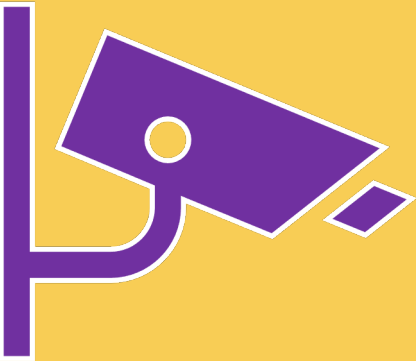


Mental Health Peer Specialist Certification Stakeholder Meetings

Friday, October 21, 2022
Meeting Four of Six
Wilda L. White Consulting, Facilitator

Zoom Protocol



Questions	Raise hand, actual or virtual; write question in Chat; or shout it out
Comments	Zoom Chat
Slides	Link to PowerPoint slides is in Zoom Chat
Recording	All meetings are being recorded

Meeting Process



Description of six stakeholder meetings

1

Overview of mental health peer specialist certification

- The purpose of the meeting is to educate stakeholders about peer certification programs in other states, the terminology used, and how programs in other states are structured

2

Peer support, peer support services, and assessment-based versus professional certification program

- The purpose of the meeting is to solicit input on the definition of peer support and peer support services and whether Vermont should adopt an assessment-based certification program or a professional certification program

3

Screening

- The purpose of the meeting is to solicit input on the minimum standards that an applicant must meet before applying for certification and creating a process to determine whether those minimum standards have been met.

4

Training

- The purpose of the meeting is to solicit input on required competencies, training length, approved training vendors, fees, and types of certifications to be offered (e.g., veterans, gender identity, sexual orientation, forensic, whole health, peer support supervision, family peer specialist, substance use recovery, etc.)

5

Certification

- The purpose of the meeting is to solicit input on the process for certifying whether the applicant has met the requirements for certification. Sub-topics include the type of certifying body; re-certification; continuing education; reciprocity; grandfathering of current peer support specialists; fees; and investigation and revocation.

6

Integration

- The purpose of the meeting is to solicit input on what steps will be necessary to incorporate peer support specialists into the continuum of care, including outreach, training, supervision, and costs.

Previous Slide Decks, Recordings, and Surveys

Meeting	Slide Deck	Recording	Survey
1 – Sept 9, 2022	http://tinyurl.com/2vhb3s2z	https://vimeo.com/748397123#t=0	None
2 – Sept 23, 2022	https://peercertification.wildalwhite.com/2p8t3ep9	https://peercertification.wildalwhite.com/murpb63h	https://tinyurl.com/2p8rwe
3- October 7, 2022	https://peercertification.wildalwhite.com/2p92sdud	https://peercertification.wildalwhite.com/yckm97jx	https://peercertification.wildalwhite.com/2p999p6w

