

Recovery through an Integrated Workforce

Adding Peers to the Team

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Our Definition of Recovery

Remembering who you are
and using your strengths to
become all you were meant to be.

What is peer support?

- *Hope and Engagement.* Sharing personal recovery experiences. “If she/he can do it, so can I.”
- *Empathy.* Understanding through the personal experience of having “been there”.
- *Mutuality.* Giving **and** receiving help and support with respect based on a shared experience. “Being with.” “Bearing witness.”
- *Mutual Responsibility* for the relationship
- *Friendship.* While we may become friends, peer support is an “*intentional relationship*”.

META Certification

“To embrace the power of recovery by using personal experience and learned skills to inspire hope and transformation in others.”

Jobs for Peer Specialists and Parent Partners

- Peer placements.
 - Employment agency (like Recovery Innovations in San Diego, Ventura, Northern AZ, Virginia) trains, places, and supports peers placed in organizations, clinics, and services.
- Integrated with traditional services.
 - Recovery Educators; WRAP, WELL
 - Recovery Coaches; Self-directed Recovery Program
 - Crisis Specialists; Living Room, Restart, In-home
 - Inpatient hospital units; Peer Advocacy Specialists
- Independent Peer Run Services
 - Wellness Centers
 - Clubhouses
 - Recovery Coaches; Community Building.
 - Recovery Coaches; Peer Recovery Team

What Shows Up with Peers on the Team?

- The Peer Support Specialist's **own recovery** is strengthened through service.
- Peer Support Specialists **help others recover** through engagement, hope, and mutual relationship/friendship.
- Helps the **organization/system recover**.
 - As staff work alongside people in recovery, staff find new hope.
 - Confronts system and professional stigma
 - Moving from “mental patient” to colleague redefines our roles and boundaries.

Class Structure

- 20 classes, 80 hours
- Two, three, or five week options
- Grade of 80% required to graduate
- Excellent attendance required. 12 hours of absence allowed but missed work must be made up
- Graduation ceremony



Content of the Training

Peer Employment Workbook. Ashcraft, Johnson, Zeeb.
META Services, 2004.

Part I: Personal Development; Knowing Yourself

- Recovery
- The Power of Peer Support
- Developing Self Esteem And Managing Self Talk
- Community, Culture, and Environment
- Meaning and Purpose
- Emotional Intelligence

Part II: Turning Point; Preparing Yourself for Work

- Telling Your Personal Story
- Employment as a Path to Recovery

Content of the Training

Part III; Skill Development

- Communication Skills
- Conflict Resolution
- Recovery from Trauma and Developing Resilience
- Recovery from Substance Abuse
- Being with People in Challenging Situations
- Peer Support in Action; Partnering with Professionals
- Graduation

Outcome of Peer Services

Peer Support in the Hospital

In the first year peers worked in the hospital....

