Hybrid Training Approach
Enhance the Capacity of Recovery Residence Managers

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Learning Objectives

• Describe Recovery Residences and the role of Residence Managers

• Identify three delivery approaches used in the Recovery Resident Manager Curriculum

• Describe how a paraprofessional community of practice can reflect the social model peer support, which all recovery residences are founded upon
What are Recovery Residences?

Sober, safe, and peer-supportive living environments that promote recovery

- Rooted in Social Model Recovery Philosophy.
- Range in the type and intensity of services.
- Options cost-effectively match the diverse and changing needs of residents.
Social Model – sociocultural elements & structure that promote ubiquitous support, accountability & connectedness

Peer Recovery Support
- Formal one-on-one (e.g., coaching)
- Formal groups (e.g., support groups)

Life skills
  e.g., job readiness, budgeting

4 Levels of Support as defined by the National Alliance for Recovery Residences

Clinical
What’s the role of Recovery Residence Managers (RM)?

The primary direct care staff and/or leadership in most types of recovery residences.

- Peer paraprofessional role
- Also known as House Managers, Senior Residents, Peer Leaders, and Peer Mentors…
- Responsibilities range based on type of recovery residence and the division of labor
Key to Success

The Recovery Residence Manager’s skills, knowledge and abilities greatly impact the:

• Household’s health and recovery culture

• Turnover and occupancy rates

• Risk and liability

• Sustainability, profitability

• Recovery outcomes
Growing Demands

Today, the demands on Residence Managers is higher due to residents’ needs being higher:

- Transitional-aged youth (16 to 26 years old)
- Synthetics, opioid epidemic, Medically Assisted Treatment (MAT)
- Co-occurring mental health, process disorders and trauma
Lack of Formal Training

To often, Residence Managers are “thrown in the role” with little to no training or support. At best, many

• Do an informal apprenticeship

• Observe their house manager while a resident learning what to do or NOT do
Wrong Training, Wrong Role

Residence Managers trained as Counselors or Coaches often experience scope of practice and/or role confusion.

- The Residence Manager role is unique and requires its own workforce development, curriculum and credential
Texas is fragmented by its size

- Geographically the size of California and Nevada combined
- Largest rural population in the nation
Hybrid Curriculum

• Online training
• Experiential Retreat
• Community of Practices
• Field experience
Online Training

• Learning Management System

• 8 Sessions - weekly
  – Pre-assignments
  – Interactive webinars
  – Quiz and evaluation
Experiential Retreat

• Thursday evening through Sunday noon

• Participants are assigned to “Houses”
  – breakout groups of 6 to 10 individuals replicating recovery residence dynamic

• “Camp Counselors”
  – Previous students
  – Facilitate breakout sessions
Community of Practice

• Group of people who share a craft and/or a profession.

• Ongoing web conferences where Resident Managers can share successes, problem solve, reinforce skills and gain support.

• Statewide network of Recovery Residence Managers and Alumni passionate about advancing the role.
Field Experience

• Work, intern or live in a recovery residence to solidify knowledge and skills.

• Reasonable accommodations may be provided where access to recovery residence field placement is limited.
Advisory Committee

Membership

- Current or former Recovery Residence Manager training students or stakeholders

- Shape strategic planning around the curriculum and recovery residences
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<thead>
<tr>
<th>Recovery Residences</th>
<th>Resident Manager Training</th>
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<tbody>
<tr>
<td>• Cultivate psychological sense of community</td>
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<tr>
<td>• Peer leaders play meaningful roles</td>
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<tr>
<td>- Progress is rewarded with additional responsibility</td>
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<tr>
<td>• Residents have person-driven recovery plans</td>
<td>• Participants have person-driven workforce development plans</td>
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