

# RECOVERY COACHING A HARM REDUCTION PATHWAY ©

*An 18-hour enrichment  
training for peer recovery  
support specialists*



## A GROWING NEED

Tens of thousands of people are trained as peer recovery coaches; many now work in a rapidly growing and changing peer recovery support services (PRSS) field across a wide variety of service settings. Several of the key tenets in peer-assisted recovery are: 'Meet people where they are at'; 'You are in recovery when you say you are'; and, 'There are many pathways to recovery'. Still, harm reduction as pathway *to* and *of* recovery from addiction remains widely misunderstood. Abstinence-based pathways have for decades dominated the helping services of addiction recovery. Peer specialists may struggle with coaching a harm reduction pathway for many reasons, including: Lack of understanding about harm reduction; personal, institutional, and cultural bias; and/or lack of exposure to people achieving recovery outcomes through harm-reduction-based means.

*Recovery Coaching a Harm Reduction Pathway* comes just in time for a new phase in PRSS development alongside a swelling harm reduction movement across North America. A handful of leaders in both the PRSS and harm reduction movements collaborated to bring this curriculum to its current form. *RCHRP* utilizes adult learning theory concepts and modalities to address knowledge, attitudes, practices, access to resources, and coaching skills. As this training explores sensitive topics, its design and delivery are highly trauma-informed. Each class becomes a safe place for self-examination and practice from the outset.

## LEARNING OBJECTIVES

### Participants will be able to:

- Define harm reduction as a practice and as a social movement
- Examine one's beliefs and values around a harm reduction pathway of recovery
- Compare and contrast principles of harm reduction and recovery coaching
- Define and locate opportunities for improving a Recovery-Oriented System of Care that serves People Who Use Drugs
- Discuss advocacy and practices around social justice issues as part of harm reduction
- Practice newly acquired knowledge and skills supporting a harm reduction pathway of recovery
- Develop a personal action plan for further development of harm reduction recovery coaching skills

# WHO BENEFITS FROM THIS TRAINING?

Active or prospective peer specialists; Recovery Community Organization personnel; recovery housing service providers; substance use disorder treatment providers; medical and psychiatric services providers; peers and family members in recovery.

## PREREQUISITES

Completion of a recognized 30-46-hour recovery coaching fundamentals training, such as *CCAR Recovery Coach Academy*, is strongly suggested.

## ABOUT THE AUTHORS



Jim Wuelfing is owner and principle associate of the New England Center, dedicated to exceptional training, facilitation and consulting services for nearly 40 years. In the recovery supports arena he has been a major contributor in the design and delivery of several curricula including the *CCAR Recovery Coach Academy* and *CCAR Ethical Considerations for Recovery Coaches*, as well as *Developing Excellence in Recovery Coaching* and *Recovery Coaching a Harm Reduction Pathway*. He has aided in the formation of several statewide recovery community organizations and has served on the board of the Massachusetts Organization of Addiction Recovery. Jim also has a decades long experience working on social justice issues focusing on racial inequities and understanding the dynamics of power and privilege. He co-wrote with Arthur Woodard, Jr. the nationally well-received training *Racism of the Well-Intended*.



Dean LeMire is owner and principal associate of The LeMire Group LLC, a recovery services consulting and training agency based in Dover, NH. In his various roles across the substance use disorder continuum of care, Dean has facilitated expansion of improved, person-centered, and community-based service delivery. In NH Dean helped to form a statewide network of Recovery Community Organizations, as well as a statewide network of harm reduction service programs as a founding board member of the New Hampshire Harm Reduction Coalition and as co-founder of Hand Up Health Services, a county-wide syringe services program. In Texas Dean co-founded the Texas Harm Reduction Alliance and served as Operations Director of THRA's first direct services program, Austin Overdose Prevention Services (Austin-OPS). He is currently Peer Recovery Services Sr. Manager at Boulder Care, Inc.

## RCHRP CONTACT

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## ***Making a Start***

*The primary purpose of the first session/s of Recovery Coaching A Harm Reduction Pathway is to create a safe environment for learning and exploring one's own values and beliefs surrounding harm reduction wherein new knowledge transfer can occur and previous practices of recovery coaching can be challenged and/or enhanced.*

### **Creating a Safe Place**

Takeaway/s: There are multiple objectives to this module. First is the development of creating a safe place for learning. This module also begins the process of transferring the responsibility of learning from the trainers to the participants. Finally, the creation of the Safety Agreements allows the trainers to use them as a first attempt to change individual/group behavior rather than addressing individuals.

### **Values Continuum Exercise (Part 1)**

Takeaway/s: This module begins the process of participants examining their values and beliefs around harm reduction.

### **Values Continuum (Part 2)**

Takeaway/s: This module continues the process of examining and questioning values and beliefs around harm reduction as a pathway of recovery. This process will continue throughout the three days. Module 6: Reacquaintance and Energizer Takeaway[s]: This module is short but important. The purpose is to allow for some time for reflection as well as to have a little fun before settling in for more learning.

### **Defining Harm Reduction**

Takeaway/s: There are several objectives to this module. You will note that before the trainers give a piece of didactic information, they will allow participants to address what they already know. This is true in many places in this training. Additionally, participants will gain insight into how other leaders in the recovery field describe harm reduction. This module helps build a foundation for the rest of the training. Finally, this module sets us up for a more universal application of harm reduction principles across the continuum of care.



