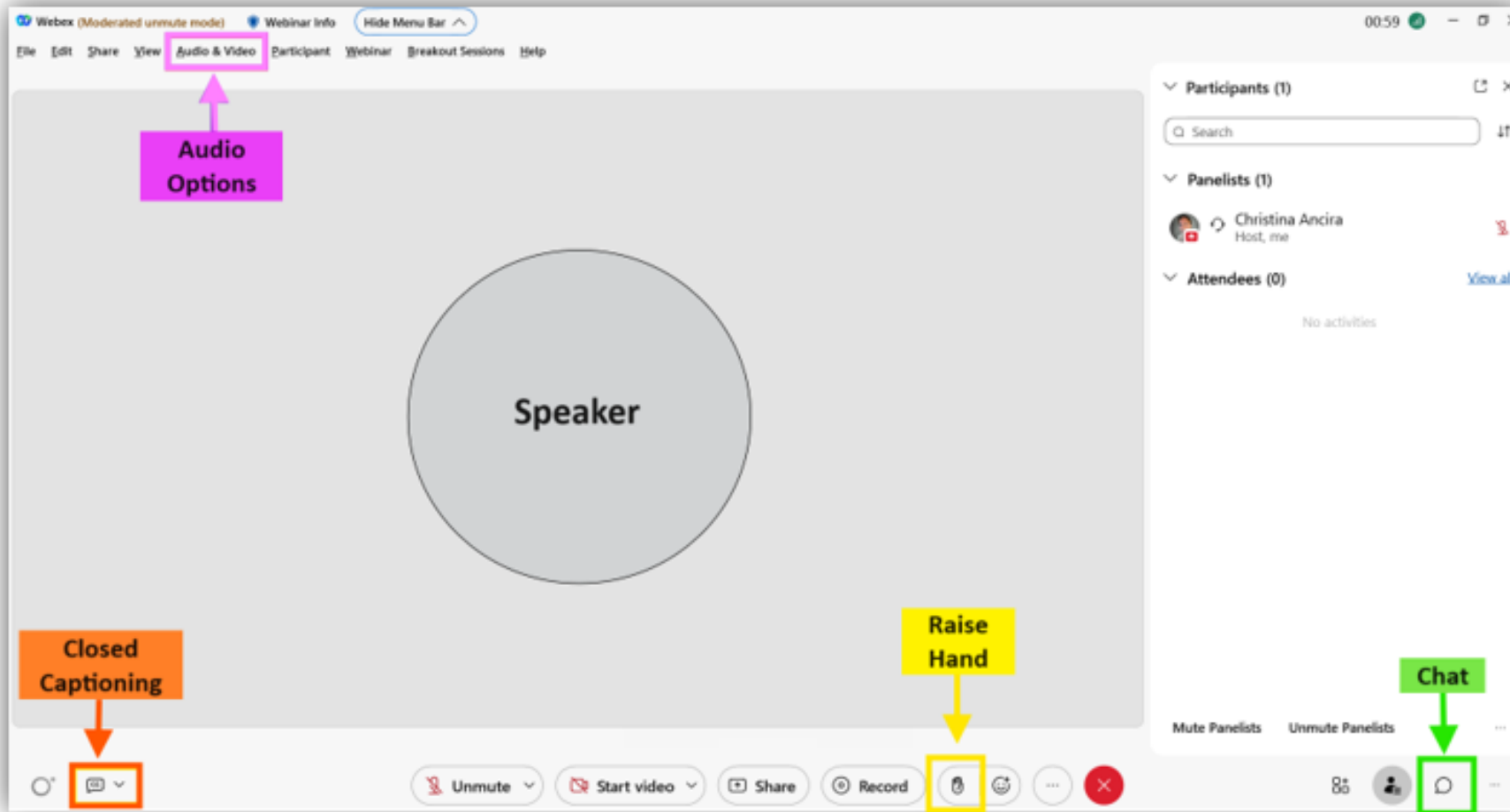




CRSS & CPRS Overview

2025 Orientations:
Certified Recovery Support Specialist &
Certified Peer Recovery Specialist Certifications

Using Webex



- **Audio Options**

Can switch to phone audio if needed (top left of screen)

- **Closed Captioning:**

Click to turn on/off (bottom left of screen)

- **Raise Hand:**

Click to raise/lower hand (bottom middle of screen)

- **Chat Box:**

Click to open/close chat (bottom right of screen)

