



Peer Support: State Credentials, Continuing Education, and Retention/Recruitment Strategies

Amy B. Spagnolo & Rita Cronise
February 6, 2020

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Peer Support
 State Credentials, Continuing Education, and Recruitment & Retention Strategies

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RUTGERS
 School of Health Professions

Presenters

Dr. Amy B. Spagnolo & Rita Cronise
 Rutgers the State University, Department of Psychiatric Rehabilitation and Counseling Professions



Amy B. Spagnolo, Ph.D.



Rita Cronise, M.S.

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What is a Peer Support Specialist?

- Life altering lived experience
- Training in core competencies
- Regular supervision

The right side of the slide features a photograph of a diverse group of people standing around a large white circle. The word "Hope" is written in a large, black, handwritten-style font across the center of the circle, with a red underline. The background of the left side is a red grid of small, faded portraits of people.

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Where do Peer Support Specialists work?

- Peer-run organizations
- Behavioral health
- Housing
- ACT
- VA
- Advocacy
- Crisis response
- Criminal justice
- Supported employment



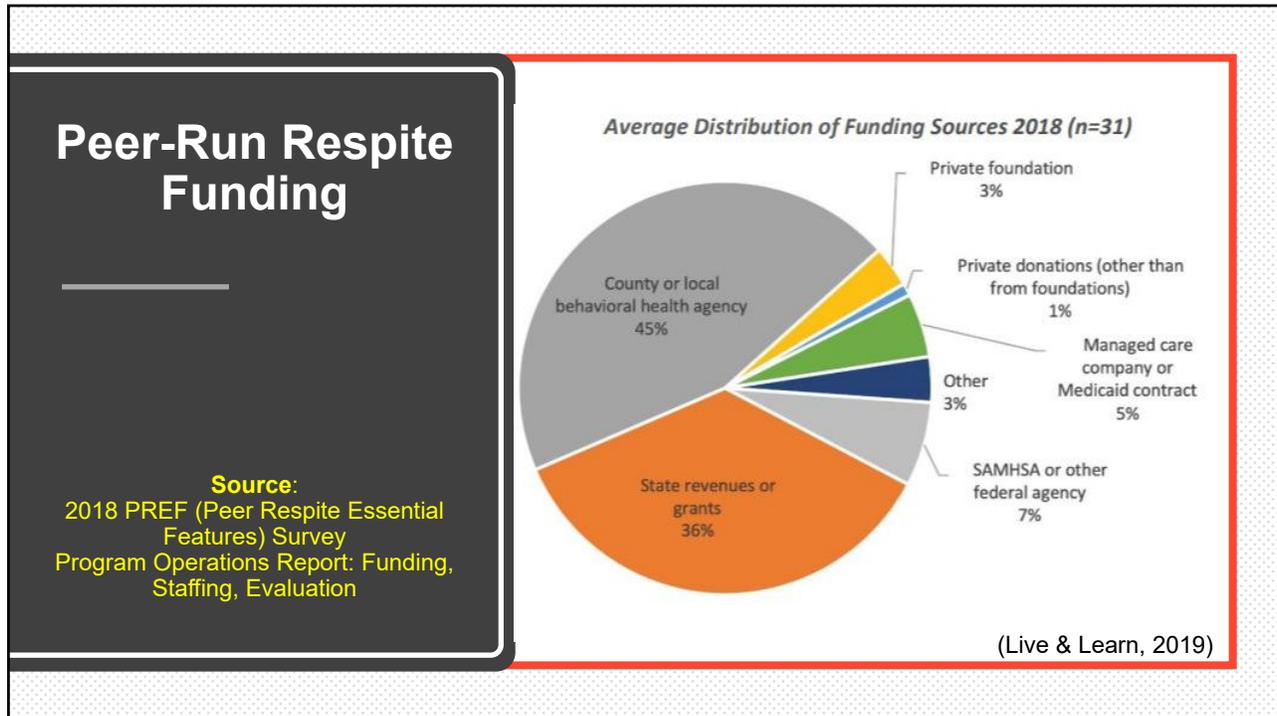
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How are they paid?

- Long tradition of volunteerism (WOC)
- 1980's: Community Support Program (CSP)
- 2007: Reimbursement from Medicaid CMS



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How is Medicaid Reimbursement used?

