

The State of Peer Support Services – 2015

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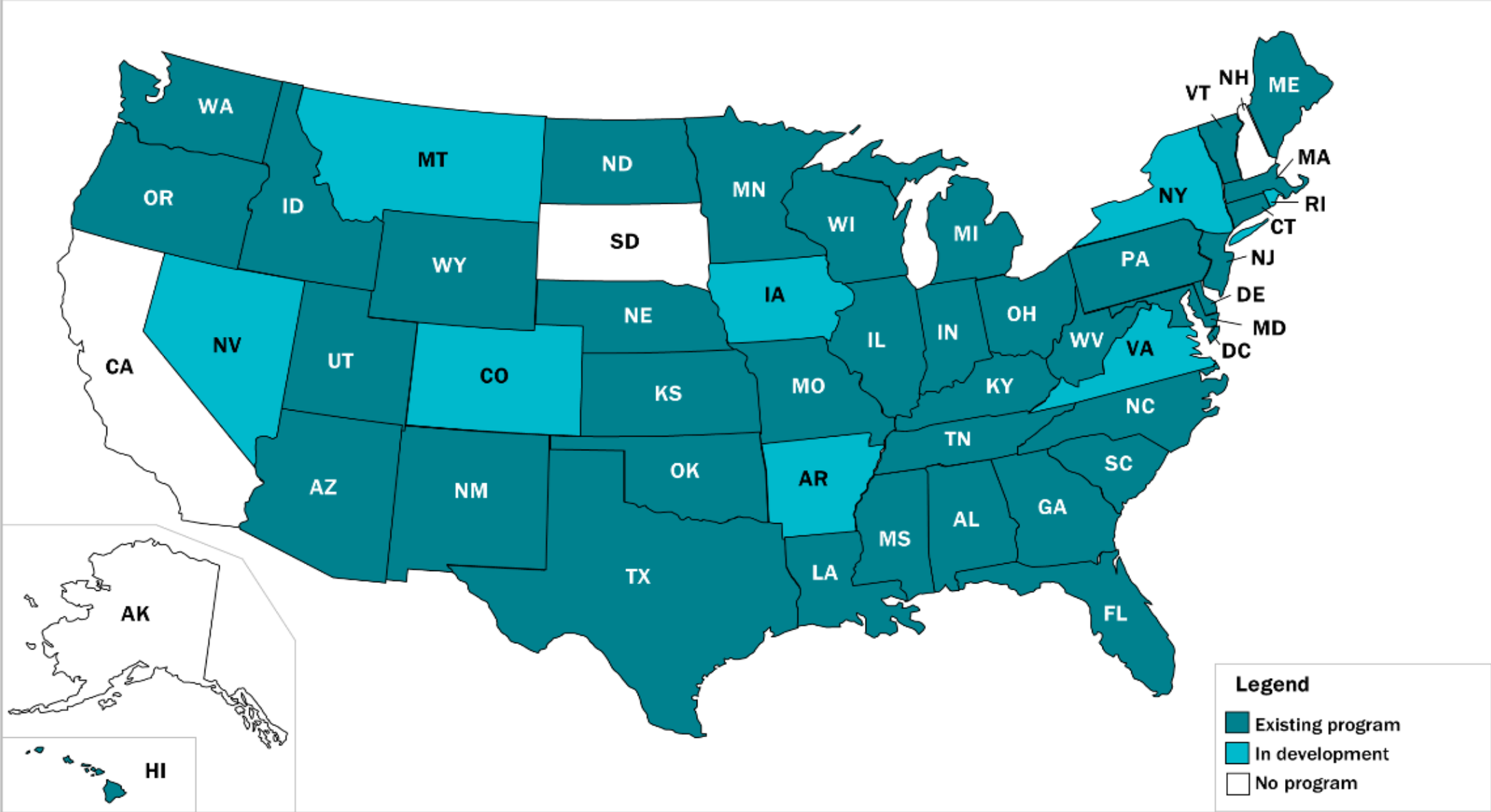
Peter Ashenden

Introduction and Overview

1. Training and Certification
2. Understanding Peer Roles
3. Medicaid Billing and Reimbursement for Peer Support Services
4. Wages and Salary for Peer Support Specialists and Organizations that Employ them
5. Next Steps and Advocacy Opportunities

1. Training and Certification

Map of Peer Specialist Training and Certification Programs by State



Source: Kaufman, L., Brooks, W., Bellinger, J., Steinley-Bumgarner, M., & Stevens-Manser, S. 2014. Peer Specialist Training and Certification Programs: A National Overview. Texas Institute for Excellence in Mental Health, School of Social Work, University of Texas at Austin

How Much Training is Required to be Certified Peer Specialist?

