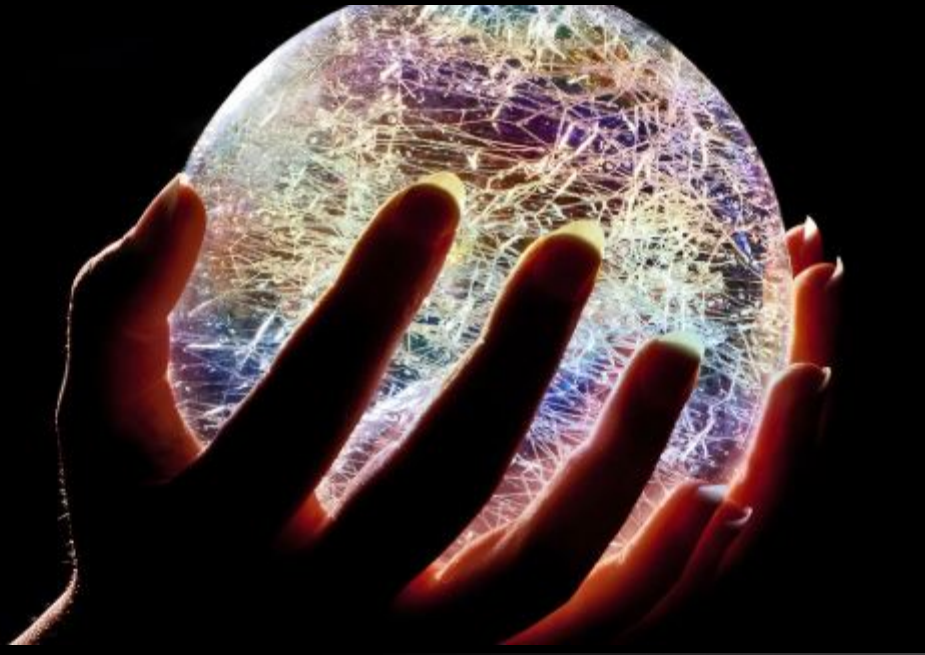




The Future of Peer Support: Careers in Private Practice

Patrick Hendry





The Future of Peer Support:

Building a Career in the Private
Sector



Time Travel

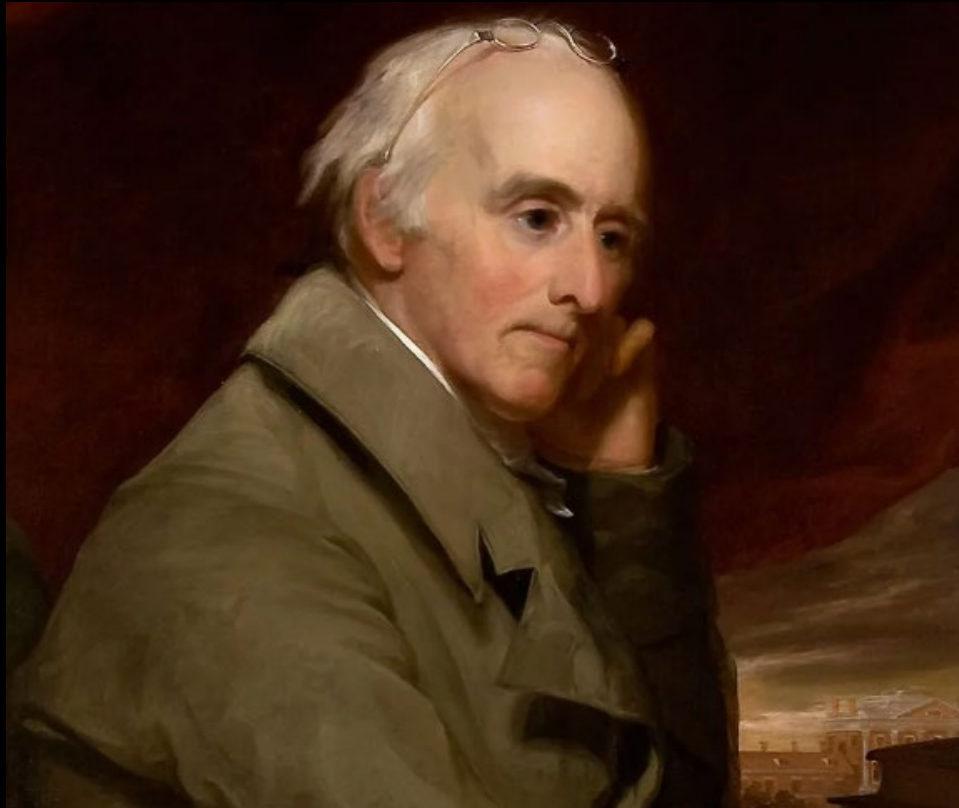
....Let's go way back!

