



CRSS/CPRS Training Program

Jennifer Erwin, JD, MSW, PhD
Aidan Ferguson, LCSW, MSW, MS, MS, PhD

Peer Supports

- Introduced in the 1990's mental health service user movement
- Provide support via positive self-disclosure, role modeling, and relationship building
- Peer support professionals possess lived experience
- Advocate to improve systems of care
 - Mental health
 - Substance use
 - Crisis intervention & response
 - Primary health care
 - Criminal justice system

Recovery & Peer Support Initiatives

SAMHSA defines recovery as:

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

Peer support initiatives support wide ranging experiences and goals of recovery.

- Peer support professionals' employment is increasing nationwide
- In the United States, estimates indicate over 30,000 peer support professionals are currently active in the workforce (*The Peer Workforce*, n.d.)

Peer Support Training Programs

- Training individuals with lived experiences towards certification
 - Mental health conditions
 - Substance use disorders
 - Familial or other experiences
- Support clients experiencing similar situations via a peer support model that builds on the ideals of:
 - Companionship & empathy
 - Lived experiences
 - Self-empowerment

Peer Support Models

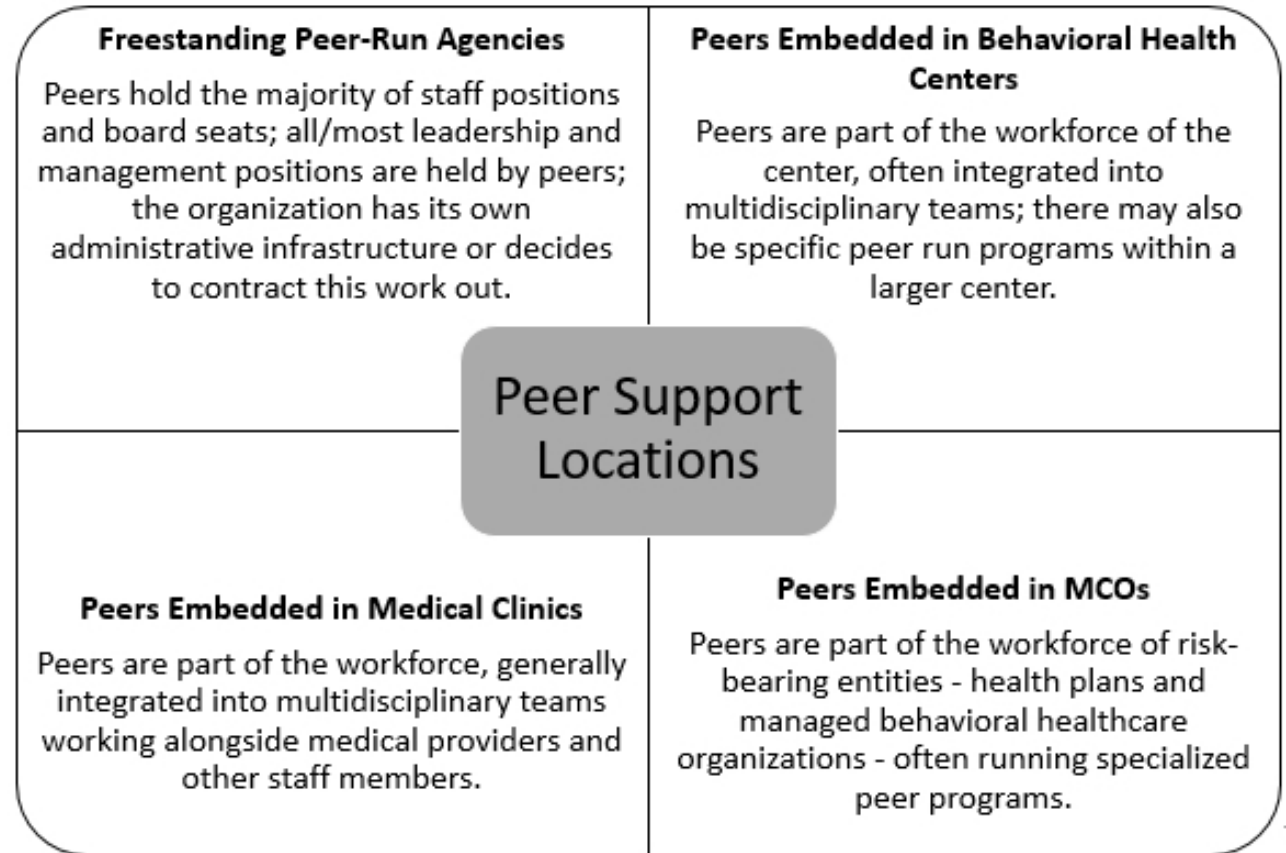
- SAMHSA has designated peer support as a best practice in behavioral health care:
 - Services are reimbursable by Medicaid in at least 35 states
 - Diverse employers hire peer support workers
- Services provided by peer support professionals can include:
 - Support groups
 - One-on-one support
 - One-to-family or family-to-family
 - Phone and / or web-based services
- [What Is Peer Support and What It Is Not](#)