Learning Objectives

1

Recognize the definitions of recovery used by the CRSS and CPRS credentials

2

Explain the requirements of earning & maintaining the CRSS/CPRS credentials

3

Identify resources available to support individuals seeking to earn or renew their CRSS or CPRS credential

Recovery Support Specialist

A professional employed specifically to use their own lived recovery experiences to:

- Support the recovery of others
- Help improve the human service system
- Collaborate with individuals to reach their wellness goals

SAMHSA'S Definition of Recovery

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

Defining Recovery: The New Freedom Commission

The **process** through which persons are able to:

- Live
- Work
- Learn
- Participate fully in their communities

New Freedom Commission Definition

(continued)

- For some individuals, recovery is:
 - The ability to live a fulfilling and productive life despite a disability
- For others, recovery implies:
 - The reduction or complete remission of symptoms
- Science has shown that:
 - Having hope plays an integral role in an individual's recovery

Competency Based Credentials



- Education
- **Work Experience**
- **Supervision**
- Exam



CERTIFIED RECOVERY SUPPORT SPECIALIST (CRSS)

- **Download the CRSS Model**
- **Download the CRSS Application**
- **Download the CRSS Study Guide**

CERTIFIED PEER RECOVERY SUPPORT SPECIALIST (CPRS)

- **Download the CPRS Model**
- **Download the CPRS Application**
- **Download the CPRS Study Guide**
- **Download the CPRS Candidate Guide**

The Illinois Model For Mental Health Certified Recovery Support Specialist (CRSSSM)



In Collaboration with the:
IDHS
Division of Mental Health
Division of Alcohol and Substance Abuse

Mission: To protect the public by providing competency-based credentialing of Human Service Professionals

**Illinois Certification Board, Inc.
401 East Sangamon Avenue
Springfield, IL 62702
217-698-8110**

WWW.IAODAPCA.ORG

© April 2023
Supersedes all previous requirements
Illinois Certification Board d/b/a IAODAPCA, Inc.

Minimum Standards for Certification

- Training/Education
- Work Experience
- Supervised Experience
- Examination
- Disclosure
- Code of Ethics

Minimum Standards for Certification

- Training/Education
 - High School Diploma/GED
 - 100 education hours in 4 domains
 - No one specific class required

Minimum Standards for Certification

- Work Experience & Supervision
 - 2,000 hours (about 1 year full time)
 - *(different for CRSS Success program internships)*
 - 51% or more of work duties must be recovery support
 - 100 hours of supervision documented

Minimum Standards for Certification

- Examination
 - Computer based
 - 100 multiple choice questions
 - 2 hours to complete
 - Each question has multiple answers that may sound right
 - Look for the answer that best represents CRSS/CPRS ethics, rather than a more clinical answer

Minimum Standards for Certification

- Disclosure & Code of Ethics
 - Expectation of self disclosure is unique to peer recovery support
 - Public knowledge of our role
 - Signing = willingness to follow this code

IDHS Recovery Support Services Website

- CRSS & CPRS Application To-Do List
- CRSS Orientation Video
- Comparing the CRSS and CPRS
- CRSS & CPRS Competencies
- CRSS & CPRS FAQs
- CRSS and CPRS Credential Process
- Obtaining Education Hours for CRSS and CPRS
- Resources for Education Hours
- CRSS Code of Ethics (pdf)
- CRSS Provider Workbook
- CRSS Study Guide (pdf)
- CRSS Success Program

CRSS & CPRS Application To-Do List



Application To Do List

Please note: This list is meant to provide an example of how to navigate the application process, but the process may vary from person to person. For that reason, please keep in mind that the order and suggested timelines may need to be adjusted based on individual circumstances.

Before You Start

1. [Decide which credential is a better fit for you](#): Certified Recovery Support Specialist (CRSS) or Certified Peer Recovery Specialist (CPRS).
2. Read the [Model and Application documents](#) for your chosen credential.
3. Call or [email](#) the Illinois Certification Board (ICB) to ask any questions you might have about the application process. (Phone: 1-800-272-2632)
4. Sign up for the [Wellness & Recovery Services team email distribution list](#) to stay informed about any upcoming CRSS/CPRS trainings and events.