And Where Did Organized Peer Support Come From?



France-1700's

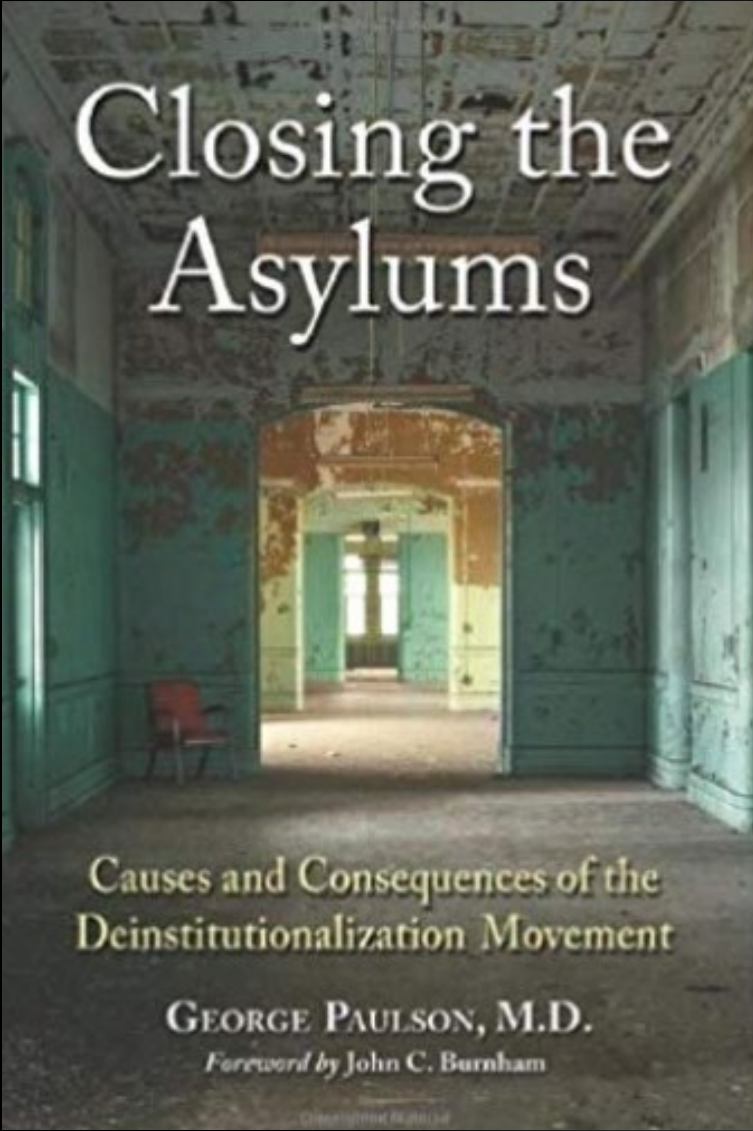
Moral Treatment Comes to America



Benjamin Rush
1746-1813



Descent into Darkness
Byberry Hospital PA 1946



Closing the Asylums

Causes and Consequences of the
Deinstitutionalization Movement

GEORGE PAULSON, M.D.