Peer Certification Stakeholder Meetings Web Page

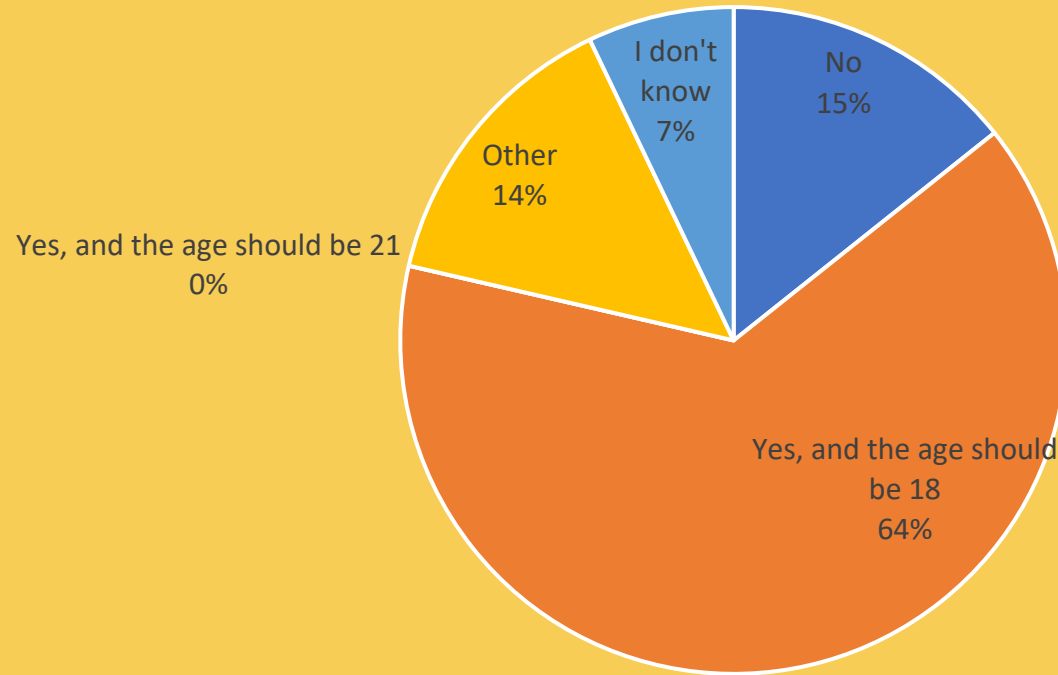
<https://wildalwhite.com/certification>

Survey 2 Preliminary Results

Mental Health Peer Specialist Certification Stakeholder Meetings

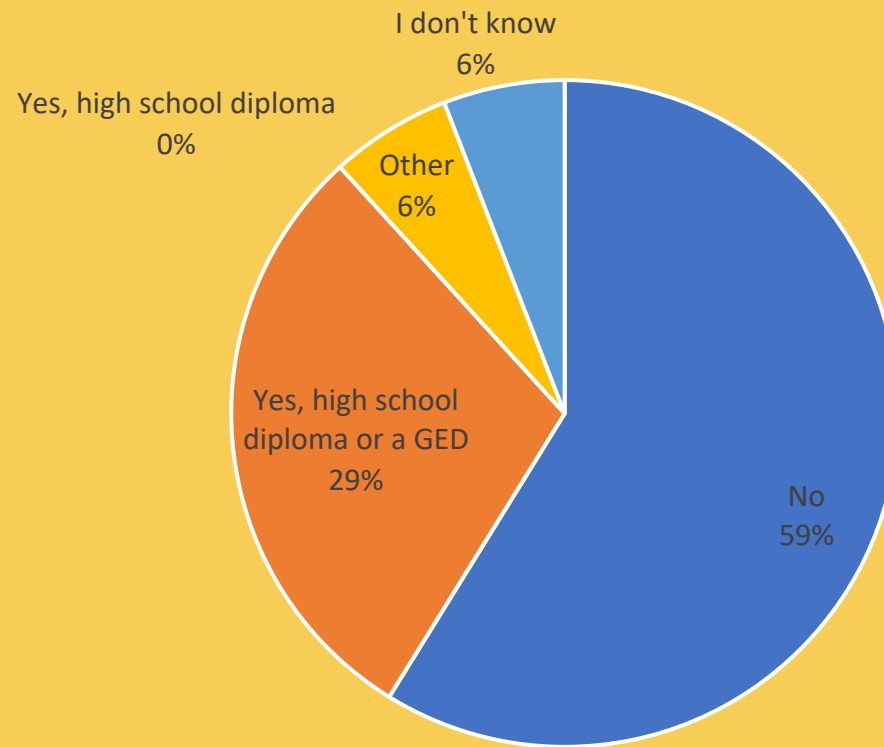
Minimum Age

Should VT establish a minimum age to apply for certification?



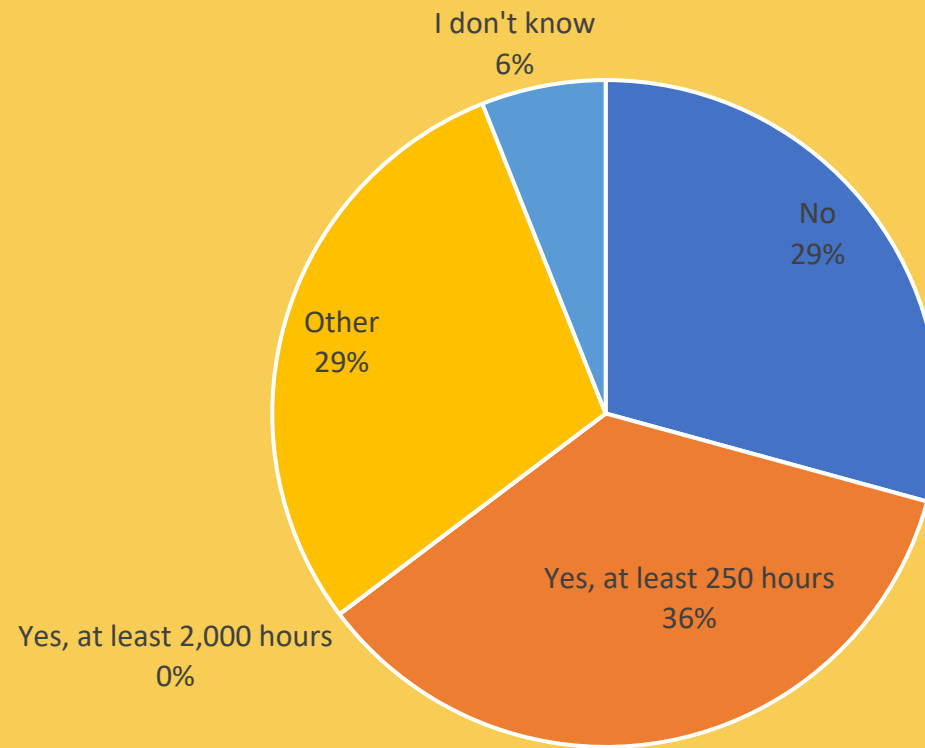
Minimum Education

Should VT establish a minimum education requirement?