First Steps (about 9-12 months before applying)

1. Create file for training documentation (electronic and/or paper)

Comparing the CRSS & CPRS



- Recognition
- Degree (*no difference*)
- Lived Experience
- Work Experience (*no difference*)
- Performance Domains/Core Functions
- Supervised Practical Experience
- Training & Education
- Examination
- Self-Disclosure
- Renewal
- Fees (*no difference*)

CRSS & CPRS Competencies

	CRSS	CPRS
Performance Domains/Core Functions	<ul style="list-style-type: none">• Advocacy• Professional Responsibility• Mentoring• Recovery Support	<ul style="list-style-type: none">• Advocacy• Ethical Responsibility• Mentoring and Education• Recovery/Wellness Support

Advocacy

- Educate individuals on how to self-advocate
- Encourage consistent communication across systems of care
- Assist individuals in identifying natural supports
- Empower self-determination and choice-driven recovery

Professional/Ethical Responsibility

- Responds appropriately to risk indicators to assure the individual's welfare and physical safety.
- Immediately reports suspicions of abuse or neglect
- Effectively communicates personal issues that negatively impact one's ability to perform job duties.
- Recognize and adhere to the rules of confidentiality.
- Recognize and maintain professional and personal boundaries.
- Documents provided services in a timely manner.

Mentoring/Education

- Role models a lifestyle of wellness and recovery
- Establishes and maintains relationships based on mutuality rather than hierarchical relationships.
- Promotes social learning through shared experiences.
- Exhibits non-judgmental behavior.

Wellness & Recovery Support

- Identifies and builds upon the individual's strengths and resiliencies.
- Assists individuals with goal-setting
- Assists individuals to develop problem-solving skills.
- Supports the individual in identifying their current stage of change.
- Assists individuals to access the services and supports needed to reach their recovery goals

CRSS & CPRS FAQs

Frequently Asked Questions about the Certified Recovery Support Specialist and Certified Peer Recovery Specialist Credentials

1. What are the CRSS and CPRS?

The acronyms CRSS and CPRS can be used to refer to either the credential itself (e.g., "how do I earn my CRSS?"), or the person who holds the credential (e.g., "I am a CPRS"). People who have earned the CRSS or CPRS credential are professionals trained to incorporate their unique personal recovery experiences with mental health and/or substance use challenges to support the recovery of others. The CRSS and CPRS credentials are for people in recovery who provide professional peer support services for persons recovering from mental health and/or substance use challenges. They are also credentials that verify that a person has the knowledge and skills that meet minimum acceptable standards of the recovery support profession, regardless of whether they have an academic degree or not.

2. Does my lived experience make the CRSS or CPRS credential a good fit for me?

Only you can determine whether you are eligible to pursue the CRSS or CPRS credentials. No documentation of your lived experience is required. Here are a few questions you might ask yourself to determine if one of these credentials are a good fit.

CRSS & CPRS Credential Process

“CRSS & CPRS: Professional Credentials for People with Lived Experience”

- What are they?
- Where do I start?
- Fees
- Application Requirements
- Examination Process
- What comes next?
- Maintaining Your Certification
- Every Year
- Every Two Years
- More Information on CEUs
- CEU Categories
- References

Obtaining Education Hours

Division of Mental Health Training Series

▪ Statewide Calls

5 x 1.0 CEUs = 5 available per year

▪ CRSS Competency Training:

6 x 2.75 CEUs = 16.5 available per year

Resources for Education Hours

Academy of Peer Services

Interactive multimedia courses

www.academyofpeerservices.org

Addiction Technology Transfer Center (ATTC) Network

List of upcoming & past trainings; recordings may be available upon request

www.attcnetwork.org/

Doors to Wellbeing

List of upcoming webinars and recordings

www.doorstowellbeing.org/

Faces and Voices of Recovery

In-person and virtual trainings

www.facesandvoicesofrecovery.org/events/

Illinois Certification Board (ICB)

Searchable list of trainings that have been awarded CEUs by ICB

www.iaodapca.org/Recertification/Continuing-Education-Bulletin

Illinois Mental Health Collaborative

List of trainings that provide CEUs for CRSS & CPRS credentials

www.illinoismentalhealthcollaborative.com/consumers/consumer_crss.htm

Video: <https://www.dhs.state.il.us/page.aspx?item=147743>

CRSS & CPRS Codes of Ethics

CODE OF ETHICS FOR CRSS PROFESSIONALS

A code of ethics is a set of guidelines which are designed to set out acceptable behaviors for members of a particular group, association, or profession. The CRSS code of ethics serves to:

1. Protect consumers of recovery support services
2. Set a professional standard
3. Increase confidence in the profession
4. Identify core values which underlie the work performed
5. Create accountability among CRSS professionals
6. Establish occupational identity and maturity

	ETHIC	IMPORTANCE
1	CRSS professionals will, when appropriate, openly share their stories of hope and recovery and will likewise be able to identify and describe the supports that promote their recovery and resilience.	Science has shown that having hope is integral to an individual's ability to recover. Hearing stories of recovery helps people develop hope, particularly when those stories are relevant to others' lives and helps them to identify supports for their own recovery.

