

Professional Development in Peer Support Roles

APS Session #6 - September 7, 2023

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Self-Assessed Peer Support Strengths Inventory

- | | | | | |
|------------------|-------------------------|---|-------------------------|------------------|
| <u>01</u> | Active Listening Skills | ✓ | Peer Support Experience | <u>06</u> |
| <u>02</u> | Empathy | ✓ | Communication Skills | <u>07</u> |
| <u>03</u> | Personal Resilience | ✓ | Boundaries | <u>08</u> |
| <u>04</u> | Non-Judgmental Attitude | ✓ | Problem-Solving | <u>09</u> |
| <u>05</u> | Cultural Sensitivity | ✓ | Self-Awareness | <u>10</u> |

Self-Assessed Peer Support Strengths Inventory

<u>11</u>	Advocacy	✓	Ethics	<u>16</u>
<u>12</u>	Trauma-informed Care	✓	Crisis Intervention	<u>17</u>
<u>13</u>	Patience	✓	Group Facilitation	<u>18</u>
<u>14</u>	Confidentiality	✓	Teamwork	<u>19</u>
<u>15</u>	Wellness Planning & SMART Goals	✓	Knowledge of Reentry Issues	<u>20</u>

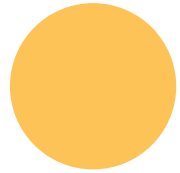
Self-Assessed Peer Support Strengths Inventory



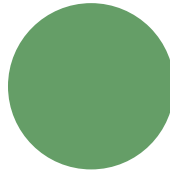
What are your top three **strongest** skills? How did you develop them?

What are your top three **weakest** skills? How can you work to develop them?

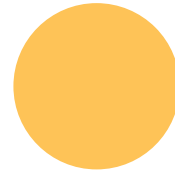
What are some common settings for peer support?



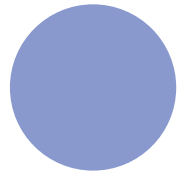
**Mental Health
Clinics**



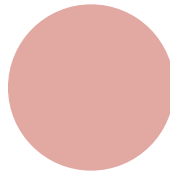
**Community
Health Centers**



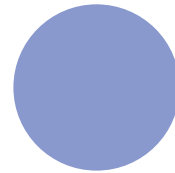
**Schools and
Colleges**



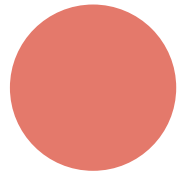
**Addiction
Treatment
Centers**



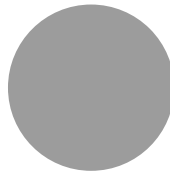
**Correctional
Facilities**



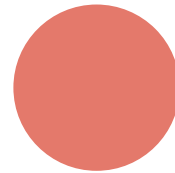
**Recovery
Centers**



**Hospitals
& ERs**



**Veterans
Affairs**



**Community
Organizations**

Common Sought After Skills & Qualifications



01

Lived Experience and Formal Training

02

Knowledge of Resources

03

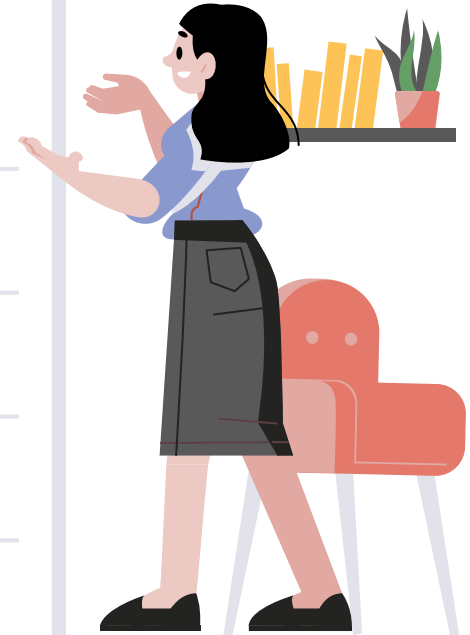
Active Listening, Communication, Cultural Competence, Boundaries, and Ethics

