

## PEER : CRPA

“A peer advocate provides outreach, advocacy, mentoring, and recovery support services to those seeking or sustaining recovery. For the purpose of certification, a Certified Recovery Peer Advocate is defined as a professional who has demonstrated competence in performing a range of activities as defined by the IC&RC Peer Recovery Job Task Analysis.”

- International Certification & Reciprocity Consortium, 2013



## COACH : CARC

“A Recovery Coach is anyone committed to promoting recovery from addiction by assisting recoverees to remove barriers to recovery, generating individualized recovery options, and connecting recoverees with recovery support services designed to build recovery capital.”

- ASAP-New York Certification Board, 2012



# PEER : CRPA

- 18+ years
- High School Diploma (or equivalent or higher)
- 30 hours NYCB approved role training incorporating:
  - Advocacy (10 hours)
  - Mentoring & Education (10 hours)
  - Recovery Wellness Support (10 hours)
- 16 hours NYCB approved role training in Ethical Responsibility
- Application to ASAP-New York Certification Board
- IC&RC Peer Recovery Exam: passing grade in testing of ability in 54 itemized role competencies



# COACH : CARC

- 60 hours of NYCB approved role training:
  - Recovery from Addiction (16 hours)
  - Recovery Coaching (20 hours)
  - Recovery Education (5 hours)
  - Ethical Responsibility (15 hours)
  - Medication Assisted Treatment (4 hours)
- ASAP-NYCB Recovery Coach Exam: passing grade in testing of ability in 27 itemized role competencies



# PEER : CRPA

- Peer Recovery certification developed by the International Certification & Reciprocity Consortium per the validated IC&RC Role Delineation Study (Job Task Analysis) of 2013
- Describes 54 itemized role competencies (knowledge, skills, abilities) required for practitioner competence and professional certification
- Offered by 48 IC&RC member certification boards nationwide
- Known under as many different synonyms – e.g. “Certified Recovery Peer Advocate” (CRPA) in New York state
- Managed in NYS by ASAP-NYCB
- Eligible for Medicaid reimbursement in NYS



# COACH : CARC

- Recovery Coach certification developed by the Connecticut Certification Board per its validated Role Delineation Study (Job Task Analysis) of 2012
- Describes 27 itemized role competencies (knowledge, skills, abilities) required for practitioner competence and professional certification
- Adopted and managed in NYS by the ASAP New York Certification Board
- Not eligible for Medicaid reimbursement in New York state





## The IC&RC Peer Recovery certification in NYS CERTIFIED RECOVERY PEER ADVOCATE : ROLE KNOWLEDGE | SKILLS | ABILITIES

The International Certification & Reciprocity Consortium's 2013 Peer Recovery (PR) Role Delineation & Job Analysis identified four performance domains with the following associated tasks (requiring specified knowledge, skills and abilities) as forming the basis of its peer recovery certification. In NYS, the IC&RC Peer Recovery Certification is known as **Certified Recovery Peer Advocate (CRPA)** where it is exclusively offered by the non-profit New York Certification Board (NYCB) at ASAP.

Candidates for this professional certification are required to demonstrate these competencies to NYCB per standards determined by the Board and posted to its website, <http://www.asapnys.org/ny-certification-board/nycb-certifications/>:

### Domain 1: Advocacy

1. Relate to the individual [client] as an advocate.
2. Advocate within systems to promote person-centered recovery/wellness support services.
3. Describe the individual's rights and responsibilities.
4. Apply the principles of individual choice and self-determination.
5. Explain importance of self-advocacy as a component of recovery/wellness.
6. Recognize and use person-centered language.
7. Practice effective communication skills.
8. Differentiate between the types and levels of advocacy.
9. Collaborate with individual to identify, link, and coordinate choices with resources.
10. Advocate for multiple pathways to recovery/wellness.
11. Recognize the importance of a holistic (e.g., mind, body, spirit, environment) approach to recovery/wellness.

