

CRPS STANDARDS & REQUIREMENTS TABLES

The purpose of this document is to provide detailed CRPS credential-specific information, including CRPS standards, requirements, and application policies and procedures. **Please note that this guide is for those applying for full CRPS certification, not provisional certification. For information on the CRPS Provisional Certification, please see the CRPS Provisional Standards & Requirements Tables posted on FCB’s website.** This document is to be read in conjunction with the FCB’s overall administrative requirements that are detailed in the following FCB Candidate Guides:

- [Candidate Guide: Application Process](#)
- [Candidate Guide: Examination Process Credential Award](#)
- [Candidate Guide: Maintenance and Renewal Process](#)

Applicants are responsible for reading, understanding, and following the information in the FCB’s Candidate Guides, this document, and the FCB’s [Code of Ethical and Professional Conduct and Disciplinary Procedures](#). All documents are posted online. Please contact the FCB at 850-222-6314 if you have any questions.

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CERTIFIED RECOVERY PEER SPECIALIST (CRPS)

A Certified Recovery Peer Specialist (CRPS) helps to ensure client-directed care by assisting people to build the skills and relationships needed to achieve and maintain recovery from substance use and/or mental health conditions. The CRPS achieves this goal by using their lived experience and professional preparation to mentor, monitor, and motivate others to achieve recovery. All tasks must reflect the perspective of the person served, meaning the CRPS must apply their skills to meet the individual needs of the client from where he or she is in recovery.

The CRPS has demonstrated competency through training and experience in the performance domains of:

- Advocacy
- Mentoring
- Recovery Support
- Professional Responsibility

LIVED EXPERIENCE ENDORSEMENTS

One of the unique and critical characteristics of a successful peer-to-peer relationship is the active acknowledgment and use of shared lived experience to engage and encourage others in the recovery and resiliency process. The FCB indicates lived experience through endorsements added to the CRPS credential.

The FCB currently offers four categories of lived experience:

- CRPS-A: Applicants have lived experience as an adult diagnosed with a mental health condition or substance use disorder and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years.
- CRPS-F: Applicants have lived experience as a family member or caregiver to a child or adult diagnosed with a mental health condition or substance use disorder. Individuals with the “family” endorsement have lived experience assisting adult or child family members to navigate the behavioral health services necessary to achieve a wellness and recovery-oriented lifestyle.
- CRPS-V: Applicants have lived experience as a veteran of the armed forces who have been diagnosed with a mental health condition or substance use disorder and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years.
- CRPS-Y: Applicants are currently between the ages of 18 and 29, have lived experience with a significant life challenge(s)* during the ages of 14-25, and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years.

* Examples of significant life challenge(s) include but are not limited to substance use disorder, mental health condition, involvement in any child-serving human services agency or public system such as the Department of Juvenile Justice or the Department of Children and Families, or any hardship condition that puts the individual at risk of a mental health condition or substance use disorder.

The FCB understands that many applicants will align with multiple categories of lived experience. As lived experience is documented by attestation, the FCB does not limit the number of endorsements that can be held. However, **at the time of application, you must choose a primary endorsement. Half of the work experience hours must be spent providing peer support to others with this same shared lived experience.**

ADDING ADDITIONAL ENDORSEMENTS

Applicants are strongly encouraged to apply for all endorsements they align with at the time of application; however, the online application system only allows you to select your primary endorsement. For additional endorsements, you will need to complete the *CRPS Lived Experience Attestation Endorsement Form*, which can be found on FCB’s website at www.flcertificationboard.org under Credentials, and email it to your Certification Specialist. If, after the CRPS credential and endorsement(s) are issued, you want to add an additional endorsement, please contact the FCB for assistance.

