2019 Ohio Opiate Conference

Building a Peer Recovery Workforce: Training to Job Placement and Beyond
// WHO WE ARE
Learning Objectives

• Transfer knowledge & tips to build or enhance local peer employment efforts including training, budgets, working with employers to develop peer positions

• Explore how to build a “peer learning circle” for employed certified peer recovery supporters (CPRS)

• Identify how to engage employers who are interested in hiring CPRS (workforce employment hub)
Building Infrastructure
Recovery Oriented System of Care (ROSC)

• Utilizing peers as recovery coaches in recovery management is evidence based
  • It’s a key component in both early and long term recovery success
• Recovery coaches -> Certified Peer Recovery Supporter (CPRS) in Ohio
Why Certification?

• Trained professionals, with the direct lived experience of a mental illness, addition or both.

• Provides credibility for both the professional peer and the profession

• Ensures uniformity in the provision of services
What can a Peer Provide?

• Provide support, hope and encouragement to those in treatment and recovery.

• Services span a wide breadth, from treatment navigation to social re-integration.

• Evidence shows that peer support improves the outcomes for the peers they are working with.
  • Treated with compassion by someone who has personally struggled with addiction or mental illness can make all the difference in someone’s recovery
  • Many individuals have stated that someone who’s been through the recovery journey themselves can often understand their condition in a way clinical professionals may not
Peer Recovery Workforce Training Program AND Peers Services

Expanded staff to include .50 FTE SUD Peer Recovery Workforce Trainer

Expanded to full time SUD CPRS and expanded peer services

4 new CPRS positions with SOR grant

Ongoing Innovation
## ADAMHS Financial Investment

- **SFY 2017**  
  1 FTE MH CPRS/Trainer  
  $37,500

- **SFY 2018**  
  Added .5 FTE SUD CPRS/Trainer  
  $73,202

- **CY 2019**  
  Expanded SUD CPRS/Trainer & Expanded Peer Svcs.  
  $124,170
Identifying & Working with Peers
Workforce Development Program: Pathway to Certification

• GESMV:
  • Has certified trainer, who in partnership with OhioMHAS, hosts six of the 40 hr in person peer support trainings annually serving Montgomery County and surrounding region

• Offers access to computer lab to complete the 16 hrs of ebased Academy courses (will provide computer training, if need)

• Provides staff navigators to assist in preparing for the OhioMHAS Peer Supporter Exam

• Provides staff navigators to assist peers in completing the Certification packet and the BCI background check
How to Find Peers

• Hire a CPRS to run your local workforce initiative
• Go to AA, NA, CR, Smart Recovery meetings locally
• Attend community meetings
• TALK, TALK, TALK with peers & LISTEN
• Ask treatment providers & other agencies to identify people with lived experience who they think might be good candidate(s)

Market the benefits of becoming a CPRS:
• Great career!
• Use your lived experience to help someone else
Help Peers Overcome Barriers to Employment

- Felonies
  - Know the expungement process
- Housing
- Transportation
- Clothing
- Food
Peers Need:

- Job readiness - Interview Skills
- Job readiness - Resume writing skills
- Self Confidence
- Personal Boundaries
- What to say & what not to say
Working with Employers
Employers

• Build relationships with organizations who already hire peers
• Attend any (and every) community to promote the hiring of CPRS & show that you have CPRS ready to be employed
• Invite these organizations to all peer trainings to share what job/career opportunities they have for CPRS
• Engage employers in developing CPRS positions
  • Address fear of hiring peers
  • Show them how peers can work together with their current staff
Marketing & CPRS

• Educate employers about what a CPRS can do for their organization & how they fit into their organization

• Highlight that hiring peers increases recovery potential of people they serve
Paying for the CPRS Positions

• Be knowledgeable about....
  • How to bill Medicaid for CPRS services
  • What current state & federal grants can fund peer positions (CURES, SOR)
  • What your local ADAMHS board priorities are for using levy funds to support CPRS positions
Employers who are hiring:

- County Jails (Montgomery, Clinton, & Warren Co)
- Law Enforcement Quick Response Teams
- Numerous MH & Recovery housing operators
- Recovery Centers/Clubs (Recovery Café, GESMV Clubhouse)
- East End Community Center
- Downtown Dayton Initiative – Homeless Outreach
- GESMV – Recovery & Employment program
- Promise to Hope – Maternal Opiate Recovery House
- Faith based Organizations (Women’s Support Groups)
- MonDay – Community Based Correctional Facility
- Homeless Shelters
- Juvenile Court – Family Dependency specialty docket
Building Support Network for Employed CPRS’s
CPRS Supportive Environments

• Group supervision for CPRS employed

• Networking Opportunities for CPRS
  • Intentional Regular contact with each other
  • (in planning) e/o month meeting - continuing education plus networking
  • Annual picnic (CEUs then followed by picnic)

• Recognition & Awards
  • “Peer of the Year” Annual Award
Challenges in Building a Peer Workforce Initiative
Challenges

• Keeping people engaged to complete the certification process once they complete the 40 hour in person training

• Salary rates varies based on Employer ($11/hr to $22/hr)

• Continued supervision & support to ensure CPRS are staying within professional guidelines of service provision

• Pitfalls...not a taxi driver, a catch all position, medication delivery service
Local Successes

• 254 people have completed the 40 hour in person training

• 85 of the 254 (34%) are OH Certified Peer Recovery Supporters (goal is 50%)
  • additional 30 people are actively “in process” of seeking certification

• Of the 85, to best of our knowledge 60 are currently employed
In Their Own Words

• Julie
• April
• Angela
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