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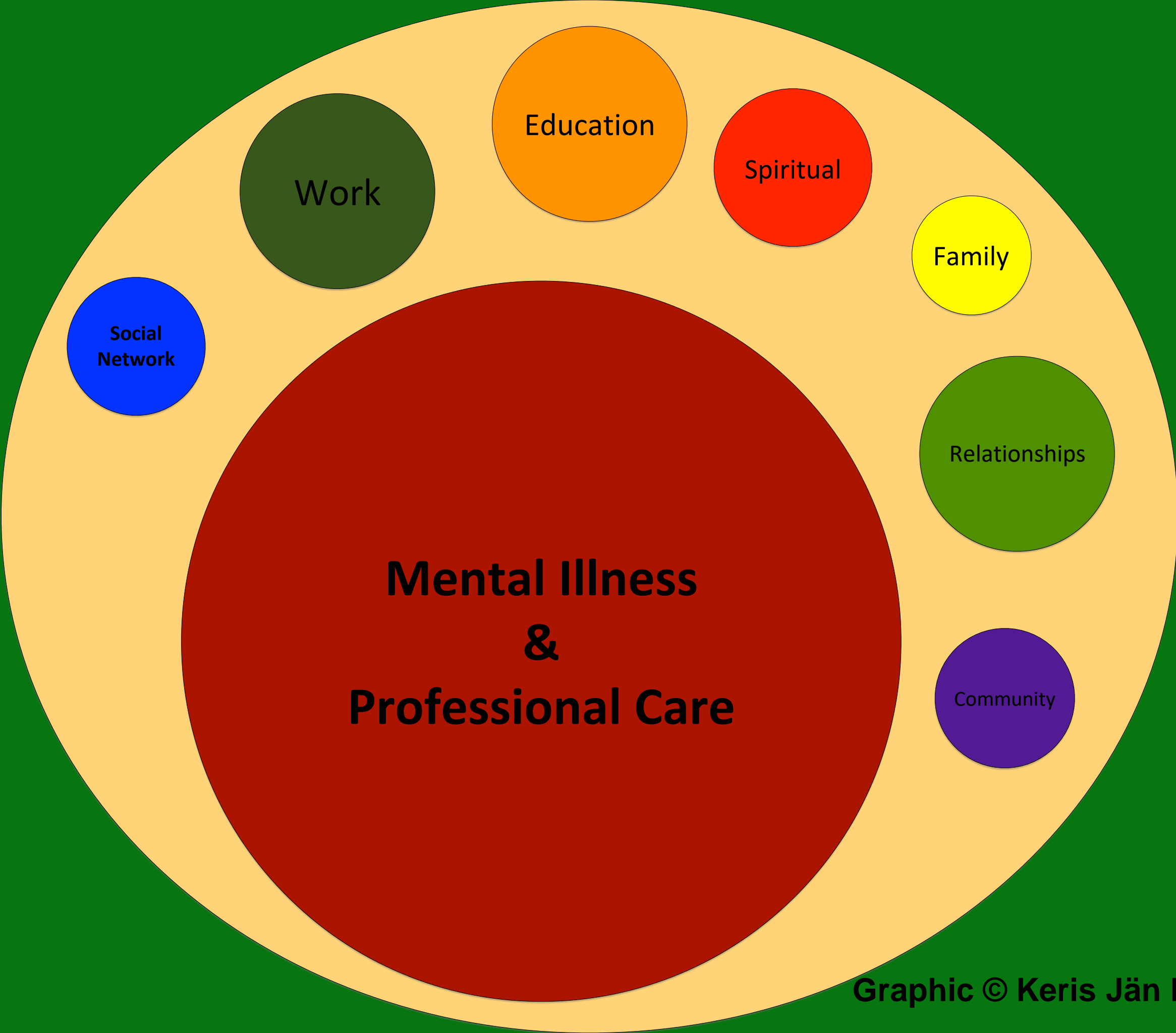
Advancing Peer Support and Lived Experience in the Behavioral Health Workplace

Assistant Secretary, SAMHSA
Dr. Miriam E. Delphin-Rittmon



Unapologetically Black Unicorns Podcast Episode 80
Dr . Miriam E. Delphin - Rittmon
<https://podcasts.apple.com/us/podcast/unapologetically-black-unicorns/id1568804071?i=1000589096187>

