



PRO-A Training Institute, with continued hope and a steadfast commitment to the recovery community of our Commonwealth, is moving forward together toward healing, resilience, and lasting change. Educating individuals who are dedicated to serving the SUD population is a continual goal of PRO-A, and we continue to add to our training list to meet the needs of those working in our systems of care. Training fees are based on continuing education hours.

PRO-A would like to share some of the trainings that we have available. The topics can be individualized to meet the needs of your organization. If you have a need for a training topic not listed below, please contact us.

In addition, PRO-A is a trainer for the new Peer Certification through the Pennsylvania Association of Addiction Professionals (PAAP). The Pennsylvania Certified Peer Recovery Support Specialist (PC-PRSS) Credential is available in PA as an alternative to the PCB – CRS credential. NAADAC, the Association for Addiction Professionals / National Certification Commission for Addiction Professionals (NCC AP) through their state affiliate the Pennsylvania Association of Addiction Professionals / Pennsylvania Certification Commission for Addiction Professionals is offering this certification. NAADAC certification is the most widely recognized SUD credentialing body and is recognized in 45 states.

Please contact Patti (patti.b@pro-a.org) to discuss opportunities to meet your training needs!

Trainings, Descriptions & Goals

A Common Vision of Recovery

Description: This training provides an overview on addiction, mental health, and co-occurring disorders. Participants will compare the common aspects and differences relative to the recovery processes for substance and alcohol use and mental health. The training will equip attendees with a better understanding of how to reach a common vision of recovery. Concluding this training, individuals will be able to:

- Alleviate any misunderstandings relevant to Substance Use Disorders, Mental Illness, and Co-occurring Disorders.
- Identify differences and similarities of Substance Use Disorders and Mental Disorders and their recovery processes.
- Develop a common perspective for recovery from both disorders.
- Describe an individualized recovery plan and identify its components.

Addiction and the Family

Description: Chemical dependency, including alcohol and prescription medications, has a severe impact on families, loved ones, and other individuals close to the person who is chemically dependent. The most effective way for family members to be responsive and supportive of their loved one is to develop a strong understanding of the disease and recovery processes. This training provides an understanding of the consequences of addiction, family dynamics, and techniques that promote self-care. Concluding this training, individuals will be able to:

- Distinguish the characteristics of functional and dysfunctional families.
- Define homeostasis and possess an understanding of how it is disrupted when dealing with substance use conditions.
- Recognize healthy and unhealthy behaviors.
- Identify the different roles individuals play within the family system and define common roles taken on by children in families facing addiction.

Advocacy, Support, and Systems Navigation

Description: Advocacy and support are two underlying roles of the Certified Family Recovery Specialist (CFRS). This training will differentiate between enabling and empowering; the differences of the role of the support specialist at the—

micro, mezzo, and macro levels; and the basic responsibilities of a CFRS relative to systems of care. Concluding this training, individuals will be able to:

- Identify the role of the CFRS based on prior research and outcomes.
- Discern the meaning of advocacy and support within the CFRS role.
- Determine the role of the CFRS relative to systems of care.
- Be able to document the services given in their role as a CFRS.

Are We Helping or Hurting – Beyond Concepts of Codependency

Description: This training explores some facets the impact of addiction on the family system, including historic concepts of codependency and their application to more contemporary applications. Attendees will learn to:

- Identify characteristics of “Functional” and “Dysfunctional” behavior and how homeostasis is disrupted when substance use misuse and addiction occurs in the family.
- Learn about the continuum of healthy and unhealthy behavior within addiction impacted families and how to explore roles often assumed within substance misuse impacted families.
- Discuss how families can make choices to discuss and explore how to address substance misuse as part of the recovery process.

Beyond Pathology: A Common Vision of Recovery

Description: This training focuses on understanding recovery from addiction and its nuances. The training explores SU and MH concepts from a recovery orientation. At the conclusion of the training, individuals will be able to:

- Be able to describe addiction recovery beyond the pathology, including co-occurring mental health conditions.
- Describe how wide variation in experience require individualized focus.
- Identify basic mental health conditions.
- Examination of stages of recovery and multiple pathways of recovery.