APPLICATION PROCESS OVERVIEW

There are two distinct phases to earning the CRPS credential:

- Phase 1: Apply for, submit required supporting documentation, and be approved to test for the credential. Please see the [CRPS Standards and Eligibility Requirements](#) section and the [CRPS Online Application Components and Submission Protocol](#) section of this document for additional details
- Phase 2: Once your application portfolio has been approved, you will sit for the credential exam. Upon passing the exam, your certification will be issued. Please see the [Candidate Guide: Examination Process Credential Award](#) for additional details.

This document provides the program requirements and steps to apply for and hold the credential through the two-phase process.

ONLINE APPLICATION REQUIREMENTS

There are several process steps involved in applying for certification.

To apply for the [CRPS](#) credential, applicants are responsible to:

1. Establish an online account in the FCB online system. This is a one-time activity.
2. Create an online [Certified Recovery Peer Specialist](#) application for certification. This is the official application and payment pathway. However, additional forms and supporting documentation must also be submitted to the FCB.
3. Download and complete the *Training Verification Form*. Once assigned, the completed form and supporting documentation can be uploaded to the online application or emailed to your Certification Specialist.
4. Save a copy of your high school diploma, GED, or transcript for your highest level of education completed.
5. If more than one endorsement is requested, download and complete the *Lived Experience Attestation Endorsement Form*.
6. Download the *Work Experience Verification, On-the-Job Supervision Verification, and Professional Recommendation for Certification Forms*; complete Part 1 of each form; provide the form to the appropriate person(s) to complete and submit directly to the FCB on your behalf. DO NOT collect these forms back and submit them yourself. The FCB WILL NOT accept these forms or supporting documentation from an applicant.

The CRPS application is considered successfully submitted when you have progressed through all screens, and your fee has been processed. This will generate a system email notifying you that your application has been received and the initial review is underway.

Approximately 3-4 weeks later, you will receive a personal email of introduction from your assigned Certification Specialist, along with the results of the initial review of your application and supporting forms/documentation. This person will be your single contact throughout the certification application, examination, and award processes.

All applicants have a maximum of 12 months to earn each credential, starting from the date FCB receives the application and the certification fee.

The time for an application to be approved depends on the timeliness and quality of the documents received by FCB. We strongly recommend that you understand the certification process and create a plan to complete all steps before completing and submitting either of the online applications.

Hard copy applications are only available for applicants who meet ADA requirements related to accommodations for using computers and related technologies. Please contact the FCB for additional assistance.

CREATE AN ONLINE ACCOUNT

All applicants must first establish an online account with the FCB. To access the portal, please go to our website at www.flcertificationboard.org and click on My Account.

- If you have an account, log in.
- If this is your first time working with the FCB, click the “My Account” link to create a new account.
- If you have forgotten your login or password, please call the office. **DO NOT CREATE MULTIPLE ACCOUNTS.**

CREATE AN ONLINE APPLICATION FOR CERTIFICATION

Applicants will be required to complete an online application.

CRPS Application: Once you can access your online account, select the “Apply for New Certification” button and then select the **Certified Recovery Peer Specialist** online application. For additional details, see this document's CRPS Online Application Components and Submission Protocol section.

An application is considered submitted when the applicant has progressed through all of the screens, provided all system-required information, and paid the application fee.

- You can access the application for a maximum of 45 days. Applications not submitted within 45 days will be automatically deleted, including all data and attachments.
- Once the application is submitted and the fee payment is received, the application is “locked.” This means that the applicant can no longer change data entered into the application and cannot add additional files of supporting documentation. Please work directly with your assigned Certification Specialist, who will make the necessary changes/updates.

DOWNLOAD AND DISTRIBUTE/COMPLETE REQUIRED FORMS

All credential-specific requirements are documented on FCB forms, which are posted online under Credentials at FCB’s website, www.flcertificationboard.org. All forms must be filled out electronically; handwritten forms will be denied.

All forms and supporting documentation must be submitted to FCB by the individual signing off on the form and submitting supporting documentation. Forms and documents provided by the applicant will be denied.

All hard copy documents and fee payments may be sent to the FCB by mail, email, or fax to (850) 222-6247.