1. Medicaid State Plan Amendment
2. Waiver Programs

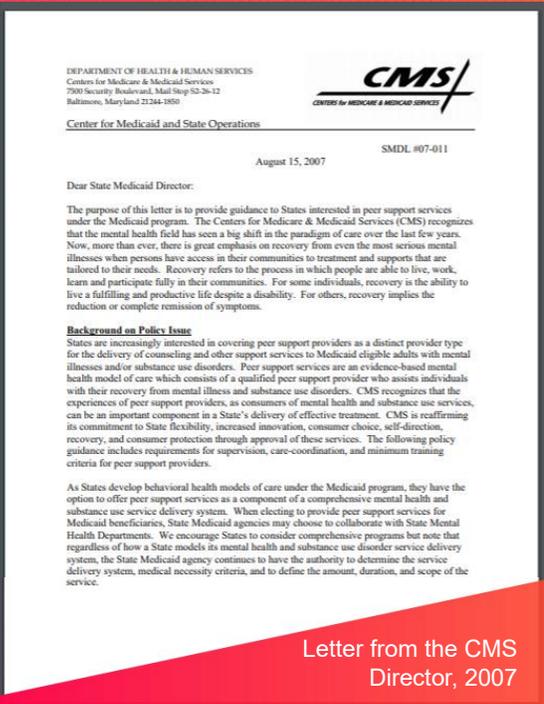
Open Minds, 2019

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Medicaid Guidance to the States

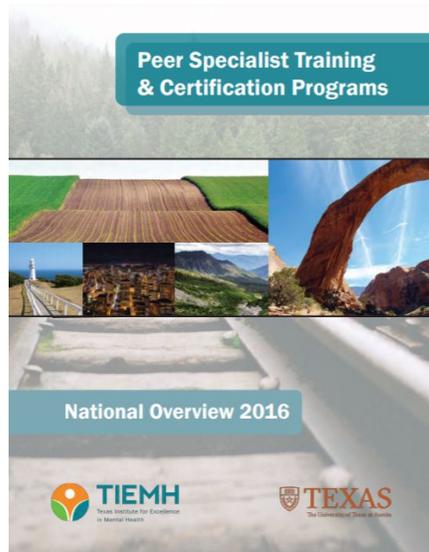
Peer providers should be self-identified consumers in recovery from mental health and/or substance use disorders

- 1) Training and credentialing
- 2) Care Coordination
- 3) Supervision



Letter from the CMS Director, 2007

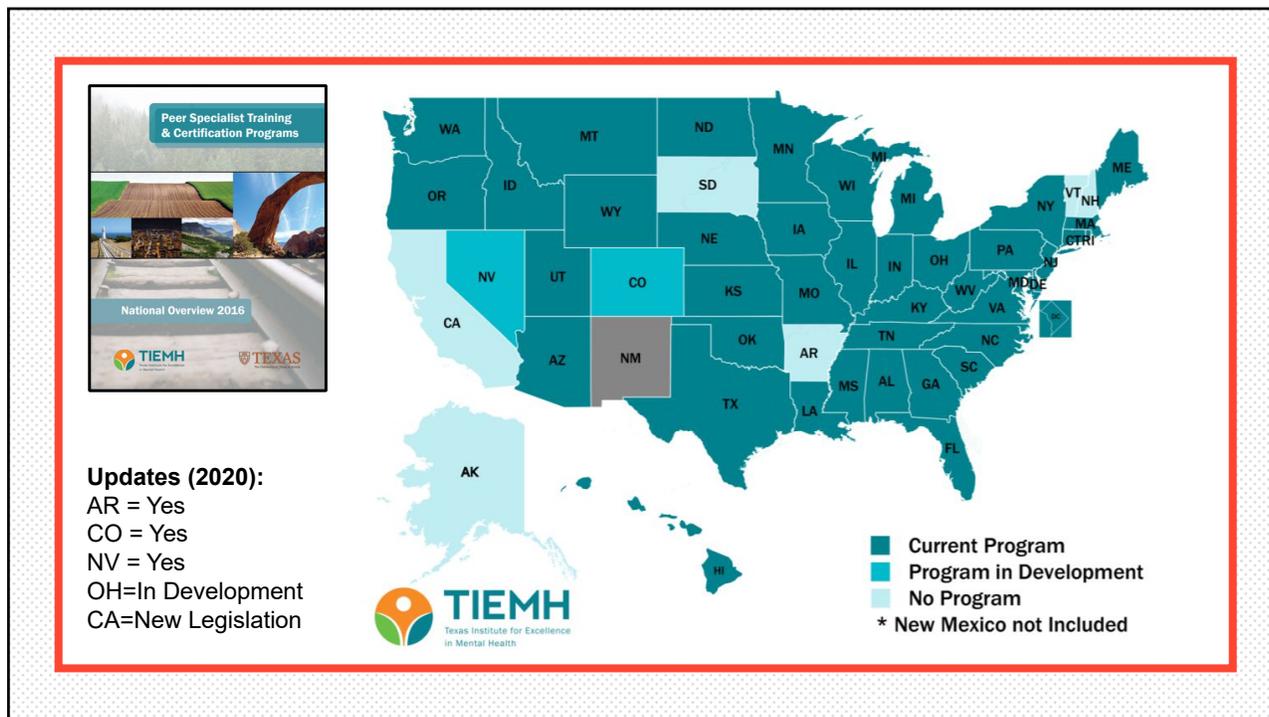
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Peer Specialist Training and Certification Programs: A National Overview.