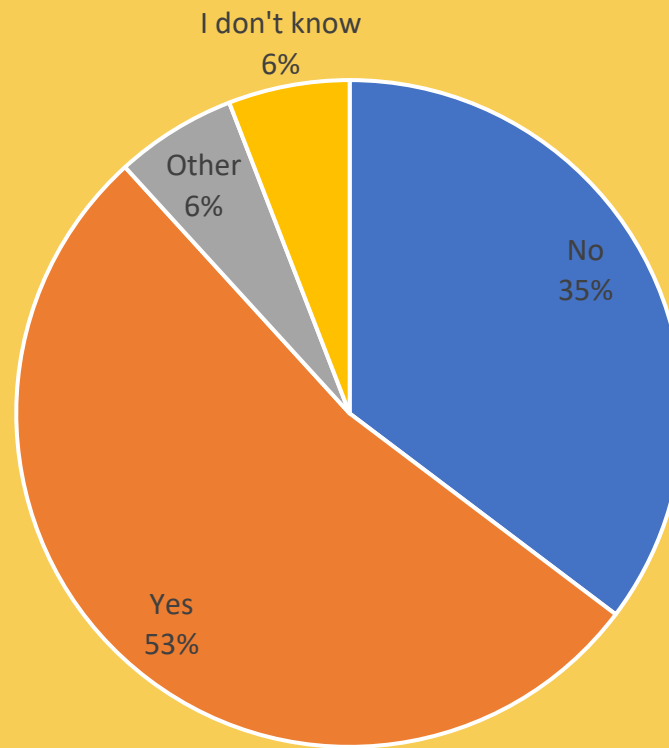
Previous Peer Support Work Experience

Should VT require minimum number of hours of relevant work experience?



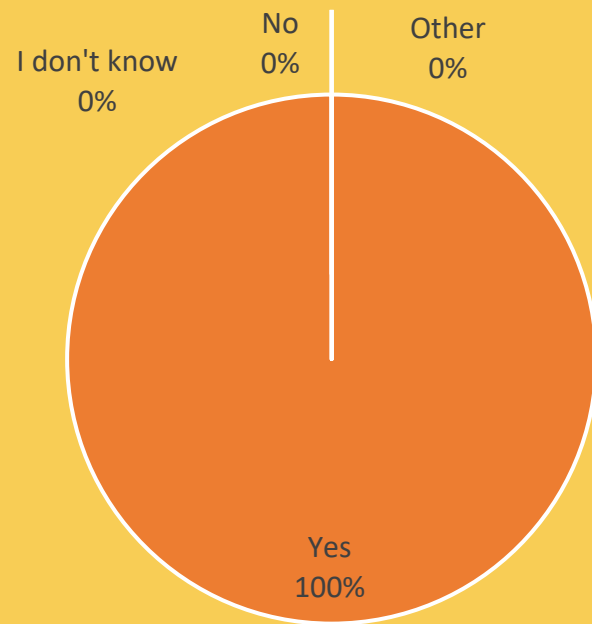
Letters of Reference

Should VT require letters of reference or recommendations



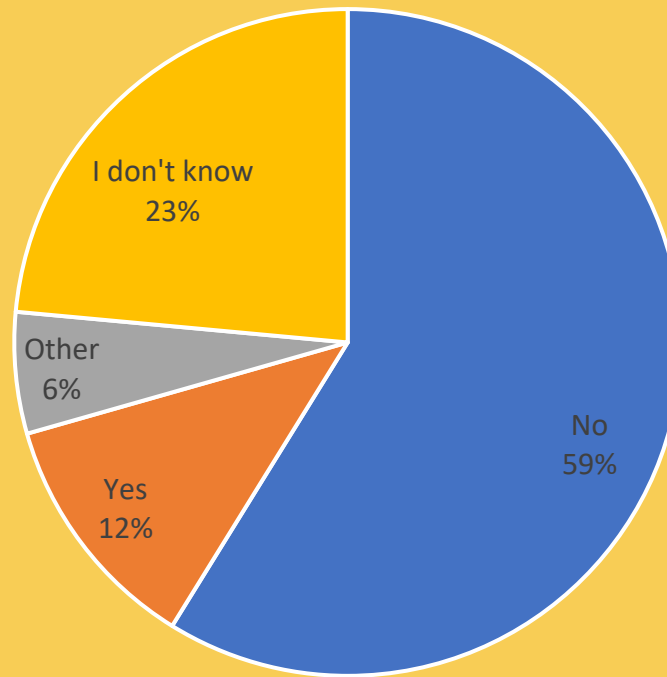
Personal, lived experience

Should VT require some form of personal, lived experience of mental health or substance use challenge?