Recovery Support Provider Workbook

Chapter 1: Culture Change

Chapter 2: What All Staff Need: Training and Supervision

Chapter 3: From a Manager's Point of View: Risk Management and Program Sustainability

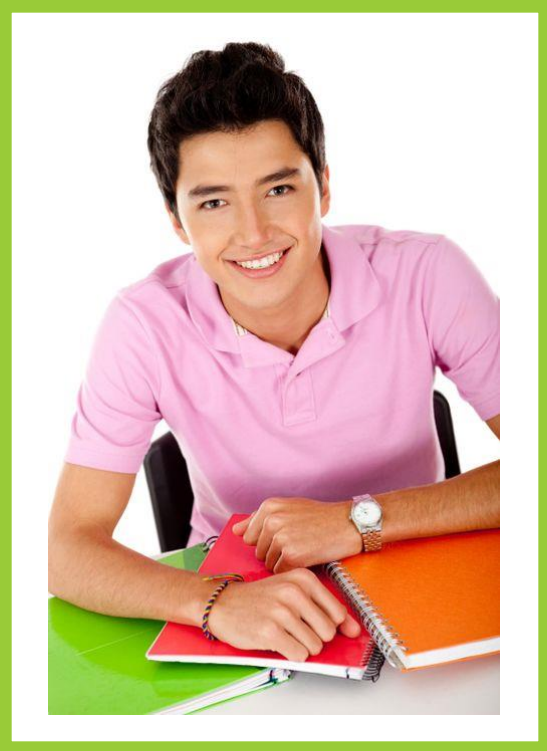
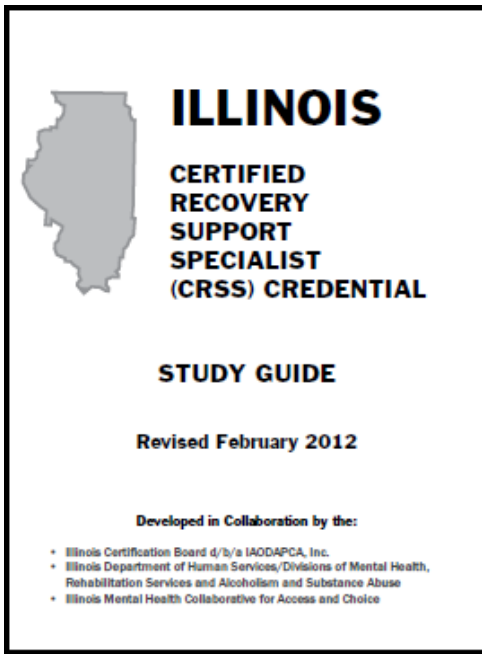
Chapter 4: Uniqueness of the Recovery Support Specialist Position: Roles and Responsibilities

Chapter 5: Uniqueness of the Recovery Support Specialist Position: Self-Disclosure Issues

Chapter 6: Posting and Filling Recovery Support Service Positions

Chapter 7: It's More than Just a Job: Returning to and Thriving in the Workforce

Chapter 8: Developing a Career Path for Recovery Support Specialists



Exam Study Guides

Recertification Requirements

- Each year: submit fee
- Every 2nd year: submit fee *and* proof of CEUs



CERTIFICATION MAINTENANCE AND RECERTIFICATION

ICB believes that CRSS professionals must be committed to ongoing personal and professional growth. This commitment results from CRSS professionals' recognition of the necessity to offer the individual the best and widest range of currently accepted recovery support services. The ever-changing research findings, particularly in the areas of mental health recovery, rehabilitation, addiction recovery and wellness management require ongoing attention and study.