Communications for Change

Description: This training will educate participants on the critically important role that people with lived experience have in changing public perception about addiction and recovery and focus on ways to communicate in concise and focused ways to increase the effectiveness of our message. Attendees will learn how to talk about addiction from a recovery perspective and how to create narratives in a way to emphasize recovery and hope over addiction and despair. Participants will learn about advocacy in relation to 12-Step anonymity. Participants will focus on how to communicate in a variety of settings, including with public officials and in social media. Concluding this training, individuals will be able to:

- Form a narrative and keep a focus on the positive elements of the recovery process in order to reduce stigma against persons with addiction while focusing on the very real hope of recovery.
- Utilize stories of lived experience of recovery to effectively communicate hope and resiliency to combat stigma and improve the understanding of recovery as a reality.
- Communicate stories in an effective and concise manner, in a variety of settings, including with public officials and through social media.

CRS Supervisory Training: Recovery Leadership Module 1

Description: This training will cover the foundational building blocks of the Parallel Process, present how to use them in a manner to build relationships with our staff, and present the different styles of effective leadership. There is focus on developing as leaders and looking at the inherent qualities that good leaders possess. We will begin to delve into the core competencies of peer supervision, covering Recovery Orientation and Trauma & Social/Health Care Equity, and assessing how our role as supervisors can positively impact the drug & alcohol treatment system in work places, communities, and across Pennsylvania. Concluding this training, individuals will be able to:

- Explain the importance of recovery orientation, and how staff duties and roles impact recovery orientation with the peers served.
- Understand the effects of trauma & social/health care equity.
- Possess knowledge of supervision competencies to include ethics, boundaries & confidentiality; advocacy;

community resources; and system navigation.

- Appreciate employee practices and professional responsibilities to support meaningful roles, improve team moral, and enhance the efficacy of providing peer services.

CRS Supervisory Training: Recovery Leadership Module 2

Description: This training will provide the supervisor with a view of how to employ emotional intelligence in relationships with supervisees to become proficient in supervising peer service providers in a safe, healthy, and nurturing environment. Vicarious liability as a leader will be explained through various modalities which can be applied to mold and shape supervisees through the guiding principles of peer leadership. Concluding this training, individuals will be able to:

- Learn and begin to apply the concepts of emotional intelligence toward the supervisory relationship.
- Demonstrate supervision competencies in the supervisory relationship, recognize the supervisor's capacity as a role model, and recognize the value between self-care plans for supervisors and team members.
- Apply effective employment practices, understand the appropriate professional responsibilities of a CRS, and support meaningful CRS service roles within an organizations structure.
- Understand and utilize effective feedback to support peer service provider teams in developing a plan for their personal and professional development.

Crisis Intervention Strategies for Peer Providers

Description: Physical, psychological, or medical situations, and emergencies can create stress, fear, and anxiety for individuals. Individuals may have difficulty dealing with an event or situation that exceeds their resources and coping mechanisms. This educational workshop provides peer providers with tips that can assist in providing a safe avenue for the solution of a crisis. Concluding this training, individuals will be able to:

- Identify differences between urgency, crisis, and emergency situations.
- View crisis intervention as a multi-dimensional process.
- Utilize effective verbal intervention skills.
- List the three steps of crisis intervention.

Developing a Recovery Orientation

Description: This training will look at key concepts of recovery for Substance Use in a recovery focused service system. Covered in this training will be:

- Overview of Addiction / Recovery as the probable outcome and the history of the New Recovery Advocacy Movement.
- Overview of recovery values / key concepts including recovery capital.
- Considerations of stages of change and the recovery process.
- Examination of stages of recovery and multiple pathways of recovery.

Do You Hear What I Hear: Lessons In Effective Communication

Description: The ability to communicate with others is often viewed as a simple process. However, the lack of communication can have a huge effect on families, individuals, one on one relationships, groups, and even society as a whole. This training provides instruction and group exercises that will assist in sharpening your communication skills and provide effective ways to reduce conflict, thereby improving interaction with others. Concluding this training, individuals will be able to:

- Choose appropriate communication styles within different settings and recognize cultural differences which may affect communications.
- Employee appropriate techniques when speaking in a peer capacity with other family members, a person, or persons in recovery.
- Utilize communication techniques that engage and encourage openness and or when necessary help to resolve conflict.
- Recognize non-verbal cues and identify what they may be communicating.

Engaging to Support Recovery

Description: This training focuses on engaging individuals in caring, collaborative relationships using the available tools and resources available to peer workers. The training will include discussions on the use of the BARC-10 and other tools to support long-term recovery as well as a focus on active listening strategies. At the conclusion of the training, individuals will be able to:

- Engage persons in collaborative strategies to support multiple pathways as part of whole person wellness.
- Understand the Five-Year Care model as a unifying paradigm that focus on sustaining / improving life.
- Use techniques that engage and encourage openness/ choosing communication styles for different settings to recognize non-verbal cues and what they can mean.
- Recognize cultural elements that affect communications and choose appropriate communication techniques when speaking with a person or persons in recovery or their family members.