Texas Institute for Excellence in Mental Health (TIEMH), School of Social Work, University of Texas at Austin.

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Peer Specialist Certification

U.S. Government Accounting Office Report



Certification Requirements

- Four of the six states had a single, statewide exam applicants must pass to become certified. In the other two states, applicants had to pass the state approved training vendors' exam
- All six states required applicants to sign and abide by a code of ethics
- Three of the six states required certified peer support specialists to renew their certification every 1 to 3 years
- Five of the six states required certified peer support specialists to meet continuing education requirements, ranging from 10 hours per year to 36 hours every 2 years

Source: GAO analysis of information about peer support specialist programs in Florida, Georgia, Michigan, Oregon, Pennsylvania, and Texas. | GAO-19-41

(US GAO, 2018)

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Appendix: Medicaid Reimbursement for Peer Services

Legend:
 ■ State Bills Medicaid for PS
 ■ State does not Bill Medicaid for PS

TIEMH
Texas Institute for Excellence in Mental Health

Peer Specialist Training & Certification Programs
National Overview 2016
TIEMH TEXAS

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Beyond Certification

Technical Assistance, Conferences, and Communities of Practice

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SAMHSA Mental Health Consumer Technical Assistance Centers*



BRSS TACS
Bringing Recovery Supports to Scale
TECHNICAL ASSISTANCE CENTER STRATEGY



PEERLINK
NATIONAL TECHNICAL ASSISTANCE CENTER



STARcenter
Support, Technical Assistance & Resources



National Empowerment Center



CAFÉ TA CENTER
A Program of The Family Café



DOORS TO WELLBEING

* Subject to change

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National Peer-Led Associations and Advocacy Organizations



the Clearinghouse
National Mental Health Consumers'
Self-Help Clearinghouse



**National Coalition for
Mental Health Recovery**



INAPS
National Association of
Peer Supporters
Formerly the International Association of Peer Supporters (iNAPS)

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SAMHSA

**Addiction
Recovery
Support
Technical
Assistance**



NATIONAL PEER-RUN TRAINING AND TECHNICAL ASSISTANCE
CENTER FOR ADDICTION RECOVERY SUPPORT

***National Recovery Institute**
at Faces and Voices of Recovery

*National Peer-Run Center for Addiction Recovery

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National Allies (Not Peer-Run)













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**SAMHSA
Technology
Transfer
Centers**

Addiction, Mental Health and
Prevention

ATTC	MHTTC	PTTC
TTC News	TTC Training & Events	TTC Products and Resources

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National Peer Conferences

iNAPS

WRAP
AROUND THE WORLD

Alternatives
2019
STANDING TOGETHER,
CELEBRATING OUR GIFTS,
RAISING OUR VOICES

PEERPOCALYPSE
APRIL 20-23, 2020

Peer Support Canada
National Conference on Peer
Support, June 25 & 26, 2020

*In 2020 Peerpocalypse and Alternatives are collaborating to offer the conference together

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National Conferences by Allies (Not Peer-Run)

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Communities of Practice



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Academy of Peer Services Virtual Learning Community

Welcome!

