

Mental Health Peer Specialist Certification Stakeholder Meetings

Friday, November 4, 2022

Meeting Five 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://peer certification.wildalwhite.com/2p8t3ep9	https://peer certification.wildalwhite.com/murpb63h	https://tinyurl.com/2p8rwe
3- October 7, 2022	https://peer certification.wildalwhite.com/2p92sdud	https://peer certification.wildalwhite.com/yckm97jx	https://peer certification.wildalwhite.com/2p999p6w
4- October 21, 2022	https://peer certification.wildalwhite.com/2p8rp2v3	https://peer certification.wildalwhite.com/4fmn6hhc	https://peer certification.wildalwhite.com/bp5nfasf

Peer Certification Stakeholder Meetings Web Page

<https://wildalwhite.com/certification>

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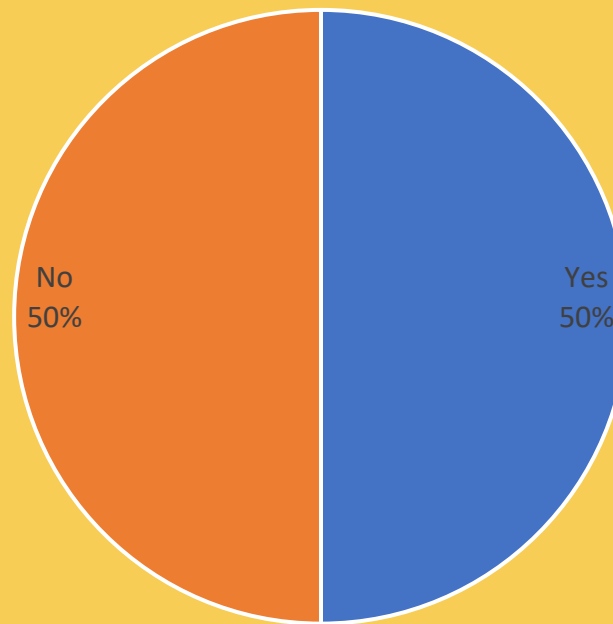
justice through
words and ideas

Survey 3 Preliminary Results

Mental Health Peer Specialist Certification Stakeholder Meetings

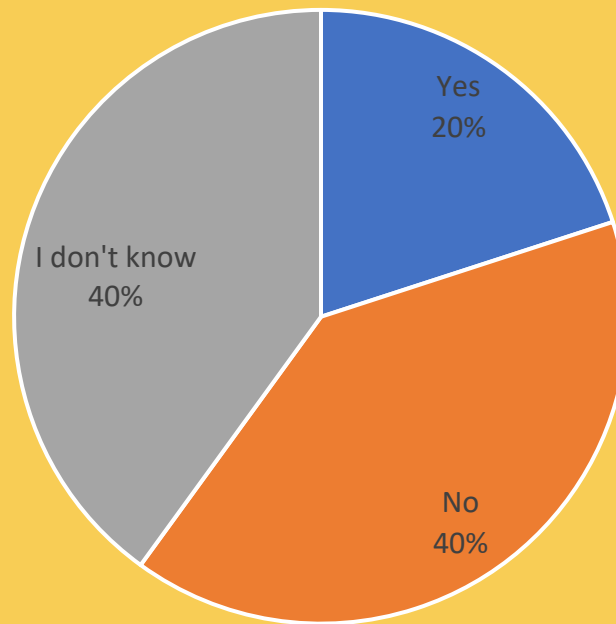
Consistency with Peer Values

Do you believe any of the listed core competencies are inconsistent with peer support values or principles?



Missing core competencies

Are there core competencies that are missing from the above-listed core competencies?





Considered most problematic

	Core Competencies Considered Most Inconsistent with Peer Support Values and Principles
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.
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.