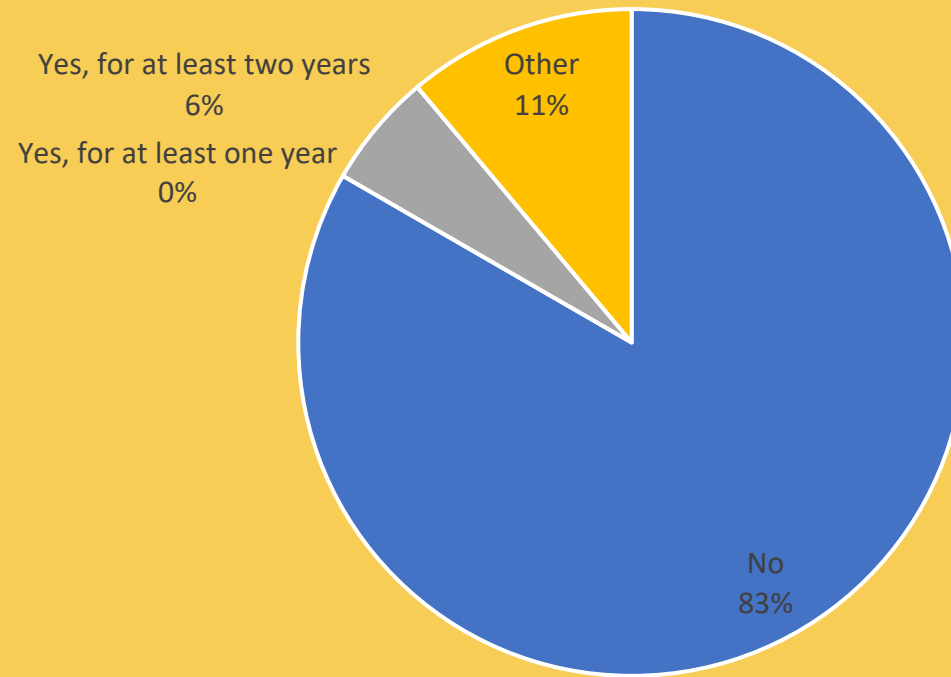
Attest in writing about recovery

Should VT require applicants to attest in writing they are in recovery?



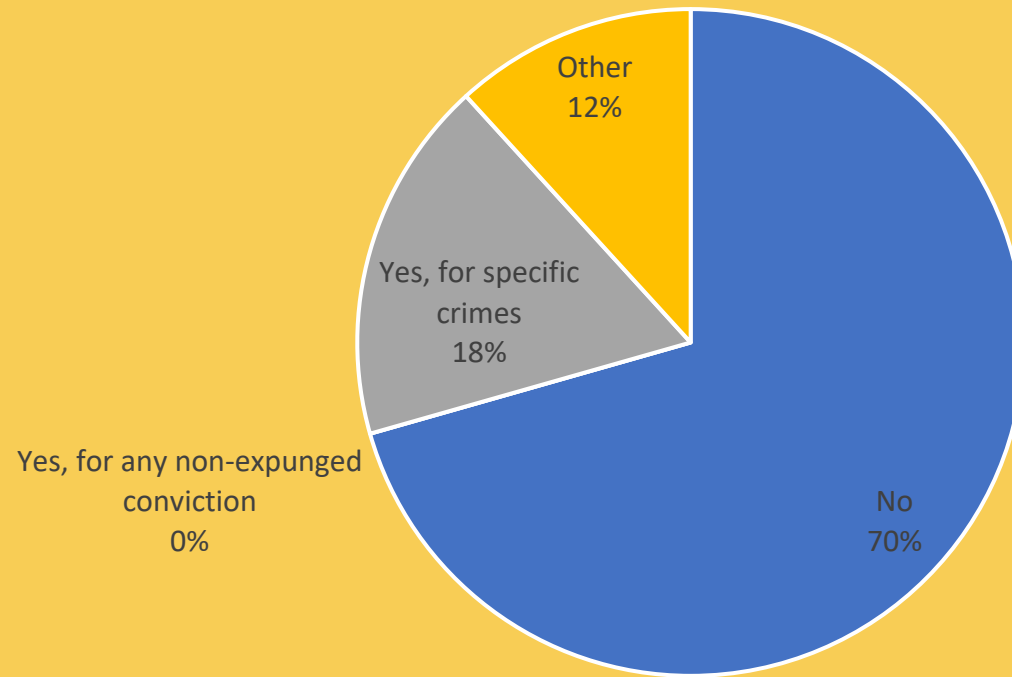
Minimum period of recovery

Should VT require an applicant to have been in recovery for a minimum period?