Welcome to the Academy of Peer Services Virtual Learning Community!
This is a place for members of the peer support workforce in New York State (and beyond) to connect, communicate, and collaborate!

GETTING HELP

About the Academy

- [Brochure](#)
- [Course Catalog](#)
- [Frequently Asked Questions \(FAQ\)](#)
- [Online User Guide](#)

2020 Calendar

- Term 1: 1/6/20 – 3/30/20
- Term 2: 4/27/20 – 7/20/20
- Term 3: 8/17/20 – 11/23/20

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“

One of the most vital ways we sustain ourselves is by building communities; places where we know we are not alone.

– bell hooks

”

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Entering or Re-Entering Higher Education

What is the Academic Career Ladder for Peer Support Specialists?

The slide features a red background with a grid of small, semi-transparent portraits of diverse individuals. The Rutgers logo is in the top left corner. The title is in large white font, and the subtitle is in a smaller white font below it.

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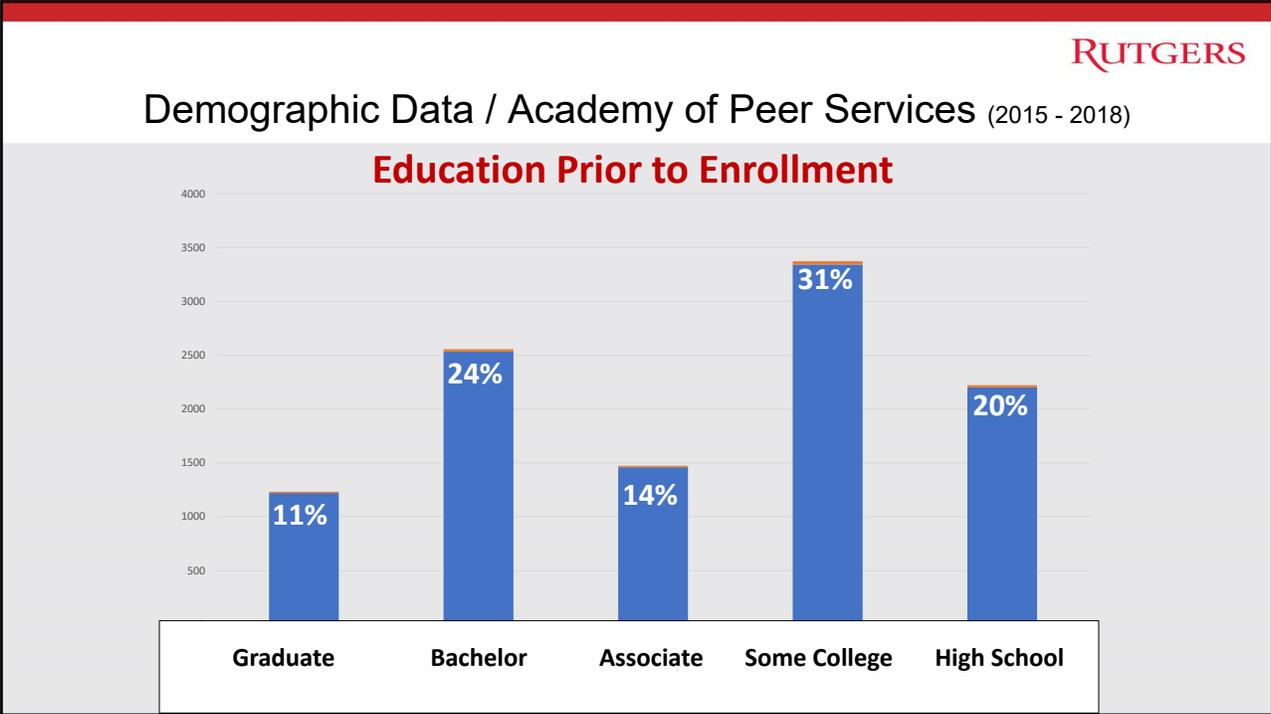
Peers are Entering or Re-entering Higher Education

- First Career
- Change in Career
- Career Advancement
- Moving into Supervision



The slide has a red background with a grid of small, semi-transparent portraits. The title is in large white font. Below it is a bulleted list of four items. On the right side, there is a photograph of a young woman with dark hair tied back, wearing a grey turtleneck, smiling as she looks at a laptop screen. The photo is partially overlaid by a red diagonal shape at the bottom right.