04

Organization and Technological Skills

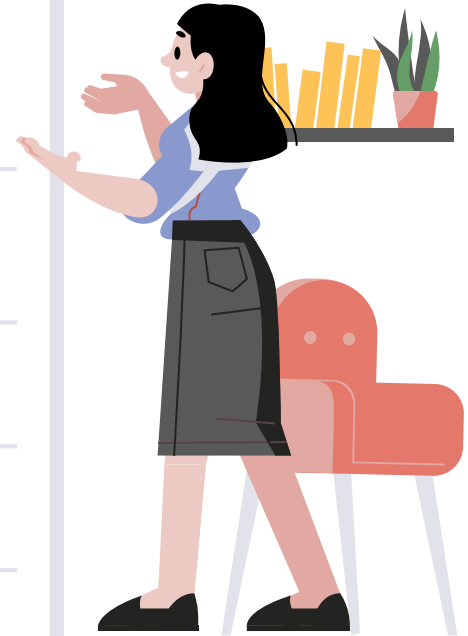
Tips for Finding Roles in Peer Support

- Identify Your Passion and Niche
- Build Relevant Skills and Knowledge
- Network with Peers and Professionals
- Volunteer at Local Organizations
- Create a Strong Resume and Cover Letter



Tips for Finding Roles in Peer Support

- Search Online Job Boards & Social Media
- Contact Local Healthcare and Social Service Agencies or Remote Organizations
- Utilize Online Peer Support Networks
- Prepare for Interviews
- Maintain and Strengthen Your Skills