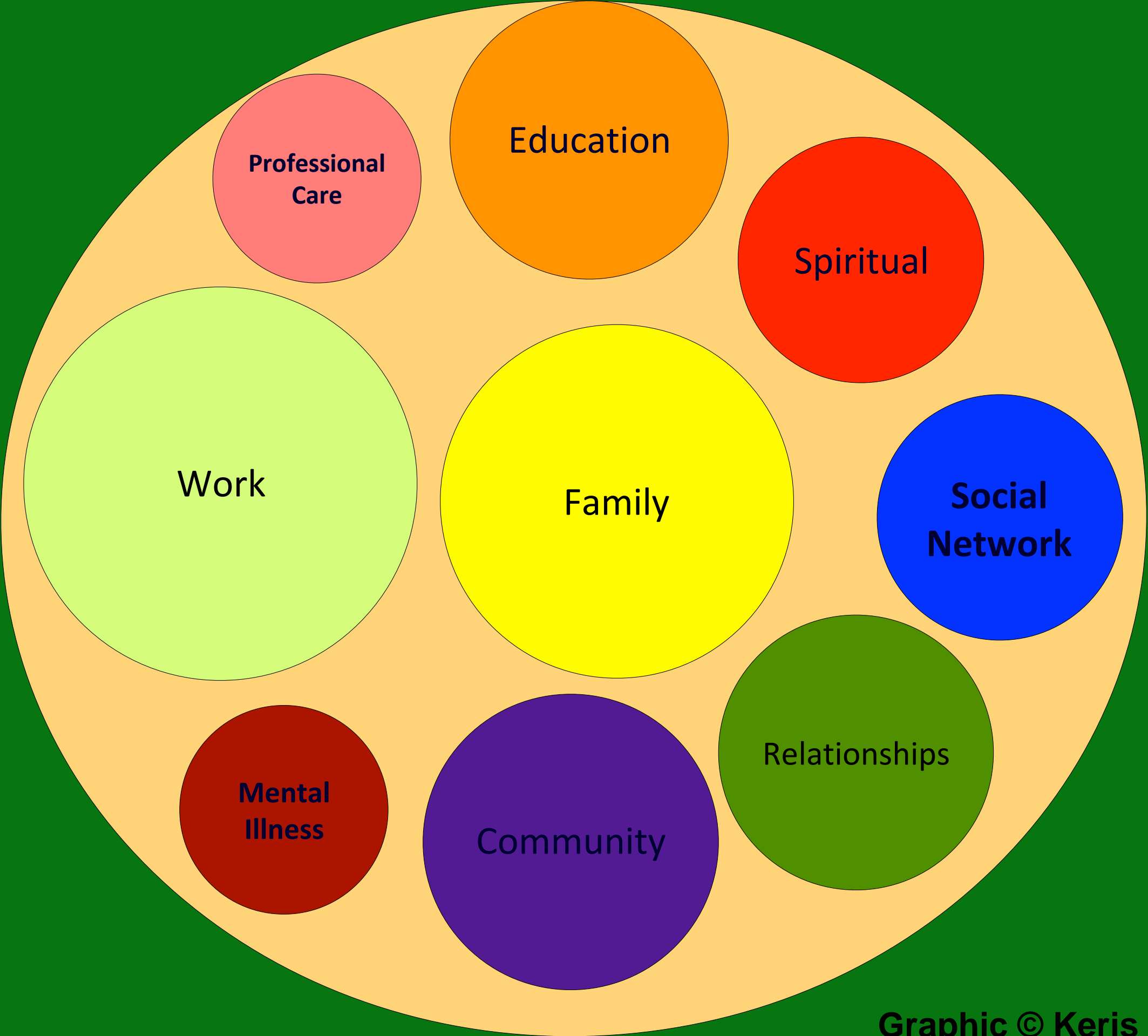
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One day you will
tell your story
of how you've
overcome what
you're going

through now,
and it will become
part of someone
else's survival
guide. ♡

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Medicaid Behavioral Health Services: Peer Support Services