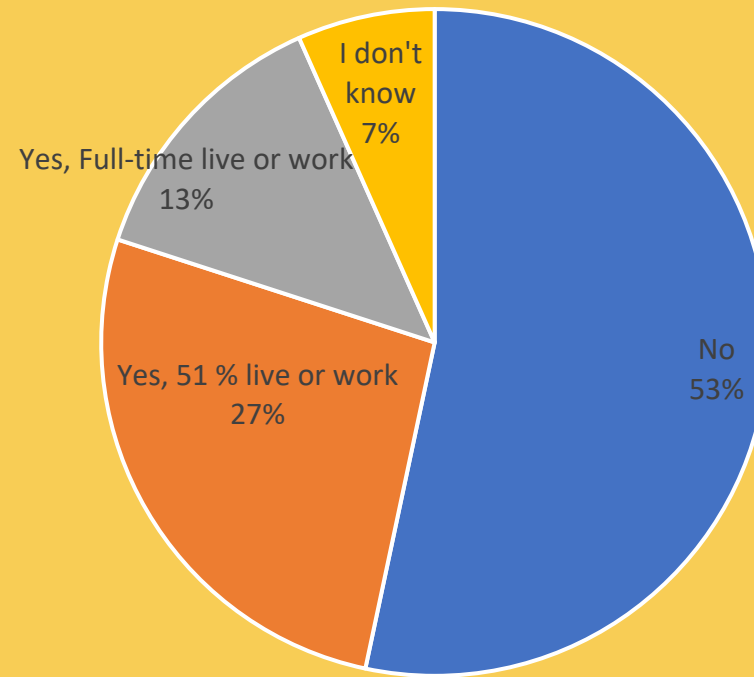
Criminal history

Should criminal history be disqualifying?



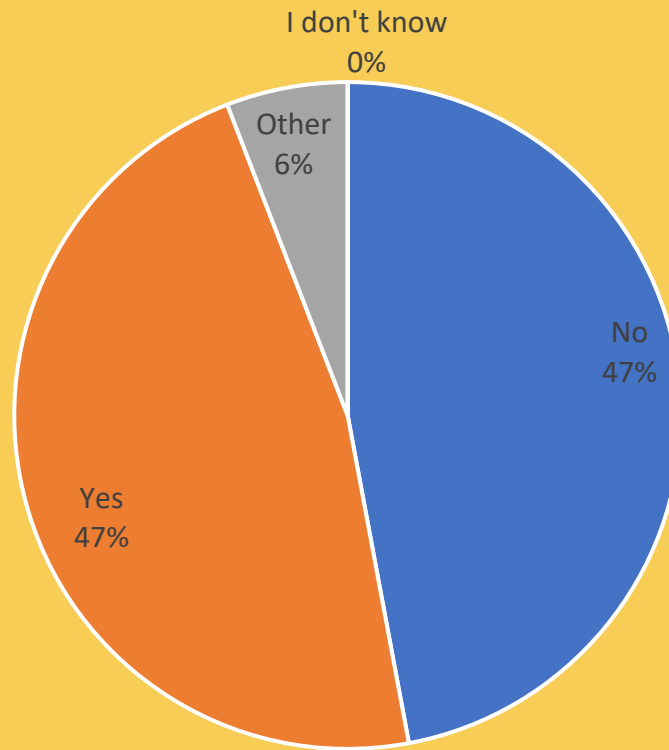
Residency Requirement

Should VT have a residency requirement?



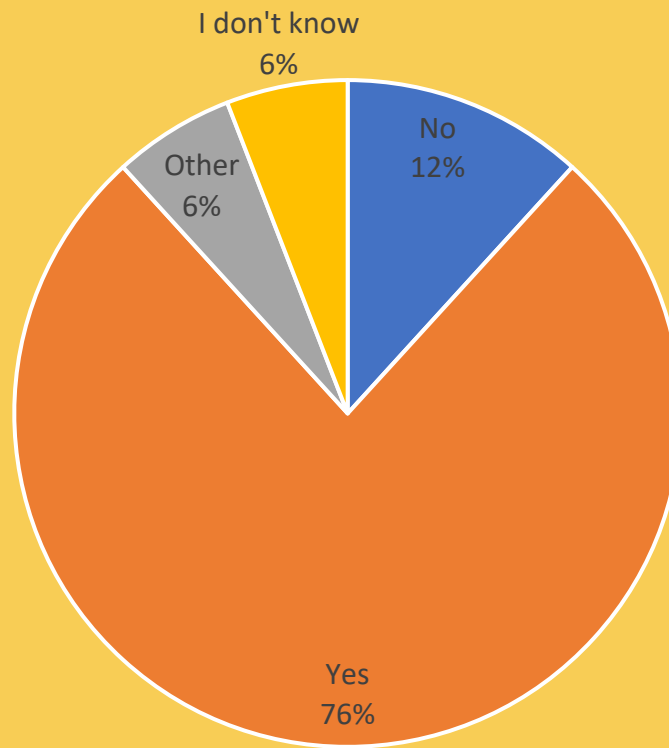
Applicant Interviews

Should applicants be interviewed?