Ethics and Boundaries for Family Peer Supports

Description: Ethics & Boundaries for Family Peer Supports will provide an overview of the differences between personal and professional boundaries, the reasons these boundaries are crucial, and the guidelines to implement healthy boundaries in the professional role of a family support. This training will examine ethical guidelines of a family recovery support professional, review federal and state regulations that guide our ethical decisions, and identify a plan for following ethical guidelines in decision making as a family support professional. This training will also examine the most common ethical concerns, and will utilize case studies to ensure that participants will have a full grasp of the possible ethical issues that may arise in their service delivery role, as well as the steps to utilize in determining best practices for ethical decision making. Concluding this training, individuals will be able to:

- Identify Boundaries and the differences between personal & professional boundaries.
- Define ethical behavior, understand the meaning of and provide examples of confidentiality, boundary issues, and ethical guidelines of a family support specialist/service provider.
- Determine how to establish best practice standards and apply ethical codes of conduct.
- Develop and maintain professional boundaries in the role of a CFRS.

Ethics and Boundaries for Peer Providers

Description: The process of helping others is becoming increasingly dangerous, with a variety of complex dilemmas that challenge the integrity of service providers and community-based organizations alike. This training provides an overview of ethical guidelines for recovery peer support and family peer support service providers. Attendees will examine the most common ethical mistakes made during the delivery of services and will be provided examples to illustrate simple oversights and everyday errors, as well as the deliberate, blatant blunders of former helping professionals. Through this thought-provoking, interactive, and hands-on exploration, attendees will gain insight into frequently identified problem areas that can hurt both peer service providers and recipients. Concluding this training, individuals will be able to:

- Understand confidentiality, boundary issues, informed consent, impairment, and other aspects of peer provider relationships.
- Clarify ethical behavior and develop a framework for making sound ethical decisions.
- Identify and understand the consequences of ethical, boundary and confidentiality violations.

The Ethics of Juggling Multiple Roles in Rural Communities

Description: This training is intended to support effective supervision and support for peers navigating dual relationships in rural care settings. It includes a focus on applicable standards and effective strategies from the literature to support effective supervision and care in rural settings. Attendees will:

- Gain insight into evolving ethical standards and how we view dual nonsexual relationships in rural service settings.
- Be able to identify the challenges for peers in navigating dual relationships in rural communities, including decision-making strategies to protect clients served in rural communities.
- Have an increased understanding of why recovery house standards are important to ensure safe and ethically operated recovery housing / NARR Standards.

Ethical Supervision of Peers

Description: This training is designed to support a deeper understanding of peer supervision including frequency of supervision, supervision elements, self-care for peers, accommodating vs. “over-supporting” peer staff, etc. Attendees will learn about:

- Gain insight into the importance of clear roles and functions / job descriptions that differentiate peer staff from other staff and serve to sustain peer workers within their scope of practice.
- Understand how peer supervision differs from clinical supervision and the importance of understanding of the scope of practice peer recovery support specialist role to support proper care.
- Explore how we can use supervision to support good ethical boundaries consistent with relevant codes of ethics.

Establishing and Sustaining Psychological Safety in the SUD Workplace

Description: This training is designed for participants to consider concepts related to Psychological Safety (PS) and why it is important in our work settings. It is a vital and shared responsibility across our institutions to support safety efforts in places our communities are served. Attendees will:

- Discuss some of the facets that lead to people perceiving a lack of safety
- Describe why feeling safe is vital for both patients and staff
- List ways to increase PS for both the staff and people served.

Family Healing and Recovery 101

Description: Attendees will gain an understanding of the damaging effects of stigma on families and identify pro-active solutions in combating stigma. Individuals will identify what recovery looks like, the stages of recovery, possible solutions, and how to advocate for families by educating those working with families in continuing the dialogue with others in the recovery community. Concluding this training, individuals will be able to:

- Define family recovery, explain the recovery process, and explain a process of change model.
- Identify pathways to recovery for families and the phases and stages of recovery.
- Identify and describe community supports available to persons in recovery.
- Define advocacy and identify alternative ways of advocating for families.
- Discuss public policy and laws that protect individuals and families from discrimination.