CRSS professionals are responsible for maintaining their own certification, and they are responsible for completing the necessary work in regard to certification maintenance. Unless it is renewed, their certification shall expire annually on their certification anniversary date. CRSS professionals will be notified (via email) that their certification is about to expire no fewer than 30 days prior to the expiration date. To maintain certification, they will submit their annual certification fee and documentation of a total of 40 continuing education units (CEUs) every two years to ICB by their expiration date. Forms for the documentation of CEUs will accompany the notification and must be completed, signed, and submitted with proof of attendance. Documentation of continuing education should not be submitted, and will not be accepted or maintained by ICB until notification of expiration is received by the CRSS professional. **CEUs may be uploaded at the time of payment with the renewal link you will receive. Renewals are not prorated - late renewal will not incur a new anniversary date.**

**DMH
Recovery
Support
Specialists**

Email us at:

DHS.DMHRRecoveryServices@illinois.gov

- **Tanya Cooley**
- **Christina Ancira**
- **Ricardo Anderson**
- **Sharon Grant**
- **Mark Williams**
- **Nicolette Rivera**



Questions?

Learning Objectives

At the conclusion of this session, participants will be able to:

- . Determine the significance of having a code of ethics
- . Explain the importance of the CRSS/CPRS Code of Ethics
- . Recognize the commitment made when signing the Personal Statement in the CRSS/CPRS application

WHAT IS A CODE OF ETHICS?

A code of ethics is a set of guidelines which are designed to set out acceptable behaviors for members of a particular group, association, or profession.



WHY DO WE HAVE A CODE OF ETHICS?

The CRSS Code of Ethics serves to:

- Protect consumers of recovery support services
- Set a professional standard
- Increase confidence in the profession
- Identify core values which underlie the work performed
- Create accountability among CRSS professionals
- Establish occupational identity and maturity



WHERE DOES OUR CODE OF ETHICS COME FROM?

The CRSS/CPRS Code of Ethics was adapted from the Peer Specialist Code of Ethics and Professional Standards developed by Colorado's Northeast Behavioral Health Partnership (2011).

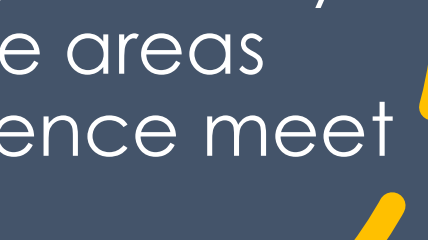


WHAT DO WE AGREE TO AS A CRSS?

Personal Statement

(CRSS Application, p.14)

As a Certified Recovery Support Specialist, I shall strive at all times to maintain the highest standards in all services I provide, valuing competency and integrity over expediency or ability, providing services only in those areas where my training and experience meet established standards.



**WHAT DO
WE AGREE
TO AS A
CRSS?**

Personal Statement *(continued)*

I shall always recognize that I have assumed a heavy social and vocational responsibility due to the intimate nature of my work, which touches the lives of other human beings.



**WHAT DO
WE AGREE
TO AS A
CRSS?**

Personal Statement *(continued)*

My signature below indicates my agreement with and willingness to abide by this Code of Ethics.



Reporting Ethical Violations

- Ethical Complaint Packet:
<https://iaodapca.org/General-Forms/Ethical-Complaint-Packet>
- ICB Complaint Form:
<https://iaodapca.org/Portals/0/PDF/ICB-Ethics-Complaint-Form-1-2020.pdf>

Complete the form, sign, date, and return to the ICB office c/o the Executive Director

“Ethic” and “Importance”

	ETHIC	IMPORTANCE
1.	CRSS professionals will, when appropriate, openly share their stories of hope and recovery and will likewise be able to identify and describe the supports that promote their recovery and resilience.	Science has shown that having hope is integral to an individual's ability to recover. Hearing stories of recovery helps people develop hope, particularly when those stories are relevant to others' lives and helps them to identify supports for their own recovery.
2.	CRSS professionals will practice safe and healthy disclosure about their own experience through general sharing focused on providing hope and direction toward recovery.	The experience of recovery and what is helpful is different for each person. Sharing one's recovery story can promote hope, but must not be prescriptive.
3.	CRSS professionals will maintain high standards of personal conduct and will also conduct self-care in a manner that fosters their own recovery.	As a role model, a CRSS professional's integrity and health choices influence the practices of persons served.

Ethic #1

CRSS professionals will, when appropriate, openly share their stories of hope and recovery and will likewise be able to identify and describe the supports that promote their recovery and resilience.

