

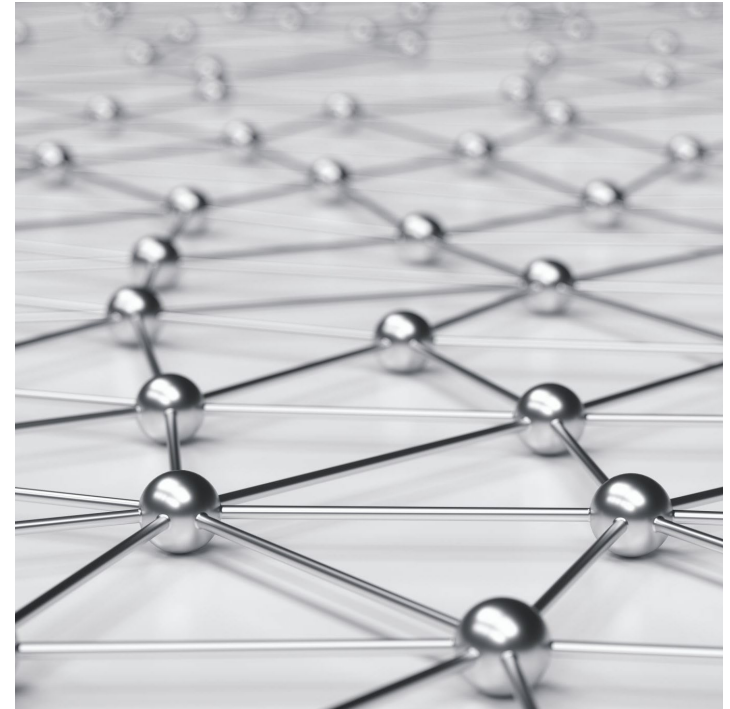
# Welcoming the Transformative Potential of the Peer Workforce

Kellee Thorburn McCrory, LMSW, MPH - Training Director

Lauren Vorwald - Training and Development Specialist

The Iowa Peer Workforce Collaborative located in the  
National Resource Center for Family Centered Practice in  
the School of Social Work at the University of Iowa

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# Session Objectives

- 1) Describe the role(s) of Peer Support Specialist, Family Peer Support Specialist, and/or Peer Recovery Coach.
- 2) Discuss three potential benefits of including a Peer Support Specialist, Family Peer Support Specialist, or Peer Recovery Coach onto your team.

Future human services workplaces need to be inclusive, respecting employees' diverse voices and talents.

The growth of the peer workforce in behavioral health nationally is an important development with the potential to transform the human services workplace (Gagne, et al., 2018)

# What is the job outlook?

## Quick Facts: Social and Human Service Assistants

<u>2023 Median Pay</u>	\$41,410 per year \$19.91 per hour
<u>Typical Entry-Level Education</u>	High school diploma or equivalent
<u>Work Experience in a Related Occupation</u>	None
<u>On-the-job Training</u>	Short-term on-the-job training
<u>Number of Jobs, 2020</u>	415,100
<u>Job Outlook, 2020-30</u>	9% (Much faster than average)
<u>Employment Change, 2022-32</u>	35,600

# Goal of the Project



Provide a comprehensive training and coordination program for Iowa's peer workforce and the organizations that employ:

- Peer Support Specialist
- Family Peer Support Specialist
- Peer Recovery Coach

# What does our workplan include?

- Recruitment and planning
- Supervision
- Continuing education
- Workforce development and employment opportunities

# Iowa Peer Support Specialist Scope of Practice

- A. Understanding recovery
- B. Provide emotional support
- C. Coaching and teaching
- D. Empowering and advocating
- E. Navigating systems
- F. Practicing ethics and professionalism

# Iowa Family Peer Support Specialist Scope of Practice

- A. Professionalism and ethics
- B. Engage families
- C. Teach and support families
- D. Advocate and find resources for families



# Who do we train?

## Training

To qualify for a particular training course, a person must have the following qualifications:

- **Peer Support Specialist:** An individual who is personally living well in recovery from a serious mental illness.
- **Family Peer Support Specialist:** Must have own experience as a parent or primary caregiver of a child diagnosed with an emotional, behavioral, or mental health need prior to 21 years old.
- **Peer Recovery Coach:** An individual with lived experience of substance misuse who is living well in recovery.

# Iowa Peer Support Specialist Training Topics

- Multiple Pathways to Recovery
- Positive self-talk and challenging stigma
- Role of the PSS
- Active listening
- Sharing recovery nuggets
- Cultural Humility
- Identifying and building on strengths and resilience
- Problem Solving
- Trauma-Informed Care
- Ethics
- Boundaries
- Wellness & Self-Care
- Navigating Resources
- Setting Goals
- Shared Decision-Making
- Advocacy with Peers
- Advocacy in the Workplace
- Integrated Health Care
- Peer support in Iowa

# Iowa Family Peer Support Specialist Training Topics

- Role of the FPSS
- System of Care
- Professionalism
- Sharing your story
- Understanding Mental Illness
- Cultural Humility
- Crisis Planning
- Communication
- Active Listening
- Trauma-Informed Care
- Ethics
- Laws and Regulations
- Boundaries and Balance
- Conflict Management
- Problem-Solving with Families
- Coaching Families to Set Goals
- Parenting
- Wellness & Self-Care
- Advocacy
- Resiliency and Hope

# Managing a Workforce that includes Peers



Wanted:  
Clear job  
descriptions

## **Job Summary**

We are seeking a passionate, motivated person to join our treatment clinic as a Peer Support Specialist. As part of our team, you assist individuals throughout the recovery process, helping them gain skills, access resources, and regain the confidence to succeed in society.