Forming an Alliance for Recovery: The Art and Science of the Therapeutic Alliance

Description: This training will explore the underlying theory, research on, and application of the therapeutic alliance in working with substance use disorders. Attendees will learn how a strong, therapeutic alliance built on a spirit of collaboration, an emotional bond, and an agreement on goals and tasks is the best predictor of a positive service outcome. Through the training, attendees will discuss and examine data on services abandonment, research on the efficacy of engagement in the recovery process, and explore how internal factors within the practitioner and the individual seeking help can influence the development of a therapeutic alliance. Concluding this training, individuals will be able to:

- Consider how to improve engagement, understand the importance of engagement, and comprehend barriers to creating effective alliances with clients.
- Understand the elements of a therapeutic alliance and know how to form a therapeutic alliance.
- Identify internal strengths and resources of the client to develop strength-based goals.
- Understand the elements of a therapeutic alliance and factors to consider when working to engage with them in a collaborative change process of recovery.

Getting Crispy Burnout, Compassion Fatigue and Secondary Trauma

Description: Peer service workers are often exposed to highly stressful events and situations in the course of their work. They may even experience consequences because of this exposure and not understand what is occurring to them. This training is intended to provide an overview of related concepts. The training was designed to be facilitated along with the self-care and resiliency training. Attendees will learn about:

- Chronic stress/trauma & SUDs and related concepts associated with chronic stress & trauma
- The impact of these issues for both helper and helpee

- The factors related to the development of these issues from micro, mezzo, and macro levels

Healing the Stigma of Addiction

Description: Drug addiction has been characterized by the World Health Organization as the most stigmatized condition in the world. Through this training, attendees will learn to:

- Define stigma, recognize its origins / explain its consequences, examine implicit bias and its ramifications.
- Apply pro-active solutions in combating the stigma associated with SUDs.
- Discuss public policy and laws that protect individuals and their families from discrimination.
- Define advocacy and explain how individuals advocate reducing the stigma associated with SUDs.

Integrating Peers into the Workplace (for Construction Trades)

Description: This training is intended to support workplace wellness in the construction trades and identify the promising practice of integrating peer roles in construction trades settings. There is evidence that the construction trades have the highest rate of overdose of any occupation. Attendees will:

- Learn what a peer is, their role and how they can be a good fit for integration in the construction trades and understand how substance use fits in with a work hard, play hard culture and how stigma makes it more difficult to address when a problem develops.
- Review how overdose and workplace safety are increasingly a concern across industries, including the construction trades as well as about overdose reversal agents, normalizing them and making them available at all worksites.
- Understand how peer roles differ from and complement roles like EAPs and treatment providers and considerations in how to effectively implement a peer model within the construction trades.

Leadership for Peers

Description: This training is intended for developing leaders within the drug and alcohol recovery community who want to learn about basic leadership elements, attributes of leaders, and what makes an effective peer leader. Through this training, participants will learn some of the basics aspects of advocacy and how it relates to lobbying. Attendees will learn about the vital importance of mentoring to develop skills and how to support others in their own growth in order to strengthen the recovery movement. Concluding this training, individuals will be able to:

- Identify elements and attributes of effective leadership.
- Identify elements of advocacy and understand how advocacy differs from lobbying.
- Understand why advocacy is important to our future.
- Understand the elements of mentoring and what the research says about the efficacy of mentoring.

Looking Back to See Forward, a Training on the History of the Modern US Recovery Movements

Description: The history of addiction recovery movements in the US is fascinating and vital to understand for our current generation who is invested in our collective efforts. This training is based on extensive reviews of our documented history and key interviews with persons who have been contributive to our most recent movement, the new recovery advocacy movement which rose up on the late 1990s. Attendees will:

- Learn about the formation of the New Recovery Advocacy Movement (NRAM).
- Gain insight into the barriers and opportunities we have faced historically.
- Understand what we accomplished and how we did it.
- Learning from our own history to move our work forward.

Multiple Pathways of Recovery

Description: This training includes an overview of how the new recovery advocacy movement and its role in strengthening diverse pathways to recovery. The training includes related concepts of recovery supportive language and ethical considerations of application for peers supporting multiple pathways of recovery. Attendees will:

- Gain an overview of the American Recovery Movement and the role of recovery community in shaping how we think about, talk about and support recovery.
- Understand how Recovery Oriented Language is being used to reduce stigma and support efforts to expand access to substance use treatment and recovery support services.

- Understand the evolution of Multiple Pathways of Recovery to ensure support for individualized healing pathways across a myriad of options from abstinence, medication supported recovery, faith based and many more.