US Mail: FCB ♦ 1715 South Gadsden Street ♦ Tallahassee, Florida, 32301

Email: Applicants are assigned a Certification Specialist when their application has been received at the FCB. Please ask the applicant for their Certification Specialist’s name and email address. In the absence of a specified person, FCB accepts email at admin_assist@flcertificationboard.org.

CRPS STANDARDS AND ELIGIBILITY REQUIREMENTS

TOPIC	MINIMUM REQUIREMENT
<p><i>Please review the Candidate Guide: Application Process and the following CRPS standards and eligibility requirements for application. Please see the Fee Schedule posted on FCB’s website for the most current application and exam fees.</i></p>	
<p>DCF Level 2 Background Screening</p>	<p>The statute requires all applicants to pass a Level 2 Background Screening conducted through the Department of Children and Families. FCB will initiate background checks for individuals seeking the CRPS credential.</p> <p>Regardless of whether you have been previously approved for an FCB credential or DCF Level 2 Background, you must complete and return the <i>Clearinghouse Applicant Request Form</i> and <i>Privacy Policy Form</i>.</p>
<p>Lived Experience</p>	<p>Applicants must attest to the type of lived experience that makes them eligible to serve as peers to others. This attestation determines the endorsement(s) applied to the CRPS credential. Applicants must select a primary endorsement and complete at least 50% of the required work experience with others with a similar lived experience.</p> <ul style="list-style-type: none"> • CRPS-A: Applicants have lived experience as an adult diagnosed with a mental health condition or substance use disorder and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years. • CRPS-F: Applications have lived experience as a family member or caregiver to a child or adult diagnosed with a mental health condition or substance use disorder. Individuals with the “family” endorsement have lived experience assisting adult or child family members to navigate the behavioral health services necessary to achieve a wellness and recovery-oriented lifestyle. • CRPS-V: Applicants have lived experience as a veteran of the armed forces who have been diagnosed with a mental health condition or substance use disorder and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years. • CRPS-Y: Applicants are currently between the ages of 18 and 29, have lived experience with a significant life challenge(s)* during the ages of 14-25, and are currently living a wellness and recovery-oriented lifestyle for a minimum of two years. <p>* Examples of significant life challenge(s) include but are not limited to substance use disorder, mental health condition, involvement in any child-serving human services agency or public system such as the Department of Juvenile Justice or the Department of Children and Families, or any hardship condition that puts the individual at risk of a mental health condition or substance use disorder.</p>
<p>Formal Education</p>	<p>High School Diploma or General Equivalency Degree.</p> <p>High School Diplomas or General Equivalence Degrees must be eligible for acceptance by colleges or universities holding nationally recognized accreditation through the United States Department of Education and/or Council on Higher Education Accreditation (CHEA).</p>
<p>Content Specific Training</p>	<p>40 total clock hours of training, allocated across CORE content, WHOLE HEALTH content, and ELECTIVE content, as follows:</p> <p>CORE CONTENT – MINIMUM 28 HOURS</p> <ul style="list-style-type: none"> • Advocacy: 4 hours minimum • Mentoring: 6 hours minimum • Recovery Support: 6 hours minimum • Cultural and Linguistic Competence: 2 hours minimum • Motivational Interviewing: 4 hours minimum