Foreword by John C. Burnham

Downloaded from www.cambridge.org/core

The Consumer Movement



Drop-In Center: On Our Own MD 1983



Working Inside the System The Consumer Movement

Georgia Created
the 1st Peer
Certification in
2001



Community Mental Health Journal

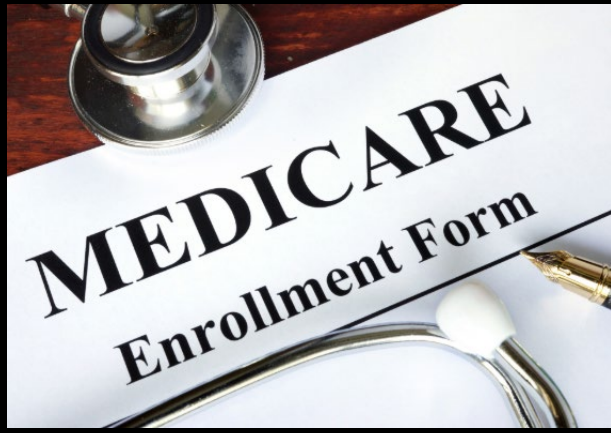


Peer support has found a home in the community mental health system. Peer specialists now perform a number of different roles

There are now approximately 30,000 Certified Peer Specialists plus $\approx 10,000$ in states without certification. In public behavioral health full time pay scales average around \$16.50/hr.



So far, we have largely been met with closed doors when we attempt to introduce peer support to private practice



Funding Barriers

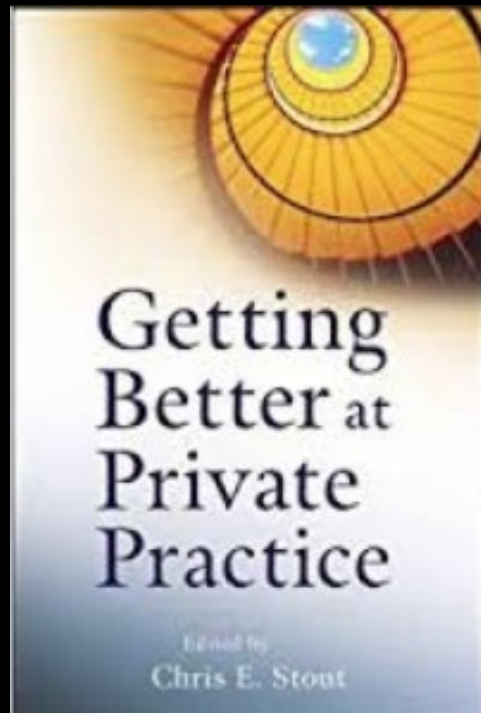


Inconsistent standards across
state lines
Shortage of reliable research





But the door is beginning to open.
As new research validates peer support, and funders begin to realize the benefits, interest is growing.



- Higher quality of life
- Increased treatment outcomes
- Lowered re-hospitalization rates
- Lowered ER usage
- Decreased costs to funders
 - Allowing more people to receive services

In pilot programs with private healthcare companies pay scales have averaged \$20/hr.

As we begin to expand into the private sector some of the barriers we face are the same ones we have encountered in community mental health over the last 3 decades



Stereotypes & the face of "mental illness"

*"I welcome change
As long as nothing
is altered or different."*

- Peer support is a new concept in the private sector
- It can require significant cultural change for many practitioners. Champions!
 - Inclusion of peer support can require a shift to a more recovery oriented philosophy for the existing clinical staff
- It requires staff to set aside existing stereotypes about what it means to have a mental health diagnosis.
- It, also, requires the staff to acknowledge the value of peer support and the legitimacy of credentials.

In our own unique way we are professionalizing peer support.

- Increased knowledge
- Higher standards
- Experience
- Constantly evolving



Goal Setting

Active Listening



Navigation

Advocacy

Building Trust

Activation

Relationships

Ethics & Boundaries

Decision Making

The Evolution of Professional Training

2017



MHA Advanced Level National Certified Peer Specialist

A single high standard

Projected workforce

Period of Time	5-10 years
Total BH Workforce	420,000
Percentage of Peers (estimated to grow to)	20-25%
Peer Workforce	84,000-105,000

Manderscheid, R. PhD

And that is just behavioral health!