TIMEFRAME ⓘ

2022 ▼

LOCATIONS ⓘ

☐ United States

States

Clear All Selections

☐ Georgia

☐ Hawaii

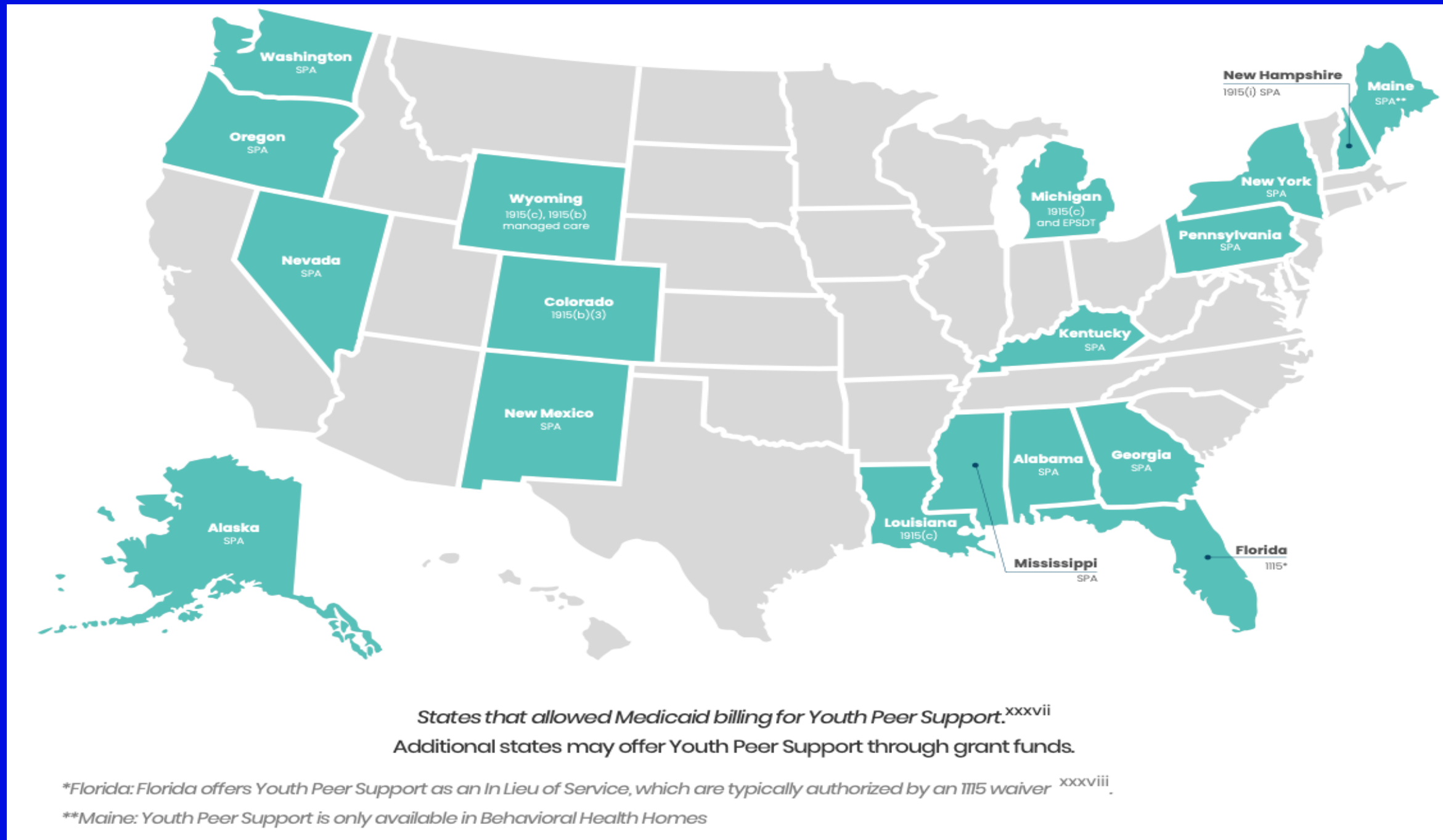
☐ Idaho

☐ Illinois

☐ Indiana

Location	Service Covered?	Copayment Required?	Limits on Services?
United States	Yes - 40; No - 5; NR - 6	Yes - 3	Yes - 16
Alabama	Yes	Yes - not specified ¹	No
Alaska	Yes	No	100 hour limit for any combination of individual services; 180 limit for group services
Arizona	Yes	NR ²	No
Arkansas	NR	NR	NR
California	Yes ³	No	No
Colorado	Yes	No	No
Connecticut	No		
Delaware	NR	NR	NR
District of Columbia	Yes	No	Yes - not specified

Medicaid and Youth Peer Support



<https://www.clasp.org/publications/report/brief/giving-the-young-people-what-they-want-a-policy-framework-for-youth-peer-support/>

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988 and Crisis System Reform – Role of Peers

Keris Jän Myrick, MBA, MS
Vice President of Partnerships
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Unapologetically Black Unicorns Podcast Episode 91:
Nze Okoronta
<https://podcasts.apple.com/us/podcast/unapologetically-black-unicorns/id1568804071?i=1000600968430>

