



## Toolkit for Integrated Peer Services

- **Arizona's Behavioral Health Licensure recognizes 3 staffing levels based on a combination of education and years of experience:**
  - Behavioral Health Paraprofessional (BHPP) - HS Diploma/GED or AA + 0 years experience
  - Behavioral Health Technician (BHT)
    - HS Diploma/GED + 4 years
    - AA + 2 years
    - BA + 1 year
  - Behavioral Health Professional - Licensed
  
- **Partners In Recovery Peer Professional Qualifications:**
  - Minimum HS Diploma/GED
  - Graduate of Peer Employment Training
  - Driving (if applicable to the position)
  
- **Specialized Program/Service Qualifications:**
  - Peer Support Services - must be a consumer/former consumer of mental health services and complete peer employment training
  - Vocational and Supported Employment - minimum of 1 year experience working with people with disabilities
  - Health Promotion - specialized certification or health content area expertise

- **Supervision & Reporting:**
  - Single supervisor for entire Clinical Team (Clinical Coordinator: licensed or BHT) maintains mutuality amongst team members
  - Peer Navigators as full members of Clinical Team (works directly with team doctor, RN, etc.)
  - Recovery-focused supervision (self-directed professional development plans)
  - Specialized Peer Roles (Health Coach, Job Coach) report to discipline specific program coordinator
  
- **Partners In Recovery Added Resources for Sustaining Peer Role on an Integrated Clinical Team:**
  - Chief Transformation Officer: coach to the teams and provides 1:1 supports for Navigators
  - Dues for local peer association memberships (AzPRA)
  - Weekly Lunch & Learn focused on recovery topics
  - Leadership and Supervision training for all supervisors (including Doctors!)
  - Specialized Peer Roles (Health Coach, Job Coach) participate in enhanced training specific to role
  
- **Compensation:**

<b>Behavioral Health Work Experience (Volunteer or Paid)</b>	<b>Base Pay per Hour (Base = \$12.75 per hour)</b>
BHPP: 6 mos to 1 year	\$13.25
BHPP: 1 year to 2 years	\$14.00
BHPP: 2 years to 4 years	\$15.00
<b>BHPP with &gt; 5 years moves to BHT level</b>	
BHT: 0-5 years with AA or BA	\$14.42
BHT: 5+ years with AA or BA	\$16.00
BHT: 0-5 years with Masters	\$17.50
BHP: 0-5 years Masters Licensed	\$20.00
BHP: 5+ years Masters Licensed	\$25.00

We support a career path for peer professionals based on experience & increasing compensation.

- **Reimbursement/Service Values:**

<b>Service</b>	<b>Staff Level</b>	<b>Location</b>	<b>Rate per 15 min</b>
Case Management	BHT or BHPP	In Office	\$12.53
Case Management	BHT or BHPP	Out of Office	\$21.55
Peer Support 1:1	BHP/BHT/BHPP	In Office	\$13.00
Peer Support 1:1	BHP/BHT/BHPP	Out of Office	\$20.00
Peer Group	BHP/BHT/BHPP	In Office	\$6.00 per person
Peer Group	BHP/BHT/BHPP	Out of Office	\$11.25 per person
Living Skills Training	BHP/BHT/BHPP	In Office	\$11.62
Living Skills Training	BHP/BHT/BHPP	Out of Office	\$22.00
Pre Job Training	BHP/BHT/BHPP	Both	\$11.43
Supported Employment	BHP/BHT/BHPP	Both	\$8.00
Health Promotion	BHP/BHT/BHPP	Both	\$28.22
Supported Housing	BHP/BHT/BHPP	Out of Office	\$21.80

# Partners In Recovery

## Health Coach Competencies & Training Program

### Training Courses (ability to teach/facilitate the following):

- ❖ Diabetes Self-Management Program
  - ❖ Chronic Pain Self-Management Program
  - ❖ The Eight Dimensions of Wellness
  - ❖ Smoking Awareness/Cessation
  - ❖ Basic Exercise classes/groups
- Chronic Disease Self-Management
  - Mindfulness/Meditation Workshops
  - Sleep Hygiene Workshops
  - Basic and Advanced Nutrition classes

### Health/Medical Related Competencies:

Ability to accurately take vitals (with wrist cuff)

- Blood pressure
- pulse
- height
- weight

Ability to read, interpret, and explain lab panels

- Hemoglobin A1C
- Lipid panel
- Basic Metabolic Panel (BMP)
- Complete Blood Count (CBC)

Basic knowledge of the following diseases

- Hypertension
- Diabetes
- GERD
- Kidney Disease
- COPD
- Asthma
- Heart Disease
- Hepatitis

### Healthcare Systems Knowledge

Knowledge of Hospitals in PIR catchment area

Knowledge of the Marc Wellness Centers and other community wellness resources

Ability to develop strategies for a comprehensive action plan centering on nutrition and fitness

Ability to conduct health/wellness assessments such as SF-36 Inventory and Health Coach Intake Assessment

Ability to assist members in switching health plans and PCP

Ability to support/assist member during PCP and/or specialty referral appointments

Awareness of role and programmatic functions of partnering community support entities

Use of Motivational Interviewing skills and concepts

ASIST Training

### Knowledge and Understanding of the *Integrated Health Structure of the new RBHA-MCO*:

Knowledge of which healthcare plans are accepted by the co-located providers

Working knowledge of the relationship between Medicare Parts A, B and D, AHCCCS and the RBHA

Understanding of Integrated Health Home and Whole Health Home