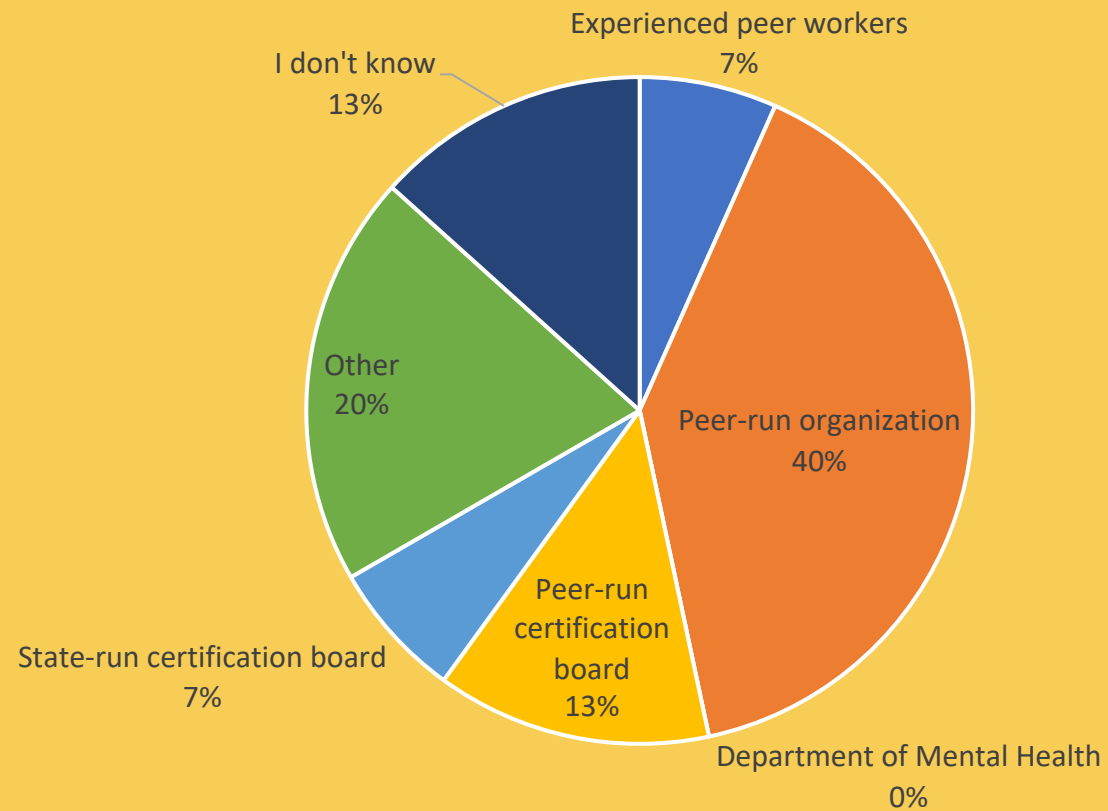
Personal statements

Should VT require a Personal Statement from applicants?



Screening Entity

What entity or person should screen applications for eligibility?



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justice through
words and ideas

Required Competencies

Mental Health Peer Specialist Certification Stakeholder Meetings

Discussion Questions

- 1) What's missing? What should be added?
- 2) What's unnecessary? What should be removed?
- 3) Any other comments or concerns?

WWC Peer Support Competencies

Chapter	Topic	Description
1	Peer support values and orientation	Peer support workers are trained in and have an understanding of: the human rights issues and history of peer support and the peer movement; individuals' stories; peer support values and why they are important; differences between traditional mental health care and peer support; and the importance of relational support that is free of judgment and hierarchy.
2	Lived Experience	Peer support workers are thoughtful in telling their personal stories and sharing their lived experience when it is useful to the relationship, along with the skills and tools they have developed based on their own experience, to inspire and support the individuals with whom they work. Through mutual sharing of lived experience, peer support workers create connection with those they support.
3	Self-Awareness	Peer support workers build a capacity for introspection and self-reflection, can voice their own discomfort and needs and have the ability to recognize themselves as individuals.
4	Boundaries	Peer support workers create clear and respectful personal limits and boundaries which are essential to effective peer support relationships. They recognize that personal limits and boundaries are complex and can be physical, emotional, sexual, verbal and/or energetic. Boundary setting can change internal and relational dynamics.

WWC Peer Support Competencies

Chapter	Topic	Description
5	Worldview and cultural awareness	Peer support workers are aware that everyone has their own values, beliefs, cultural experiences, familial influences and relationships which create a personal worldview. This worldview is the lens through which reality is experienced and influences individual attitudes, biases and judgments. Sharing this worldview can create connection, relationship and growth. Peer support workers develop the ability to work in a non-judgmental and compassionate manner, meeting individuals where they are at, regardless of differences in worldview.
6	Communication, dialogues and active listening	To create connection, peer support workers understand the components of dialogue, non-verbal dialogue, collaborative problem solving and remaining curious. They are able to clearly communicate their needs and the needs of the job or organization according to their particular role. They are able to be reflective and transparent in what they share and how they respond. They also enable effective engagement, networking, teamwork and conflict management.
7	Authentic and mutual relationships	Peer support workers are encouraged to be honest with themselves and genuine when providing peer support and to approach relationships with a sense of curiosity. They consider the individuals with whom they work as equals while acknowledging relative power, privilege and status.