Options for Finding Open Peer Support Positions

01

Job search engines:
Indeed, Glassdoor,
LinkedIn, SimplyHired



Behavioral Health and
Addiction Treatment
Centers & Facilities

04

02

Nonprofit & Social
Service Websites



Correctional Facilities &
Reentry Center Websites

05

03

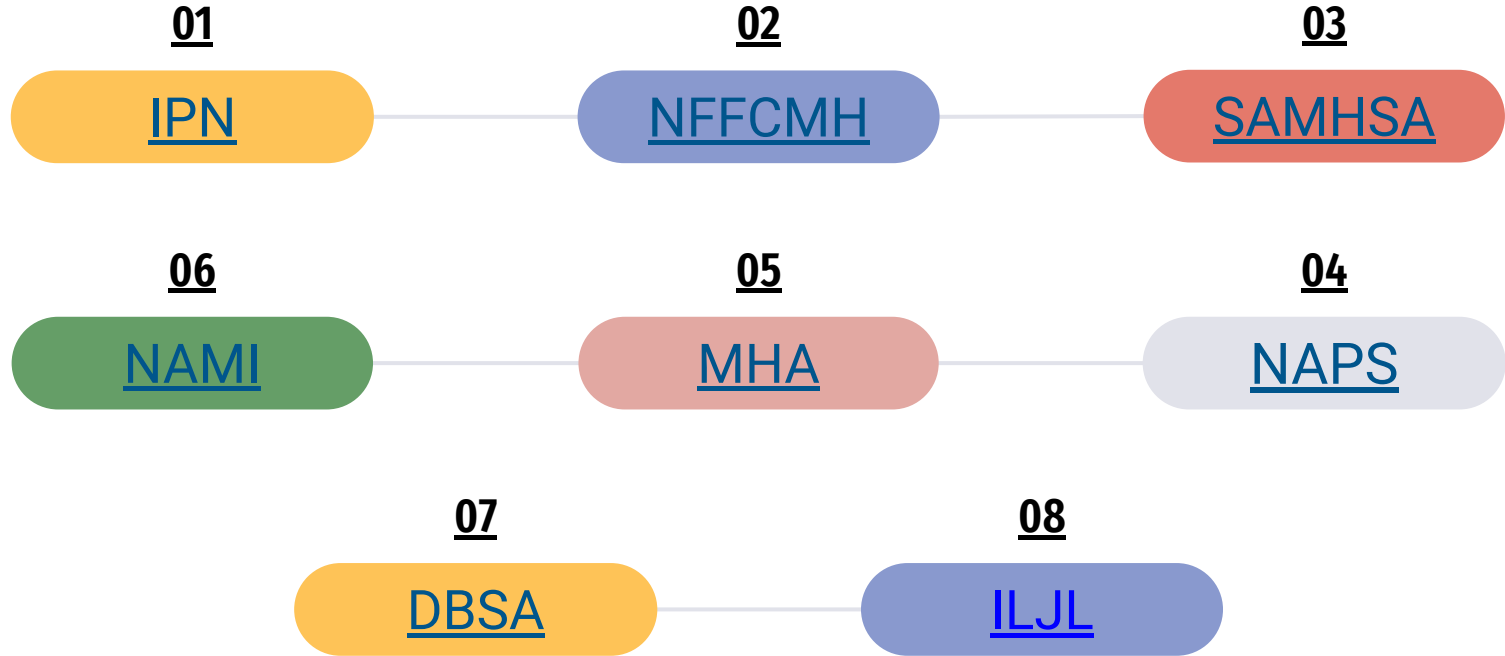
Government &
Healthcare Websites



Peer Support Network
Groups & Events

06

Employment Resources: Join Peer Support Listservs



Examples of Current Open Positions

Peer Support Specialist, 1st Shift

Location: Chicago, Illinois

Business Unit: Northwestern Medical Group

Job REQID: 84514

Job Function: Mental Health/Social Services

Shift: Day Job (1st)

APPLY NOW

([Link to job listing](#))

Qualifications

Required:

- Minimum of 18 years of age
- Possesses a high school diploma or equivalent.
- Has entry level employment experience.

Preferred:

- Preferred experience with post-secondary education training, either through previous or current enrollment at university, college, or training program.
- Possesses lived experience in effectively coping with a mental health condition and a capacity to share their recovery story in a way that engages, inspires, and validates the experiences of young adult clients.
- Preferred experience with both hourly and salaried employment.
- Preferred certification as a Certified Recovery Support Specialist (CRSS)

Examples of Current Open Positions



Peer Recovery Specialist - Behavioral Health

1 N Broadway St, Des Plaines, IL 60016, USA Req #1332

Date Posted: Tuesday, September 5, 2023

Position Summary:

The Peer Recovery Specialist assists patients with substance use conditions through peer support and coaching, consumer advocacy, linkages to recovery and other community services, and outreach in the community for re- engagement. The Peer Recovery Specialist works with patients using a trauma informed, harm reduction, patient centered approach to care, encouraging the empowerment of patients in their own recovery journeys.

Requirements/Preferences

- High School Diploma or GED required
- Lived Experience with Substance Use Disorder required
- Past or present consumer of substance use disorder or mental health services with a history of managing one's recovery required
- History of employment full or part-time in the past three years with at least 12 continuous months successful employment required
- Knowledge of the Recovery Process and Recovery Resources
- Certified Recovery Specialist, preferred
- A minimum one year's experience as a peer recovery specialist, preferred

[\(Link to job listing\)](#)

Potential Peer Support Interview Questions

1. Can you briefly describe your experience and background in peer support?
2. What motivated you to pursue a career as a peer support worker, and why are you interested in this position?
3. How do you maintain boundaries and confidentiality when working with peers?
4. Can you share an example of a challenging situation you encountered in a previous peer support role and how you resolved it?
5. What techniques or strategies do you use to establish rapport and build trust?
6. Describe your approach to self-care and managing stress.
7. Can you provide an example of a successful outcome you've had in peer support?
8. How do you stay up-to-date with best practices and trends in peer support?
9. What strategies do you use in individuals who struggle with feelings of shame, guilt, or low self-worth due to their criminal history?
10. Describe your approach to helping peers set and achieve realistic goals in their reentry.

Obtaining Peer Support Certification



Not all peer support positions require state certification. If you do wish to seek certification, please note requirements vary between certifying bodies. Reciprocity between trainings is typically on a case-by-case basis. It's important to check your state's requirements directly and bring your training completion certificates for recognition and complete any additional requirements.

