

International Standards for Peer Recovery (PR)

Experience: 475 hours of volunteer or paid work experience specific to the domains. (See page 2.)

Education:

- High school diploma or jurisdictionally certified high school equivalency.
- 46 hours specific to the domains with 10 hours in each of the domains of Advocacy, Mentoring/Education, and Recovery/Wellness Support and 16 hours in the domain of Ethical Responsibility.

Supervision: 25 hours of supervision specific to the domains. Supervision must be provided by an organization's documented and qualified supervisory staff per job description.

Examination: All applicants to pass the IC&RC PR Examination.

Code of Ethics: The applicant must sign a peer recovery specific code of ethics statement or affirmation that the applicant has read and will abide by the code of ethics.

Recertification: 20 hours of continuing education earned every two years, including six hours in ethics, plus renewal fee.

NCB Peer Recovery Support Specialist Domains, Requirements, and Supervisor Checklist

The 2025 Peer Recovery Job Analysis identified four performance domains for the IC&RC Peer Recovery Exam:

- Domain 1: Advocacy
- Domain 2: Ethical Responsibility
- Domain 3: Mentoring and Education
- Domain 4: Recovery/Wellness Support
- Domain 5: Harm Reduction

Domain 1: Advocacy		
Associated Tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Relate to the individual as an advocate. <input type="checkbox"/> Advocate within systems to promote person-centered recovery/wellness support services. <input type="checkbox"/> Describe the individual's rights and responsibilities. <input type="checkbox"/> Apply the principles of individual choice and self-determination. <input type="checkbox"/> Explain importance of self-advocacy as a component of recovery/wellness. <input type="checkbox"/> Recognize and use person-centered language. <input type="checkbox"/> Practice effective communication skills. <input type="checkbox"/> Differentiate between the types and levels of advocacy. <input type="checkbox"/> Collaborate with individual to identify, link, and coordinate choices with resources. <input type="checkbox"/> Advocate for multiple pathways to recovery/wellness. <input type="checkbox"/> Recognize the importance of a holistic (e.g., mind, body, spirit, environment) approach to recovery/wellness. 	
Hours of education required for certification: 5	Hours completed:	Comments:
Hours of supervision required for certification: Total of 25	Hours completed:	

Recertification: 20 hours of continuing education earned every two years, including six hours in ethics, plus renewal fee.

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Domain 2: Ethical Responsibility		
Associated Tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Recognize risk indicators that may affect the individual's welfare and safety. <input type="checkbox"/> Respond to personal risk indicators to assure welfare and safety. <input type="checkbox"/> Communicate to support network personal issues that impact ability to perform job duties. <input type="checkbox"/> Report suspicions of abuse or neglect to appropriate authority. <input type="checkbox"/> Evaluate the individual's satisfaction with their progress toward recovery/wellness goals. <input type="checkbox"/> Maintain documentation and collect data as required. <input type="checkbox"/> Adhere to responsibilities and limits of the role. <input type="checkbox"/> Apply fundamentals of cultural competency. <input type="checkbox"/> Recognize and adhere to the rules of confidentiality. <input type="checkbox"/> Recognize and maintain professional and personal boundaries. <input type="checkbox"/> Recognize and address personal and institutional biases and behaviors. <input type="checkbox"/> Maintain current, accurate knowledge of trends and issues related to wellness and recovery. <input type="checkbox"/> Recognize various crisis and emergency situations. <input type="checkbox"/> Use organizational/departmental chain of command to address or resolve issues. <input type="checkbox"/> Practice non-judgmental behavior. 	
Hours of education required for certification: 5	Hours completed:	Comments:
Hours of supervision required for certification: Total of 25	Hours completed:	

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Domain 3: Mentoring and Education		
Associated Tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Serve as a role model for an individual. <input type="checkbox"/> Recognize the importance of self-care. <input type="checkbox"/> Establish and maintain a peer relationship rather than a hierarchical relationship. <input type="checkbox"/> Educate through shared experiences. <input type="checkbox"/> Support the development of healthy behavior that is based on choice. <input type="checkbox"/> Describe the skills needed to self-advocate. <input type="checkbox"/> Assist the individual in identifying and establishing positive relationships. <input type="checkbox"/> Establish a respectful, trusting relationship with the individual. <input type="checkbox"/> Demonstrate consistency by supporting individuals during ordinary and extraordinary times. <input type="checkbox"/> Support the development of effective communication skills. <input type="checkbox"/> Support the development of conflict resolution skills. <input type="checkbox"/> Support the development of problem-solving skills. <input type="checkbox"/> Apply principles of empowerment. <input type="checkbox"/> Provide resource linkage to community supports and professional services. 	
Hours of education required for certification: 5	Hours completed:	Comments:
Hours of supervision required for certification: Total of 25	Hours completed:	

Recertification: 20 hours of continuing education earned every two years, including six hours in ethics, plus renewal fee.

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Domain 4 Recovery/Wellness Support		
Associated Tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Assist the individual with setting goals. <input type="checkbox"/> Recognize that there are multiple pathways to recovery/wellness. <input type="checkbox"/> Contribute to the individual’s recovery/wellness team(s). <input type="checkbox"/> Assist the individual to identify and build on their strengths and resiliencies. <input type="checkbox"/> Apply effective coaching techniques such as Motivational Interviewing. <input type="checkbox"/> Recognize the stages of change. <input type="checkbox"/> Recognize the stages of recovery/wellness. Recognize signs of distress. <input type="checkbox"/> Develop tools for effective outreach and continued support. <input type="checkbox"/> Assist the individual in identifying support systems. <input type="checkbox"/> Practice a strengths-based approach to recovery/wellness. <input type="checkbox"/> Assist the individual in identifying basic needs. Apply basic supportive group facilitation techniques. <input type="checkbox"/> Recognize and understand the impact of trauma. 	
Hours of education required for certification: 5	Hours completed:	Comments:
Hours of supervision required for certification: Total of 25	Hours completed:	

Recertification: 20 hours of continuing education earned every two years, including six hours in ethics, plus renewal fee.

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Domain 5 Harm Reduction		
Associated Tasks	<ul style="list-style-type: none"> <input type="checkbox"/> Recognize principles of harm reduction in SUD and mental wellness. <input type="checkbox"/> Provide tools and strategies to reduce harm and negative consequences. <input type="checkbox"/> Discuss harm reduction strategies and readily available resources (e.g., recognizing patterns and behaviors, stages of change). <input type="checkbox"/> Provide overdose prevention education and link to resources (e.g., naloxone, community resources, testing strips). <input type="checkbox"/> Identify resources for ancillary/wraparound services. <input type="checkbox"/> Practice self-awareness of personal beliefs and biases towards harm reduction. <input type="checkbox"/> Identify alternative approaches that do not seek to prevent or end substance use. 	
Hours of education required for certification: 5	Hours completed:	Comments:
Hours of supervision required for certification: Total of 25	Hours completed:	

Recertification: 20 hours of continuing education earned every two years, including six hours in ethics, plus renewal fee.