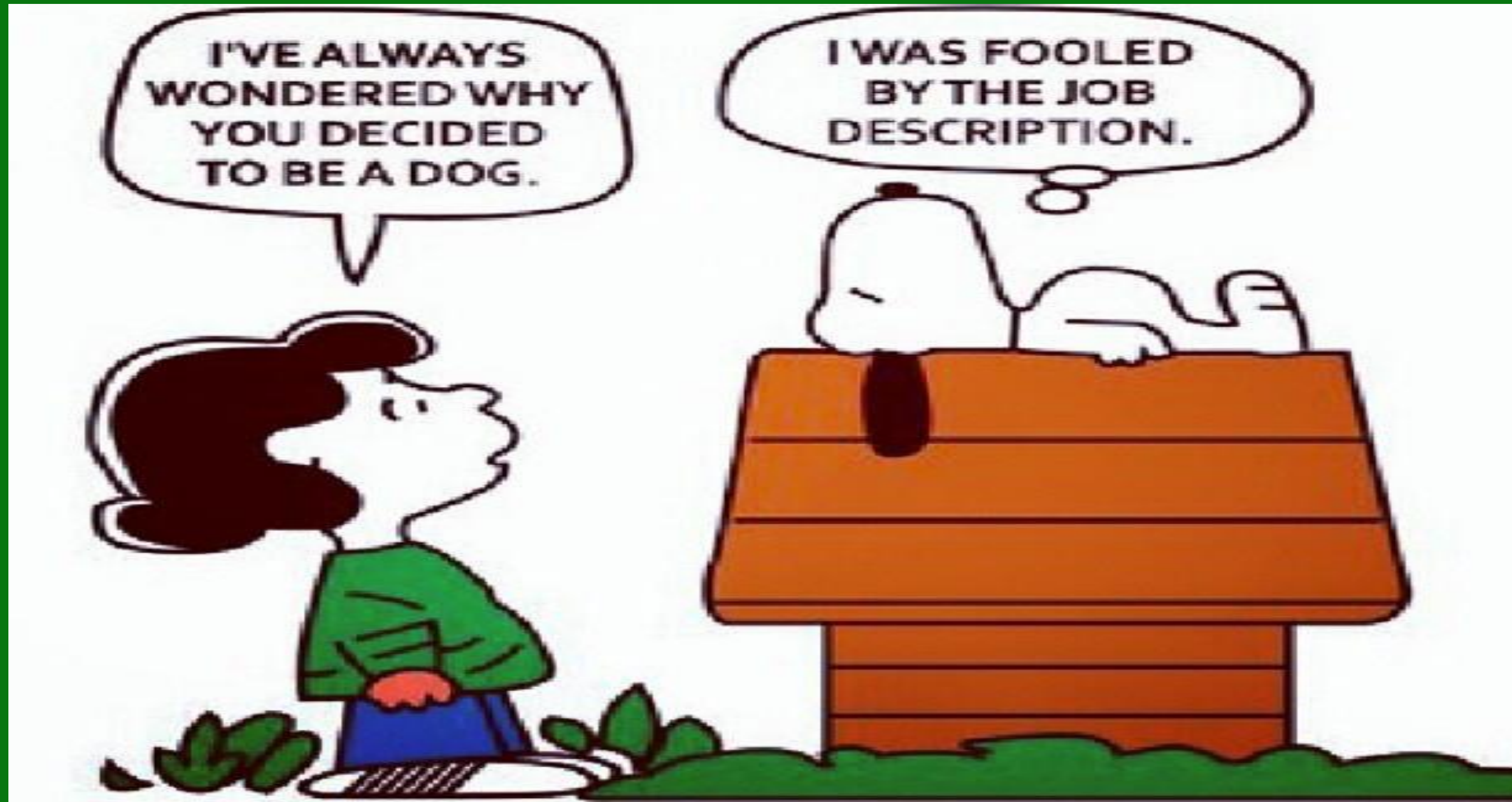
States’ Use of Peers in the Mental Health Crisis Continuum

This chart highlights the policy components of these four states’ approaches to including peers in providing services across the crisis continuum.

State	Funding and Payment Authority	Service Design	Peer Certification & Supervision Requirements	Managed Care Billing Guidance
New Mexico: Call Centers	Community Mental Health Services Block Grant 24/7 Crisis Access Line services, including warm handoffs to peer-to-peer	<ul style="list-style-type: none">• Statewide peer-to-peer warmline is staffed by Certified Peer Support Workers and Family Peer Support Workers.• Staffers assess callers and give them a choice between speaking with clinician or peer, and then triage as appropriate.• All peers staffing	Certified Peer Support Worker: Education: High school diploma or equivalent Exam: State exam Training and Experience: <ul style="list-style-type: none">• 5-day training• 40 hours of	Contract requires that core services agencies have 24/7 crisis services available. The state’s Medicaid behavioral health provider manual also

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What is Peer Support?
What is Living/Lived Experience?



I'd like to create a platform for survivors voices that are excluded from mainstream mental health campaigns.

Ok, but it would have to include the survivors we already hear a lot from.

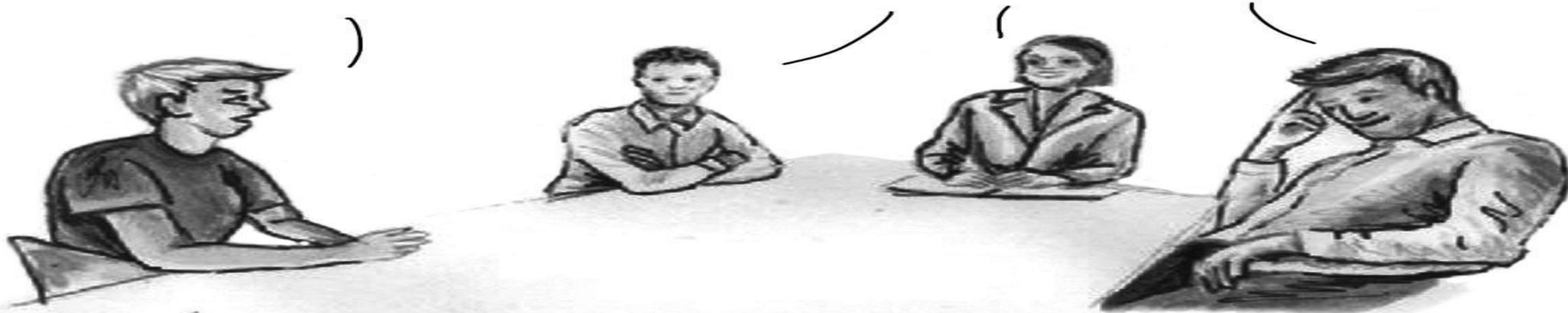
And they cannot be critical of services or dominant mental health narratives.