Importance:

Science has shown that having hope is integral to an individual's ability to recover. Hearing stories of recovery helps people develop hope, particularly when those stories are relevant to others' lives and helps them to identify supports for their own recovery.

HOPE

Ethic #2

CRSS professionals will practice safe and healthy disclosure about their own experience through general sharing focused on providing hope and direction toward recovery.

Importance:

The experience of recovery and what is helpful is different for each person. Sharing one's recovery story can promote hope, but must not be prescriptive.

Ethic #3

CRSS professionals will maintain high standards of personal conduct and will also conduct self-care in a manner that fosters their own recovery.

Importance:

As a role model, a CRSS professional's integrity and health choices influence the practices of persons served.

Ethic #4

CRSS professionals will fairly and accurately represent themselves and their capabilities to individuals they serve and to the community.

Importance:

The goal is to get a person to the right source of support for their current need. Damage occurs when a professional misrepresents what services they are qualified to provide.

Ethic #5

CRSS professionals will keep current with emerging knowledge relevant to recovery and openly share their knowledge.

Importance:

Persons served deserve to make choices based on the best information possible. Information and understanding regarding mental health recovery is ever evolving and expanding.

Ethic #6

CRSS professionals will not abuse substances under any circumstances.

Importance:

As a role model, a CRSS professional's integrity and health choices influence the practices of persons served.

Ethic #7

CRSS professionals will provide services to meet the identified needs of the individuals they serve as indicated within their service plan. They will avoid providing services that are unnecessary or not capable of producing the desired effect.

Importance:

Persons served deserve individualized services with demonstrated effectiveness.

Ethic #8

CRSS professionals shall only provide service and support within work hours and locations approved by the agency.

Importance:

Persons must be afforded protection from abuse, misconduct and conflicts of interest which are more likely to occur outside the scope of professionally sanctioned hours and settings.

Ethic #9

CRSS professionals will be guided by the principle of consumer self-determination while also considering the needs of others and society. The primary responsibility of CRSS Professionals is to help individuals they serve achieve their goals, based upon their needs and wants.

Importance:

While personal responsibility and individual choice are cornerstones of recovery, these are balanced by the need for support and safety not only of the individual, but of others and the greater society.

Ethic #10

CRSS professionals will advocate for the full involvement of individuals they serve in communities of their choice with services in safe and least restrictive environments possible.

Importance:

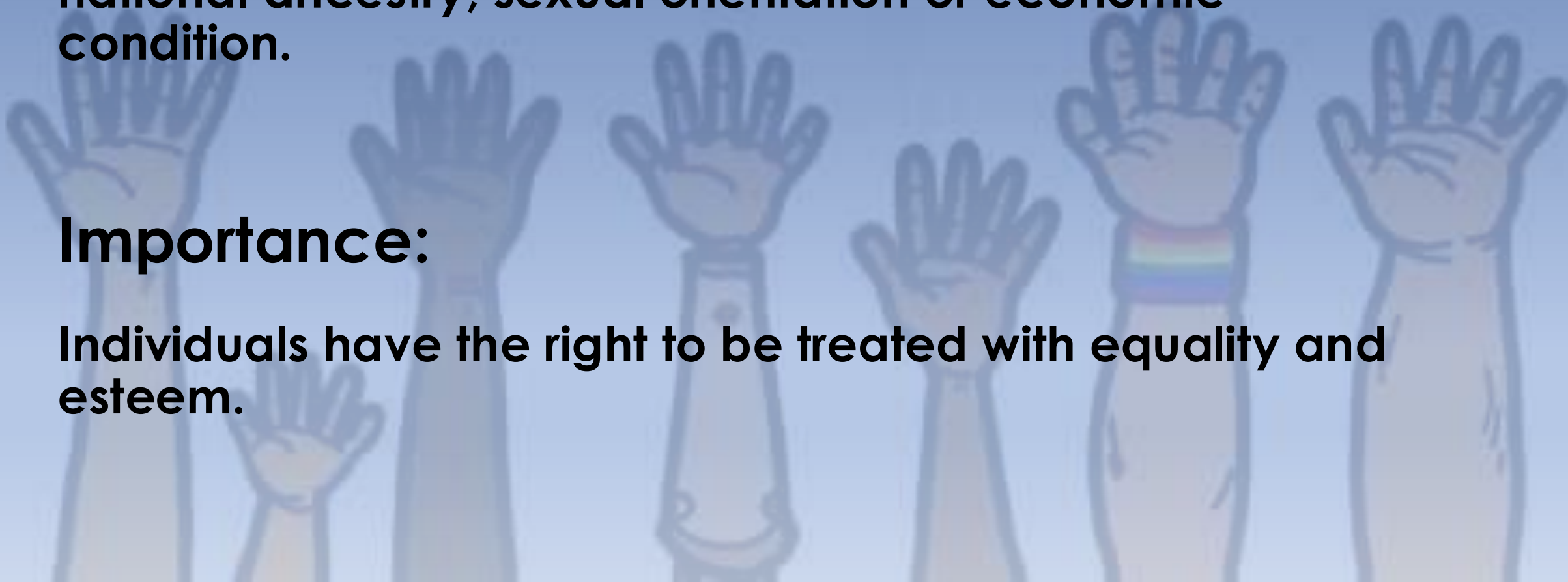
Recovery is the process by which persons with mental illnesses live, work, learn and participate fully in their communities. All individuals have the right to live in a safe and least restrictive environment.

