Maximizing and Leveraging Peer Supports Across the SIM

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Why Peer Services and Supports

- Inspire hope of recovery, decrease stigma

- Increase opportunities for timely supports; not time restricted

- Walk with people in their journey: Engagement,

   Support, Demonstrate, Encourage;

- Dispel myths about what it means to have a mental health condition, substance use disorder, justice involvement, brain injury, DD, etc.

- Provide self-help education and link people to tools and resources

- Support individuals in identifying their goals, hopes, patterns

- Educate non-peers

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Types of Peer Services

- Terms:
  - Peer, Recovery Peers, Recovery Coaches, Peer Coach, Peer Support, PLE – Person with Lived Experience
- Types:
  - Substance Use
  - Mental Health
  - Justice Involved
  - Disability (DD, ABI)
  - Co-Occurring*
- Credentialed, Certified* and Informal

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Integrating Peer Services

- Peers speak a language that is heard and felt
- Peers as the mortar, or bridge of the system
- Maximize workforce; roles and responsibilities*
  - Re-think and repurpose existing roles and resources
- Increase workforce diversity
- WRAP

Central Areas of Work

- Cross training
  - System to peer services
  - Co-occurring
- Client choice to work with peer agency and person
- Living wage and career ladder
- Credentialed / Certified: consistency, uniformity, standards, credibility
- Well developed position scope; roles and responsibilities
- Policy, procedures, and practices that integrate peer role
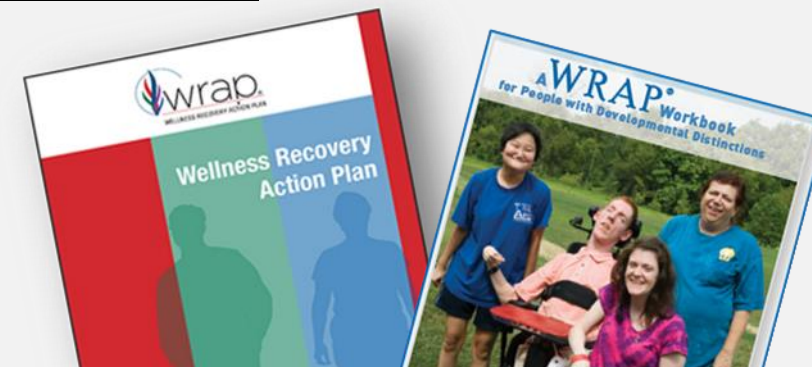
Components of Wellness Recovery Action Plans (WRAP)
- Daily maintenance plan
- Triggers
- Early warning signs of things breaking down
- Stabilization and Recovery

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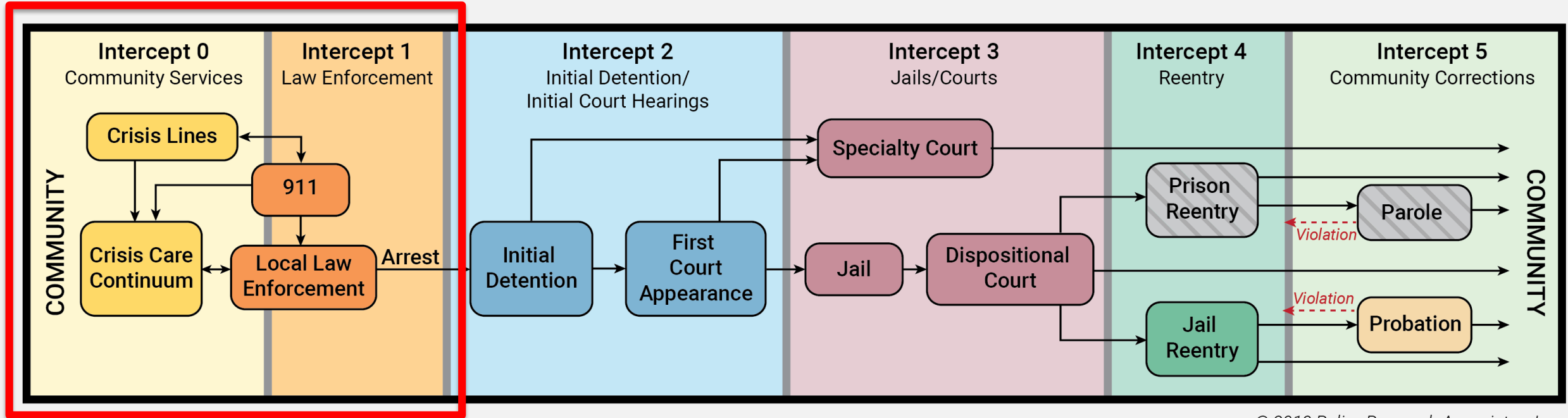
Challenges of Integrating Peer Services