You assist program participants with navigating systems, keeping appointments, and provide encouragement and guidance for engaging with activities to engender feelings of support and community.

Our ideal candidate has certification as a Peer Support Specialist coupled with lived experiences as a person engaged with mental health services or having survived severe addiction.

## **Duties and Responsibilities**

- Assist program participants in the development of skills, confidence, and relationships as they resume independent living
- Facilitate groups in an open and welcoming environment
- Provide direct peer counseling based on your own lived experiences
- Help participants understand and employ recovery strategies

## **Requirements and Qualifications**

- High school diploma or GED certificate
- Associate degree or higher in social services (preferred)
- Peer Support Specialist certification
- Moderate computer proficiency
- Valid state driver's license

# Peers in the Workforce

The Presence of Peers can:

1. Bring a different perspective to other treatment team members during team meetings;
2. Support the use of recovery language by reminding organizations to minimize the use of labels and diagnoses that are impersonal or demeaning to those seeking help; and
3. Provide living proof that people recover to other members of the treatment teams.



# Five Pillars of Peer Support Supervision



- Supervisory skills training
- Understand and support the PSS role
- Understand and promote recovery
- Advocate for the PSS across the organization and community
- Promote PSS professional and personal growth w/in established HR standards

# Who can provide supervision?

- Anyone designated as a supervisor by their organization
- Some access to clinical supervision from a *qualified mental health professional* (typically a licensed nurse or social worker) ranging from daily to monthly
- Some access to practice-specific supervision or consultation from a member of their own profession (peer support)

# Recommended frequency of one-on-one supervision

- Weekly for the first six months, regardless of number of hours worked per week.
- After the first six months, one hour of individual supervision for every 35-40 hours of client time, no less frequently than twice per month.
- All cases in the peer specialist's caseload should be reviewed at least monthly.

# Budgetary Issues in Building a Peer Workforce

# How do we pay for a Peer Support Specialist?

Great question and one with which agencies may struggle when hiring peers

- Fee for services
- Grant funding
- Medicaid/CHIP

# Payment for Peer and Family Peer Support Services

In 2007, the Centers for Medicare & Medicaid Services deemed peer support services an evidence-based practice, reimbursable for states that incorporate them into their state Medicaid plan.

More than 35 states have statewide certification programs for peer support specialists; about 40 states have built these services into their state Medicaid plan.

Iowa currently has a cap of \$150 per client per month for Peer Services by a PSS.

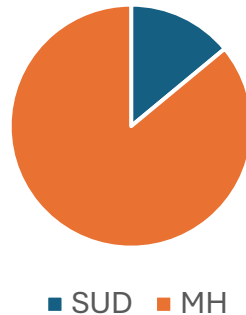
# Iowa Medicaid Enterprises B-3 Mental Health and Substance Abuse Services

Service	Description of Service	Provider Type/ Qualifications	B-3	Prior Authorization Required or Not Required	Fee	Procedure Code
Peer Support	Peer Support/Parent Peer Support services. The services provided to Eligible Persons by other mental health consumers who are specifically trained to provide peer support services. Services are targeted toward the support of persons with a serious and persistent mental illness or substance abuse.	Peer Support Specialists at accredited organizations contracted using MCO credentialing standards and Peer Support Specialist has received Appalachian Consulting Group Model training for mental health services, or for Recovery Coaches, the Connecticut Community for Addiction Recovery (CCAR) for substance use disorder service training, or for Family Peer Support Specialist certification through a state recognized training program.	B-3	Not Required	Beginning 12/1/2018 \$12.50 per 15 minute unit, not to exceed 12 units or \$150.00 per member per month.	H0038

# SAMHSA 2010 - 2020

Projected average annual growth in Mental Health and Substance Use Disorders (M/SUD) treatment spending is expected to slow to 4.6 percent (compared with 5.8 percent for all health spending). This growth disparity is linked to MH prescription drugs scheduled to go off-patent and replaced by lower-cost generics, and to the slowdown in spending growth in specialty psychiatric hospitals.

M/SUD Spending 2009  
171.7\$ Billion



M/SUD Spending 2020  
280.5 Billion





# For more information

Iowa Peer Workforce Collaborative (IPWC) website:

<https://iowapeersupport.sites.uiowa.edu/>

IPWC Facebook:

<https://www.facebook.com/iowapeersupporttrainingprogram>

IPWC Email:

[kellee-mccrory@uiowa.edu](mailto:kellee-mccrory@uiowa.edu)

[lauren-vorwald@uiowa.edu](mailto:lauren-vorwald@uiowa.edu)