Benefits of Peer Support Models

- Positive impact on psychosocial outcomes via meta-analysis (White et al., 2020)
 - Shared social identity (Shilling et al., 2013)
 - Learning from experiences of others
 - Personal growth
 - Supporting others
- Positive impact on recovery from opioid use disorders during pregnancy / post-partum period (Fallin-Bennett et al., 2021)
- 35% reduction in ER visits following implementation of peer support programs and 38% reduction in hospitalizations (Kaur & Melville, 2021)
- Workers report a variety of benefits – interpersonal, social, mental health, recovery, spiritual, and professional (Johnson et al., 2014)

Peer Support Professionals

- Peer support professionals engage in a wide variety of activities:
 - Advocating for persons in recovery
 - Building communities via relationships
 - Leading recovery groups
 - Mentoring & assisting with goal setting



Illinois' Peer Support Certification Requirements

- Illinois Certification Board (ICB) certifies individuals as both Certified Recovery Support Specialists (CRSS) and Certified Peer Recovery Specialists (CPRS)
- Each certification has the following components:
 - Supervised work or volunteer experience
 - Requires a high school diploma or GED
 - Training and education hours
 - Internship
 - Pass a competency-based exam

Certified Recovery Support Specialist (CRSS)







- A competency-based credential designed for individuals with lived experience in recovery from mental illness or co-occurring mental illness and substance use
- Performance domains include:
 - Advocacy
 - Professional responsibility
 - Mentoring
 - Recovery support

Certified Peer Recovery Specialist (CPRS)

- A competency-based credential designed for individuals with lived experience in any aspect of life or recovery
- Performance domains include:
 - Advocacy
 - Ethics & professional responsibility
 - Mentoring & education
 - Recovery & wellness support

CRSS & CPRS Certification Requirements

(per <http://www.iaodapca.org/>)

Requirements	CRSS	CPRS
 Degree / Diploma	High School Diploma GED	High School Diploma GED
 100 Hours of Training	40 Hours CRSS Specific 6 Hours Ethics 54 Hours Core Functions	40 Hours CRSS Specific 16 Hours Ethics 44 Hours Core Functions
 Work Experience	2000 Hours	2000 Hours
 100 Hours of Supervision	Minimum 10 Advocacy Minimum 10 Ethics Minimum 10 Mentoring Minimum 10 Recovery Support	Minimum 10 Advocacy Minimum 10 Ethics Minimum 10 Mentoring Minimum 10 Recovery Support
 Pass Exam	Required	Required
 Signed Statement of Self-Disclosure	Required	Not required

Illinois Department of Human Services (IDHS) CRSS Success Program

- In 2021, IDHS awarded a total of \$4 million across 11 post-secondary educational institutions in Illinois through the CRSS Success Program grant
- Grant is meant to:
 - Provide educational, financial, and social supports to all program participants
 - Remove barriers inherent to traditional educational and experiential path to CRSS & CPRS certification
- Portion of funding comes from revenue from the state's Cannabis Regulation & Tax Act

Funding Requirements

- Establish a training program delivering 110 education hours
- Establish an internship component with supervised practice experience
- Establish community partnerships for internships and additional training opportunities through experiential learning
- Provide stipends to trainees and wrap-around support services

Program Administration

- In our grant application, responsibilities for overseeing the training program were divided into 4 categories:
 - Program development
 - Program coordination
 - Program support services
 - Program evaluation

Training Program Development

- The Department of Social Work had previously been awarded a Behavioral Healthcare Workforce Education Training (BHWET) grant from the state in June 2021 to expand resources in underserved communities by establishing practicum placements for MSW students in their specialized year.
- The CRSS / CPRS training program was viewed as a natural progression because both have overarching goals of increasing behavioral health care workers in underserved and rural communities.

