

Iowa Peer Support and Family Peer Support Training Program



Iowa Peer Support &
Family Peer Support
Training Program

Year One Progress Update
for the MHDS Commission
March 17, 2016



- Contract is funded by the Iowa Department of Human Services
- Year One – 16 months
March, 2015 – June 30, 2016

Partners



UNIVERSITY OF IOWA
CENTER FOR CHILD HEALTH
IMPROVEMENT & INNOVATION

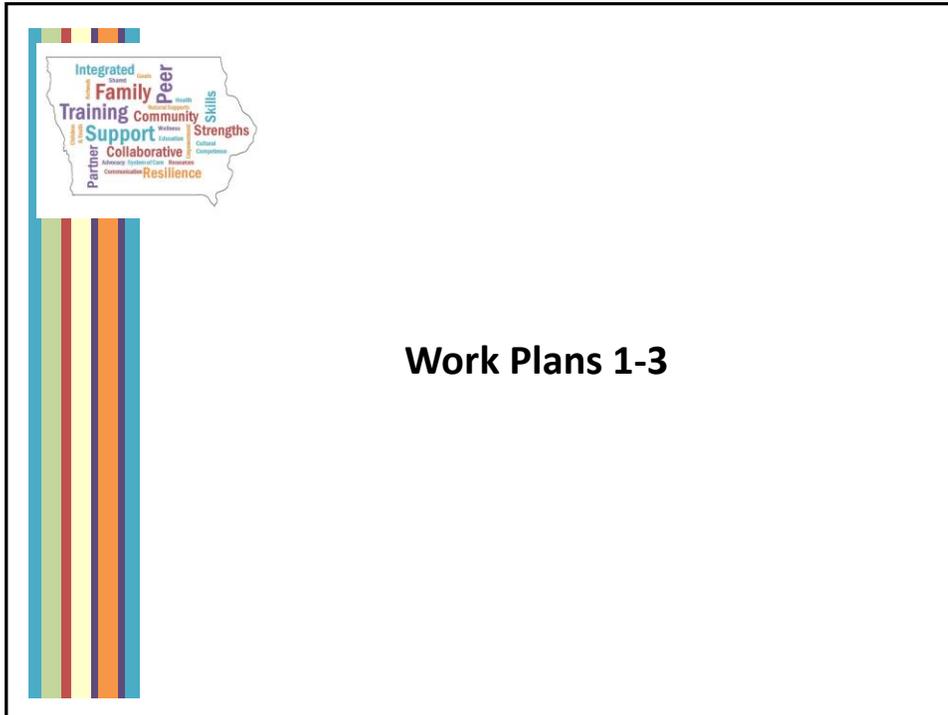


NATIONAL RESOURCE CENTER
FOR FAMILY CENTERED PRACTICE
UNIVERSITY OF IOWA SCHOOL OF SOCIAL WORK



Initial work: Stakeholder engagement

- ✓ Recruit and staff 2 advisory committees
 - ✓ Represent P/FPS specialists, consumers, supervisors, managers and stakeholder organizations
 - ✓ Met in May, June, July, then quarterly to review all project work
- ✓ Conducted 14 listening sessions in 6 locales:
 - ✓ Cedar Rapids, Davenport, Oelwein, Des Moines, Clarinda, Council Bluffs
 - ✓ 18 peer support specialists and 9 peer consumers
 - ✓ 18 family peer support specialists
 - ✓ 23 supervisors
 - ✓ from 27 agencies
- ✓ Follow up surveys of each group
- ✓ Work with advisory committees to understand findings



Goal: To develop a comprehensive recruitment and training program for Peer & Family Peer Support Specialists.

Objective: In collaboration with Peer & Family Peer Support Specialists, Providers, people using peer support services & other stake holders we will

- * Recruit
- * Train
- * Retain

additional Peer & Family Peer Support Specialists for the statewide peer workforce.



Recruit, Train and Retain

- * Develop a workforce for peer/family peer support
 - Use partner and stakeholder networks to recruit persons with lived experience who are employed or want to be employed as peer/family peer specialists
 - Application, review and interviews by peer co-trainers to screen for workforce readiness
 - Post-training tracking of employment
- * Develop standards for quality training, including trainer qualifications
- * Recruit, select and hire and train qualified peer and family support peer trainers and co-trainers
 - All co-trainers (6) and primary peer trainer have lived experience



Recruit, Train and Retain

- * Develop curricula for both PSS and FPSS
 - Appalachian Consulting Group for first year of PSS (5 days)
 - Enhanced curricula of NRC, ASK and NAMI for first year of FPS (6 days over two months)
 - Ongoing curriculum development based on competency needs
 - Subcontract with Dyton Learning, instructional design consultant
- * Make training available statewide; deliver face-to-face training in at least 4 regional locations
 - Limited travel/lodging stipends available