WWC Peer Support Competencies (cont'd)

Chapter	Topic	Description
8	Wellness, resilience and self-care	Peer support workers understand, demonstrate and actively practice self-care strategies. They are aware of their own personal limits and recognize signs of becoming overwhelmed (e.g., burn out, compassion fatigue, vicarious or secondary trauma, over- engagement, over-identifying). They actively aspire to approach challenges with equanimity, to remain composed when under strain or tension and to acknowledge when this is difficult. Peer support workers often rely on their relationships as a source of support.
9	Self-determination	Peer support workers focus on learning, exploring and growing together rather than on helping. They validate, encourage and support individuals in determining what they want their lives to be like by encouraging them to reflect on their needs and pursue their aspirations.
10	Trauma-informed	Peer support workers are aware of the short- and long-term impact of personal history and trauma on all aspects of an individual's life. They recognize that certain actions (e.g., violence, substance use, anger) are coping mechanisms and that most challenges and forms of adversity experienced by individuals may result from personal history and trauma. Peer support workers' orientation is not "what is wrong with you" but "what has happened to you;" they see crisis as an opportunity to grow and change.

WWC Peer Support Competencies (cont'd)

Chapter	Topic	Description
11	Safety	Peer support workers identify potential risks and seek to work collaboratively with individuals to reduce risk to themselves and others. They may have to manage situations in which there is intense distress and work to ensure the safety and well-being of themselves and others and learn when to step out of harm's way. In peer support, mutual safety is enhanced through relationship and connection.
12	Collaboration and teamwork	Peer support workers develop and maintain effective working relationships with team members, professional colleagues and other organizations, including policy makers and funders. All peer support workers seek to balance the needs of the program or organization with peer support values, but particularly when working in more traditional mental health settings (designated agencies, hospitals, etc.). Peer support workers may see themselves as representatives of a collaborative movement striving to improve the quality of life for individuals experiencing various forms of adversity.
13	Professional development, leadership and privacy	Peer support workers seek and pursue opportunities for personal and professional growth and development, including opportunities to provide leadership. They see themselves as ambassadors of the peer support movement and commit to acting in a respectful and responsible manner. At all levels, peer support workers honor the privacy and confidentiality of individuals and embrace peer support values regarding the sharing and disclosure of information.

WWC Peer Support Competencies (cont'd)

Chapter	Topic	Description
14	Links to resources, services and supports	Peer support workers help individuals acquire the resources, services and supports they need by connecting them to resources or services within mental health and community settings. Peer support workers have knowledge of resources within their communities as well as on-line and learn when and to whom to reach out for assistance.

Selected Core Competencies

CORE COMPETENCY	VERMONT WWC	GEORGIA	SAMHSA
Engage in collaborative and caring relationships	X	X	X
Provide support	X	X	X
Share lived experiences of recovery	X	X	X
Personalize peer support	X	X	X
Support recovery planning		X	X
Link to resources, services, and supports	X		X
Provide information about skills related to health, wellness, and recovery		X	X
Help peers manage crises	X	X	X
Value communication	X	X	X
Support collaboration and teamwork	X		X
Promote leadership and advocacy	X		X
Promote growth and development		X	X
Understand the importance of and have the ability to take care of oneself	X	X	
Understand local mental health system, reporting and documentation requirements (includes Medicaid)	X	X	
Self-awareness	X		
Boundaries	X	X	
Worldview and cultural awareness	X	X	
Authentic and mutual relationships	X		
Self-determination	X	X	
Trauma-informed	X		
Safety	X		
Professional development, leadership, and privacy	X		
Human rights-based approach and advocacy	X		

Training

Mental Health Peer Specialist Certification Stakeholder Meetings

Sample Options for Training

Maine

Intentional Peer
Support (IPS)

New Hampshire

IPS

Wellness Recovery
Action Plan (WRAP)

Webinar on
Resilience

Rhode Island

List of approved
training vendors

Georgia

Single, approved
core training
curriculum

Selected training examples

State	State certification title	Length of core training	Training curriculum	Fees
Connecticut	Certified Recovery Support Specialist (RSS)	80-hour advanced training and certification course; two times per week, six hours each day	Foundations for RSS RSS Role Effective and Empathic Communication Partnering and Mutuality WRAP and IPS Advocacy Community and Natural Resources Peer Modalities, Group Facilitation, Self-Care	Application Processing Fee: \$25 Training Course Fee: \$100 Certification Exam Fee: \$75
Maine	Certified Intentional Peer Support Specialist	Certification includes eight days of core training and a year of continuing education and skill building groups	Intentional Peer Support	Training is free, including mileage reimbursement

Selected training examples (cont'd)

