



MA Department of Public Health  
Bureau of Substance Addiction Services  
Recovery Support Services

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**Commonwealth of Massachusetts Peer Support Worker Comparison Chart: Adult Services**  
**Department of Public Health Bureau of Substance Addiction Services (DPH/BSAS)\***  
**February 27, 2019**



Require Lived Experience in Substance Addiction and/or Mental Health Conditions <sup>1</sup>			Do Not Require Lived Experience in Substance Addiction and/or Mental Health Conditions		
Profession	Peer Recovery Coach <sup>2</sup>	Certified (Mental Health) Peer Specialist <sup>3</sup>	Community Health Worker <sup>4</sup>	Recovery Support Navigator <sup>5</sup>	Recovery Specialist <sup>6</sup>
<b>Shared Values</b>					
Non-Directive & Collaborative - Advocacy of Members' Voice & Choice - Emphasis on Social Determinants of Health - Improve Quality of Care and Reduce High Intensity Services					
<b>Skills, Experience, and Evidence Base</b>					
Focus	Substance addiction	Mental health and trauma	Physical and behavioral health; health education; outreach	Substance addiction and/or mental health conditions	Substance addiction and/or mental health conditions
Core Lived Experience	Lived experience and in stable recovery from addiction; ability to effect lasting change in oneself and others	Recovery and resilience relating trauma and mental health diagnosis or challenges	Lived experience of culture, language, community; and sometimes shared experience of health condition or immigration	Not applicable	Not applicable
Education, Training, & Certification	High school diploma or equivalent and Recovery Coach Academy. Certification by MA Board of Substance Abuse Counselor Certification, a private non-governmental agency, is currently voluntary. Some payers require certification, which includes additional coursework and 500 supervised hours.	High school diploma or equivalent and MA Certified Peer Specialist Training. Training is designed for people who have some knowledge and experience with peer support. After completing the 50 hour course, students are eligible to take a written examination for the CPS Certificate. <sup>7</sup>	Certification and training are voluntary. Two certification paths: 1) work experience only, or 2) combined training and work experience. Training programs for certification must cover core competencies (80%) and special health topics (20%); 40% must be taught or co-taught by CHWs, and training must be accessible, inclusive and culturally responsive.	Bachelor-level paraprofessional and at a minimum must have a Bachelor's degree in social work, psychology or related field. Documented, annual training is required.	High school diploma or equivalent and one year working with individuals struggling with mental illness or substance use. LADC II or LADC Assistant or evidence of a waiver through DPH BSAS.
Foundation of Trust	Disclosure of recovery experiences and empathetic listening	Disclosure of recovery experiences, empathetic listening, ethics and practice supporting voice and choice	Shared cultural, community, and healthcare experiences	Identification of services and resources available in the area they serve	Possess sufficient knowledge and understanding of treatment and recovery from substance use disorders
Research	Strong empirical support	Strong empirical support	Strong empirical support		

Full [Peer Support Worker Chart](#)