Considered most problematic (cont'd)

No.	Core Competencies Considered Most Inconsistent with Peer Support Values and Principles
16.	Medicaid/Insurance- related Requirements: Peer support workers and supervisors in programs receiving federal (Medicaid, Medicare) or insurance reimbursement will abide by certain requirements pertaining to assessment, treatment planning, progress notes and program supervision in accordance with peer support values to the extent possible.
17.	The recovery process and how to use their own recovery story to support others: Understand the five stages in the recovery process and what is helpful and not helpful at each stage; Understand the role of peer support at each stage of the recovery process; Understand the power of beliefs/values and how they support or work against recovery; Understand the basic philosophy and principles of psychosocial rehabilitation; Understand the basic definition and dynamics of recovery; Be able to articulate what has been useful and what not useful in his/her own recovery; Be able to identify beliefs and values a consumer holds that works against his/her recovery; Be able to discern when and how much of their recovery story to share with whom.



Considered most problematic (cont'd)

No.	Core Competencies Considered Most Inconsistent with Peer Support Values and Principles
18.	Understand the Code of Ethics within the state mental health system.
19.	Provide information about skills related to health, wellness, and recovery: These competencies describe how peer workers coach, model or provide information about skills that enhance recovery. These competencies recognize that peer workers have knowledge, skills and experiences to offer others in recovery and that the recovery process often involves learning and growth. Educates peers about health, wellness, recovery and recovery supports; Participates with peers in discovery or co-learning to enhance recovery experiences; Coaches peers about how to access treatment and services and navigate systems of care; Coaches peers in desired skills and strategies; Educates family members and other supportive individuals about recovery and recovery supports; Uses approaches that match the preferences and needs of peers.



Sample Revision of Core Competency

No.	Original	Proposed Revision
11.	<p>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.</p>	<p>Relational Safety: Peer support workers view safety as something that results from relational connection and mutual trust. Peer support workers approach challenging situations that present a risk of harm to self or others from a perspective of relational care. They work collaboratively with those involved to address co-occurring distress and reactivity and the concerns these may be generating for one or more parties. They negotiate around “risk-sharing” and endeavor to create solutions that are mutually acceptable to all concerned.</p>

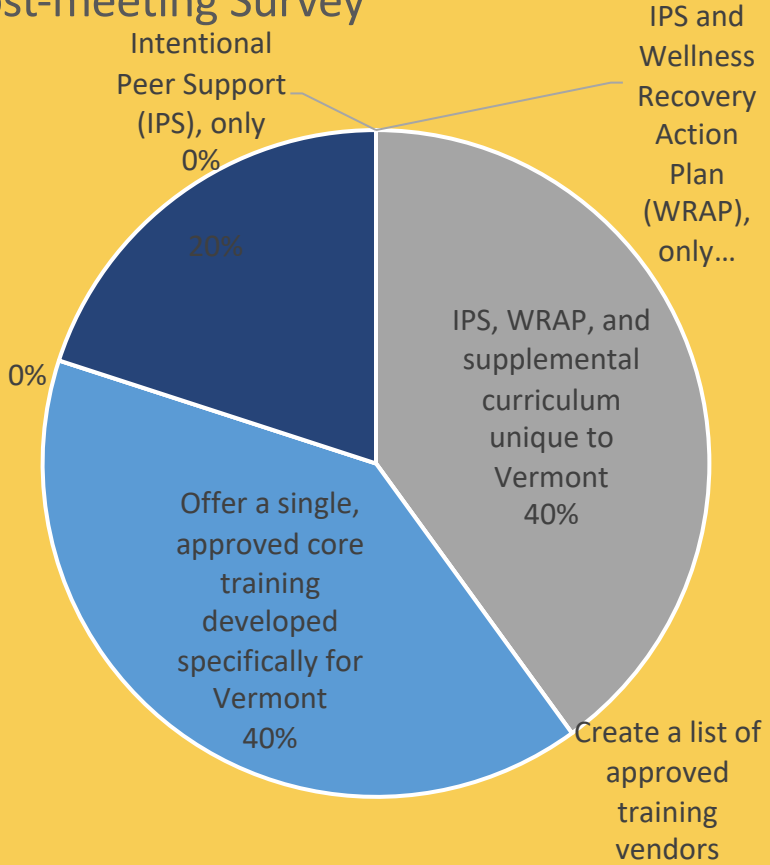


Sample Revision of Core Competency (cont'd)