Ethic #11

CRSS professionals must not discriminate against individuals based on race, religion, age, sex, disability, ethnicity, national ancestry, sexual orientation or economic condition.

Importance:

Individuals have the right to be treated with equality and esteem.



Ethic #12

CRSS professionals will never intimidate, threaten, harass, financially exploit, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.

Importance:

Even when providing peer support services, the CRSS professional is at least implicitly in a position of power as a staff person and must be careful how that influence or perceived authority might place pressure upon individuals.

Ethic #13

CRSS professionals will avoid relationships or commitments that conflict with the interests of individuals they serve, impair professional judgment, imply a conflict of interest, or create risk of harm to individuals they serve. When dual relationships are unavoidable, it is the responsibility of the professional to seek supervisory consultation to conduct themselves in a way that does not jeopardize the integrity of the helping relationship.

Importance:

Even when providing peer support services, the CRSS professional is at least implicitly in a position of power as a staff person and must be careful how that influence or perceived authority might place pressure upon individuals.

Ethic #14

CRSS professionals will never engage in romantic or sexual/intimate activities with the individuals they serve. They will not provide services to individuals with whom they have had a prior romantic or sexual relationship.

Importance:

The real and perceived power between a human service professional and the persons they serve creates an imbalance of power that is advantageous to the professional and disenfranchising to the person served. This removes the possibility for a genuine consensual relationship. Relationships of this type also cloud the professional's needed objective judgment, which reduces the quality of services the person deserves.

Ethic #15

CRSS professionals will not accept gifts of significant value from individuals they serve. They do not loan, give, or receive money or payment for any services to, or from, individuals they serve.

Importance:

Even when providing peer support services, the CRSS professional is at least implicitly in a position of power as a staff person and must be careful how that influence or perceived authority might place pressure upon individuals to give.

A gift of significant value from a consumer is essentially payment for a service that is already being paid for by other means. Receiving a gift from an individual may also unintentionally impact the treatment of that individual and other persons served in an unfair manner.

Ethic #16

CRSS professionals will, at all times, respect the rights, dignity, privacy and confidentiality of those they support. CRSS Professionals will respect confidential information shared by colleagues in the course of their professional relationships and interactions.

Importance:

Individuals have rights, including the right to privacy, and CRSS professionals should not only honor, but advocate for the necessity and enforcement of such rights.

Ethic #17

CRSS professionals have a duty to inform appropriate persons when disclosure is necessary to prevent serious, foreseeable, and imminent harm to an individual they are serving or other identifiable person. CRSS Professionals working in the human services field are mandated reporters of abuse, neglect and exploitation.

Importance:

The professional has a duty not only to protect persons served, but also other individuals and society at large.

Ethic #18



CRSS professionals will avoid negative criticism of colleagues in communicating with individuals they serve and other professionals.

Importance:

CRSS professionals must use their influence for constructive purposes and not engage in activities that detract from the recovery support of persons with mental health challenges. Persons served benefit from a thoughtful, team-based approach where their welfare is the primary concern.

Summary & Review

- Definitions of recovery
 - CRSS & CPRS Models
 - Credential application process
 - Resources for support during that process
-
- Why we have a Code of Ethics
 - How it's included in the credential application
 - The importance of each ethical standard

Questions?



Thank you!



Please fill out our evaluation!



Further questions?



Email us at: DHS.DMHRecoveryServices@illinois.gov

