction Profession
Addiction Treatment in Military & Veteran Culture

Specific addiction treatment-related education!
Members and non-members can access trainings!
Earn CEs for each training!
Certificate of Completion available for attending all trainings in the series!

www.naadac.org/specialty-online-trainings

Adolescent Treatment and Recovery Specialty Online Training Series

Upon completion of this six-part series, individuals may apply for the Adolescent Treatment and Recovery Certificate. The certificate is free for NAADAC members.

Part 1: Framing the Conversation: Preventing Youth Substance Use in the Wake of COVID-19
Part 2: Your Choice Professional Development: Identifying Concealed Vaping, Marijuana, and Other Substances in Youth
Part 3: Working with LGBTQ Youth: Suicide and Substance Use Disorder
Part 4: Navigating Self and Other Regulation in Adolescent Co-Occurring Treatment
Part 5: The Healing Power of Belonging
Part 6: Pitfalls on the Road to Excellence in Counseling Adolescents

www.naadac.org/adolescent-online-training-series

Women in Recovery Specialty Online Training Series

Upon completion of this six-part series, individuals may apply for the Women in Recovery Certificate. This certificate is free for NAADAC members.

Part One: Substance Use Disorder (SUD) in Women with a Focus on Pregnant and Parenting Persons - Earn 1.5 CEs for $25
Part Two: Engaging Women of Color in Addiction Treatment - Earn 1.5 CEs for $25
Part Three: Adapting and Addressing Tobacco Use with Telehealth for the Pregnant Population - Earn 1.5 CEs for $25
Part Four: Substance Use Disorders (SUD) and Mood Disorders in Postpartum Women - Earn 1.5 CEs for $25
Part Five: The Lost Wisdom of Women: Reclaiming Our Recovery - Earn 1.5 CEs for $25
Part Six: Come On Get Happy: Women, Recovery, and Happiness - Earn 1.5 CEs for $25

www.naadac.org/women-in-recovery-online-training-series
Your Journey to Entering the Recovery Coach Workforce

REGISTER NOW! EARN UP TO 45 CES!

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