



# **Peer Workforce Coalition NYAPRS Conference**

**Friday, Sept 14, 2018  
Ellenville, NY**



# **The Peer Specialist Workforce in NYC: Past, Present and Future**



## Peer Specialist Workforce

# What is a Peer Specialist?



# Peer Specialist Workforce

## Peer Specialist:

**A person with lived experience who helps others who also have lived experience.**



# Peer Specialist Workforce

## Peer Specialist:

**Mental Health**

**Substance Use Disorder**

# SUD and Mental Illness

Past Year Substance Use Disorder (SUD) and Mental Illness among Adults Aged 18 or Older: Numbers in Millions, 2016

SUD, No Mental Illness

10.8 Million

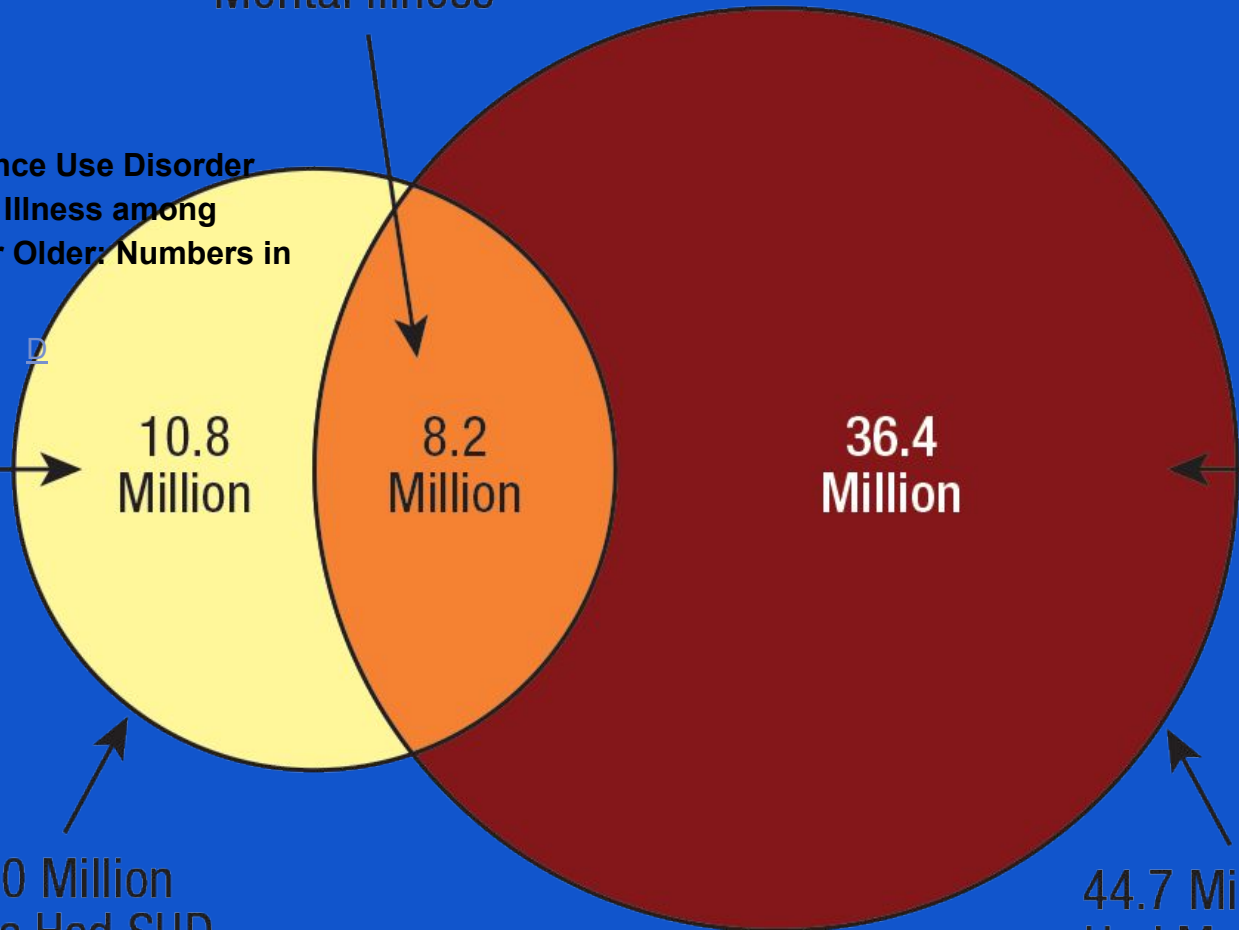
8.2 Million

36.4 Million

Mental Illness, No SUD

19.0 Million Adults Had SUD

44.7 Million Adults Had Mental Illness





# Peer Specialist

## Behavioral Health

- **Origin: Civil Rights**
- **Started by Peers themselves**
- **Fight Stigma of diagnosis**
- **Considered an alternative to treatment**



## Peer Specialist Workforce

### Why Peer Specialists?

- People get better faster
- Maintain recovery longer
- Have fewer hospitalizations





# Peer Specialist Workforce

## Core Competencies Needed:

- Be willing to self-disclose/share personal lived experience\*
- Believe there are NO Limits to anyone's recovery
- Give peer clients a sense of hope that recovery is possible and  
Serve as an example (genuine)
- Treat people with dignity, compassion, respect and  
*unconditional high regard*
- Sit beside peer clients as they find their own personal, best life  
(not give final answers or dictate)
- Offer resources and tools

