

WRAP®: Wellness Recovery Action Plan

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Brief Description

WRAP (Wellness Recovery Action Plan) is a peer-supported recovery and self-management approach developed by people who were themselves recovering from serious mental illnesses. Initially designed to help people gain control of their mental health challenges and move toward recovery, the model has since been applied with success to people experiencing troubling thoughts or behaviors in any aspect of their lives. Examples include substance use problems, trauma, difficult family dynamics, and cognitive impairments. The approach also benefits caregivers of people with long-term support needs. The model is currently used by behavioral health programs in all 50 states and in several countries outside the US. Some states include WRAP training in their certification requirements for recovery coaches or peer support specialists. Copeland Center for Wellness and Recovery has developed a certification program for co-facilitators worldwide to promote fidelity to the evidence-based peer-group process.

Is It a Good Fit for My Agency?

WRAP can be incorporated into any community-based program that employs or plans to employ a peer workforce. To implement the approach with fidelity, two trained co-facilitators are required for each peer support group. Training to become a facilitator consists of an introductory [online seminar](#) (Seminar I) given over 5 days (2.5-hour daily sessions) followed by a five-day in-person [immersive course](#) (Seminar II). Several of these courses are scheduled during the year in different localities. Alternatively, agencies can engage certified WRAP facilitators—called Advanced Facilitators—to train their staff (facilitators certified to provide trainings are listed in this [directory](#)). An alternative to training agency staff to become WRAP facilitators is to engage certified co-facilitators to run peer groups. Certified co-facilitators are listed in this [directory](#). Developing the plan typically takes 8-12 weeks. Some sites hold optional ongoing group meetings for maintenance and continued peer support.

Cultural Adaptability

Because the WRAP process is entirely self-directed, the resulting plan aligns with the participant's cultural background, personal situation, and available resources. Facilitator training emphasizes skills for empowering participants to construct plans based on their own preferences. The training manuals are available in [Spanish](#). These features make the approach adaptable to specific cultural contexts, as witnessed by its use around the world and among racially and ethnically diverse groups within the United States.



How Does It Work?

The **facilitator training** includes two required sessions. The first session is an [online seminar](#) that teaches the principles of WRAP and guides the trainees through the process of developing their own plans. To attend the second session, trainees must complete the first session or the equivalent [correspondence course](#). The second session is an in-person 5-day [facilitator training course](#) that qualifies participants to lead WRAP groups. **Implementation** starts with an introductory session during which the group receives peer-delivered information about the WRAP process. After the introduction, there are typically 8-12 weekly (or bi-weekly) peer-led plan development sessions lasting about two hours each. WRAP groups typically have 10-15 participants. WRAP is completely voluntary; requiring anyone to attend sessions would be a departure from fidelity to the evidence-based model.

Where to Find Program Materials

Instructional books and training manuals are available in English and Spanish at the [WRAP bookstore](#). A [WRAP app](#) is available for iOS and Android systems.

How to Learn More

WRAP materials are distributed by [Advocates for Human Potential](#) in collaboration with [the Copeland Center](#). These organizations' websites provide detailed information about the model. A summary of the history, ethics, and basic practice of WRAP is available in [booklet format](#).

Adopting and Financing WRAP in Community Settings

Program Costs

Tuition and materials for one person to qualify as a WRAP facilitator currently cost \$1,719, itemized as follows:

- ❖ Seminar I: \$419 (Tuition: \$399; Textbook: \$20)
- ❖ Correspondence course as an alternative to Seminar I: \$345 (Tuition: \$325; Textbook: \$20)
- ❖ Facilitator Training: \$1,300

If no facilitator training course is available nearby, prospective trainees should add the costs of travel and a five-day stay to the costs listed above.

Implementation costs will vary by agency. Typical costs may include:

- ❖ Weekly meeting space for 12 weeks with capacity for 15 people
- ❖ Staff salaries for two co-facilitators if agency staff were trained as facilitators
- ❖ Fees for two co-facilitators if external facilitators are hired

Potential Funding Sources

Community programs that adopted WRAP funded the program through a variety of sources, including:

- ❖ Community fundraiser events
- ❖ Financial assistance from State Departments of Health, or Offices of Consumer Affairs
- ❖ Cost-sharing through partnership with local social clubs, adult daycare centers, or drop-in centers providing community-based supports
- ❖ Faith-based organizations, such as the local chapter of the [National Catholic Partnership on Disability](#)
- ❖ Local branch of the [National Alliance for the Mentally Ill](#)

Value of the Program

Potential funders typically ask how the program will add value to the community and help advance individual health and well-being and population health, facilitate treatment and recovery efforts, and/or reduce overall health costs.

In a randomized control study of 519 adults with mental illness receiving treatment in six Ohio communities:

- ❖ Disease severity as measured by the Brief Symptom Inventory (BSI) decreased by 45%.
- ❖ The number of symptoms assessed as pathological by the BSI decreased by 41%.
- ❖ Belief in one's ability to develop goal-oriented strategies and to initiate and sustain actions, as measured by the Hope Scale, increased by 5%.

Expected Impact on Health System Performance and Healthcare Costs

- ❖ **Research¹ has shown that peer support significantly reduces total hospital days and readmission rates among adults discharged from psychiatric treatment.**
- ❖ **WRAP, shown to be an effective peer support model for people with behavioral health challenges, should ultimately decrease readmission to treatment and total hospital days.**



¹ Sledge, W.H. et al. (2011). Effectiveness of peer support in reducing readmissions of persons with multiple psychiatric hospitalizations. *Psychiatric Services*, 62(5), 541-544.