Many people, receiving services for all types of healthcare issues, can benefit from peer support



The Future Holds Countless
Opportunities





The Need for Peer Support
Throughout Healthcare is in
the Millions



Careers, Not Jobs



Imagine what that would look like.



Opportunities for career advancement and upward mobility.



Just because we start our careers in “peer” positions does not mean that we can’t advance through a variety of roles.

Many of us start off in peer support roles and transition to administrative or executive roles that may or may not directly relate to peer support. Our lived experience serves us and the people we serve well no matter what the role.

Work, Learn, Grow, Flourish



Flourishing:

"a state where people experience positive emotions, positive functioning and positive social functioning, most of the time; living within an optimal range of human functioning.

Correy Keyes, PhD

Mental Health America

Patrick Hendry

Vice President, Peer Advocacy,
Supports & Services

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National Certified Peer Specialist (NCPS)



Why National Certification?

- Is there a need that is not currently being met?
- What need does certification fill that nothing else does?
- Is there a target population that is involved in the practice of peer support that would benefit from national certification?

Why National Certification?

- What are the characteristics of the prospective certified population?
- Who produces individuals with these skills as well as the pathways by which they earn these skills?
- Who employs these individuals?
- Who pays for their services?

Why National Certification

- Who are the stakeholders?
- Are there credentials offered through other organizations?
- What will drive employers to support certification?

We said YES, there is a need
for national certification!

Developed per national standards

- Follow the Institute for Credentialing Excellence (ICE) NCCA standards for quality certification programs.
- Ensures credentials are valid, reliable and legally defensible.
- Ensures program development, administration and maintenance meet national quality standards.

Supporting History

- Integrates existing best practice standards, guidelines, and principles in peer support.
- Substance Abuse and Mental Health Services Administration (SAMHSA)
- International Association of Peer Supporters (iNAPS)

Recent publication ...

- Mental Health: Leading Practices for State Programs to Certify Peer Support Specialists (GAO-19-41)
- <https://www.gao.gov/products/GAO-19-41>

MHA'S

National Certified Peer Specialist (NCPS)

Mental Health America

National Certified Peer Specialist

- An advanced credential designed to build upon and enhance traditional peer specialist training and competencies upheld by current programs and add the competencies necessary to enable peers to work alongside any other healthcare team.
- Purposefully designed to remain true to the fundamental principles and core values of peer support services, while expanding its concept and demonstrating its effectiveness to new markets, particularly the private healthcare industry.

Mental Health America

National Certified Peer Specialist

- Demonstrate their professional competency by meeting a set of defined standards measuring education, work experience, and supervision.
- Maintain competency by participating in annual educational events.
- Follow ethical and professional standards in the course of carrying out their daily scope of practice.

Qualifications for Certification

- High School Diploma or Higher
- Current State Certification with a 40 hour or greater training requirement OR an MHA approved training.
- 3,000 hours of paid or volunteer work experience within last 6 years
- 1 professional letter of recommendation
- 1 supervisory letter of recommendation

Qualifications for Certification

- Standards **MUST** be met before approval to sit for the exam.
- The exam is written for someone who has met the minimum application qualifications.
- From the first file review, there is a 12-month period to earn approval to sit for the exam. A continuation fee is paid if standards are not met during the first year.

CEU Requirements

- 10 per year
- 20 due at time of renewal (October 31st of the renewal year)
- Accept a broad range of training – any provider who is approved to provide CEUs for other licenses or certifications, all accredited college and university coursework, and all training approved by FCB and/or MHA.

Recertification

- Credential's renew every 2-years.
- MHA-NCPS credentials renew October 31st of the renewal year.
- Renewal requires CEU compliance and timely fee payment. There is not a testing requirement UNLESS the credential becomes inactive and the test score is +3 years old.

Questions?

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Director of Certification
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