



Keys to a Successful and Sustainable Global Recovery Workforce

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Although it is not anyone's right to demand expectations of other human beings and countries, I feel that there are certain consistent values that should be expected for recovery professionals throughout the world. A respect and love for all human beings regardless of race, values, beliefs, culture, and lifestyle should be at the forefront of those working in the recovery field. We tend to lose sight of these things as we work in this helping profession. How can one truly want to help someone in recovery if he or she is closed-minded and ignorant to everything readily available and everybody that is working towards the same goal of recovery? How can recovery workers say that they "love" someone but then speak hatred and ill against the next individual who is working to help obtain their same goal? Such actions and thoughts can be transformed by offering a new outlook on the way we, as recovery workers, view our clients, co-workers, neighbors and society as a whole. In the renewing of our hearts, minds, and souls, we must implement a uniform process that will allow all of us to play a significant role and make a global impact in the field of recovery.

Accountability. Peer Recovery Professionals (PRPs) play an important role in a client's recovery. These individuals are responsible for obtaining the necessary knowledge, skills, and abilities (KSAs) to perform their duties in a professional and effective manner, thereby reducing the cost of risk for their team members and employers.

Transparency. Recovery Support Professionals supply clients with current, unbiased information on all available recovery support methods. This empowers any clients by providing them with information to make their own decisions, further assisting them in their recovery process.

Recovery Support Professionals accept the role that other professionals and experts (doctors, social workers, case managers, legal professionals, prevention specialists, treatment counselors) typically contribute. All the while they remain open-minded about recommendations for education and work experience.

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Innovation. Professionals that support recovery operations assist by creating jobs for those with scarred backgrounds. This allows these supportive professionals to be positive role models of recovery not only to clients but also to their families, friends, and communities. Through gainful employment, those in recovery contribute positively to the economy, meet financial obligations, and assist with the shortage of professionals in the behavioral health field.

Authenticity. Recovery Support Professionals allow clients to be who they are while they, as professionals, respect the values, beliefs, and cultures of these clients without bias. Recovery Support Professionals simply support the recovery process that is truly led by the client. The top priority for recovery supporters is guiding the client on his or her path to long-term recovery within the client's cultural context. The practice of allowing clients to be true to what they find most important promotes a client-centered profession.

Global Order of Recovery Leadership. In the United States, credentials for providers of peer recovery support programs are inconsistent and require change to the education and work requirements. Inconsistency makes the recovery support profession seem less credible to other healthcare providers, and third party payers thereby devalue the profession. The recovery support profession needs discipline and international guidelines on KSAs to create consistency and establish value for recovery support providers. PARprofessionals created the National Certified Peer Recovery Professional (NCPRP) credential to provide an international standard of practice for recovery support professionals. This set of credentials also covers other titles within the profession such as peer specialists, peer recovery coaches, and peer supporters.