# Peer Workforce NYC

## Road to Career Choice



# Peer Specialist Workforce NYC

Since 1950s peers helping peers organizations

Fountain House/Clubhouse model

Original Howie the Harp/Community Access and others

1994 - 1997- Office of Mental Health starts a pilot program with

“Peer Bridger” project with NYAPRS

New York State Association of Psychiatric Rehabilitation

1998 - Peer Specialists HIRED to provide Peer Specialist services

to peer clients



# Peer Specialist Workforce NYC

## Peer Specialist Certification

2014 Certification by NY Peer Specialist Certification Board  
(NYPSCB)

- Allows for reimbursement by Medicaid



# Peer Specialist Workforce NYC

Peers are being HIRED

- State Mental Health Hospitals outpatient and inpatient
- ACT Teams (Assertive Community Care) (this includes ACT ACT NYC Shelters + Forensic ACT Teams (work with incarcerated population))
- Nonprofit Community Health Centers
- NY State Office of Mental Health
- NYC office of Health and Mental Hygiene
- Substance Use/Dual diagnosis centers
- Clubhouses (like Fountain House)
- Respite Centers
- PROS Programs
- Insurance Companies

# Peer Workforce NYC

The Future of Peer Work



# Peer Specialist Workforce NYC The Future

US Bureau of Labor Statistics:

**16% growth to 2026**

(higher than other professions)



# Peer Specialist Workforce NYC

## The Future

### Peer-led organizations (work and volunteer)

- NYAPRS
- Icarus Project
- Transformative Mutual Aid Practices (T-MAPs)
- Institute for the Development of Human Arts (IDHA)





# Peer Specialist Workforce NYC

## The Future

### Peer-led organizations (work and volunteer)

- Brain Food Garden Project
- Howie the Harp

Star Foundation

# Peer Workforce Coalition

+

The Future of Peer Work



# Peer Specialist Workforce NYC The Future

US Bureau of Labor Statistics:

16% growth to 2026

(higher than other professions)



# Peer Workforce Coalition(PWC)

## Mission:

*committed to advancing the work of peer specialists employed in diverse behavioral health settings...Dedicated to improving our work environments, challenging stigma and advancing the peer support workforce. We are guided by the principals of mutual support, recovery and empowerment.*



# Peer Workforce Coalition(PWC)

2015 - First Summit - October

2016 - Leadership Committee formed

2017 - Executive Committee -

- Determine strategic direction and priorities of org.
- PWC Summit
- Steering committee/Policy agenda



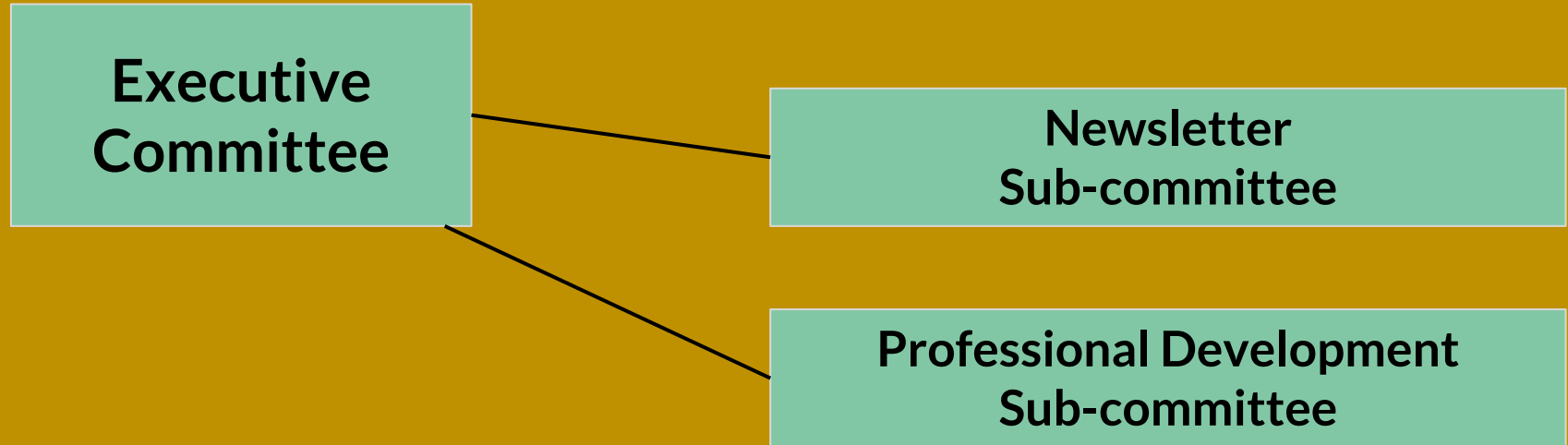
## Peer Workforce Coalition (PWC)

Organizational Structure today

- **Executive Committee**
- **Newsletter Sub-Committee**
- **Professional Development Sub-Committee**

# Peer Workforce Coalition (PWC)

## Organizational Structure





## Peer Workforce Coalition (PWC)

### WHAT we do:

- Platform to talk about things that affect PEER Workforce (from a peer perspective)
- Clearinghouse for information RE: trainings, career development, conferences, trends, issues, etc.
- **SUMMIT** (including job fairs)





## Peer Workforce Coalition (PWC)

### HOW/By what means?

- Newsletter
- Email list
- **SUMMIT** (including job fairs)
- Peer Leadership Meetings



## Peer Workforce Coalition (PWC)

### Future

- Website
- YouTube Channel
- Podcast
- Social Media
- Organizational FB Page (public and members-only)
- Collaboration with existing groups

**IDEAS???**



# Peer Workforce Coalition (PWC)

Future

## Organizationally

- Become a 501(c) 3 nonprofit organization
- Get money from STAR Fdn for like-orgs
  - Membership dues

IDEAS???

# Peer Workforce Coalition (PWC)

*Please join our email lists!*



# Peer Workforce Coalition

Thank you !