TOPIC	MINIMUM REQUIREMENT
	<ul style="list-style-type: none"> • Vicarious Trauma/Self-Care: 2 hours minimum • Professional Responsibility: 4 hours minimum <p>WHOLE HEALTH CONTENT – Minimum 8-16 HOURS</p> <p>Applicants must complete at least 8 hours of training in topics related to whole health. FCB has approved several whole health training programs to meet this requirement. Courses that are over 8 hours will be applied to the ELECTIVE requirement. Approved whole health training programs include, but are not limited to:</p> <ul style="list-style-type: none"> • WRAP (16 hours) • WHAM (8 hours) • Peer Whole Health and Resilience (8 to 16 hours, depending on provider) • Training equivalent to the content covered in the three (3) approved programs (above). FCB strongly recommends seeking pre-approval for whole health courses not listed above. <p>ELECTIVE CONTENT: Hours vary depending on the WHOLE HEALTH training requirement. To calculate elective hours, add 28 CORE hours <i>plus</i> the awarded number of WHOLE HEALTH hours. Subtract this total from 40 to determine the required ELECTIVE training hours. Eligible training content is related to the CRPS core competencies.</p> <p>PRE=APPROVED TRAINING PROGRAMS: Two training programs have been approved as meeting and/or exceeding the 40-hour training requirement. FCB accepts certificates of completion from either program as evidence that they satisfy the full 40-hour CRPS training requirement.</p> <ol style="list-style-type: none"> 1. Helping Others Health (HOH). The Florida Department of Children and Families sponsors this curriculum. FCB accepts face-to-face and online delivery of this course. Please contact DCF for information about registration for the HOH curriculum. 2. CASAT Peer Specialist 101 Training. This online course is offered through the University of Reno, Nevada. Please follow this link for information about this curriculum: https://www.casatlearning.org/all/self-paced/new-peer-support-specialist-self-paced-online-course <p>Eligible training must be taken from an FCB Approved Education Provider within the last 10 years (no time limit on college coursework taken as part of a degree program). FCB Eligible Training Guidelines and Providers are listed online on FCB’s website, www.flcertificationboard.org, under Education & Training.</p> <p>Recommended training topics for each domain are listed at the end of this document.</p> <p>Content-specific training and supporting documentation are submitted to the FCB by the applicant. Applicants must complete (1) the FCB Training Verification Form and (2) attach approved supporting documentation for each entry listed on the Form.</p>
Related Work Experience	<p>500 hours of supervised work and/or volunteer experience. At least 250 hours of experience must be specific to providing peer support to others with similar lived experiences, as indicated by your primary endorsement selection.</p> <p>Work and/or volunteer experience must be directly related to the credential's core competencies and must have occurred within the last five years.</p>
On-the-Job Supervision	<p>16 hours of on-the-job supervision of the applicant’s performance of peer support services in a paid or volunteer capacity.</p>

TOPIC	MINIMUM REQUIREMENT
	<p>Of the 16 hours, a minimum of 4 hours of supervision must be provided and documented in each of the following categories.</p> <ol style="list-style-type: none"> 1. Advocacy 2. Mentoring 3. Recovery Support 4. Professional Responsibility <p>For certification purposes, the FCB benchmarks reasonable and achievable supervision at the rate of 3 hours per week/156 hours per year.</p> <p>Supervision at the peer level focuses on client interaction and improving a peer’s skill set to serve their client base effectively. Eligible supervision can be individual, one-on-one supervision and/or observation of skills OR group supervision/case staffing.</p> <p>At least 50% of the hours of supervision must be individual, one-on-one supervision and/or observation of skills. No more than 50% of the required hours of supervision may be in a group setting.</p> <p>Supervision must be provided by a qualified supervisor. Qualified supervisors for CRPS applicants include the applicant’s immediate supervisor, trainer, mentor, quality assurance staff, officer, or director of the agency.</p> <p>Eligible on-the-job supervision occurred within the last 5 years.</p>
Cross-Over Work Experience and On-the-Job Supervision	<p>An applicant for the CRPS may use experience from one of the following cross-over positions:</p> <ul style="list-style-type: none"> • Up to 250 hours as a CRRA. The remaining hours must be spent providing direct recovery support to persons with similar lived experiences in the domains of advocacy, mentoring, and recovery support. • Up to 250 hours as a CRSS. The remaining hours must be spent on providing direct recovery support to persons with similar lived experiences in the domains of advocacy, mentoring, and recovery support. • No work hours as a BHT or other credential can be applied towards the CRPS application. <p>On-the-job supervision hours can only be applied to the percentage of work experience approved.</p>
Recommendations	<p>Three (3) professional letters of recommendation for certification.</p>
<p><i>Please review the Candidate Guide: Examination and Credential Award and the following CRPS exam requirements.</i></p>	
Exam	<p>Certified Recovery Peer Specialist Exam</p>
<p><i>Please review the Candidate Guide: Credential Maintenance and Renewal and the following CRPS requirements.</i></p>	
Continuing Education	<p>10 hours per year. Training content must be related to at least one of the CRPS performance domains as indicated under Content-Specific Training.</p> <p>Continuing Education (CE) credit hours must be non-repetitive (i.e., the same course cannot be claimed more than once during each credentialed period, even if the course is taken annually).</p>
Renewal	<p>Annual, on June 30th of each calendar year.</p>

