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May 20, 2015

ADDENDUM # 2

RFP#: 7549538

Title: Mental Health Peer Support Services

Bid Closing Date & Time: May 27, 2015 at 10:00 AM (Eastern Time)

Notice to Vendors

Reports referenced in addendum 1 attached.

1. Draft RI Behavioral Health Peer Recovery Specialist Training Curriculum; &
2. Rhode Island Peer Recovery Specialist Description Draft.

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Interested parties should monitor this website, on a regular basis, for any additional information that may be posted.

RI BEHAVIORAL HEALTH PEER RECOVERY SPECIALIST TRAINING

CURRICULUM INTRODUCTION

A Peer Recovery Specialist is an individual who has lived experience with mental illness and/or addiction to alcohol or drugs has completed formal training, and provides one-on-one strengths-based support to peers in recovery. In Rhode Island, as in the nation as a whole, peer recovery support has been recognized as a uniquely effective approach to helping individuals with mental health or substance use disorders move ahead in their recovery, to achieve a self-directed life and a positive sense of belonging in their community. The field of peer recovery support is growing in Rhode Island as more and more behavioral health and social service settings seek to be able to offer peer recovery support to their consumers. Along with this growth comes a need for standardized training.

Purpose:

The *Rhode Island Behavioral Health Peer Recovery Specialist Training* is designed to:

- 1) Prepare Peer Recovery Specialist candidates to be resourceful, professional and effective providers of peer recovery support
- 2) Provide a common foundation of knowledge, skills and ethical standards for individuals working as peer supporters to people in recovery, and
- 3) Enable individuals to meet the educational requirements for Peer Recovery Specialist certification. ¹

This curriculum provides the basis for an integrated training program that prepares Peer Recovery Specialists who will work with individuals in mental health or substance use recovery, as well as individuals with co-occurring disorders. The curriculum highlights the aspects and processes of recovery that are similar for people with these disorders and also explores the differences.

Curriculum Components and Format:

The 46-hour curriculum consists of two introductory webinars of 1.5 hours each, five 8-hour days of in-person training, and three hours of structured self-study at home.

¹ While this 46 hour curriculum does meet the educational requirements for Peer Recovery Specialist certification in Rhode Island, it is not intended to be exclusive.

Peer Recovery Specialist Training Components			
Title/Scope	Format	Time	Setting
Peer Recovery Specialists: A Growing Field in Rhode Island	Webinar	1.5 hours	Off-site
Recovery in Mental Health and Addiction: Histories and Basis for an Integrated Approach	Webinar	1.5 hours	Off-site
The Role of Peer Support in Recovery	Face-to-face	8 hours/full day	Organization employing peers or training site
Foundations of the Peer-Peer Relationship: Connection and Mutuality	Face-to-face	8 hours/full day	Organization employing peers or training site
Boundaries and Ethical Issues for Peer Recovery Specialists	Face-to-face	8 hours/full day	Organization employing peers or training site
Mental Illness, Substance Use, Co-Occurring Disorders and Recovery	Face-to-face	8 hours/full day	Organization employing peers or training site
Moving Towards Wellness	Face-to-face	8 hours/full day	Organization employing peers or training site
Reflection and Review	Self-Study/Homework	3 hours	Off-site

This *Facilitator Guide* includes the following elements for the five face-to-face training days. For each day you will find:

- **Cover page** listing learning objectives, interactive activities, handouts/readings/videos, equipment/materials needed and homework.
- **Facilitator Notes** outlining pre-class preparation, teaching team, key topic areas covered, background reading and resources, and certification domains and tasks addressed.
- **Presentation slides** in PowerPoint format
- **Activities Guidelines** specifying purpose, materials, time, steps, instructions and wrap-up for interactive exercises and homework.
- **Handouts** used during the session.

Using the Curriculum in Your Setting:

The curriculum as packaged in this Facilitator Guide provides the fundamental, baseline content knowledge and skills practice needed to prepare Peer Recovery Specialist candidates to take and pass the certification exam. It is expected that each organization or agency delivering the curriculum will customize the training to its own setting and to the specific roles that Peer Recovery Specialists will take on with the organization's particular consumers.

The purpose of the slides is to ground trainer presentations and ensure that key knowledge and content areas needed for certification are covered, but it is expected that the trainer will add to, elaborate on, tailor and rearrange this basic content as appropriate to the particular setting and trainees. The interactive activities provide opportunities to reflect on and process information presented, as well as to practice skills needed in peer recovery support work. The activities can be used at the training team's discretion and can be modified, customized or added to as needed.

Given the length and intensity of the curriculum, it is recommended that the training be led by a team of people rather than by an individual trainer. Experienced Peer Recovery Specialists should play a lead role in facilitating the face-to-face training. Caseworkers, clinicians or other staff who supervise or team with Peer Support Specialists can co-lead the training with them.