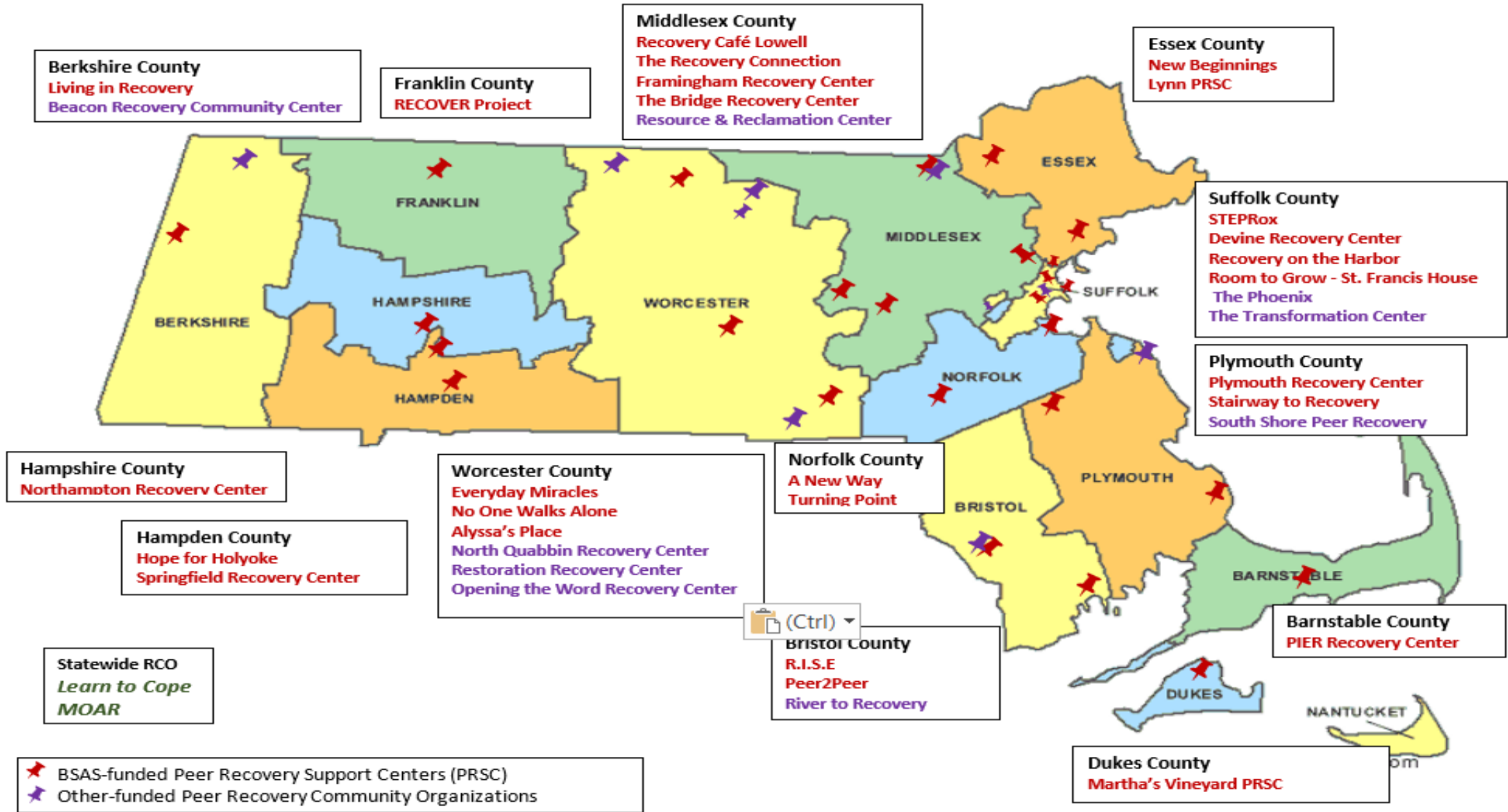
Information in Peer and Non-peer Recovery Supports: [CareersofSubstance – new Recovery Supports link \(coming soon\)](#)

## BSAS/AdCare Recovery Support Trainings

- Addictions 101
- Advocacy
- All Things Recovery
- Coaching Skills
- Diversity, Equity & Inclusion
- Ethical Considerations for Recovery Coaching
- Ethics for Recovery Coaches
- Medication Supported Recovery (MSR)
- Mental Wellness
- Motivational Interviewing
- Multiple Pathways
- Recovery Capital
- Recovery Coach Academy
- Self-Care
- Supervision of Recovery Coaches and other Peer Workers

• *Training designed for Recovery Coaches, other Peer Workers and those providing, hiring or overseeing Recovery Support Services*