State	State certification title	Length of core training	Training curriculum	Fees
Massachusetts	Certified Peer Specialist (CPS)	Program can take four to 10 weeks; combination of single-day trainings and a three-day retreat; CPS training is not an entry-level training; it is designed for people who have already done some work in peer support roles	<ul style="list-style-type: none"> The Three Core Competencies: Peer Support, “In” but not “Of” the System, Change Agent The Shoulders Upon Which We Stand Advanced Fundamentals of Peer Support Human Experience Language Cross-Cultural Partnering Fear: Friend and Foe Group Facilitation and Self-Help Tools Power, Conflict and Integrity Creating the Life One Wants 	None
New Hampshire	Mental Health Certified Peer Support Specialist (CPSS)	IPS Core Training (40 hrs); WRAP training or approved alternative; Whole Health Action Management (WHAM) training (1.5 hrs)	Intentional Peer Support; Wellness Action Recovery Plan training; and Magellan Health Services 2013 Webinar Series, “Promoting Resiliency through Peer Support Whole Health”	None

Selected training examples (cont'd)

State	State certification title	Length of core training	Training curriculum	Fees
New York	Certified Peer Specialist	<p>Option 1 – Online training through the Academy of Peer Services (APS) website - - 45 hours</p> <p>Option 2 – Skills training obtained through other programs or on-the-job training; must pass the competency test for each of the classes for the “Core Courses” on the APS website.</p>	<p>Option 1 – Online training through the Academy of Peer Services (APS) website - 13 Modules</p> <p>Option 2 – Skills training obtained through other programs or on-the-job training</p> <p>Examples of other trainings include: In person training offered by various peer run agencies Peer support trainings through national programs On the job training through a peer run agency Self-taught through various activities and experiences</p>	Currently funded by the New York State Office of Mental Health
Rhode Island	Peer Recovery Specialist	45 hours	Advocacy (10 hours); Mentoring/Education (10 hours); Recovery/Wellness Support (10 hours); Ethical Responsibility (16 hours)	<p>Application Fee: \$175</p> <p>Retest Fee: \$100</p> <p>Exam Cancellation Fee: \$100</p>

Selected training examples (cont'd)

State	State certification title	Length of core training	Training curriculum	Fees
Wyoming	Peer Specialist	36+ hours Wyoming New Peer Specialist Training	Peer Specialist Basics; Basic Work Competencies; Sharing Your Recovery Story; Confidentiality; Medicaid Documentation Requirements; Group Work and Mutuality; Conflict in the Workplace; Reporting to Supervisor/Clinician; Coping Strategies & The Grief Process; Behavior/Physical Health Interactions; Positive Relationships; Community Resources; Natural Supports; Cultural Competency; Resiliency; Person Centered Recovery; Hope and Recovery; Using Recovery Language; Trauma Informed Care; Self-Care; Advocacy; Written Test	Tuition is covered through a grant from the Wyoming Department of Health, Behavioral Health Division and the Substance Abuse and Mental Health Services Administration. Value of the tuition is about \$1,500 per person.
Canada	Peer Supporter	Certification process typically takes 12 – 24 months to complete	Fundamental Principles of Peer Support Social and Historical Context of Peer Support Concepts and Methods that Promote Peer-to-Peer Effectiveness	Application: \$90 + tax Assessment of Knowledge through written exam: \$440 + tax Final assessment of competencies and review by Certification Committee: \$750 + tax

Selected training examples (cont'd)

State	State certification title	Length of core training	Training curriculum	Fees
Florida	Certified recovery peer specialist	40 hours	<p>CORE REQUIREMENTS – MINIMUM 28 HOURS</p> <p>Advocacy: 4 hours minimum</p> <p>Mentoring: 6 hours minimum</p> <p>Recovery Support: 6 hours minimum</p> <p>Cultural and Linguistic Competence: 2 hours minimum</p> <p>Motivational Interviewing: 4 hours minimum</p> <p>Vicarious Trauma/Self-Care: 2 hours minimum</p> <p>Professional responsibility: 4 hours</p>	<p>Certification application fee: \$100</p> <p>Recovery Peer Specialist Exam: \$65</p> <p>Renewal: \$75</p>
Georgia	Certified peer specialist	72 hours (9 days)	Single, approved core training curriculum	Registration Fee: \$85
Michigan	Certified peer support specialist	56 hours	Single, approved core training curriculum	\$600

Selected training examples (cont'd)

State	State certification title	Length of core training	Training curriculum	Fees
Oregon	Peer support specialist	40 hours	Single, approved core training curriculum, including training in oral health	Training fees vary by vendors who set their own fees
Pennsylvania	Certified peer specialist	75 hours	Copeland Center, The Institute for Recovery or RI Consulting are approved vendors for training	Application Fee: \$125 Retest Fee: \$75 Exam Cancellation Fee: \$75 Training costs vary by approved vendor and range from \$900 to \$1400
Texas	Mental health peer specialist	One Saturday class plus 40-hour, 5-day classroom-style interactive supplemental training in mental health	Applicant chooses training from list of approved training vendors	Core Training: \$65 Supplemental Training: \$650 Certification Application: \$65

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justice through
words and ideas

Questions, Comments, Concerns

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