Increasing the Peer Support Workforce to Help People in Recovery

- Brian Bailys, CEO
- Thrive Behavioral Health Center & Ascent
- Jody Morgan, Project Manager
- Thrive Behavioral Health Center
Access to treatment is also a major problem, as less than one tenth of individuals who could benefit from addiction treatment actually receive it.
Gap in Treatment

Nearly 20.5 million Americans suffer from a substance use disorder (SUD), yet only 1 in 10 people with SUD receive treatment.
Definition of Recovery

SAMHSA has established a working definition of recovery that defines recovery as a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. Recovery is built on access to evidence-based clinical treatment and recovery support services for all populations.
What is Peer Support?

What is the role of peer recovery support?
What is Peer Support?

What services do peer supporters provide?
What is Peer Support?

How do I become a peer supporter?
What Peer Support Is

**Transportation:** Drive Peer to appointments, meetings or other recovery based activities

**Clinical Care:** Provide contact information to local hospitals, IOP, treatment centers, recovery centers, psychiatry, psychology etc.

**Legal Aid:** Give peers information and resources to legal aid and other legal resources.

**Contact with Outside Entities:** Provide phone numbers and other resources to the peer in order to contact resources such as: food, shelter, meetings, recovery support and other needs.

**Advocacy:** Help to teach advocacy skills to the peer so peer may advocate for themselves in situations.

**Case Management:** Provide resources to assist in meeting current case management directives. Encourages person-driven care
What Peer Support is Not

- BANK
- CLINICAL SERVICES
- LEGAL SERVICES
- CASE MANAGEMENT
- PROXY
- POWER OF ATTORNEY
- SPONSOR
Peer Support Supervision

- Have a thorough understanding of and believe in recovery,
- Believe sharing lived experience is helpful,
- Be available for regular supervision, and
- Supervise no more than five certified peer recovery supporters
- Provide supervision weekly for a minimum of 30 minutes
Who Uses Peer Support

- Jails
- Treatment Centers
- Emergency Departments
- Long Term Care Facilities
- Sober Living Homes
- Recovery Community Organizations
- Drug courts and specialty dockets
Why Peer Support

- To inspire hope
- Share lived experience to connect
- Listen, understand and provide empathy
- Overcome barriers in recovery
- Grow social skills
- Develop relapse prevention plan
- Develop recovery goals
## What’s The Difference

<table>
<thead>
<tr>
<th></th>
<th>Follows HIPAA/42 CFR</th>
<th>Professionally Trained</th>
<th>Lived Experience</th>
<th>Diagnose &amp; Treat</th>
<th>12-Step Program</th>
<th>Person Centered Care</th>
<th>Community Liaison</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peer Supporter</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
<td></td>
<td></td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Sponsor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Counselor or CDCA</td>
<td>✔️</td>
<td>✔️</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How is Peer Support Delivered

- In Person
- Via Text Messaging
- Web/Video Conferencing
Efficacy of Peer Support

- Improve quality of life
- Improve engagement and satisfaction with services and supports
- Improve whole health, including chronic conditions like diabetes
- Decrease hospitalizations and inpatient days
- Reduce the overall cost of services
Hiring & Managing Peer Supporters

- How do I interview a peer supporter?
- Can a peer supporter do more than peer support?
- What about continuing education?
- Do I treat peer supporters differently?
Integrating Peer Support

How do I integrate peer support with current programming?

How do I inform staff about the role of peer support?
Benefits to the Peer Employee

Studies of the experiences of peer support workers report many challenges to the role which need to be identified and addressed, but these are outweighed by the potential benefits.

They feel empowered in their own recovery journey (Salzer & Shear, 2002) have greater confidence and self-esteem (Ratzlaff et al., 2006) and a more positive sense of identity, they feel less self stigmatization, have more skills, more money and feel more valued (Bracke et al., 2008).

Being employed as a peer worker is generally seen as a positive and safe way to re-enter the job market and thus resume a key social role (Mowbray et al., 1998).
Benefits to the Employer

“The values and leadership of consumers are driving the shift from a system focused on symptom reduction and custodial care to self-directed recovery built on individual strengths...” (SAMSHA 2005)
Benefit to the Peer Participant

- increased self-esteem and confidence
- improved problem solving skills
- increased sense of empowerment
- improved access to work and education
- more friends, better relationships, more confidence in social settings
- greater feelings of being accepted and understood (and liked)
- reduced self stigmatization
- greater hopefulness about their own potential
- more positive feelings about the future
The introduction of peer workers is a powerful way of driving forward a recovery-focused approach within a team. Just as peer workers provide hope and inspiration for others experiencing mental health problems, they challenge negative attitudes of staff and provide an inspiration for all members of the team. Peer workers also facilitate a better understanding between the people providing the service and those using it.

(Repper & Watson, 2012)
Contact Information

Brian Bailys
Thrive Behavioral Health & Ascent
CEO
bbailys@thrivepeersupport.com
844-7-ASCENT

Jody Morgan
Thrive Behavioral Health
Project Manager
jmorgan@thrivepeersupport.com
216-220-8774

www.thrivepeersupport.com
www.ascent.org