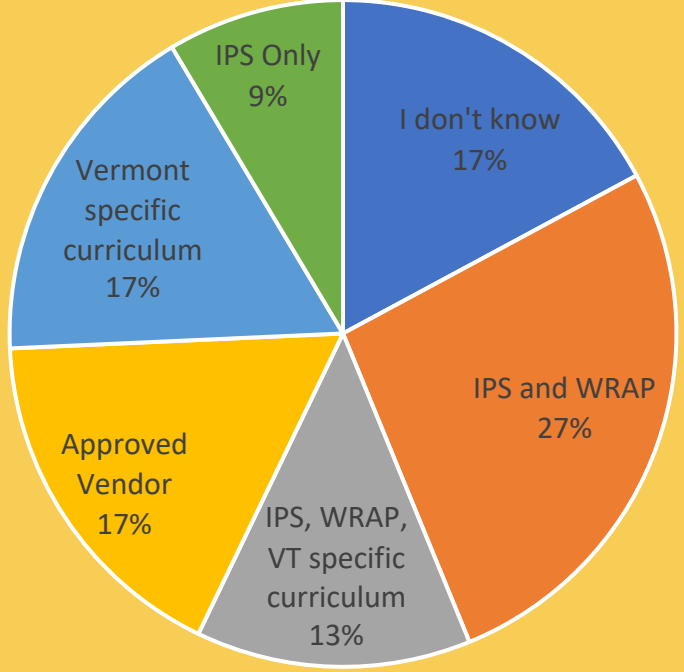
No.	Original	Proposed Revision
13.	<p>Professional development, leadership and privacy: Peer support workers seek and pursue opportunities for personal and professional growth and development, including opportunities to provide leadership. They see themselves as ambassadors of the peer support movement 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.</p>	<p>Professional development, leadership and privacy: Peer support workers are continually learning and growing, both professionally and as human beings. They take initiative to help create the relational world they want to live in, both on and off the job, seek and pursue opportunities for personal and professional growth and development, including opportunities to provide leadership. They see themselves and others, first and foremost, as human beings and seek to uplift the voices and access of all. Peer support workers initiate frank discussions about privacy and confidentiality with those with whom they work, and seek to negotiate any conflicts between individual and organizational needs, including legal, regulatory and policy considerations. Peer support workers honor their existing agreements, and transparently endeavor to renegotiate agreements as human or organizational needs change.</p>

What training option should Vermont adopt?

Post-meeting Survey



Meeting Four Poll





IPS and Core Competencies

No.	List of Core Competencies	Taught in IPS
1.	Peer support values and orientation	Yes
2.	Lived Experience	Yes
3.	Self-Awareness	Yes
4.	Boundaries	Yes
5.	Worldview and Cultural Awareness	Yes, but
6.	Communication, dialogues and active listening	Yes
7.	Authentic and mutual relationships	Yes
8.	Wellness, resilience and self-care	Does not specifically cover self-care
9.	Self-determination	Yes
10.	Trauma-informed	Yes, but

IPS and Core Competencies (cont'd)

No.	List of Core Competencies	Taught in IPS?
11.	Safety	Yes, but
12.	Collaboration and Teamwork	Doesn't specifically cover working in system settings
13.	Professional development, leadership and privacy	Yes, but
14.	Links to resources, services, and supports	No
15.	Human Rights-based approach and advocacy	Yes/No
16.	Medicaid/Insurance-related Requirements	No
17.	The recovery process and how to use their own recovery story to support others.	Yes/No
18.	Understand the Code of Ethics within the state mental health system.	No
19.	Provide information about skills related to health, wellness, and recovery.	No

Certification

Mental Health Peer Specialist Certification Stakeholder Meetings

Certification Program Components

Screening

Meeting 2
Topic

Training

Meetings
3 and 4
Topic

Certification

Meeting 5
(Today's)
Topic

Certification Issues

- Certifying body
- Re-certification
- Continuing education
- Reciprocity
- Grandfathering
- Fees

Role of certifying body

- Approve certification test and/or training vendors
- Certify that requirements have been met to become certified (test results, and any other requirements)
- Certify that requirements have been met to continue certification (e.g., continuing education, renewals, Code of Ethics)
- Approve continuing education courses
- Maintain a public-facing roster of certified peer support workers
- Investigate and resolve complaints
- Determine whether credential should be revoked, suspended, etc.
- Hold due process hearings, when necessary
- Process applications for reciprocity

Possible certifying bodies

- Department of Mental Health
- Office of Professional Regulation (Secretary of State's Office)
- Peer-run entity
- Non-peer-run, third-party vendor

Recertification Issues

- How long should credential last? Lifetime, one-year, two years, etc.
- Should re-certification require a test, payment of a fee, attestation of adherence to Code of Ethics?