- **Policy, procedures, practices, staff training:**
  - Don't support integration of peers
  - Limited scope, vision and understanding of what peers can do
  - Don't support peer needs/trauma
  - Lack of peer specific supervision* policy and practice

- **Lack of "professional" workforce education**
  - Lack of role and responsibility definition; duplication of efforts; competition; after thought vs integration

- **Recruitment for peer services is limited**
  - Criteria and requirements leave out previously justice involved persons
  - Match to age, race, eth, gender, life style

- **Funding setup and resources**
  - Federal, State, Local
  - Medicaid and CARES Act
  - Philanthropy
  - Grants; local tax

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Peer Support Roles Across the Sequential Intercept Model

INTERCEPT 0		INTERCEPT 1	INTERCEPT 2	INTERCEPT 3	INTERCEPT 4	INTERCEPT 5
Hospital, Crisis, Respite, Detox/Sobering, & Peer Services		Law Enforcement & Emergency Services	Initial Detention & Initial Court Hearings	Jails & Courts	Reentry	Community Corrections & Community Supports

COMMUNITY (left margin) · **COMMUNITY** (right margin)

Crisis/Warm Lines
- Counseling and providing resources

9-1-1 Dispatch
- Engaging those identified as calling 911 and utilizing emergency services as their primary source of healthcare

Initial Detention
- Explaining the arrest, detention, and arraignment processes

Courts
- Mentoring within mental health, veterans, drug/recovery, and other problem-solving courts
- Appearing in court with clients and at case staffing and review hearings
- Facilitating recovery education/training with court staff
- Integrating into Forensic Assertive Community Treatment (FACT) teams

Jail/Prison Reentry
- Mentoring/assisting with reentry/treatment planning
- Providing a "familiar face" on the day of release from prior in-reach
- Supporting system navigation (accessing housing, employments, SSI/SSDI benefits, etc.)
- Providing outreach at reentry to transition individuals at risk of opioid overdose to treatment/support

Law Enforcement
- Involvement in Crisis Intervention Teams (CIT) and CIT training for first responders
- Participating in behavioral health co-responder teams, often for follow-up and proactive engagement
- Supporting pre-arrest diversion into peer-run services

Crisis Care Continuum
- Engaging in the treatment and recovery process
- Integrating into Assertive Community Treatment (ACT) teams

Mobile Crisis Teams
- Acting as staff or volunteers, paired with other professionals

Pretrial Services/Initial Court Appearance
- Navigating the bail and pretrial release process
- Advocating for individuals with behavioral health conditions
- Connecting those released at initial appearance to behavioral health services while they await the next court date

Jail/Prison
- Mentoring/facilitating support groups through in-reach
- Facilitating Certified Peer Support Specialist and WRAP trainings
- Providing practical assistance with incarceration and reintegration (e.g., transportation on visiting days, supplies on release)
- Supporting those in jail-based competency restoration units

Probation/Parole
- Helping connect to probation/parole officers
- Assisting with conditions of probation/parole and balancing treatment
- Accessing resources and services
- Providing prosocial interaction opportunities
- Providing technical training to those who experience a "new world" due to technological advances

Crisis Stabilization Centers/Hospitals
- Working in Navigator or Bridger positions
- Advocating through the emergency room process
- Reaching out at discharge to those at risk of/survivors of opioid overdose
- Transitioning state hospital forensic patients to the community within the competence to stand trial process

Peers: Intercepts 0 - 1

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Peer Supports: Intercept 0 - 1