Trainings held to date and attendance:

Peer Support Specialist

- July 2015 in Hiawatha (23)
- November 2015 in West Des Moines (25)

Scheduled for Spring 2016

- April 11-15 in Ottumwa
- June 20-24 in Sioux City

Family Peer Support Specialist

- August-Sept 2015 in Iowa City (25)
- Sept-October 2015 in Storm Lake/Spencer (12)

Scheduled for Spring 2016

- April 5-7; April 26-28 in West Des Moines
- May 10-12; June 7-9 in Cedar Falls

Course completions from 2015 trainings to date

- * Course completion requires attendance at all hours of in-person training, satisfactory completion of the homework assignment, and passing the on-line exam.

* 43 Peer Support Specialists

* 32 Family Peer Support Specialists



Standardized online testing

- * Peer Support Specialist
 - November class – Mean score of 86%, a median of 91%, range 47% to 99%.
- * Family Peer Support Specialist
 - August/Sept. class – Mean and median of 87%, range 73% to 99%.



Future work

- * Create measurable educational goals for key competency areas (especially skills)
- * Incorporate more skill observation/feedback/evaluation into the training process
- * Create pathways for advanced professional development
- * Link applicants to other workforce readiness supports (e.g., computer literacy) and recommended pre-requisites (e.g., NAMI Peer to Peer; Parent 2 Parent)



Monthly report to IDHS

- * Number of individuals trained
- * Number of individuals employed
- * Number of individuals employed in an IHH
- * Number of individuals employed 90 days after completion of training
- * Number of Peer Support Specialists who have completed the certification process
- * Progress/barriers



Supervisor training

- * SAMHSA Technical Assistance to IDHS
 - One day training for teams of 5, including agency decision-maker, supervisor, peer support specialist/family peer support specialist, MHDS Regional rep
 - 14 teams (1 from each region) will be invited for May 24 or 25.
- * Goal of Training
 - Enhance understanding of the peer support role on the team and how quality supervision enhances outcomes
- * In subsequent years, the Project will continue to provide supervisor training



Work Plan 2 Develop a comprehensive certification process for all Peer & Family Peer Support Specialists in Iowa.

For Peer Support Specialists (PSS):

- Support PSS trained in any model to pursue existing state certification(s)
- Identify career competency needs of peer support specialists
- Recommend criteria for evaluating any certification process
- Research and recommend additional types of PSS certifications (e.g., specializations, setting-specific)



Work Plan 2:

For Family Peer Support Specialists (FPS)

- Assess career competency needs of FPS
- Develop competencies around which a certification for new Family Peer Support Specialists will be built
- Recommend criteria for evaluating any certification process



Work Plan 2 cont'd: Develop a comprehensive certification process for all Peer & Family Peer Support Specialists in Iowa.

Future work:

- Recommend standards for PSS and FPS supervisors
- Develop competency measures and examination(s) for PSS and FPS that lead to appropriate certification(s)
- Create a learning management system to track training, supervision and work experience toward certification



Work Plan 3 (not finalized): Make continuing education available at no cost to Peer and Family Peer Support specialists, supervisors and qualified trainers

- Collaborate with stakeholders and Advisory Committee to explore continuing education needs and feasible formats
- Recommend training content and numbers of hours of continuing education for each job classification
- Survey, catalog and promote existing trainings to meet continuing education needs
- Develop continuous quality improvement process for the delivery of all training provided by the Collaborative



Spring 2016 Continuing Education offerings

- * February Ethics training (6 hours to meet new IBC Peer Recovery Specialist certification requirement)
- * Youth Mental Health First Aid
- * Mental Health First Aid
- * Cultural competence
- * Adverse Childhood Experience (ACES)
- * Online training development in Year One – Bullying; Post-Secondary Transition Planning; Supporting Young Adults (18-25)



Continued collaboration goals

- * Ongoing engagement with persons with lived experience, peer/family peer support specialists, providers, and other stakeholders
- * Continue to work with our advisory committees
- * Under DHS leadership, forge partnerships with Regions, MCOs, other state agencies and providers to enhance professional development opportunities and maximize effective use of resources
- * Assure that our work supports peer-run organizations and peer-led activities



Questions and Comments?



Lisa D'Aunno, Training Director
Lisa-daunno@uiowa.edu
319-335-4932

Diane Funk, Project Coordinator
diane-funk@uiowa.edu
319-467-5034