How many hours of training does the State require?	# of States
0-40 hours	16
41-80 hours	12
>80	3
Not Listed	6

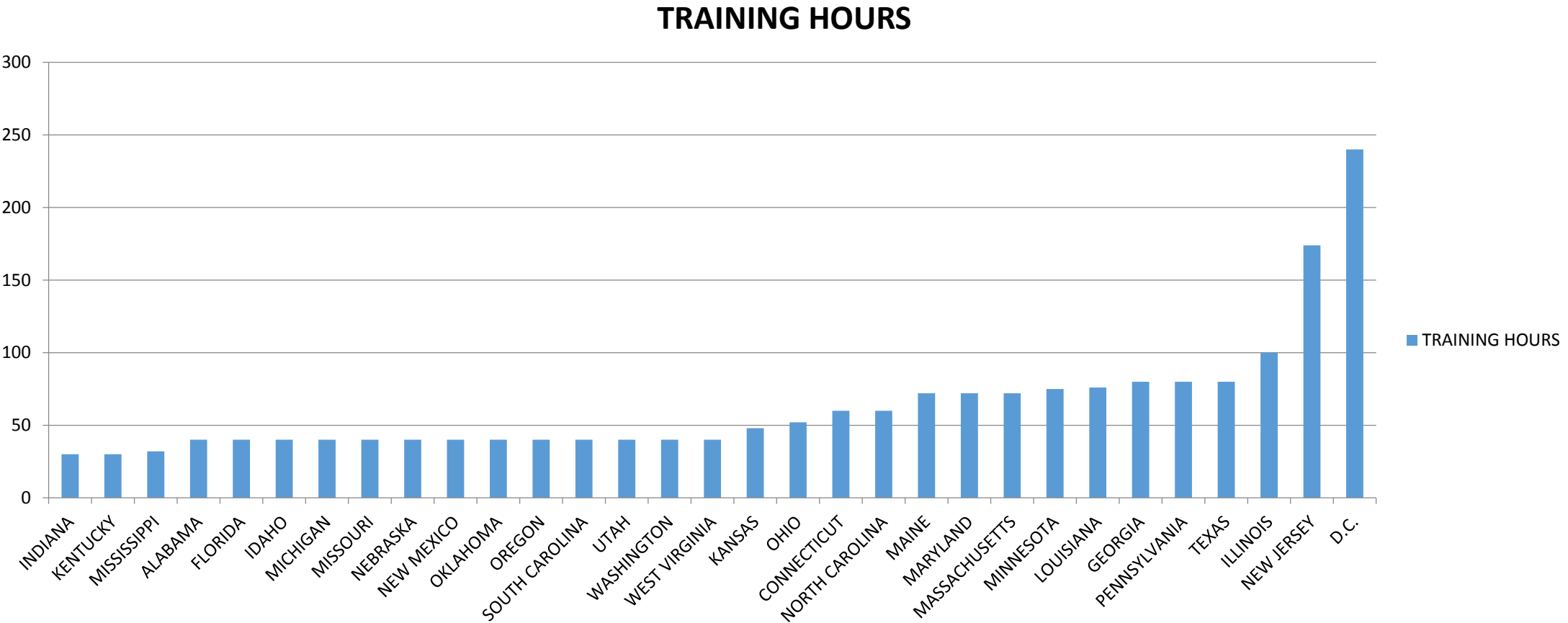
Notes – Training Hours Required:

Of the 37 States, and D.C., all states require training as a requirement of certification.

- Because some States list required training in either hours or days, for the analysis of training requirements it is assumed 8 hours = a day, and 5 days in a week = 40 hours.
- Of the 31 States reporting a set number of training hours, a little more than half of the States only require about a week's time (40 hours) of training.

Source – Adapted from: Kaufman et al., 2014

Training Hours Required by State



Source – Adapted from : Kaufman et al., 2014

Costs for Peer Specialist Training

Does the applicant incur any costs for Training?	# of States
Yes	14
No	18
Not Listed	5

- Among the States reporting information on training fees, applicants incur training fees in: CT, GA, KS, MD, MN, NC, OH, OR, PA, SC, TX, UT, WV, and WI

Who covers the costs of Training?	# of States
Applicant	9
State	15
Combination	4
Other	1
Not Listed	8

How Do States Credential Peer Support Specialists?