Setting	Examples	Examples
Community, Outreach	• Homeless • Alternative Health	• System navigation, Care Coordination, the "glue" • Business District
Locations	• 911 and Crisis Call/Text • Crisis Centers • Peer Recovery Centers; Living Room/Respite • Hospitals, ED, Detox • Housing/Residential: Oxford, sober living • Police and Fire Stations	• Shelters • Waiting areas • Human Services • Public places (parks, library's, buildings, bus train station) • Non-profit organizations
Treatment Agencies and Services	• Inpatient and Outpatient Treatment: MH and SUD; ACT, FACT, AOT • Harm Reduction • Coordinated Services Teams (CST) • Community Support Program (CSP) • Community Recovery Services (CRS) • Comprehensive Community Services (CCS)	• Going to and Returning from settings (hospital, crisis center, jail, court session) • Peer with Animal Assisted Therapy • FQHC/Comm Hx; Comm Health Worker, Promotores • 12 step models
Training and Education	• CIT, MHFA • Advocacy, Committee Participation	• Professional CLEs • Family/natural supports, education; support groups
Direct	• Information • Emotional support • Agency Affiliation	• Transportation, Sit beside • Attendance and participation • Children's Long Term Support Waiver (CLTS)
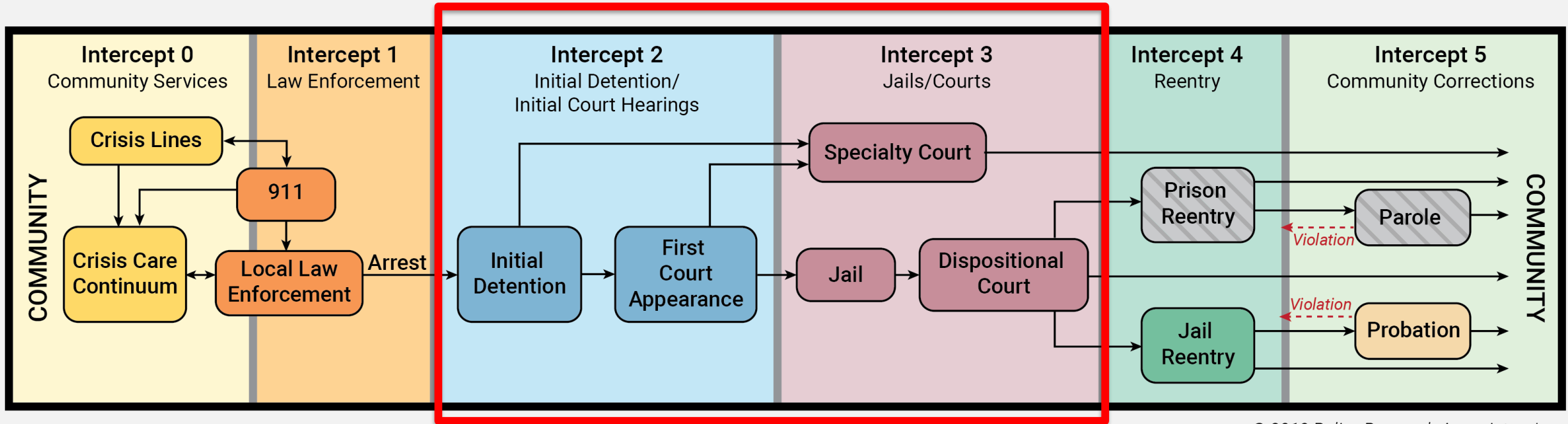
Peer Supports: Intercepts 2 – 3

Setting	Examples	Examples
System	• Pre-trial support and engagement (unofficial / official participation)	• Staff position CJCC and Advisory Board • System navigation • Advisor
Locations	• Court House / Courts / Appearances • Jail and Prison – program and reentry staff, defuse, post hearing support	• Waiting areas • Animal Assisted Therapy
Treatment Agencies and Services	• Treatment Court Team • Programs – Hustle 2.0	• Post Court Session • "Compliance" navigators
Training and Education	• Staff training • Committee membership • Professional CLE training	