# MA PEER RECOVERY SUPPORT CENTERS



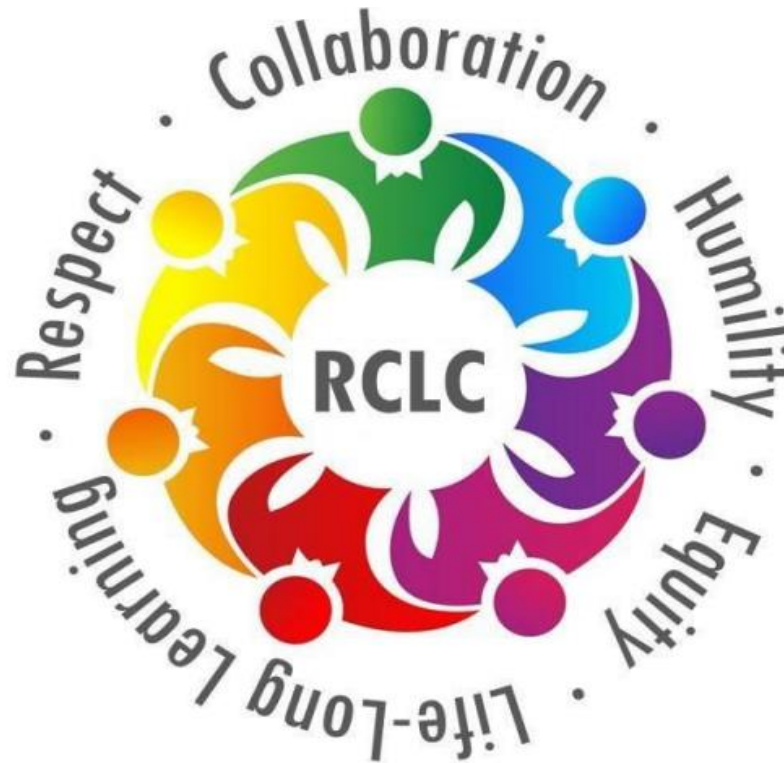
Contact information for the Peer Recovery Support Centers: [MBHP Peer Support Resource Guide](#)

# Recovery Coach/Recovery Coach Supervisor Learning Communities

**WEST**  
Springfield Recovery Center

**CENTRAL**  
Everyday Miracles,  
Worcester

**NORTHEAST**  
Recovery Café, Lowell



**METRO-WEST**  
A New Way, Quincy

**BOSTON**  
STEPRox &  
Devine Recovery Center

**SOUTHEAST**  
Peer2Peer, Fall River

Join the RCLC on the RC Hub!

[Massachusetts Recovery Coach Hub | Massachusetts Recovery Coach Hub \(redfinsolutions.info\)](http://redfinsolutions.info)





Massachusetts  
**RECOVERY  
COACH HUB**

Coming soon

Español

Learning Community

About the Hub

Resources

Sign in / Create account

Trainings

Save Certificate

A PLACE FOR RECOVERY COACHES AND RECOVERY COACH SUPERVISORS TO LEARN, ENGAGE, AND GROW

ENGAGE

with a Recovery  
Coach Learning  
Community

LEARN

about  
resources to  
support and  
enhance  
Recovery  
Coaching

FIND

your next  
Recovery Coach  
or Recovery  
Coach  
Supervisor  
training

SAVE

your Training  
Certificates  
from non-BSAS  
trainings

# Recovery Support Services Future

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New RFR for 5 more Recovery  
Support Centers/Recovery Café's

New England School of Addiction –  
RC Summit

Recovery Coach Academy – Black  
and Latinx Community

Looking for facilitators with lived  
experience w/addiction & recovery

- 5+ years
- 2+ years working as a Facilitator

# Certified Addiction Recovery Coach (CARC)

## Criteria for Recovery Coach Academy:

*Lived Experience with Addiction and Recovery*  
*Employed or Volunteering in a Peer Recovery Support Role*  
*Access to a supportive, trained Recovery Coach Supervisor*

## CARC Education Requirement

High School Diploma or Equivalency & 60 Hour Training Requirement

Hours	Education Domain	BSAS/AdCare Training
10	Advocacy	Recovery Coach Academy
10	Mentoring/Education	Recovery Coach Academy
10	Recovery/Wellness Support	Recovery Coach Academy
16	Ethical Responsibility	Ethical Considerations for Recovery Coaching
	<b>Additional Training</b>	
3	Cultural Competency	Diversity, Equity and Inclusion
5	Addictions 101	Addictions 101
3	Mental Health	Mental Wellness
3	Motivational Interviewing (MI)	Motivational Interviewing (MI)

**Experience:** CARC requires 500 Recovery Coaching Hours supervised by a trained Recovery Coach Supervisor and a signed Supervisory Form

For more information on Peer Recovery Coaching , CARC and CARC Recertification: [CareersofSubstancePeerRecoveryCoach page](#)