### Domain 2: Mentoring and Education

12. Serve as a role model for an individual.
13. Recognize the importance of self-care.
14. Establish and maintain a peer relationship rather than a hierarchical relationship.
15. Educate through shared experiences.
16. Support the development of healthy behavior that is based on choice.
17. Describe the skills needed to self-advocate.
18. Assist the individual in identifying and establishing positive relationships.
19. Establish a respectful, trusting relationship with the individual.
20. Demonstrate consistency by supporting individuals during ordinary and extraordinary times.
21. Support the development of effective communication skills.
22. Support the development of conflict resolution skills.
23. Support the development of problem-solving skills.
24. Apply principles of empowerment.
25. Provide resource linkage to community supports and professional services.

### Domain 3: Recovery/Wellness Support

26. Assist the individual with setting goals.
27. Recognize that there are multiple pathways to recovery/wellness.



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28. Contribute to the individual's recovery/wellness team(s).
29. Assist the individual to identify and build on their strengths and resiliencies.
30. Apply effective coaching techniques such as Motivational Interviewing.
31. Recognize the stages of change.
32. Recognize the stages of recovery/wellness.
33. Recognize signs of distress.
34. Develop tools for effective outreach and continued support.
35. Assist the individual in identifying support systems.
36. Practice a strengths-based approach to recovery/wellness.
37. Assist the individual in identifying basic needs.
38. Apply basic supportive group facilitation techniques.
39. Recognize and understand the impact of trauma.

### Domain 4: Ethical Responsibility

40. Recognize risk indicators that may affect the individual's welfare and safety.
41. Respond to personal risk indicators to assure welfare and safety.
42. Communicate to support network personal issues that impact ability to perform job duties.
43. Report suspicions of abuse or neglect to appropriate authority.
44. Evaluate the individual's satisfaction with their progress toward recovery/wellness goals.
45. Maintain documentation and collect data as required.
46. Adhere to responsibilities and limits of the role.
47. Apply fundamentals of cultural competency.
48. Recognize and adhere to the rules of confidentiality.
49. Recognize and maintain professional and personal boundaries.
50. Recognize and address personal and institutional biases and behaviors.
51. Maintain current, accurate knowledge of trends and issues related to wellness and recovery.
52. Recognize various crisis and emergency situations.
53. Use organizational/departmental chain of command to address or resolve issues.
54. Practice non-judgmental behavior.

see: <https://internationalcredentialing.org/creds/pr>

### Requirements for CRPA certification in NYS



- 18+ years
- High School Diploma (or equivalent)
- 30 hours NYCB approved training incorporating advocacy (10 hours), Mentoring & Education (10 hours), and Recovery Wellness Support (10 hours)
- 16 hours NYCB approved training in Peer Ethical Responsibility
- application to New York Certification Board @ ASAP; Board approval
- IC&RC Peer Recovery Exam passing grade

### Training Opportunities in NYS

Approved training is offered by members of the ASAP-NYCB Trainer Registry:

<http://www.asapnys.org/asap-nycb-trainer-directory/>





## Certified Addiction Recovery Coach (CARC) ROLE KNOWLEDGE | SKILLS | ABILITIES

A Recovery Coach is anyone committed to promoting recovery from addiction by assisting *recoverees* to remove barriers to recovery, generating individualized recovery options, and connecting *recoverees* with recovery support services designed to build recovery capital.

### Glossary

- **Recoveree:** anyone interested in, seeking or maintaining sustained recovery from a substance use/addictive disorder; may be referred to as a “client” or an “individual”
- **Recovery Coach:** anyone interested in or committed to recovery coaching
- **Certified Addiction Recovery Coach:** anyone who has completed the certification process and is actively certified as a Certified Addiction Recovery Coach (CARC)
- **Recovery Partnerships:** any proactive and supportive relationship designed to promote recovery
- **Recovery Coach Supervisor:** an experienced recovery coach who is trained to provide mentorship, consultation, assistance and coaching for recovery coaches

The Certified Addiction Recovery Coach certification was originally developed by the Connecticut Certification Board per the 2012 Role Delineation and Job Task Analysis which identified four performance domains with the following associated tasks as forming the basis of this certification.