And people must communicate using formal unemotional language



So you want a platform for survivors that doesn't prioritize marginalised voices. You want people to be positive about services and dominant medical narratives and you want them to say in politely during a formal meeting.

Absolutely. We can give them ten minutes and and free tea and biscuits. We'd like them to tell us what colour they think the walls should be painted. We really value service-user involvement.



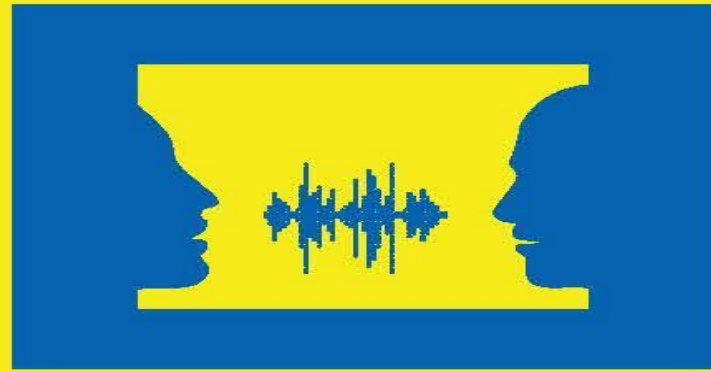
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Value of Peer Support



To access the Peer Support Briefs visit:

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers>



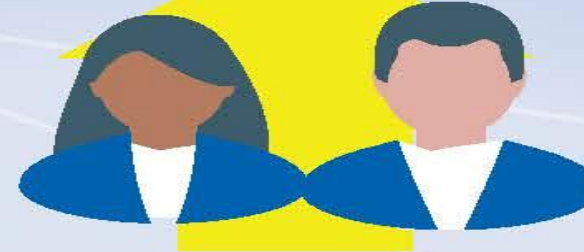
HOW DOES PEER SUPPORT HELP?

The role of a peer support worker complements, but does not duplicate or replace the roles of therapists, case managers, and other members of a treatment team. Consider someone who received a prosthetic arm after an accident. Clinical staff would explain how the new arm works, how to take it off and put it on, and how to care for it. A peer supporter who shares the experience of losing a limb, however, would be able to empathize with the person about what it is like to receive a prosthetic arm, the experience of introducing it to one's family, and how it feels to go out in public with it.

Peer support workers bring their own personal knowledge of what it is like to live and thrive with mental health conditions and substance use disorders. They support people's progress towards recovery and self-determined lives by sharing vital experiential information and real examples of the power of recovery. The sense of mutuality created through thoughtful sharing of experience is influential in modeling recovery and offering hope (Davidson, Bellamy, Guy, & Miller, 2012).

DOES PEER SUPPORT MAKE A DIFFERENCE?

Emerging research shows that peer support is effective for supporting recovery from behavioral health conditions. Benefits of peer support may include



Increased self-esteem and confidence (Davidson, et al., 1999; Salzer, 2002);



Increased sense of control and ability to bring about changes in their lives (Davidson, et al., 2012);



Raised empowerment scores (Davidson, et al., 1999; Dumont & Jones, 2002; Ochoka, Nelson, Janzen, & Trainor, 2006; Resnick & Rosenheck, 2008);



Increased sense that treatment is responsive and inclusive of needs (Davidson, et al., 2012);



Increased sense of hope and inspiration (Davidson, et al., 2006; Ratzlaff, McDiarmid, Marty, & Rapp, 2006);



Increased empathy and acceptance (camaraderie) (Coatsworth-Puspokey, Forchuk, & Ward-Griffin, 2006; Davidson, et al., 1999);



Decreased psychotic symptoms (Davidson, et al., 2012); and



Increased engagement in self-care and wellness (Davidson, et al., 2012);



Reduced hospital admission rates and longer community tenure (Chinman, Weingarten, Stayner, & Davidson, 2001; Davidson, et al., 2012; Forchuk, Martin, Chan, & Jenson, 2005; Min, Whitecraft, Rothbard, Salzer, 2007);



Increased social support and social functioning (Kurtz, 1990; Nelson, Ochoka, Janzen, & Trainor, 2006; Ochoka et al., 2006; Trainor, Shepherd, Boydell, Leff, & Crawford, 1997; Yanos, Primavera, & Knight, 2001);



Decreased substance use and depression (Davidson, et al., 2012).