Rhode Island Peer Recovery Specialist

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Background

The Peer Recovery Specialist's role as a behavioral and physical healthcare professional is to provide interventions that promote socialization, long-term recovery, wellness, self-advocacy, development of natural supports, relapse prevention, and community inclusion. The Peer Recovery Specialist does not replace any other behavioral or physical health professionals but rather complements the existing array of support services.

Peer Recovery Specialist (PRS) Qualifications

The Peer Recovery Specialist credential is designed for individuals with personal lived experience of recovery from addiction, mental illness, homelessness, developmental disability, or management of a chronic illness. Peers are able to provide a unique perspective to those with similar life issues by offering insights and support into the recovery process based on their own experience. Peer Recovery Specialists can also be family members or loved ones of an individual with lived experience who have helped with their recovery or illness management.

A peer must have been diagnosed with mental illness, addiction, chronic illness, or intellectual/developmental disability (I/DD), and have received, or is receiving treatment for that diagnosis or have lived experience with a family member or loved one with one of these diagnoses. Individuals who have undergone periods of homelessness may also apply for this credential. Further, they must be willing and able to share their lived experience with those who have similar life issues.

Certified Peer Recovery Specialist

To be a Certified Peer Recovery Specialist (CPRS) an individual must be credentialed by the Rhode Island Certification Board (RICB) as a Peer Recovery Specialist. RICB credentialing standards meet minimum standards of the International Certification and Reciprocity Consortium (IC&RC).

RICB standards for Peer Recovery Specialist are:

- Education: High school diploma or equivalency.
 - Training: 46 hours of training with 10 hours each in the domains of Advocacy, Mentoring and Education, and Recovery/Wellness Support and 16 hours in the domain of Ethical Responsibility.¹
 - Experience: 500 hours of volunteer or paid work experience specific to the domains.
 - Supervision: A total of 25 hours of supervision specific to the domains. Supervision must be provided by an organization's documented and qualified supervisory staff per job description.
 - Examination: Applicants must pass the RICB Peer Recovery Specialist Examination.
 - Code of Ethics: The applicant must agree, in writing, to abide by the code of ethics.
 - Recertification: 20 hours of continuing education earned every 2 years including 6 hours in ethics.
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Peer Recovery Specialists may be employed as part-time or full-time staff or serve as volunteers depending on agency capacity and community needs. Providers are encouraged to employ more than one Peer Recovery Specialist within an agency and to consider capacity building of the Peer Recovery Specialist role across agency services. In order to provide culturally relevant services, agencies should utilize individuals who reflect the lived experience, culture, ethnicity, health and behavioral health service experiences of the people with whom they will work.

Duties

Peer Recovery Specialists provide non-clinical, person-centered, recovery-focused support while helping to ensure the recovery and health/wellness plans reflect the needs and preferences of the person being served to achieve measurable and individualized goals. The service levels provided are determined on an individual basis taking into account the intensity of the person's situation and the experience of the Peer Recovery Specialist.

Peer Recovery Specialist services include a range of activities that are delivered in community settings. The location where services are provided should be flexible based on the need and comfort level of the person being served. Services include peer support to foster encouragement of personal responsibility and self-determination, to focus on health and wellness, and to assist individuals in engaging and communicating with providers and systems of care.

Mental health professionals have identified peers as a means to reconnect addiction, mental health treatment, and wellness with the recovery/health process. The peer is not a sponsor, case manager, or a therapist, but rather a role model, mentor, advocate, and motivator. They provide empowering messages through identified experience and assist individuals in developing skills to utilize supports and resources to maintain recovery/wellness.

Peer Recovery Specialists use a strengths-based approach that concentrate on the inherent strengths of individuals, families, groups, and organizations, deploying personal strengths to aid recovery and empowerment. Peer Recovery Specialists recognize that it is normal for their peers to have gaps in skills or development and help them recognize and fill these gaps with needed skills. Services provided by Peer Recovery Specialists are a critical component of the continuum of care services that substantially improves an individual's ability to sustain long-term recovery, health and wellness.

Examples of Peer Recovery Specialist work include, but are not limited to, the following:

- supporting individuals in accessing community-based resources, recovery, health and wellness support, and employment services,
- guiding individuals in developing and implementing recovery, health and wellness, and employment plans,
- serving as a role model for the integration of recovery, health and wellness, and employment
- educating individuals regarding services and benefits available to assist in transitioning into and staying in the workforce
- navigating state and local systems (including addiction and mental health treatment systems)

- mentoring individuals as they develop a strong foundations in recovery and wellness
- supporting individual empowerment through self-advocacy by sharing personal recovery experiences to build a sense of hope in the recovery process and journey to wellness
- serving as an integral member of an individual's recovery and wellness team

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