Grandfathering Issues

- What should those currently employed as peer support workers be required to do to become certified?
 - Screening?
 - Training?
 - Test?
 - Code of Ethics?
- Should it depend on how long the peer support worker has been employed as a peer support worker?



Reciprocity Issues

- Should Vermont recognize peer support worker certifications issued by other States?
- Should peer support workers certified in other states be:
 - Screened?
 - Trained?
 - Tested?
- Should it depend on the State that issued the certification?
- Should it depend on whether State recognizes Vermont's certification?
- Should it depend on how long the person has held the certification?

Sample certification requirements

State	State certification title	Certification	Recertification	Certification Body
Connecticut	Certified Recovery Support Specialist (RSS)	Successful completion of statewide certification examination	60 hours of continuing education every three years to maintain certification	Advocacy Unlimited, a peer-run organization, trains and certifies peer specialists
Maine	Certified Intentional Peer Support Specialist	Certification includes eight days of core training and a year of continuing education and skill building groups	Maintaining certification requires (1) completion of eight or more hours of continuing education; (2) participation in 12 hours of skill-building groups; and (3) biannual review to insure commitment to core concepts	Maine Department of Health and Human Services Substance Abuse and Mental Health Services
Rhode Island	Peer Recovery Specialist	Successful completion of computer-based, 75 multiple choice questions offered on-demand basis at an approved testing site	Re-testing every two years	Rhode Island Certification Board
Michigan	Certified peer support specialist	(1) Have a serious mental illness outlined in the Medicaid Provider Manual; (2) Have received public mental health services currently or in the past outlined in the Medicaid Provider Manual; (3) Provide at least 10 hours per week of peer support services with supported documentation written in the IPOS; and (4) Meet the specialized training and certification requirements for MDHHS approval	Not required; lifetime certification	Two trainers of the state curriculum, who are Certified Peer Support Specialists, review the application to assure all documents are included. The trainers conduct a peer-to-peer interview and determine eligibility based on criteria outlined in the Medicaid Provider Manual. Final determination is provided to Michigan Department of Health and Human Services

Selected Certification Requirements, by Jurisdiction

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Massachusetts	Certified Peer Specialist	There is a written certification exam, which is given approximately two weeks after last training class, with three hours given to complete	None	The Transformation Center, a peer-run organization, trains and certifies peer specialist
New Hampshire	Mental Health Certified Peer Support Specialist	Written certification exam administered by Bureau of Mental Health Services	IPS Co-Reflection, four times/year	Bureau of Mental Health Services

Selected certification requirements, by jurisdiction (cont'd)

State	State certification title	Certification	Recertification	Certification Body
New York	Certified Peer Specialist	<p>Meet all standards for NYCPS certification established by certification board</p> <p>Complete either the NYCPS or NYCPS-Provisional application and submit it and all required documentation to the certification board</p> <p>Read and agree to abide by the Code of Ethical Conduct and Disciplinary Procedures</p> <p>Successfully complete post-tests for all 13 core courses of the Academy of Peer Services and complete a minimum of five additional APS electives (15 hours)</p>	20 hours of continuing education annually plus \$100 fee, currently paid by NYS OMH for New York residents and workers	New York Peer Specialist Certification Board
Rhode Island	Peer Recovery Specialist	Successful completion of computer-based, 75 multiple choice questions offered on-demand basis at an approved testing site	Re-testing every two years	Rhode Island Certification Board
Wyoming	Peer Specialist	Document successful completion of a peer specialist basic competency course of no less than 36 contact hours, which includes all of the Core Competencies for Wyoming's Peer Specialists	<p>Wyoming Peer Specialist Annual Meeting (14+ hours)</p> <p>5 hours of in-person or virtual training via computer that involves interacting with other people</p> <p>Participation in pre-approved trainings for Peer Specialist Re-certification</p>	Wyoming Behavioral Health Division