THE FEDS EXAMINE PEER SUPPORT

Why General Accounting Office (GAO) Did This Study: The growth of peer support workforce has brought increased attention to standardizing the competencies of peer support specialists through certification.

The 21st Century Cures Act included a provision for GAO to conduct a study to identify best practices related to training and certification in peer support programs in selected states that receive funding from SAMHSA. This report, among other things, describes leading practices for certifying peer support specialists identified by program officials in selected states.

Report released November 2018

Curated by Keris Jän Myrick, MBA, MS



NATIONAL CORE COMPETENCIES FOR PEER SUPPORTERS

In 2017, SAMHSA in conjunction with subject matter experts conducted research to identify core competencies for peer workers in behavioral health and later posted the draft competencies developed with these stakeholders online for comment. This document represents the final product of that process. As our understanding of peer support grows and the contexts in which peer recovery support services are provided evolve, the core competencies must evolve over time. Therefore, updates to these competencies may occur periodically in the future.

Curated by Keris Jän Myrick, MBA, MS



BRINGING RECOVERY SUPPORTS TO SCALE
Technical Assistance Center Strategy (BRSS TACS)

CORE COMPETENCIES FOR PEER WORKERS IN BEHAVIORAL HEALTH SERVICES

OVERVIEW

In 2015, SAMHSA led an effort to identify the critical knowledge, skills, and abilities (leading to Core Competencies) needed by anyone who provides peer support services to people with or in recovery from a mental health or substance use condition. SAMHSA—via its Bringing Recovery Supports to Scale Technical Assistance Center Strategy (BRSS TACS) project—convened diverse stakeholders from the mental health consumer and substance use disorder recovery movements to achieve this goal. SAMHSA in conjunction with subject matter experts conducted research to identify Core Competencies for peer workers in behavioral health. SAMHSA later posted the draft competencies developed with these stakeholders online for comment. This additional input helped refine the Core Competencies and this document represents the final product of that process.

As our understanding of peer support grows and the contexts in which peer recovery support services are provided evolve, the Core Competencies must evolve over time. Therefore, updates to these competencies may occur periodically in the future.

Core Competencies are intended to apply to all forms of peer support provided to people living with or in recovery from mental health and/or substance use conditions and delivered by or to adults, young adults, family members and youth. The competencies may also apply to other forms of peer support provided by other roles known as peer specialists, recovery coaches, parent support providers or youth specialists. These are not a complete set of competencies for every context in which peer workers provide services and support. They can serve as the foundation upon which additional competencies for specific settings that practice peer support and/or for specific groups could be developed in the future. For example, it may be helpful to identify additional competencies beyond those identified here that may be required to provide peer support services in specific settings such as clinical, school, or correctional settings. Similarly, there may be a need to identify additional Core Competencies needed to provide peer support services to specific groups, such as families, veterans, people in medication-assisted recovery from an SUD, senior citizens, or members of specific ethnic, racial, or gender-orientation groups.

BACKGROUND

What is a peer worker?

The role of the peer support worker has been defined as “offering and receiving help, based on shared understanding, respect and mutual empowerment between people in similar situations.” Peer support has been described as “a system of giving and receiving help” based on key principles that include “shared responsibility, and mutual agreement of what is helpful.”¹ Peer support workers engage in a wide range of activities, including advocacy, linkage to resources, sharing of experience, community and relationship building, group facilitation, skill building, mentoring, goal setting, and more. They may also plan and develop groups, services or activities, supervise other peer workers, provide training, gather information on resources, administer programs or agencies, educate the public and policymakers, and work to raise awareness.²

1 Mead, S., Hilton, D. & Curtis, L. (2001). Peer support: A theoretical perspective. *Psychiatric Rehabilitation Journal*, 25(2), 134-141.
2 Jacobson, N. et.al. (2012). What do peer support workers do? A job description. *BMC Health Services Research*. 12:205

CMS Guidance

Career Ladder

Supervision

Wage \longleftrightarrow Rate

Data



Technology

EAPs

SOC Codes

Lived Experience
Engagement Models

State and Country
Models

think

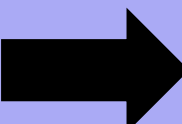
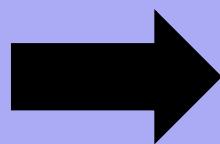
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GOVERNOR NEWSOM SIGNS SB803 PEER SPECIALIST CERTIFICATION ACT OF 2020

**9/25/2020 via a virtual bill signing ceremony –
California's hard fought battle for Peer
Certification reaches a first victorious step!
County opt in for Peer Certification and Medicaid
Reimbursement.**



California Medi-Cal Peer Support Specialists must be trained in the following Core Competencies:

- | | |
|---|--|
| 1. The concepts of hope, recovery, and wellness. | 10. Conflict resolution. |
| 2. The role of advocacy. | 11. Professional boundaries and ethics. |
| 3. The role of consumers and family members. | 12. Preparation for employment opportunities, including study and test-taking skills, application and résumé preparation, interviewing, and other potential requirements for employment. |
| 4. Psychiatric rehabilitation skills and service delivery, and addiction recovery principles, including defined practices. | 13. Safety and crisis planning. |
|  5. Cultural and structural competence trainings. | 14. Navigation of, and referral to, other services. |
| 6. Trauma-informed care. | 15. Documentation skills and standards. |
| 7. Group facilitation skills. | 16. Confidentiality. |
| 8. Self-awareness and self-care. |  17. Digital literacy. |
| 9. Co-occurring disorders of mental health and substance use. | |

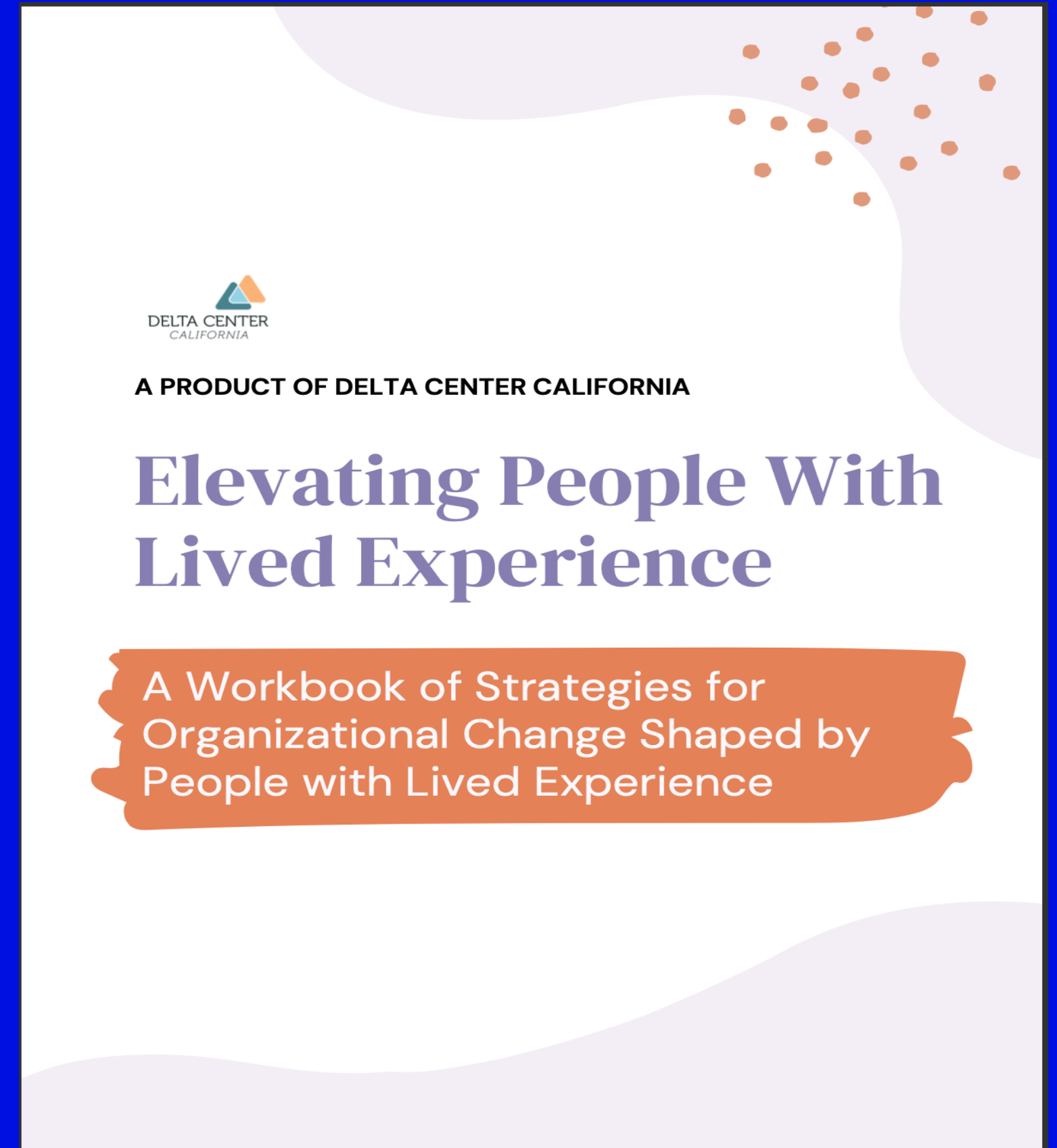
The Landscape Analysis for the General Peer Certification Training Curriculum has more information and details on each core competency.