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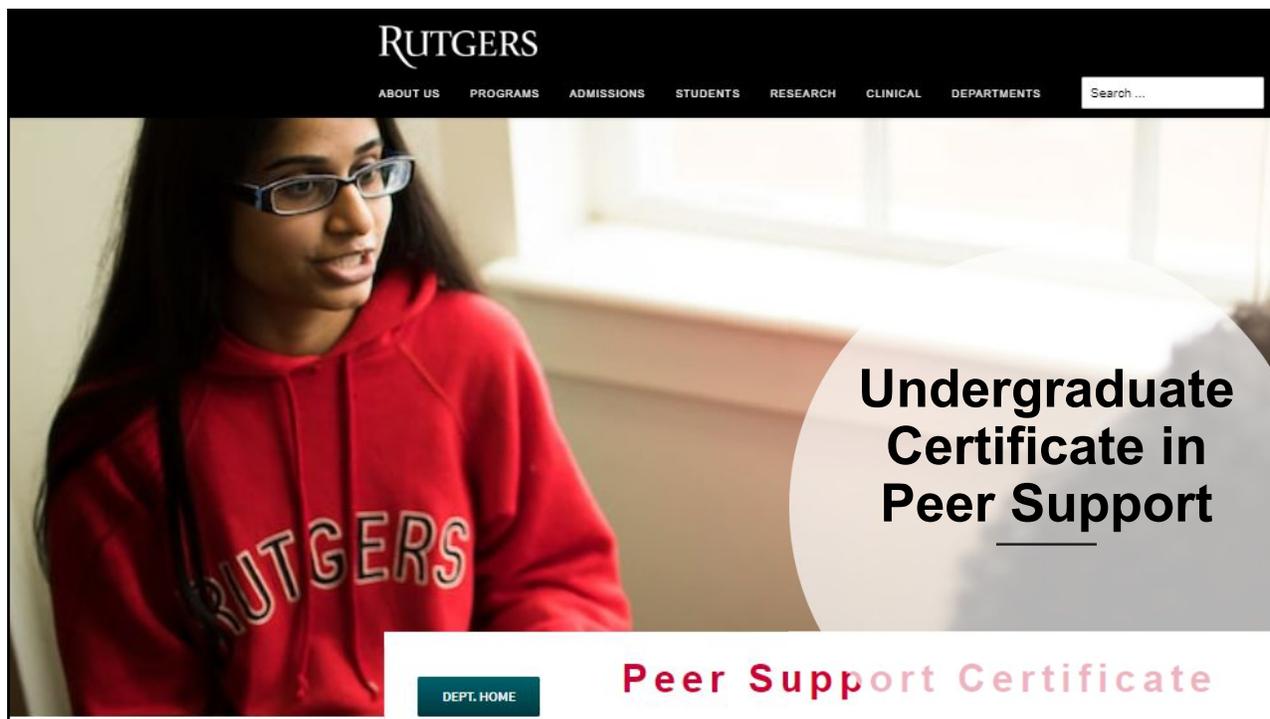


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First career?