Selected certification requirements, by jurisdiction (cont'd)

State	State certification title	Certification	Recertification	Certification Body
Canada	Peer Supporter	Four phase certification process: (1) initial screening; (2) successful completion of knowledge standard; (3) successful completion of acquired experience; (4) final assessment of competencies, knowledge and lived experience verified by certification board based on mentor, supervisor, peer evaluations	Recertification requirements have yet to be specified	Peer Support Canada, a peer-run, national charity, offers a national peer support certification
Florida	Certified Recovery Peer Specialist	(1) Level 2 background screening; (2) lived experience; (3) content specific training; (4) related work experience; (5) on-the-job supervision; (6) three professional recommendations; (7) certified recovery peer specialist exam; (8) fee payment	Renewal, annual on June 30 th of each calendar year Continuing education, 10 hours per year	Florida Certification Board
Georgia	Certified peer specialist	(1) willing to use lived experience to support others in recovery; (2) well-grounded in recovery; (3) strong reading, comprehension and written communication skills as indicated by answers on application; (4) demonstrated experience with leadership, advocacy or governance; (5) successful completion of training and examination	Submit documentation of a minimum of 12 continuing education units per calendar year	Georgia Mental Health Consumer Network



Selected certification requirements, by jurisdiction (cont'd)

State	State certification title	Certification	Recertification	Certification Body
Michigan	Certified peer support specialist	(1) Have a serious mental illness outlined in the Medicaid Provider Manual; (2) Have received public mental health services currently or in the past outlined in the Medicaid Provider Manual; (3) Provide at least 10 hours per week of peer support services with supported documentation written in the IPOS; and (4) Meet the specialized training and certification requirements for MDHHS approval	Not required; lifetime certification	Two trainers of the state curriculum, who are Certified Peer Support Specialists, review the application to assure all documents are included The trainers conduct a peer to peer interview and determine eligibility based on criteria outlined in the Medicaid Provider Manual Final determination is provided to Michigan Department of Health and Human Services
Oregon	Peer support specialist	(1) Complete an approved training program; <u>or</u> Provide documentation of certification by a group other than the Oregon Health Authority that requires completion of an approved training program and at least 20 hours of continuing education every three years; <u>or</u> provide documentation of having worked or volunteered as a peer support specialist for at least 2000 hours in Oregon from January 1, 2004 to June 30, 2019; (2) complete THW Oral Health for Peer Support and Peer Wellness Training Program (3) not be listed on Medicaid provider exclusion list	20 hours continuing education every three years Take an approved oral health training	Oregon Health Authority, Office of Equity and Inclusion

Selected certification requirements, by jurisdiction (cont'd)

State	State certification title	Certification	Recertification	Certification Body
Pennsylvania	Certified peer specialist	(1) Signed and dated Code of Ethical Conduct; (2) Signed, dated and notarized Release; (3) Live or work in Pennsylvania at time of application; (4) 18 years of age or older; (5) submit application fee; (6) Pass examination for certified peer specialists and receive certification	Recertification before the end of two-year certification period Recertification requires 36 continuing education units every two years and \$50 two-year recertification fee	Pennsylvania Certification Board
Texas	Mental health peer specialist	(1) Complete online self-assessment and orientation; (2) apply for training with certified training entity; (3) complete core peer services training; (4) complete the SUD Recovery Coach or mental health peer training; (5) apply for certification; (6) complete 250 hours of supervised work experience; (7) signed ethics statement; (8) state-issued identification; (9) receive two-year certification	(1) Absence of any ethical or malpractice violations; (2) submission of an application including a signed copy of the ethical standards for mental health peer specialist; (3) completion of 20 continuing education hours, including three hours of ethics; (4) clear background check within 30 days of application; (5) \$60 renewal fee	Texas Certification Board or Wales Education Services