ONLINE APPLICATION AND SUPPORTING DOCUMENTATION REQUIREMENTS

SECTION	REQUIRED DATA	REQUIRED ATTACHMENTS
Application Pathway (Endorsement)	When selecting your Application Pathway, you are choosing your primary endorsement.	No applicant-provided attachments are required.
Other Certification or Licensure	Enter the requested information for any non-FCB certification or license you may hold. If you do not hold other credentials, select the “next” button.	No applicant-provided attachments are required. If you report another credential(s), please upload a copy of the credential.
Formal Education/Degree	Enter the requested information for the highest-level degree you hold.	Upload a copy of your high school diploma/GED or transcript.
Content Specific Training	You are not required to enter any data fields; you only upload mandatory files.	Upload a completed <i>Training Verification Form</i> and supporting documentation for each course/training event listed on the form.
References	You must identify at least one supervisor who provided you with on-the-job supervision for certification purposes. You must identify the three individuals who will submit recommendations for certification on your behalf. Three professional references are required.	There is no option to upload documents to this application section. You must download the <i>On-the-Job Supervision Verification Form</i> and provide a copy to each supervisor for completion & submission to the FCB. You must download the <i>Professional Recommendation for Certification Form</i> from the FCB website and provide a copy to your references for completion & submission to the FCB. Note: Do not collect completed supervision or recommendation forms and submit them to the FCB yourself.
Current Employer	Please enter the requested information for your current employer and each additional employer you will contact to document the required work experience hours.	There are no attachments provided by applicants in this section. You must download the <i>Work Experience Verification Form</i> and provide a copy to each employer for completion & submission to the FCB. Note: Do not collect completed work verification forms and submit them to the FCB yourself.
Assurance and Release	Please read the agreements on this page, as you are bound by FCB policy and procedure once you check the check box and select the “next” button.	There are no attachments provided by applicants in this section.

SECTION	REQUIRED DATA	REQUIRED ATTACHMENTS
Final Review and Application Submission	<p>Review all entered information. If any edits need to be made, make them at this time.</p> <p>After you select the “submit” button, additional documents cannot be uploaded.</p> <p>If you do not select the “submit” button within 45 days of starting the application, the system will delete the application, including all entered data and attachments.</p>	<p>There are no attachments provided by applicants in this section.</p> <p>You will be taken to the fee payment screen when you submit your application.</p>
Fee Payment	<p>The certification fee is due now. The preferred method of payment is to pay online with a credit card.</p> <p>Applicants who have been awarded a scholarship and who have received a letter indicating their award will stop at the fee payment screen. To exit, close the screen.</p>	<p>Your application is not submitted until payment is made. For the most current fees, see the Fee Schedule posted on FCB’s website.</p> <p>Credit card payments made online are secure and have no additional fees. Payments may also be made by money order/check. Credit card payments by phone will incur an extra \$5.00 convenience fee per transaction.</p> <p>All fees are non-refundable.</p>

HARD COPY APPLICATION DOCUMENTS AND SUBMISSION PROTOCOL

Applicants must download the following forms from the FCB website and provide them to the appropriate people for completion and submission to the FCB.