Training Program Development

- Specific goals of SIUE's CRSS / CPRS Training Program:
 - Create and deliver a competency-based training program for both CRSS & CPRS professionals
 - Establish relationships with community-based partners to offer internship opportunities
 - Recruit a recovery support workforce that reflects the different racial, ethnic, cultural, geographic, religious, linguistic, and class backgrounds and different genders and sexual orientations in our region

Training Program Development

- Internal to SIUE:
 - Educational Outreach to coordinate payment, classroom space, student contracts, etc.
 - Center for Predictive Analytics for program evaluation (Dr. Butts-Wilmsmeyer)
 - Office of Research and Projects for funding administration
 - Student support
- External to SIUE:
 - Engaged with community partners that deliver mental health, substance use, and recovery support services to host interns (sites are paid per intern)
 - Instructors
- Application creation, dissemination, and review

Training Program Development

- The principal investigator on the grant (Dr. Jayme Swanke) worked with two outside consultants who have CRSS & CPRS certifications to:
 - Ensure all aspects of certification were captured in training program
 - Develop syllabi for 3 courses
 - Map course content to performance domains and core functions set forth by ICB
 - Maintain that the minimum number of training hours were dedicated to the required areas (e.g., ethics, recovery specific content, etc.)

Program Coordination

- SIUE's Office of Educational Outreach offers the training program as a continuing education program, which:
 - Does not require trainees to apply for university admission
 - Allows for swift development and approval of curriculum content
 - Provides online application workshops
- Trainees do not receive university credit hours

Application Process







- Requirements for admission:
 - High school diploma or equivalent
 - Lived experience
- Complete the [online application](#)
- Applications are reviewed by team members (PI, Co-PIs, Instructors)
 - Rubric for review process has been refined for each cohort

Admission

- Three cohorts, each with around 12-20 trainees
- Students are notified of admission decisions via email
- Students are provided with a computer and course material (e.g., readings, homework, etc.)
- Students are advised of orientation session and class schedule

SIUE CRSS & CPRS Program Requirements



Requirements	CRSS	CPRS	
 Degree / Diploma	High School Diploma GED	High School Diploma GED	High School Diploma GED
 100 Hours of Training	40 Hours CRSS Specific 6 Hours Ethics 54 Hours Core Functions	40 Hours CRSS Specific 16 Hours Ethics 44 Hours Core Functions	40 Hours Recovery Specific 16 Hours Ethics 54 Hours Core Functions <ul style="list-style-type: none"> • 5 Hours Youth • 5 Hours Family
 Work Experience	2000 Hours	2000 Hours	300 Hours Cannot be in context of job Must be in IL
 100 Hours of Supervision	Minimum 10 Advocacy Minimum 10 Ethics Minimum 10 Mentoring Minimum 10 Recovery Support	Minimum 10 Advocacy Minimum 10 Ethics Minimum 10 Mentoring Minimum 10 Recovery Support	Minimum 10 Advocacy Minimum 10 Ethics Minimum 10 Mentoring Minimum 10 Recovery Support
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SIUE CRSS / CPRS Training Program

- Classroom training
 - Substance Use Recovery course (15 weeks, 1 night per week, 3 hours)
 - Mental Health Recovery course (15 weeks, 1 night per week, 3 hours)
 - Internship Seminar (12 weeks, 1 night per week, 1.5 hours)
- Internship
 - 23-25 hours per week at placement; 300 hours by June 30th
 - ICB does not allow training program participants to use their jobs to gain internship hours

SIUE CRSS / CPRS Training Program

- Curriculum examples
 - Substance Use Recovery course
 - Mental Health Recovery course
 - Internship Seminar

SIUE CRSS / CPRS Training Program Expectations

- Adhere to the CRSS & CPRS Code of Ethics and conduct oneself in a professional manner (Note that your behavior outside of the training program may not be acceptable in some professional spaces, please remember this as you make choices in your personal life; those choices may have consequences in this space.)
- Attend all scheduled training sessions.
- If you miss a training session, you are expected to coordinate with your instructor to make up the training session
- Maintain personal record of training hours completed
- Maintain personal record of internship hours completed
- Maintain personal record of CRSS & CPRS supervision hours completed at internship site
- Engage in all program evaluation activities
- At the conclusion of the SIUE CRSS/CPRS Training Program, return all course materials and resources provided including but not limited to laptops, parking passes, meal card, etc.