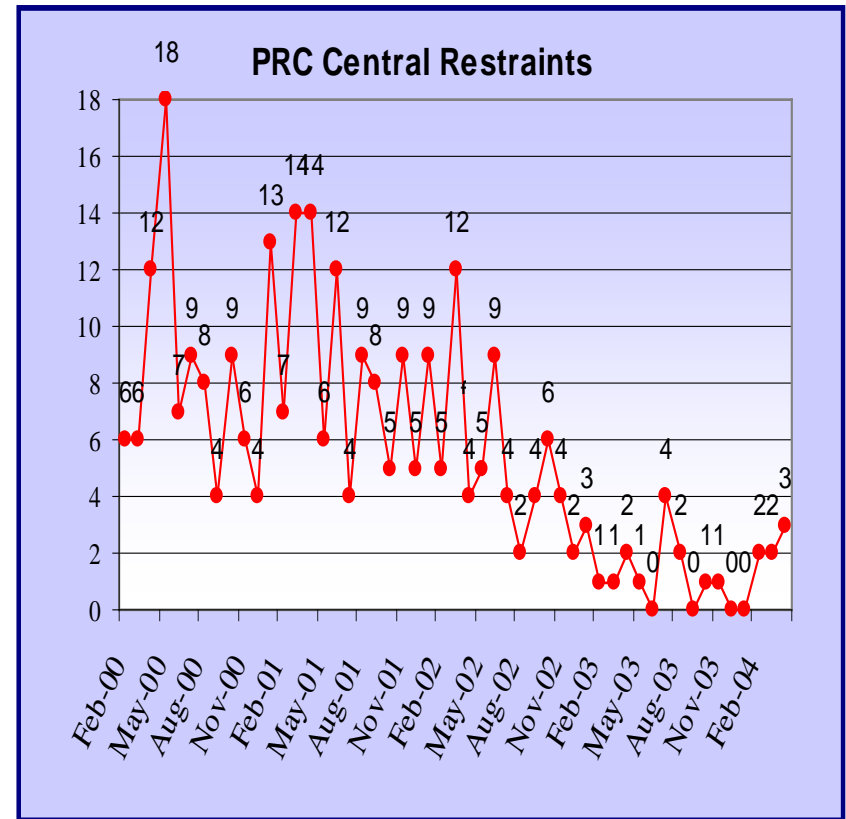
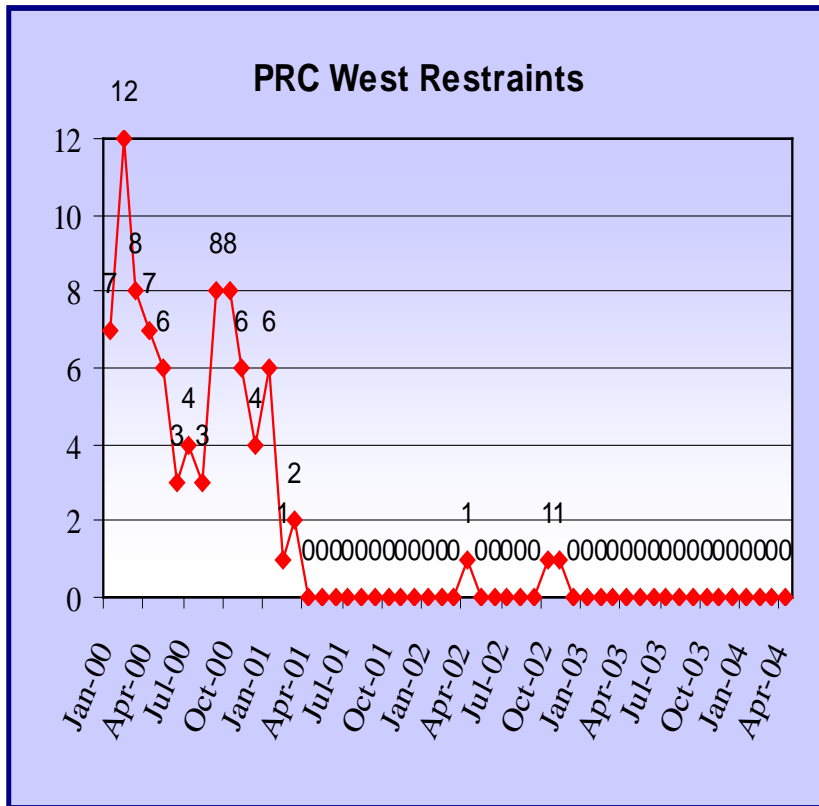
- 56% reduction in re-hospitalizations.
- 48% reduction in restraints.
- 36% reduction in seclusion.