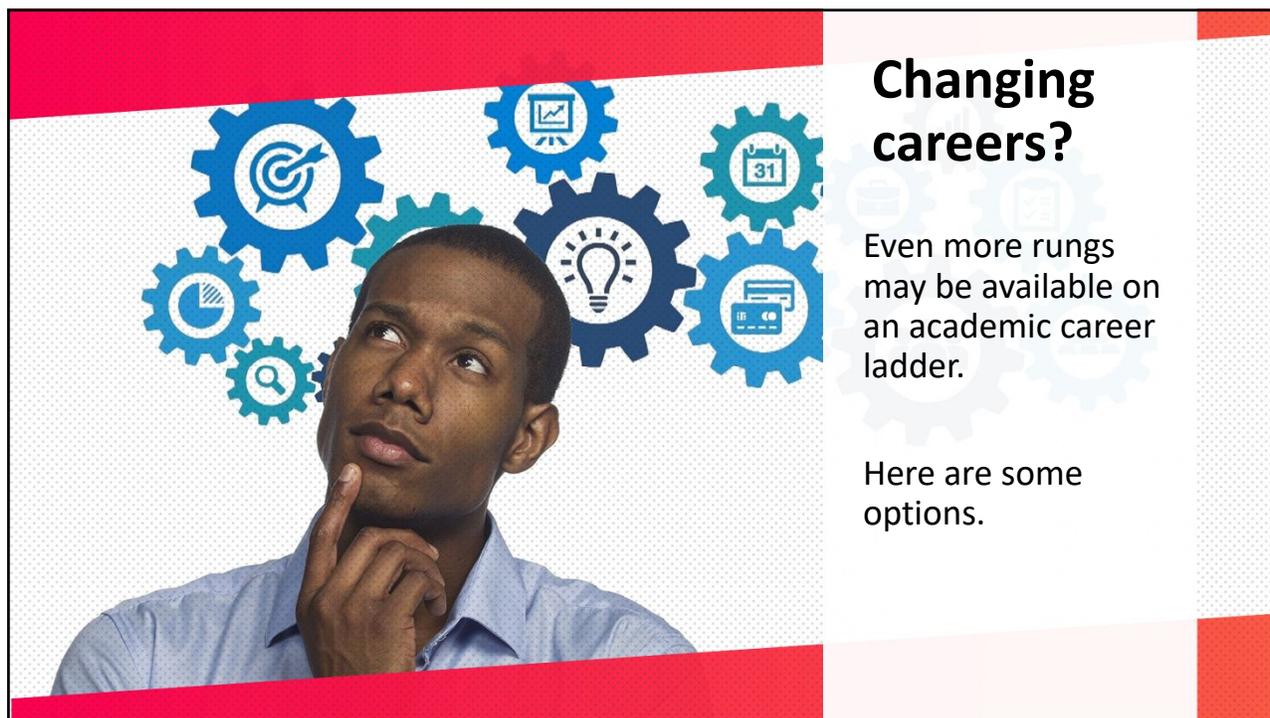
Continuing education may include steps on the rung of an academic ladder.

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The image shows a screenshot of the Rutgers website. At the top, the Rutgers logo is displayed in white on a black background. Below the logo is a navigation menu with links for ABOUT US, PROGRAMS, ADMISSIONS, STUDENTS, RESEARCH, CLINICAL, and DEPARTMENTS. A search bar is located on the right side of the navigation menu. The main content area features a large photograph of a young woman with long dark hair and glasses, wearing a red Rutgers hoodie. Overlaid on the right side of the photograph is a white circular graphic containing the text "Undergraduate Certificate in Peer Support" in a bold, black, sans-serif font. Below the photograph, there is a white rectangular box with a dark green button labeled "DEPT. HOME" and the text "Peer Support Certificate" in a pink, sans-serif font.

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The slide features a background with a red top and bottom border and a white dotted pattern. On the left, a photograph of a young man with short dark hair, wearing a light blue button-down shirt, is shown in a thoughtful pose with his hand on his chin. Above him are several blue gear icons of varying sizes, each containing a white symbol: a target, a calendar page with the number 31, a lightbulb, a document with a checkmark, and a magnifying glass. On the right side of the slide, the text "Changing careers?" is written in a large, bold, black font. Below this, the text "Even more rungs may be available on an academic career ladder." is displayed in a smaller black font. At the bottom right, the text "Here are some options." is written in a smaller black font.

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Retention Strategies

- Clear job descriptions
- An accepting culture
- Supervisor understands the role (preferably having been one)
- Living wage
- Career ladder

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Resources for Hiring, Supervision, and Retention

New York City

Workforce Integration of Peer and Community Health Worker Roles: A needs-based toolkit to advance organizational readiness



NYC Peer and Community Health Workforce Consortium
New York City Department of Health and Mental Hygiene, Office of Consumer Affairs

Philadelphia

Peer Support Toolkit



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Peer Support
Making a Difference

www.aps-community.org

SUMMARY

The State of Peer Support Workforce:
Certification and Funding

Continuing Education
and Communities of Practice

Entering or Re-Entering the Academic
Career Ladder

Recruiting and Retention Strategies

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RUTGERS
School of Health Professions

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Rita Cronise, M.S.

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