CARC is offered exclusively in New York State by the non-profit New York Certification Board (NYCB) at ASAP. Candidates for this professional certification are required to demonstrate these competencies to NYCB per standards determined by the Board and posted to the website, <http://www.asapnysorg/nycb-certification-board/nycb-certifications/>.

### Domain 1: Recovery from Addiction

1. Promote recovery by utilizing compassionate, empowering, hopeful and optimistic strategies
2. Utilize strategies to build recovery capital and reduce risk associated with addiction
3. Understand and respect multiple pathways of recovery and embrace a recovery orientation
4. Recognize individualized needs and assist recoverees connect with diverse recovery modalities, recovery support and treatment services
5. Understand and recognize the full continuum of substance use disorders/addictive disorders
6. Knowledge of Recovery-Oriented Systems of Care (ROSC) and the role of a recovery coach

### Domain 2: Recovery Coaching

7. Utilize stage-specific change strategies and coaching techniques that enhance motivation, establish rapport, build trust and facilitate change
8. Develop with the recoveree a comprehensive understanding of the recovery coaching relationship including the shared expectations, goals, limitations and requirements
9. Recognize a recoveree’s need for individualized support options and determine their readiness for change
10. Develop recovery plans based upon the recoveree’s preferences, goals and strengths and include family members and significant others involved in the recovery process
11. Navigate care systems including recovery supports, behavioral health treatment providers, medical providers, state agencies, entitlements, criminal justice, child welfare and other systems as needed



## Certified Addiction Recovery Coach (CARC) ROLE KNOWLEDGE | SKILLS | ABILITIES

12. Develop recovery partnerships with recovery support and other service providers
13. Recognize a potential crisis situation and respond appropriately

### Domain 3: Recovery Education

14. Provide education to each recoveree about the process of recovery as it relates to their goals, choices, preferences and readiness for change
15. Provide information to the community about recovery from addiction to reduce stigma, end discrimination and encourage recovery partnerships
16. Provide information about the benefits of healthy behaviors by offering information and basic education to support positive change, health and wellness
17. Share positive and helpful information about recovery and encourage others to do the same
18. Maintain current knowledge of recovery support services, resources and systems of care
19. Provide information that encourages prevention of addiction and related behaviors, mental health promotion, and wellness

### Domain 4: Ethical Responsibility

20. Adhere to the NYCB Code of Ethical Conduct and Disciplinary Procedures
21. Recognize and maintain appropriate boundaries and ensure dual relationships do not negatively impact the recovery coaching relationship
22. Share information about a recoveree only when they are present for and authorize disclosure OR obtain written consent that complies with federal and state law
23. Maintain knowledge of all federal & state regulations regarding to mandatory reporting, confidentiality, record keeping and consent procedures
24. Seek ongoing regularly scheduled consultation & coaching from a recovery coach supervisor
25. Recognize the importance of self-care and personal wellness
26. When working with a recoveree avoid any activities outside the scope of the CARC role including counseling services, 12-step sponsorship or “working” the 12 steps, medical advice or “playing doctor”, and spiritual advisor
27. Avoid conflicts of interests, exchange of goods and services, potential exploitation and financial arrangements not in the best interest of the recoveree

### Educational Requirements for CARC certification in NYS:



60 hours of NYCB approved training specific to these role performance domains:

- |                                  |          |   |
|----------------------------------|----------|---|
| • Recovery from Addiction:       | 16 hours | <i>plus</i><br>• Standard initial peer recovery training (46 hours);<br>• Candidate selection from options listed on the ASAP-NYCB website (10 hours) |
| • Recovery Coaching:             | 20 hours |   |
| • Recovery Education:            | 5 hours  |   |
| • Ethical Responsibility:        | 15 hours |   |
| • Medication Assisted Treatment: | 4 hours  |   |
| • CARC competence-based exam     |          |   |

### Training Opportunities in NYS

Approved training is offered by members of the ASAP-NYCB Trainer Registry:

<http://www.asapnysorg/asap-nycb-trainer-directory/>