Navigating the Peer Role in Rural Communities

Description: This training is designed to support peer workers in navigating the challenges of providing peer services in rural communities and the likelihood of dual relationships. The training includes an examination of relevant ethical considerations and tools / resources to support effective care. Attendees will:

- Understand why the peer role may experience additional challenges in respect to dual roles in general, including how peers in these roles in rural settings face additional challenges.
- Develop insight into the role and function of supervision in ethical decision making.
- Understand how self-care is particularly vital to ensuring the ethical navigation of peer roles and responsibilities in rural communities.

On Wounded Healers & Loss

Description: This training is intended to focus attendees on considering the role of helper as wounded healers and serve to support healing discussions / organizational strategies to support staff during periods of grief. Attendees will learn to:

- Describe strategies for COE leadership to assess and incorporate staff wellness support into regular supervision.
- List signs to watch for that staff may be struggling with grief and identify resources that COE leadership can utilize to support staff who experience grief as a result of their role.
- Use structured outreach so they are better prepared to communicate with grieving families and loved ones.

Peer Recovery Support Services: What are They, What are the Ethics and Boundaries

Description: Participants will learn to recognize the critical role Recovery Support Services play in the continuum of care for recovery from addiction. This workshop offers a comprehensive look at what Recovery Support Services are and how they are utilized for maximum benefit with a focus on ethics & boundaries. In addition, current tools and methodologies will be presented. At the conclusion of the training, individuals will be able to:

- Define recovery support services and list the types of peer recovery support services (PRSS).
- Develop knowledge of a Recovery Oriented System of Care.
- Differentiate between peer and clinical services and roles.
- Understand and consider ethical dilemmas and addressing ethical conflicts in PRSS.

Peer Supervision

Description: This training introduces the core functions of peer supervision with a recovery-oriented focus. Attendees will learn:

- Basic Functions and roles of a Peer Supervisor.
- Recovery orientation.
- Understand the effects of trauma and healthcare equity.
- Supervision Competencies.
- Ethics, boundaries and confidentiality.
- Advocacy, community resources and system navigation.
- Employment practices and professional responsibilities.
- Support meaningful roles.

Peer Worker Recruitment, Development and Retention Strategies

Description: This training is designed to provide SUD treatment and recovery support service organizations in considering how to effectively recruit and retain SUD Certified Recovery Support workers. Through this training, attendees will learn to:

- Understand some of the considerations in hiring potential candidates as peer support workers.
- Consider prior training and worker lived experience at point of hire and beyond
- Consider the effective use of supervision for retention of peer workers.

Recovery 101: Building on a Foundation of Strengths

Description: Like SUDs, healing from an SUD is complex and multifaceted. This training will provide an overview of some key considerations in respect to addiction recovery. Attendees will learn about:

- Definitions of recovery from substance and alcohol conditions.
- Stages of recovery from contemplation to stable recovery.
- The recovery process of change model.
- Treatment and recovery support options available to those seeking help.

Recovery Planning: From Theory to Action

Description: Attendees will learn about basic concepts of therapeutic alliance, developing a strengths-based orientation and practice developing recovery plans. Goals include:

- Understanding the foundational elements of recovery planning. Including how to consider the Inherent strengths of persons served using the four dimensions of recovery.
- Considering elements of a therapeutic alliance and building resilience through recovery planning.
- Developing proficiency at engaging persons in care using individualized recovery plan goals and objectives.
- Learn to use the recovery plan to strengthen alliance and focus efforts to empower individualized recovery efforts.

Recovery Support from a Family Orientation

Description: Attendees will learn historical perspectives of how family has been viewed in relation to SUDs, dynamics associated within families impacted by SUDs and explore healing from a family orientation.

- Identify subjective characteristics of “Functional” and “Dysfunctional” behavior and how homeostasis is disrupted when substance use misuse and addiction occurs within the family.
- Examine facets of history in the US recovery movement to contextualize focus on family healing our current era.
- Develop a deeper understanding on the impact of shame and stigma on family wellness.
- Explore roles often assumed within substance misuse impacted families.
- Examine barriers and opportunities to the inclusion of family supportive healing within our SUD care systems.

