

North Carolina Certified Peer Support Specialist

Who Are Peer Support Specialist?
Successful Entry Into the Work Place

NC Psychological Association
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Building A Culture of Recovery

- A Key Component of Recovery is Peer Support. Peer support accepts and respects the perspective and contributions of lived experience – it shifts the balance of power in subtle but significant ways. Peer support is an important and distinct component of mental health and substance abuse services.

Building A Culture Of Recovery

http://www.krasmancentre.com/cultureofrecovery/?page_id=19

Peer Support

Peer support is a system of giving and receiving help founded on key principles of respect, shared responsibility, and mutual agreement of what is helpful. Peer support is not based on psychiatric models and diagnostic criteria. It is about understanding another's situation empathically through the shared experience of emotional and psychological pain. When people find affiliation with others they feel are "like" them, they feel a connection. This connection, or affiliation, is a deep, holistic understanding based on mutual experience where people are able to "be" with each other without the constraints of traditional (expert/patient) relationships. Further, as trust in the relationship builds, both people are able to respectfully challenge each other when they find themselves in conflict. This allows members of the peer community to try out new behaviours with one another and move beyond previously held self-concepts built on disability and diagnosis. The Stone Centre refers to this as "mutual empowerment". (Stiver & Miller, 1998)

Building A Culture Of Recovery

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Organizational Readiness

- Be certain your organization is prepared to receive persons with lived experiences
 - Supportive from top down
 - Recovery friendly language
 - Attitudes addressed regarding men and women with lived experiences
 - Clear job performance expectations
 - Supervision (regularly)
 - Supervising NC Certified Peer Support Specialists
- <http://bhrp.sowo.unc.edu/supervising-nc-certified-pss>

Who Are North Carolina Certified Peer Support Specialists?

- Peer Support Specialists are people living in recovery with mental illness and / or substance use disorder and who provide support to others whom can benefit from their lived experiences.

Criteria

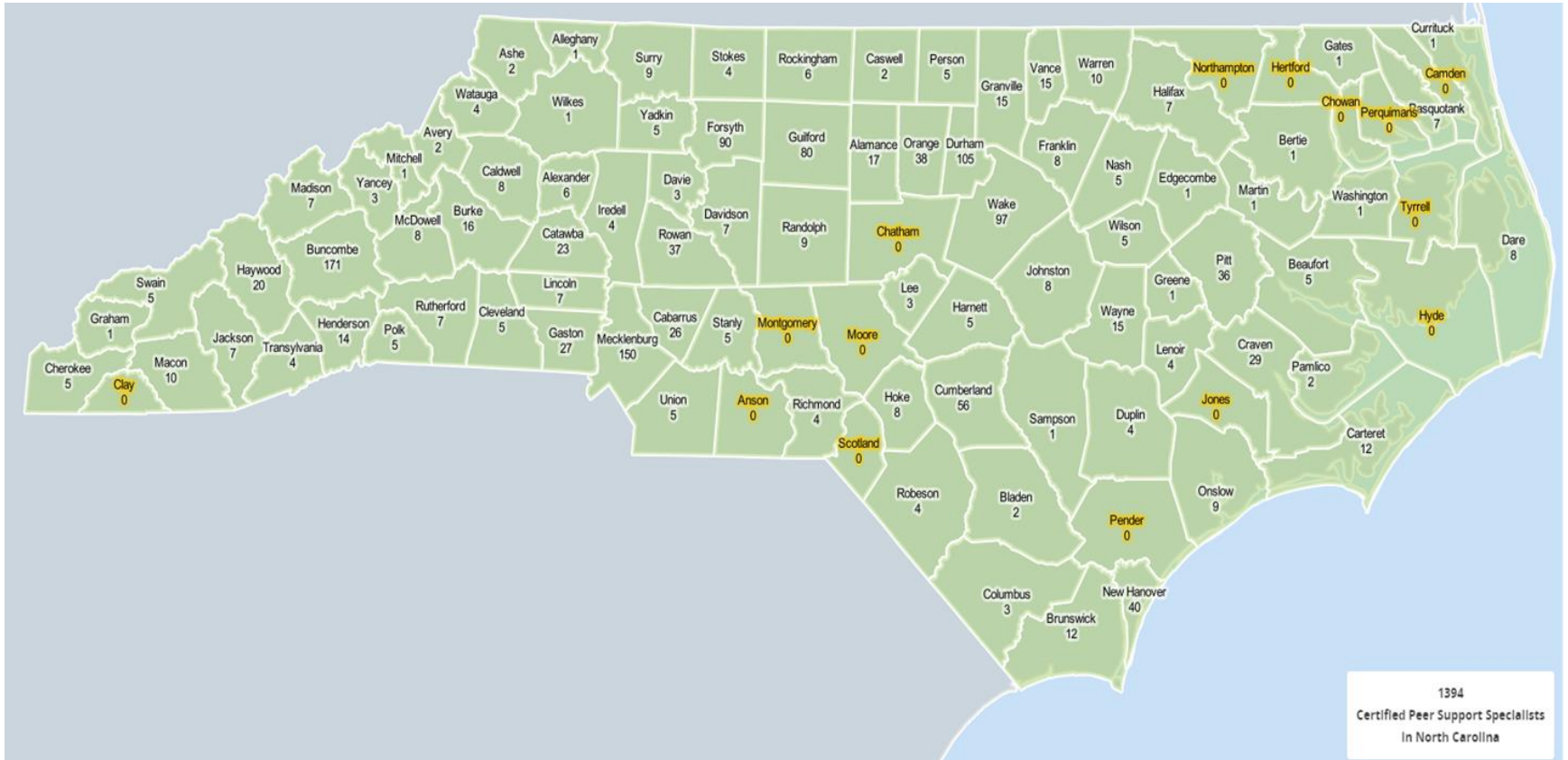
Individuals may qualify to become Certified Peer Support Specialists in North Carolina by meeting the following application criteria:

- Have a minimum of 1 year demonstrated recovery time from a significant mental health and/or substance use disorder at the date of application.
- Be at least 18 years of age.
- Have attended (face to face in a classroom setting only) and successfully completed a Division of MH/DD/SAS approved 40 hour Peer Support Specialist training curriculum and have submitted a valid certificate from that training.
- Have completed an additional 20 hours of training and have valid certificates verifying attendance and participation. These trainings should complement the type of service/program the individual will be working. (Training such as, but not limited to, Wellness Recovery Action Planning (WRAP), Person Centered Thinking, Personal Assistance in Community Existence (PACE), Crisis Prevention, Veteran supports and interventions). Those needing hours to apply towards the 20 hours may also view the Additional Training tab located in the menu on the left of this page.
- Have submitted two (2) Personal Reference Forms completed by two (2) individuals, according to state requirements.

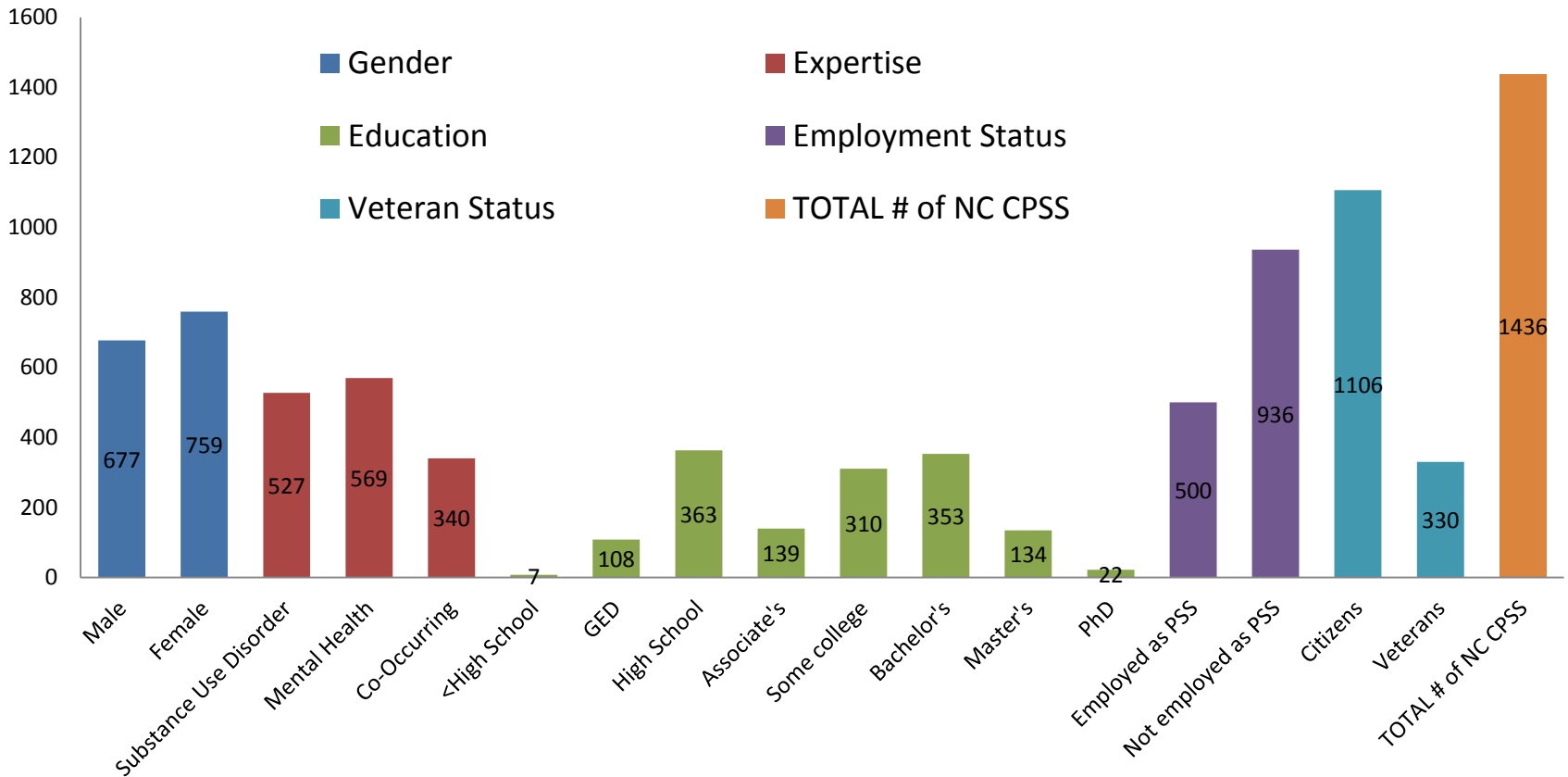
Veteran

- Everyone who has served in the military and is living in recovery with mental illness and / or substance use disorder is welcomed to this process. If you want the added designation as a Veteran on your Peer Support Specialist Certificate, please submit a copy of your DD214 as evidence of your Veteran status, and answer yes to the question about qualifying as a Veteran according to the VA definition. For qualified Veterans who have a Certificate without the Veteran designation, you may qualify as a Veteran during the re-certification process.
- To read more on the requirements to be a Peer Specialist in the VHA read here:
- <http://www.vacareers.va.gov/peer-to-peer/faqs.asp>

North Carolina View



Demographics



North Carolina Certified Peer Support Specialist Demographics

Employment

- Assertive Community Treatment Team (ACTT)-team- based model of providing comprehensive and flexible treatment and support to individuals who live with serious mental illness.
- Teams include: Psychiatrists, Nurses, Therapists, Substance Abuse Specialists, Peer Specialist, Vocational Specialist

Core Elements of ACT

- Team approach
- Integrated and outreach-oriented
- Fixed point of responsibility
- Comprehensive services
- Small ratio of individuals to staff
- Community based
- Flexible service delivery
- Crisis management available 24 hours a day, 7 days a week

In-Reach and Transition Planning