SIUE CRSS / CPRS Training Program Support Services

- Goal is to remove barriers that may prevent an individual from successfully completing the training program
- Provides hourly stipend to trainees to complete classroom (110) and internship (300) hours
- Reimburse expenses related to training program
- Regular access to members of the leadership team and course instructors
- Other supports include laptop, internet hotspot, campus parking pass, meal card

SIUE CRSS / CPRS Training Program Support Services

- After trainees complete the program, they can receive assistance with:
 - Completing applications for [CRSS](#) & [CPRS](#) certifications
 - Applying for certification exams
- Program paid for notary public and ICB application and exam fees

SIUE CRSS / CPRS Training Program Support Services

- Training program functioned as a BSW practicum site for one student this year (Fall 2022 through Spring 2023)
- Student's duties included:
 - Case management
 - General support for students and grant activities
 - Assisting with policy development
 - Assisting with research / evaluation activities
 - Developing a resource manual
 - Assisting in application review
 - Attending team meetings

SIUE CRSS / CPRS Training Program Evaluation

- Program evaluator from SIUE was hired to assist with developing tools to evaluate program components:
 - Orientation
 - Midpoint program survey
 - Exit survey & interviews
- Survey examples:
 - [Midpoint Qualtrics](#)
 - [Program data for UIC Qualtrics](#)
 - [Internship providers Qualtrics](#)
 - [Previous cohort Qualtrics](#)

SIUE CRSS / CPRS Training Program Evaluation

- All 19 trainees in the first cohort participated in midpoint evaluations and exit interviews
- Asked trainees to rate overall satisfaction with program at midpoint ($M = 3.65$, $SD = 1.37$)
- Asked open-ended questions at midpoint:
 - What can we do to make the program a better experience for you?
 - Is there anything you would like us to know?
- Asked trainees to rate satisfaction with various program components in exit interview
 - Curriculum ($M = 3.71$, $SD = 1.18$)
 - Instructors ($M = 3.12$, $SD = 1.18$)
 - Internship ($M = 3.53$, $SD = 1.61$)
 - Support services ($M = 3.53$, $SD = 1.65$)

SIUE CRSS / CPRS Training Program Looking Forward

- Dealing with difficult situations
 - Removal
 - Leaving program without notice
 - Relapse
- [Behavior policy](#) / behavior management
 - Classroom & internship issues
- Case management services
- Disclosure of stipend amounts
- Flexibility with reimbursement

SIUE CRSS / CPRS Training Program Looking Forward

- Technology & internet issues
- Dealing with missed classroom time
- Length & configuration of program components
- Developing best practices for application review
 - Rubric
 - Group review & discussion
- Streamlining delivery of materials and contract signing
- Having a designated phone number & email address

SIUE CRSS / CPRS Training Program Looking Forward

CRSS/CPRS APPLICATION WORKSHOP



Thursday, May 25, 2023
Register for workshop
<https://tinyurl.com/5ddy2cj>



SCAN ME

SIUE CRSS/CPRS TRAINING PROGRAM IS ACCEPTING APPLICATIONS!



**APPLICATION
DEADLINE**
FRIDAY, JULY 28TH

The application for the fall 2023 cohort
is available now.

Tentative Schedule (subject to change)

Orientation Date - Wed, August 23rd

Coursework begins the following week.

For more information, email
crss-cprs@siue.edu

CRSS/CPRS Training Program
Application

<https://tinyurl.com/mryjkb79>



SCAN ME

References

- Fallin-Bennetta, A., Elswickb, A., & Ashforda, K. (2020). Peer support specialists and perinatal opioid use disorder: Someone that's been there, lived it, seen it. *Addictive Behaviors*, 102, 106204. 10.1016/j.addbeh.2019.10624.
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- Shilling, V., et al. (2013). Peer support for parents of children with chronic disabling conditions: A systematic review of quantitative and qualitative studies. *Developmental Medicine & Child Neurology*, 602-609. 10.1111/dmcn.12091.
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- White, S., et al. (2020). The effectiveness of one-to-one peer support in mental health services: A systematic review. *BMC Psychiatry*, 20(534). 10.1186/s12888-020-2923-3.