



CERTIFIED PEER RECOVERY SPECIALIST (CPRS)

This classification is viewed as the title for the peer recovery support worker primarily involved in providing recovery support services to Candidates living with behavioral health disorders. This credential is governed by the Maryland Behavioral-health Professional Certification Board, as a consortium member of IC&RC. This is a reciprocal credential offered at the international level.

There are certain knowledge areas and skills that are required of Candidates to provide effective Peer Recovery Support Services to individuals living with behavioral health disorders. Peer Recovery Specialists must demonstrate the ability to provide effective services within a given organization or setting in relation to the knowledge skills and abilities in Advocacy, Mentoring/Education, Recovery/Wellness, and the Ethical Responsibility Domains. In addition, Peer Recovery Specialists must provide services with which they have experiential expertise and be knowledgeable of the integrated services provided by the behavioral health systems.

THE KNOWLEDGE, SKILLS & ABILITY OF THE FOUR DOMAINS

1. Advocacy:

Job Tasks that should be performed by the Peer Recovery Specialist in the Advocacy domain are:

1. Relate to the individual 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.

2. Ethical Responsibility:

Job Tasks that should be performed by the Peer Recovery Specialist in the Ethical Responsibility domain are:

1. Recognize risk indicators that may affect the individual's welfare and safety.
2. Respond to personal risk indicators to assure welfare and safety.
3. Communicate to support network personal issues that impact ability to perform job duties.
4. Report suspicions of abuse or neglect to appropriate authority.
5. Evaluate the individual's satisfaction with their progress toward recovery/wellness goals.
6. Maintain documentation and collect data as required.
7. Adhere to responsibilities and limits of the role.
8. Apply fundamentals of cultural competency.
9. Recognize and adhere to the rules of confidentiality.

10. Recognize and maintain professional and personal boundaries.
11. Recognize and address personal and institutional biases and behaviors.
12. Maintain current, accurate knowledge of trends and issues related to wellness and recovery.
13. Recognize various crisis and emergency situations.
14. Use organizational/departmental chain of command to address or resolve issues.
15. Practice non-judgmental behavior.

3. Mentoring/Education:

Job Tasks that should be performed by the Peer Recovery Specialist in the Mentoring/Education domain are:

1. Serve as a role model for an individual.
2. Recognize the importance of self-care.
3. Establish and maintain a peer relationship rather than a hierarchical relationship.
4. Educate through shared experiences.
5. Support the development of healthy behavior that is based on choice.
6. Describe the skills needed to self-advocate.
7. Assist the individual in identifying and establishing positive relationships.
8. Establish a respectful, trusting relationship with the individual.
9. Demonstrate consistency by supporting Candidates during ordinary and extraordinary times.
10. Support the development of effective communication skills.
11. Support the development of conflict resolution skills.
12. Support the development of problem-solving skills.
13. Apply principles of empowerment.
14. Provide resource linkage to community supports and professional services.

4. Recovery/Wellness Support:

Job Tasks that should be performed by the Peer Recovery Specialist in the Recovery/Wellness Support domain are:

1. Assist the individual with setting goals.
2. Recognize that there are multiple pathways to recovery/wellness.
3. Contribute to the individual's recovery/wellness team(s).
4. Assist the individual to identify and build on their strengths and resiliencies.
5. Apply effective coaching techniques such as Motivational Interviewing.
6. Recognize the stages of change.
7. Recognize the stages of recovery/wellness.
8. Recognize signs of distress.
9. Develop tools for effective outreach and continued support.
10. Assist the individual in identifying support systems.
11. Practice a strengths-based approach to recovery/wellness.
12. Assist the individual in identifying basic needs.
13. Apply basic supportive group facilitation techniques.
14. Recognize and understand the impact of trauma.

5. Harm Reduction:

***Job Tasks** that should be performed by the Peer Recovery Specialist in the Harm Reduction Domain are:*

1. Recognize principles of harm reduction in SUD and mental wellness.
2. Provide tools and strategies to reduce harm and negative consequences.
3. Discuss harm reduction strategies and readily available resources (e.g., recognizing patterns and behaviors, stages of change).
4. Provide overdose prevention education and link to resources (e.g., naloxone, community resources, testing strips).
5. Identify resources for ancillary/wraparound services.
6. Practice self-awareness of personal beliefs and biases towards harm reduction.
7. Identify alternative approaches that do not seek to prevent or end substance use.