- InReach: An ongoing engagement, education and support effort designed to accurately and fully inform individuals about community based mental health services and supported housing
- Transition Planning: Ensures discharge/transitions planning: leads the Transition Team (which should include ACT providers if applicable); establishes interest list and connects to support
- InReach Specialists and Transition Coordinators are positions/functions of the LME-MCO

Tenancy Supports

- Every individual with a housing slot will receive Tenancy Support services
- Assist with move in, getting set up, and emergency protocols
- Cooking & cleaning up the kitchen, how to increase income without violating lease, building a positive social network while moving away from a negative network, conflict resolution
- If tenant is away then the Specialist will care for living space
- With help with landlord/tenant interventions, conflict resolution with neighbors

Employment – Other Examples

- Hospitals (ED, BEH units)
- Peer Support Specialist
- In-Patient and Out-Patient settings
- Social Setting Detox
- Employment Peer Mentor
- Recovery Coach
- Peer Run Centers
- Consumer Affairs
- Outreach Specialist
- Leadership Roles in LME's, Recovery Based Programs

Bridger Story



Supervising NC Certified Peer Support Specialists

Development:

- This course has been developed with the cooperation of NC Certified Peer Support Specialists and Peer Supervisors from around the state and is underwritten by the NC Division of MHDDAS and the Behavioral Healthcare Resource Program, School of Social Work at the University of NC, Chapel Hill.
- It was in development from September of 2010 when a panel of Peer Support Specialists, Supervisors and Division representatives met with BHRP and Castle Worldwide in Chapel Hill to identify core competencies for supervisors of NC Certified Peer Support Specialists

Supervising NC Certified Peer Support Specialists

Purpose and Approach:

- This course is designed to introduce participants to the identified supervisory competencies and to enhance their understanding of central principles of Peer Support. Participants are asked to evaluate their own systems of service and to apply course concepts to the implementation of Peer Support Services within their organizations.

Additional Information

- North Carolina Certified Peer Support Specialist website:

<http://pss.unc.edu/pss>

Additional Handouts

- The North Carolina Certified Peer Support Specialist Code Of Ethics
- Certified PSS Openings Around The State
- NCCPSS – Sample job descriptions