Outcome of Peer Services Community Building ~ Results

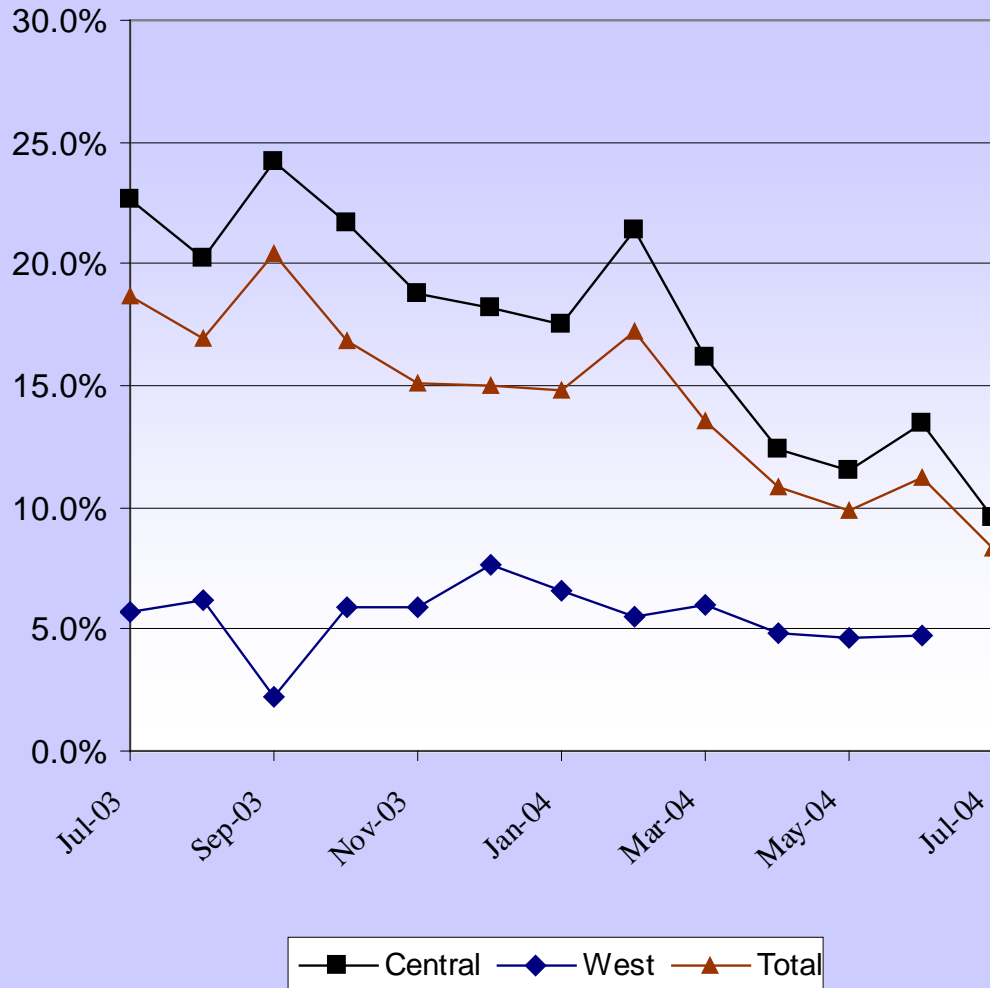
October 2002 – October 2004 N = 113

Outcome	%	Ave LOS
Back to residential/group home	8.0	
Hospital	0.9	
Homeless	2.7	
Jail	5.3	
Other	6.2	
Housing self-sufficient	77.0	12 mos
<p>Ave participant cost per day = \$42 (compared to \$163 for 24 hour residential)</p>		

Outcome of Peer Services, the Living Room Getting to Zero Restraint



Psychiatric Recovery Center Hospitalizations



One hospitalization costs \$9,900 (\$550 per hospital day with an average length of stay of 18 days).

During the period shown there were an average of 900 PRC admissions per month.

A reduction in hospitalization rate from 20% to 10% = 1,080 annual hospital admissions = \$10,692,000 per year.

What Really Works

- Start with part time employment
- Have clear job descriptions and expectations
- Use recovery coaching
- Create professional development plans
- Include career ladders
- Train other staff how to work creatively with peers
- Continuing education, esp Adv. PET