Self-Care & Resiliency

Description: This training is intended to support wellness and self-care efforts for peer support workers supporting care within our service institutions. Wellness efforts are vital to effective care and to retention of an effective workforce. This training was designed to be facilitated along with Getting Crispy Burnout, Compassion Fatigue and Secondary Trauma training. Attendees will learn about:

- Concepts of self-Care & nurturing in SUD service settings.
- Understanding the factors related to the development of these factors into the micro, mezzo and macro levels of system care.
- Concepts related to resiliency and “Grit” for helpers and building resiliency and self-care into our institutions and organizations

Stigma and SUD Care and Support

Description: Stigma associated with substance disorders has been found by the world health organization to be the highest of any condition worldwide. Stigma has broad implications for our field and all its services. Through this training, attendees will learn to:

- Define stigma, recognize where it comes from, and explain its consequences and consider concepts of implicit Bias and its ramifications.
- Apply pro-active solutions in combating the stigma associated with substance and alcohol use disorders.
- Discuss public policy and laws that protect individuals and their families from discrimination and define advocacy and explain how individuals advocate reducing the stigma associated with substance and alcohol use disorders.

Storytelling from the Heart: Use of Storytelling in Peer Role

Description: Storytelling is the oldest method in human history on transferring important information between people. Story telling is a vital facet of peer service work yet little training exists to get peer workers to consider how to use

storytelling effectively. Through this training attendees will learn about:

- The ethics of storytelling and how storytelling can inspire and transform.
- Understanding your audience, their needs, different styles of storytelling.
- How to shape a story and make it more powerful while working to engage and inspire others through the practice of storytelling.

Strategies for Recruiting and Hiring of SUD Certified Recovery Support Workers

Description: Planning first and taking the time to define the role of the peer provider within the work and in relations to clinic services. Environment. This training will review what to look for in a potential hire and identify the important steps when recruiting and hiring peer recovery support workers. Through this training, attendees will be able to:

- Clarify the peer role within clinical and community service environments to ensure role alignment.
- Recognize key qualities and lived experiences that make effective peer recovery support workers.
- Apply effective recruitment and hiring practices to attract, evaluate, and select strong candidates.
- Foster supportive work environments that sustain peer providers through supervision and professional development.

Substance Use Conditions and Recovery

Description: This training was developed as part of social worker curriculum and presents an introductory overview of substance use conditions. Attendees will benefit from receiving data on impaired professional programs, the effects of trauma, and the correlation between substance use conditions and trauma. We will discuss the roles of helping professionals and the importance of a therapeutic alliance. As well, this training incorporates the elements of a Recovery Oriented System of Care (ROSC). Concluding this training, individuals will be able to:

- Possess knowledge on the correlation between trauma and substance use disorders.
- Understand the efficacy rates surrounding long-term treatment programs and therapeutic alliances.
- Identify and apply the elements of the ROSC model to improve service systems.

Supporting Those We Serve from a Strength-Based Perspective

Description: Recovery management and recovery-oriented systems of care orient to support strengths over pathology. This training is designed to support the development of a strength-based orientation for persons served in our treatment and recovery support systems. Attendees will learn:

- SUDs are complex conditions steeped in stigma and how this impact healing.
- Services have historically held a deficit orientation and the impact this has had on those impacted by SUDs.
- New orientations grounded in recovery as part of recovery-oriented systems of care.
- Tools, recovery planning, recovery friendly language and individualizing support participants to improve our capacity to assist persons on their recovery journeys and focus on takeaways /action items to consider Integration of peers into SUD treatment settings.

The Addiction Process

Description: This comprehensive workshop provides knowledge of environments that foster addiction, including traumatic experiences; the biochemical changes in the brain that affect addiction; biological and psychological factors of addiction; gender differences in addiction; a listing of drug classifications, an understanding of the changes that occur in the body which lead to the uncontrollable obsession and compulsion associated with addiction; the cost of addiction to the individual and society; and the benefits of recovery. Concluding this training, individuals will be able to:

- Identify drugs according to classification.
- Comprehend the relationship between culture and addiction.
- Discern tolerance and withdrawal syndrome associated with Alcohol and Substance Use Disorders.
- Identify risk factors for individuals susceptible to addiction.
- Describe neurological changes that occur in the brain due to chemical dependency.
- Recognize defense mechanisms associated with addiction and how to break them down.

Understanding and Strengthening Peer Support Competencies

Description: This training focuses on supporting attendees in learning about the need for service programs to understand the history of peer services in SUD care capacities and how these formal roles differ from self-help support and clinical care. Attendees will learn to:

- Explain peer core competencies, knowledge, skills and values within their roles and functions in SUD programs.
- Discuss the importance of ethical provision of peer support services from self-care to service integrity.
- Support improved retention of peer workers by focusing on peer worker competencies in supervision.