01

Check State or Regional Requirements

02

Meet Eligibility Criteria

03

Complete a Training Program

04

Pass a Certification Exam

05

Gain Supervised Experience

06

Submit Required Documentation & Fees

07

Maintain Certification & Continuing Education

Helpful Resource: Copeland Center



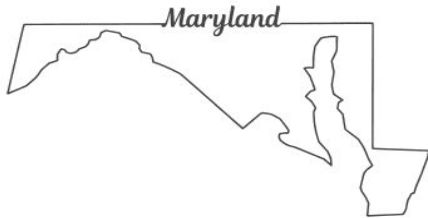
State Requirements



State Requirements



State Requirements



State Requirements



State Requirements



State Certification Requirements Example: Illinois

What are the training requirements to become a Certified Peer Specialist?:

100 clock hours of training, which is accumulated by the individual. All training must be accompanied by appropriate documentation to count towards the CRSS application. Copies of certificates of attendance and transcripts, etc. are required.
There is no time limit on how far back the training could be acquired previous to the application as long as the applicant has documentation.
40 hours (minimum) must be CRSS specific to Performance Domains: Advocacy, Professional Responsibility, Mentoring and Recovery Support
6 hours (minimum) must be Professional Ethics and Responsibility
Up to 54 hours can be Core Functions training.

Trainings can be CRSS-I (CRSS Specific Performance Domains) or CRSS-II (relevant to the Core Functions or 'typical duties' of a CRSS).

What is the average cost for CPS training?:

Cannot be determined as each individual creates their own training program.

Aside from any fees for the training or state-wide certification test, are there other certification fees/costs?:

CRSS Application Fee \$ 75.00 Annual Certification Fee (CRSS I) \$ 60.00 with a \$10.00 per month late fee CEU Extension Fee (per month - maximum six months) \$ 5.00 CEU Petition Fee \$ 10.00

Is there a statewide certification body?:

Yes, Illinois Certification Board

Please provide as much information about the certification board/body as possible.:

Illinois Certification Board, Inc.
401 E Sangamon Avenue
Springfield, IL 62702

http://www.iaodapca.org/?page_id=534

Is there a state-wide certification test?:

Yes. The examination is comprised of 100 multiple choice questions.

What are the personal/professional requirements for certification, if they differ from attending the training?:

Agreement to disclose personal experience as a consumer of mental health or dual diagnosis services, demonstrated by signature of the CRSS Statement of Disclosure.

2000 hours work experience through any combination of paid, supervised employment AND/OR supervised volunteer service AND/OR supervised internship.

These work experience hours must be in a position where the applicant spends at least 51% of their time providing recovery support services, as evidenced by the position description.

100 hours of Documented Supervision from a work, volunteer, or internship experience that was maintained for at least 1 year. Documentation of supervision must cover the performance domains.

What are the continuing education requirements?:

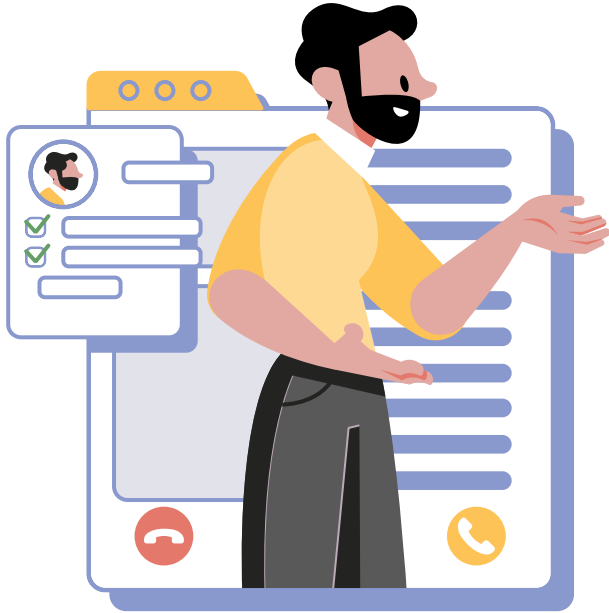
Forty (40) continuing education units (CEUs) are required to maintain board certification, and must be earned within the two-year certification period. An average of 20 CEUs should be obtained each year. CEUs are not transferable to any other certification period. CEUs earned prior to initial certification are not eligible to be used for maintaining certification. The CRSS professional may receive CEU credit only once for a training event, even if repeated during different certification periods. A CEU is equivalent to one clock hour.