<https://www.capeercertification.org/medi-cal-peer-support-specialist-core-competencies/>

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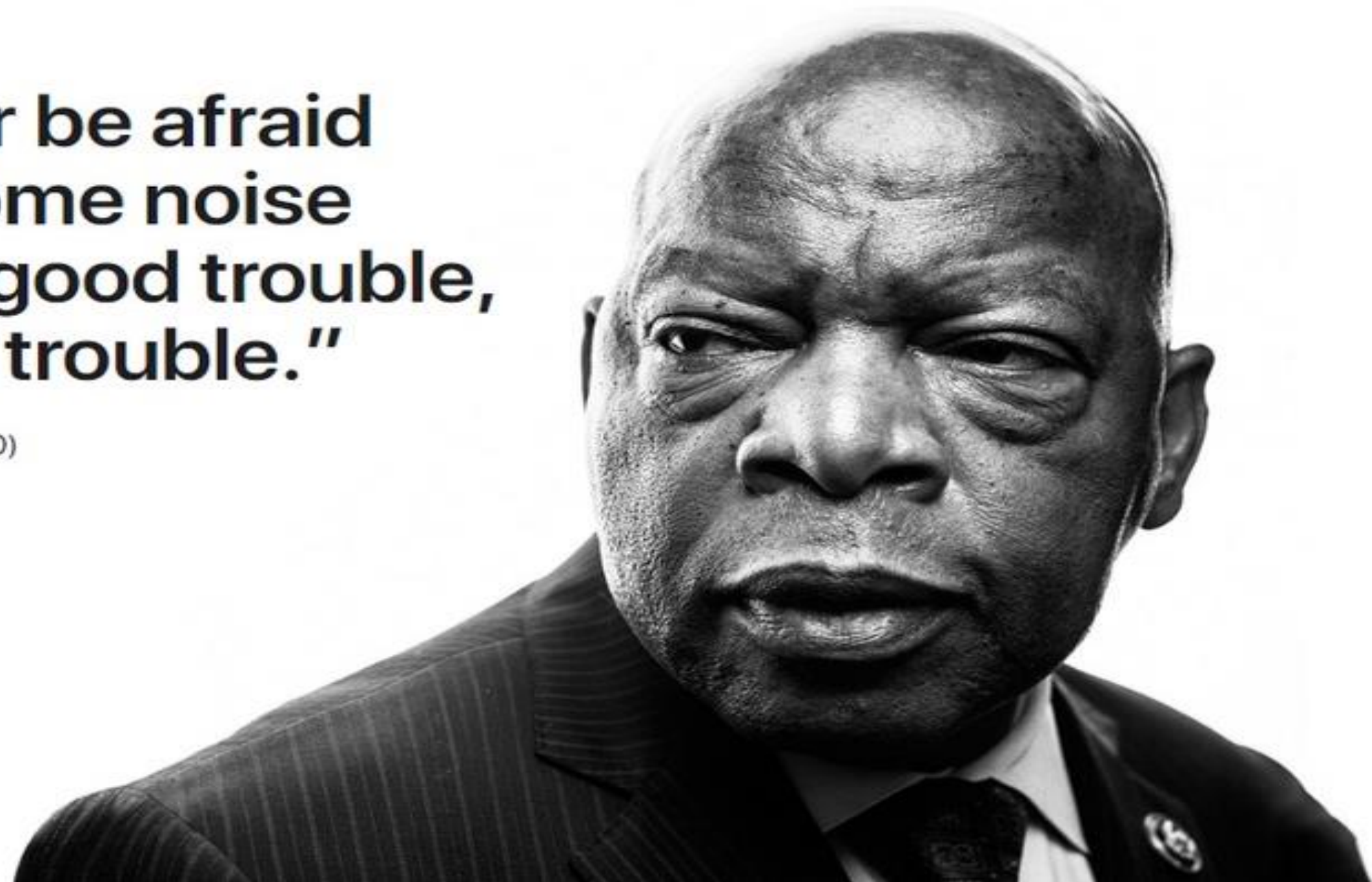
<https://peerrecoverynow.org/product/2023-update-to-the-comparative-analysis-of-state-requirements-for-peer-support-specialist-training-and-certification-in-the-u-s/>



<https://deltacentercalifornia.jsi.com/resources/elevating-people-lived-experience-workbook-strategies-organizational-change-shaped-people>

**"Never, ever be afraid
to make some noise
and get in good trouble,
necessary trouble."**

Rep. John Lewis (1940-2020)



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Core Competencies and Peer Support Specialists Resources:

SAMHSA:

- Peer Support Resources
- Peer Core Competencies
- Value of Peers – 2017 (PDF| 2 MB) describes how peer supports advance recovery and add value to behavioral health systems: Peer Support (PDF| 2 MB); Family, Parent, and Caregiver Peer Support in Behavioral Health (PDF| 846 KB); Peers Supporting Recovery from Mental Health Conditions (PDF| 2 MB); and Peers Supporting Recovery from Substance Use Disorders (PDF| 2 MB)

National Association of Peer Supporters:

- National Association of Peer Supporters
- National Practice Guidelines for Peer Specialists and Supervisors
- N.A.P.S. "What it Takes: Wisdom From Peer Support Specialist and Supervisors , 2023