Walking the Talk – Human Service Organizational Wellness

Description: This training is intended to support therapeutic alliance with persons served within our care institutions and to support a basic understanding of parallel process within treatment and recovery support service settings. Attendees will learn to:

- Understand the dynamics of parallel process and how to consider parallel process in organizational wellness.
- Gain insight into workforce recruitment and retention strategies with an emphasis on a strength's orientation.
- Examine effective strategies for supporting staff under strain / including persons in recovery and the value of shifting organizational culture to a wellness orientation.

What's E.Q. Got to Do with It? *The Relationship Between Emotional Quotient and Recovery*

Description: This training will provide an overview of the value of Emotional Quotient, which is the ability to understand, use, and manage your emotions effectively, as well as recognize and respond to the emotions of others. It will also include the essential elements of EQ, the impact of EQ on our relationships, as well as analyze how Substance Use Disorders impact EQ. This training will delve into how emotional sobriety relates to Emotional Quotient, and how increasing EQ can enhance key areas of our lives. Lastly, steps to strengthen EQ will be discussed with specific suggested work. Attendees will be gain the following:

- Attendees will understand the meaning and components of Emotional Quotient and how it relates to their recovery process.
- Attendees will understand the impact of EQ on various aspects of life, to include the quality of our relationships.
- Attendees will be able to describe how improving EQ can lead to more effective engagement in treatment and recovery support service provision.
- Attendees will improve their ability to use and manage their emotions more effectively, ultimately increasing their recovery capital.

Many of the links below are for related resources:

- 01 PRO-A Strategies for Recruiting and Hiring of SUD Certified Recovery Support Workers – Link [HERE](#)
- 02 PRO-A Peer Worker Recruitment, Development and Retention Strategies – Link [HERE](#)
- 03 PRO-A Supervision & Recovery Focused Agency Wellness – Link [HERE](#)
- 04 PRO-A Post Traumatic Growth Information Sheet – Link [HERE](#)
- 05 PRO-A DOL Parity Enforcement and Information - Link [HERE](#)
- 06 PRO-A Staff Loss, Grief & Wellness Resource Sheet – Link [HERE](#)
- 07 PRO-A NRAM 20th Anniversary of Recovery Summit Interviews & Historical Info – Link [HERE](#)
- 08 PRO-A Growing Our Recovery Oriented Workforce – Link [HERE](#)

Fee schedules:

- One-hour trainings on these topics \$200
- Half day Trainings \$450
- Full day trainings \$900

As far as peer training, we are also offering the new PA State Peer training offered through [NAADAC, the Association for](#)

[Addiction Professionals](#) / National Certification Commission for Addiction Professionals (NCC AP) and our state affiliate the [Pennsylvania Association of Addiction Professionals / Pennsylvania Certification Commission for Addiction Professionals](#). The credential is the [Peer Recovery Support Specialist \(PRSS\)](#) and it is the equivalent of the CRS. NAADAC certification is the most widely recognized SUD credentialing body and is recognized in 45 states.

PENNSYLVANIA CERTIFIED PEER RECOVERY SUPPORT SPECIALIST TRAINING

PRO—A Peer Course Descriptions – At least 48 hours of peer recovery-focused education and training, including education in documentation, community/family education, case management, crisis management, Recovery-Oriented Systems of Care (ROSC), screening and intake, identification of indicators of substance use and/or co-occurring disorders for referral, service coordination, service planning, cultural awareness and/or humility, and basic pharmacology.

Recovery Planning from Theory to Action (6 Hours)

Description: Attendees will learn about basic concepts of therapeutic alliance, developing a strengths-based orientation and practice developing recovery plans. Goals include:

- Understanding the foundational elements of recovery planning. Including how to consider the Inherent strengths of persons served using the four dimensions of recovery.
- Considering elements of a therapeutic alliance and building resilience through recovery planning.
- Developing proficiency at engaging persons in care using individualized recovery plan goals and objectives.
- Learn to use the recovery plan to strengthen alliance and focus efforts to empower individualized recovery efforts.

Recovery Support from a Family Orientation (6 Hours)

Description: Attendees will learn historical perspectives of how family has been viewed in relation to SUDs, dynamics associated within families impacted by SUDs and explore healing from a family orientation.