State Certification Requirements Example: Illinois

Training Requirements:

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- All training must be accompanied by appropriate documentation to count towards the CRSS application.
- There is no time limit on how far back the training could be acquired previous to the application as long as the applicant has documentation.
- 40 hours (minimum) must be CRSS specific to Performance Domains:
 - Advocacy, Professional Responsibility, Mentoring and Recovery Support
- 6 hours (minimum) must be Professional Ethics and Responsibility
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National Certification Options



[National Certified Peer Recovery Support Specialist \(NCPRSS\)](#)



[National Certified Peer Specialist \(NCPS\)](#)



[National Certified Peer Specialist \(NCPS\)](#)

Please note national certifications are not recognized in every state.

What We Will Provide You With



**Certificates of
Completion
for Each
Course**



**Program
Courses, Hours,
Objectives, and
Syllabi**



**Information on
Your State's
Requirements**

Professional Development Resources

There are various professional development opportunities available for peer support workers to be regularly engaged in to strengthen their skills. Some of these resources offer free training and networking opportunities, while others are fee-based. These are not endorsed or specifically approved by Hinda but are to be noted as potential options to explore.

SAMHSA offers on-demand video training on new knowledge areas, relevant topics, and programs, including peer support services:

<https://www.samhsa.gov/brss-tacs/video-trainings>

National Association of Peer Supporters provides webinars and other educational resources:

<https://www.peersupportworks.org/education/>

Wisconsin Peer Specialists has a database of continuing education opportunities for peer support workers:

<https://www.wicps.org/continuing-education/>

Behavioral Health Springboard offers 18 free hours of training in four courses: <https://bhs.unc.edu/nccpss/dashboard>

BPA Health has a database of peer support training opportunities:

<https://www.bpahealth.com/idaho-peer-family-support-certification-continuing-education/>

Professional Development Resources

Peer Support Academy has a variety of continuing education programs: <https://www.peersupports.academy/services-4>

North Carolina Peer Support Specialist Program offers free webinars on topics related to peer support:
<http://bhs.unc.edu/nccpss-program-webinar-series>

Magellan Health offers free online continuing education courses for peer support:
<http://www.magellanhealth.com/training-site/education/continuing-education.aspx>

Health Knowledge offers a variety of free online courses that relate to behavioral healthcare: <http://www.healthknowledge.org>

Relias Learning offers a variety of online courses that relate to human services:
<https://www.reliaslearning.com/courses>

NAADDAC has a free webinar series on bimonthly live webinars and pre-recorded webinars on topics in addiction:
<https://www.naadac.org/webinars>

Quantum Units Education offers mental health and substance abuse online courses: <http://www.quantumunitsed.com/>

Wildflower Alliance is a grassroots peer support, advocacy, and training organization: <https://wildfloweralliance.org/trainings/>

Professional Development Resources

Via Hope provides training on general peer support, trauma, and other relevant topics: <https://www.viahope.org/events/>

NC AHECs provide continuing education courses covering a variety of evidence-based topics in substance use and mental health: <https://www.wakeahec.org/courses-and-events>

Mental Health First Aid is to help learn more about helping people in a mental health crisis of problem: <https://www.mentalhealthfirstaid.org/take-a-course/>

National Alliance on Mental Illness and each state chapter offer a variety of training opportunities, support groups, and networking opportunities.

Copeland Center offers training on wellness, recovery, community inclusion, and peer support, as well as the Wellness Recovery Action Plan model: <https://copelandcenter.com/>

Online learning platforms like **Coursera**, **Udemy**, and **LinkedIn Learning** have free training on a wide range of topics that may be of interest.

Course Evaluation