## **History of Harm Reduction**

*Takeaway/s:* The objective of this module is to supply some historical context to harm reduction as a philosophy, a set of health-promoting practices, and as a social justice & human rights movement.

## **Articulating the Case for Harm Reduction**

*Takeaway/s:* The purpose of this module is to allow participants to use some of their knowledge and experiences in a conversation with someone playing a role where they do not know much about the topic. It is designed to use a kinesthetic learning technique and possible have some fun after a full day.

## **Harm Reduction Strategies for a Variety of Drugs**

*Takeaway/s:* The purpose of this module is to broaden application of harm reduction principles beyond opioid-specific practices.

## ***Making Connections***

*The focus shifts from getting acquainted to digging deeper into harm reduction concepts such as principles, goals, and best practices, into the connections between harm reduction and recovery coaching principles, into harm-reduction-specific resources, and into stigma and advocacy issues viewed through a harm reduction lens. We also explore theoretical and practical applications of harm reduction in our work as peer specialists.*

## **Digging Deeper into Harm Reduction**

*Takeaway/s:* The purpose of this module is to put the harm reduction movement in context with a Recovery-Oriented System of Care and then to broaden that context by showing that the principles of recovery and the principles of harm reduction are remarkably similar.

## **Harm Reduction and Recovery Coaching Principles**

*Takeaway/s:* The purpose of this module is similar to the previous module in illustrating that the principles of harm reduction and the principles of recovery coaching support one another.

## **Harm Reduction Specific Resources**

*Takeaway/s:* The purpose of this module is to introduce participants to the resources available to those using a harm reduction pathway, as well as to show that many participants are already aware of several harm-reduction-oriented resources.



## **Medicine in Recovery Coaching**

*Takeaway/s:* The purpose of this module is to discuss medicinal treatments for opioid use disorders and the research as to their overall effectiveness, as well as to address misconceptions that have often been a stumbling block in effective recovery coaching.

## **Recovery Coaching Practice: What Do I Say Next**

*Takeaway/s:* This module is designed to have participants discuss how they would respond as a recovery coach to a particular issue raised by a participant following or indicating a need to develop a harm reduction pathway of recovery.

## **Advocacy and Stigma**

*Takeaway/s:* In this module, participants will specifically address issues of stigma as well as possible advocacy issues to address them and additional harm-reduction-focused needs of the community. The purpose is to not only identify the issues but also the obstacles that are likely to occur while addressing them.

## ***Making Changes***

*The focus of the remainder of Recovery Coaching a Harm Reduction Pathway is to explore stigma in drug-use-related language, to practice harm-reduction-oriented recovery coaching skills, and to assess participant attitudes about harm reduction concepts and their plans for continuing to develop new competencies in their work as peer specialists.*

## **Reducing Harm with Words**

*Takeaway/s:* The importance of language would be hard to overestimate. Language is alive and always changing. It is clearly the ethical responsibility of coaches to inventory their own use of language, to learn from those they are serving as to what language is helpful and what is harmful, and to continue to advocate for the purposeful use of empowering language.

## **Recovery Coaching Role Plays**

*Takeaway/s:* The purpose of this module is for participants to practice utilizing skills and knowledge covered in the training thus far.



## **Revisiting the Values Continuum Exercise**

*Takeaway/s:* Participants will be given the opportunity to assess whether any of the values and beliefs that they entered Day One with have changed. This process doesn't stop at the end of the training. More evolution of thoughts, attitudes, and behaviors will hopefully occur over time.

**Module 6: Continued Professional Development Takeaway[s]:** The process of change initiated by attending a training such as this begins at the end of the training. To cover all that needs to be covered to be a accomplished recovery coach coaching a harm reduction pathway in a three-day training would be impossible. This is an opportunity for participants to discuss what other learning occasions might be available to them.

## **Revisiting the Values Continuum Exercise**

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## **Continued Professional Development**

*Takeaway/s:* The process of change initiated by attending a training such as this begins at the end of the training. Further development is needed to competently integrate harm reduction into one's practice. This is an opportunity for participants to discuss what other learning opportunities they might pursue.

## **Goal-Setting**

*Takeaway/s:* To leave this training without a goal/s on what comes next in terms of increasing one's competency in coaching a harm reduction pathway would be neglectful. This module formally gives participants to begin that process.

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# FEES & COSTS



Services / Goods	Fee Description	Fee
RCHRP 18-hour Training (digital)	Trainer's Fee, 2 core LGLC trainers	\$6,000
In-person delivery adds	Travel, lodging, incidentals	

Services / Goods	Fee Description	Fee
<b>Training of Trainers</b>  <u>Scheduling Options:</u> Add 2 hrs per RCHRP training day, 4-6 hrs one additional day Standalone TOT: Three 3.25-hour sessions or 1.5 days	Trainer's Fee 2 core LGLC trainers	\$2,500
In-person delivery adds	Travel, lodging, incidentals (for standalone ToT or for costs added when adding one day to end of RCHRP training)	

Manuals	Per Unit Cost incl. Shipping
Spiral-bound Participant Manuals	\$26.00
Digital Participant Manuals (fillable PDFs)	Free with purchase of physical manual
Trainer's Manuals (w/ purchase of Training of Trainers)	\$28.00

Services / Goods	Fee Description	Flat Fee
Ongoing Implementation Technical Assistance	<u>Includes:</u> 2 LGLC Associates' facilitators' fees, guest subject matter experts' fees, admin	\$350.00 per hour

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