- Identify subjective characteristics of “Functional” and “Dysfunctional” behavior and how homeostasis is disrupted when substance use misuse and addiction occurs within the family.
- Examine facets of history in the US recovery movement to contextualize focus on family healing our current era.
- Develop a deeper understanding on the impact of shame and stigma on family wellness.
- Explore roles often assumed within substance misuse impacted families.
- Examine barriers and opportunities to the inclusion of family supportive healing within our SUD care systems.

Peer Recovery Support Services - What are they What are the Ethics & Boundaries (6 Hours)

Description: Participants will learn to recognize the critical role Recovery Support Services play in the continuum of care for recovery from addiction. This workshop offers a comprehensive look at what Recovery Support Services are and how they are utilized for maximum benefit with a focus on ethics & boundaries. In addition, current tools and methodologies will be presented. At the conclusion of the training, individuals will be able to:

- Define recovery support services and list the types of peer recovery support services (PRSS).
- Develop knowledge of a Recovery Oriented System of Care
- Differentiate between peer and clinical services and roles.
- Understand and consider ethical dilemmas and addressing ethical conflicts in PRSS.

Recovery-Oriented Systems of Care (ROSC) – Developing a Recovery Orientation (6 hours)

Description: Overview of the history of the recovery movement in the US, facets of a ROSC, stages of change and the recovery process and multiple pathways to recovery. At the conclusion of the training, individuals will be able to:

- Explain an overview of Addiction and its implications.
- Describe the history of the New Recovery Advocacy Movement and the development of peer services.
- Identify basic recovery values / key concepts including recovery capital across three domains.
- Enumerate the stages of change and facets of the recovery process.

Engaging to Support Recovery (6 hours)

Description: This training focuses on engaging individuals in caring, collaborative relationships using the available tools and resources available to peer workers. The training will include discussions on the use of the BARC-10 and other tools

to support long term recovery as well as a focus on active listening strategies. At the conclusion of the training, individuals will be able to:

- Engage persons in collaborative strategies to support multiple pathways of recovery and whole person wellness.
- The Five-Year Care model a unifying paradigm (including harm reduction) that focuses on sustaining / improving life.
- Use techniques that engage and encourage openness choosing communication styles for different settings and how to recognize non-verbal cues and what they can mean.
- Recognize cultural elements that affect communications and choose appropriate communication techniques when speaking with a person or persons in recovery or their family members.

Beyond Pathology: A Common Vision of Recovery (6 hours)

Description: This training focuses on understanding recovery from addiction and its nuances. The training explores SU and MH concepts from a recovery orientation. At the conclusion of the training, individuals will be able to:

- Be able to describe addiction recovery beyond the pathology, including co-occurring mental health conditions.
- Describe how wide variation in experience requires individualized focus. • Identify basic mental health conditions.
- Examination of stages of recovery and multiple pathways of recovery.

Healing The Stigma of Addiction (3 hours)

Description: Drug addiction has been characterized by the World Health Organization as the most stigmatized condition in the world. Through this training, attendees will learn to:

- Define stigma, recognize its origins / explain its consequences, examine implicit bias and its ramifications.
- Apply pro-active solutions in combating the stigma associated with SUDs.
- Discuss public policy and laws that protect individuals and their families from discrimination.
- Define advocacy and explain how individuals advocate reducing the stigma associated with SUDs.

Recovery 101 (3 hours)

Description: Like SUDs, healing from an SUD is complex and multifaceted. This training will provide an overview of some key considerations in respect to addiction recovery. Attendees will learn about:

- Definitions of recovery from substance and alcohol conditions
- Stages of recovery from contemplation to stable recovery.
- The recovery process of change model.
- Treatment and recovery support options available to those seeking help.

Getting Crispy (3 hours) **Description:** Supporting others healing from substance use conditions can be incredibly rewarding but also has some occupational hazards. In this training attendees will learn about some of those aspects including burnout, compassion fatigue and Secondary Trauma. Areas of focus include:

- Chronic stress/trauma & SUDs
- Concepts related to chronic stress & trauma.
- The impact of these issues for both helper and helpee.
- The factors related to the development of these issues from micro, mezzo, and macro levels.

Establishing Psychological Safety, Self-Care & Resiliency (3 hours)

Description: Safety and wellness are related. This training will explore the establishment of psychological safety for those we work with, ourselves and dynamics of wellness, both for ourselves and our systems of care.

- Examine Psychological Safety (PS) and why is it important in our work settings.
- Discuss facets that lead to people perceiving a lack of safety / why feeling safe is vital for both patients and staff.
- Understand parallel processes in relation to care dynamics and consider wellness from a systems perspective.