The applicant submits the following forms:

- CRPS Lived Experience Attestation Endorsement Form*
- Training Verification Form*

The following are submitted by those completing the form on behalf of the applicant:

- Work Experience Verification Form*
- On-the-Job Supervision Verification Form*
- Professional Recommendation for Certification Form*

Your assigned Certification Specialist will upload all hard-copy documents to your online application. From your online account, you can track the status of each requirement.

REQUIRED DOCUMENTATION	APPLICANT PROVIDED	NON-APPLICANT SOURCE
DCF Level 2 Background Screening	Hard Copy Document: The Certification Specialist will email applicant forms for Level 2 Background Screening upon receiving the CRPS application. Complete the <i>Clearinghouse Applicant Request Form</i> and <i>Privacy Policy Form</i> .	No documentation is required from a non-applicant source.
Lived Experience Attestation (Endorsements)	Online Application: When selecting your Application Pathway, you are choosing your primary endorsement. Hard Copy Document: If more than one endorsement is desired, the applicant must complete the CRPS Lived Experience Attestation Endorsement Form and email it to FCB.	No documentation is required from a non-applicant source.
Formal Education	Online Application: Report your highest-level degree(s) and upload a copy of your High School Diploma/GED or higher.	No documentation is required from a non-applicant source.
Work Experience Verification	Online Application: Report the employer(s) who will submit verification documentation. Hard Copy Document: Provide each employer with a <i>Work Experience Verification Form</i>	Hard Copy Document: Employer completes and submits related work experience on the <i>Work Experience Verification Form</i> . Employers must attach a position description on agency letterhead specifying all related duties.
On-the-Job Supervision Verification	Online Application: Report supervisor(s) who will submit verification documentation. Hard Copy Document: Provide each supervisor with an <i>On-the-Job Supervision Verification Form</i> .	Hard Copy Document: The Supervisor completes and submits the <i>On-the-Job Supervision Verification Form</i> directly to the FCB.

Content Specific Training	<p>Hard Copy Document: Complete the <i>Training Verification Form</i> and collect copies of supporting documentation.</p> <p>Online Application: Upload all documents.</p>	No documentation is required from a non-applicant source.
Recommendations	<p>Online Application: Report individuals who will submit a recommendation for certification.</p> <p>Hard Copy Document: Provide each individual with a <i>Professional Recommendation for Certification Form</i>.</p>	Hard Copy Document: The individual providing the recommendation completes and submits the <i>Professional Recommendation for Certification Form</i> directly to the FCB.

All forms must be filled out electronically – handwritten forms will be denied.

All forms and supporting documentation must be submitted to the FCB by the individual signing off on the form/submitting supporting documentation. Forms and documents provided by the applicant will be denied.

All hard-copy documents and fee payments may be made to the FCB via mail, email, or fax.

US Mail: FCB ♦ 1715 South Gadsden Street ♦ Tallahassee, Florida, 32301

Email: Applicants are assigned a Certification Specialist when the FCB has received their application and fee payment/scholarship award letter. Please refer all documents and questions to the assigned Certification Specialist’s name and email address. In the absence of a specified person, FCB accepts email at admin_assist@flcertificationboard.org.

FAX: 850-222-6247

CERTIFICATION PROCESS CHECKLIST

By submitting the CRPS application, you are stating/agreeing that you, the applicant, have read all the required policy and procedures covered in the following documents:

- [Candidate Guide: Application Process](#)
- [Candidate Guide: Examination Process and Credential Award](#)
- [Credential Specific Standards Table](#)
- [Code of Ethical and Professional Conduct and Disciplinary Procedures](#)