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Peers: Intercepts 4 - 5
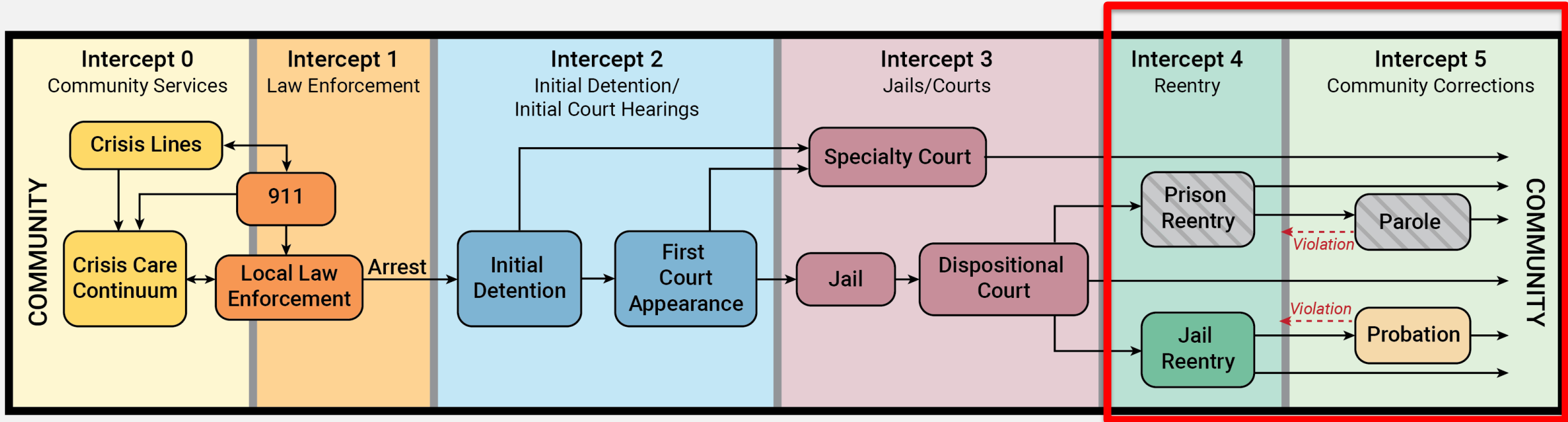
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Peer Supports: Intercepts 4 – 5

Setting	Examples	Examples
In-and-Outreach	• Reentry planning and support	• Transportation • TIME
Locations	• Probation and Parole Offices • Day reporting (PHASE) • Community Corrections	• Release process; treatment bridge and continuity • Gang intervention, violence interrupters
Treatment Agencies and Services	• COG Classes / pro-social modeling	• Treatment engagement, advocacy, retention, and relationships.
Training and Education	• Professional CLEs	

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Peer Certification

General Peer Support Standards

- Extent of work/professional experience
- Extent of involvement as a peer leader or doing peer support
- Hours of peer service required prior to the exams
- Exam requirements: Core competencies, Scope of Practice, Code of Ethics
- Required recertification/continuing education requirements
- Individuals must self-identify as a peer vs. provide documentation of diagnosis/treatment in the mental health, substance use treatment care system
- Criminal background check required by some but not most; type of offense history
- Single, primary disorder vs co-occurring disorder as co-occurring vs. primary
- Length of time in recovery differs (range if specified: 6 months – 2 + years)

Texas Institute for Excellence in Mental Health;
Mental Health America:

- Wisconsin Certified Peer Specialists
- Coordinated by WI Peer Specialist Employment Initiative in partnership with the UW-Milwaukee School of Continuing Education and Independent Living Centers
- Peer Support Training:
  - Core Competencies, Scope of Practice and Code of Ethics
  - Recertification every 2 yrs and 20 hrs of Continue Ed. ($50.00)
  - UW-Milwaukee School of Continuing Education
- Exam, Continuing Education Requirements specific to mental health and substance use

Wisconsin Peer Specialist   https://www.wicps.org/

Short-term, what can you do?

- Get Peer Ready Review policies, procedures and practices:
  - Opportunities
  - Hiring challenges
  - Supervision
  - Integrate
- Coordinate and collaborate with Peer Serving Agencies
- Cover cost of exam and recertification
- Build in coverage and support for Continuing Education

SAMHSA and Other Peer Resources

- Value of Peers https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/value-of-peers-2017.pdf
- Peer Support Info Flyer https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/peer-support-2017.pdf
- Peer Core Competencies https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies_508_12_13_18.pdf
- Supervision, Self Care and Support
  - Supervision of Peer Workers, https://www.samhsa.gov/sites/default/files/brss-tacs-peer-worker-supervision.pdf, BRSS TACS Brining Recovery Supports to Scale
  - Supervisor of Peer Workers Self Assessment https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-2-self-assessment-cp9.pdf
  - Supervision of Peer Workers, Slide deck, with trainer notes. https://www.samhsa.gov/sites/default/files/guidelines_peer-supervision_ppt_withpresenternotes_cp2.pdf
  - Supervision of Peer Worker Resources https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/guidelines-peer-supervision-3-resources-cp4.pdf
- Peer Core Competencies https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies_508_12_13_18.pdf
- Mental Health America Peer Support: https://www.mhanational.org/peer-support-research-and-reports
- Evidence for Peer Support, May 2019, https://www.mhanational.org/sites/default/files/Evidence%20for%20Peer%20Support%20May%202019.pdf

DISCUSSION
Q&A

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