FCB System Registration and Application

- Online account created.
- Online application submitted.
 - Select the application pathway for your primary endorsement.
 - Complete and email the *CRPS Lived Experience Attestation Endorsement Form* (if more than one endorsement is needed).
 - Identify current or prior licenses/certifications, if held.
 - Identify the highest level of education completed. Save and upload a copy of the diploma or transcript.
 - Complete and upload the *Training Verification Form* and supporting documents.
 - Identify individuals who will submit *Professional Recommendation for Certification Forms*. Download and distribute the required form to each individual for completion & submission.
 - Identify individual(s) who will submit the *On-the-Job Supervision Verification Form(s)*. Download and distribute the required form to each individual for completion & submission.
 - Identify current and/or past employers who will submit *Work Experience Verification Form(s)*. Download and distribute the required form to each individual for completion & submission.
- Fee payment is made unless the scholarship has been approved. All fees are non-refundable.

Exams

- Receive approval to register for the exam(s).
- Exam Fee Payment is made unless the scholarship has been approved.
- Register for the exam(s).
- Take the exam(s).

TRAINING TOPICS BY DOMAIN

DOMAIN	TOPICS
Advocacy (4 hours)	<ul style="list-style-type: none"> • Stigma • Social injustice issues relating to factors such as race, culture, sexual orientation, class, disability • Protecting rights • Advocacy strategies to support peers • Influencing and negotiation • Empowerment strategies • Fostering self - advocacy skills among persons served • Concept of self - determination and how to support it
Mentoring (6 hours)	<ul style="list-style-type: none"> • Establishing and terminating the peer relationship • Effective methods to tell a personal recovery story • Building supportive relationships • Role-modeling • Inspiring hope • Group process and facilitation • Educational methods • Interpersonal communication principles and methods • Use of person-first language • Wellness planning • Teaching practical living skills, personal care, etc. • Recognizing and fostering resilience
Recovery Support (6 hours)	<ul style="list-style-type: none"> • Principles of recovery • Processes of recovery and change • Recovery capital • Developing recovery goals and plans • Triggers for mental health symptoms and abuse of substances • Medication (side effects, management) • Trauma-informed services • Person-centered principles and practices • Resource linkage/making referrals • Collaboration methods • Use of self-help groups and other recovery support services • Use of natural support systems • Crisis situations and strategies for intervention
Cultural and Linguistic Competence (2 hours)	<ul style="list-style-type: none"> • Culturally appropriate oral and written language services • Bilingual/bicultural training • Cultural Competence – personal and organizational • Diversity – knowledge and assessment • Cross-cultural Framework
Motivational Interviewing (4 hours)	<ul style="list-style-type: none"> • Client-Centered Counseling Skills • Empathetic counseling skills • Effective behavior change • Building Rapport

DOMAIN	TOPICS
	<ul style="list-style-type: none"> • Support self-efficacy or confidence • Active listening • Treating resistance
Vicarious Trauma/Self-Care (2 hours)	<ul style="list-style-type: none"> • Compassion fatigue • Developing a self-care strategy • Secondary traumatization • Victimization/secondary victimization • Countertransference
Professional Responsibility (4 hours)	<ul style="list-style-type: none"> • Federal, state & other governing laws and regulations • Ethics, values, and professional conduct/Codes of Conduct • Philosophy of peer support • Boundary issues • Confidentiality • Documentation • Using supervision/consultation
Whole Health (8-16 hours)	<p>Applicants must complete a minimum of 8 hours of training in topics related to whole health.</p> <ul style="list-style-type: none"> • WRAP (16 hours) • WHAM (8 hours) • Peer Whole Health and Resilience (8 to 16 hours, depending on provider) • Training equivalent to the content covered in the 3 approved programs (above). FCB strongly recommends seeking pre-approval for whole health courses not listed above.
Electives (0-4 hours)	<p>Hours vary depending on the WHOLE HEALTH training requirement. To calculate elective hours, add 28 CORE hours <i>plus</i> the awarded number of WHOLE HEALTH hours. Subtract this total from 40 to determine the number of required ELECTIVE training hours. Eligible training content is related to the CRPS core competencies.</p>