Who is the Program Administrator or Credentialing Agency?	# of States
State agency	19
External organization	12
State and External organization	6

Notes - Credentialing Agency:

- Of the 36 States and D.C. that have implemented a state-wide PSS certification program, 19 States, including D.C., act as the Credentialing Agency for such certification.
- Of the remaining States, 12 States delegate certification duties to an external organization and 6 States work jointly with an external organization.

Source – Adapted from Kaufman et al., 2014

Certification Examination

Does the State require successful completion of an exam?	# of States
Yes	35
No	2

- Almost every State that has implemented a uniform certification program requires successful completion of a final exam for certification.
- The 2 States that do not require exams and a condition of certification are NJ and NC.
- In addition to training and/or an exam, most States also require additional criteria including completion of required training, general screening requirements which vary across the States and may include: minimum education, needed references, legal requirements/past legal history, and work experience.

Continuing Education for PSS State Certification

Does the State require CEUs for re-certification?	# of States
Yes	29
No	6
Not Listed	2

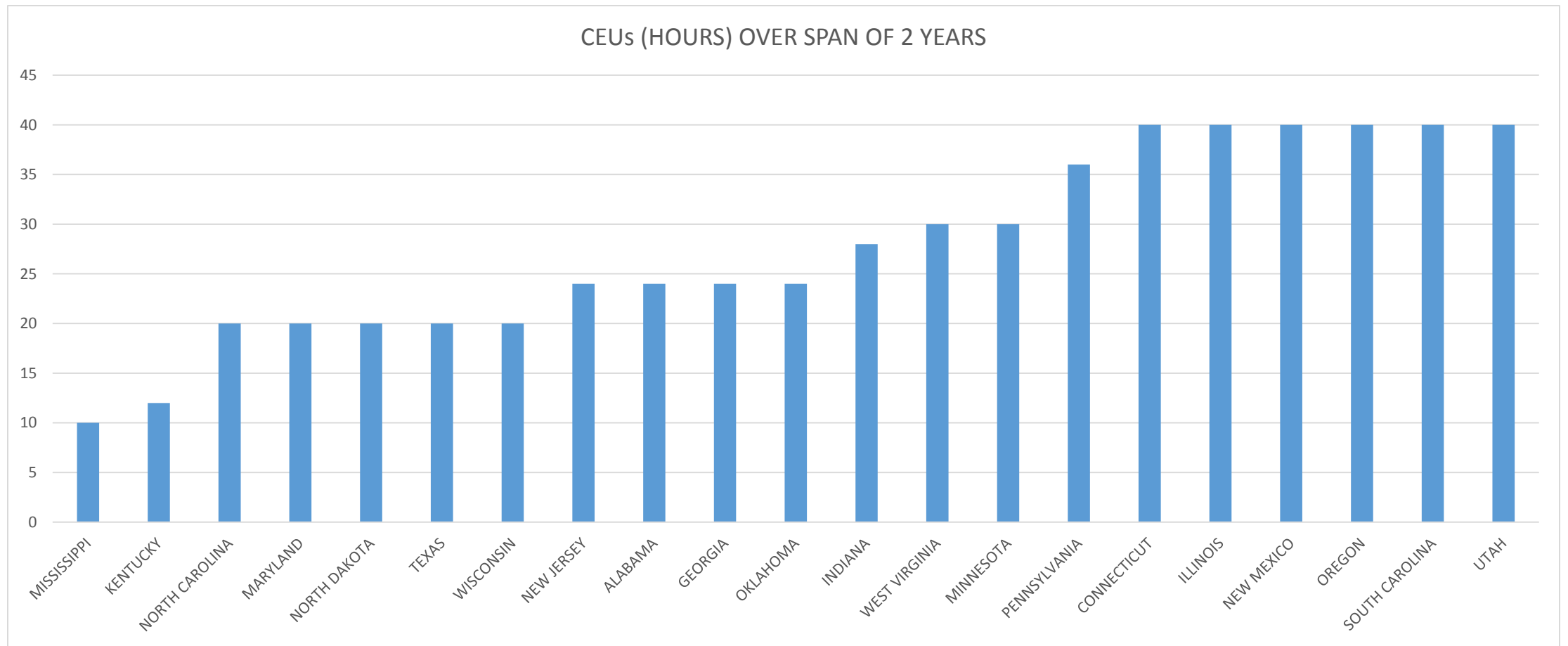
Of the 37 States, including D.C., 6 do not require CEUs: D.C., KS, MA, MI, NE, and WA.

How many hours of CEUs are required for re-certification over a span of 2 years?	# of States
0 hours (Not required)	6
10-20 hours	7
21-40 hours	14
Not Listed	10

21 States require 10 to 40 hours of CEUs. CT, IL, NM, OR, SC, and UT, each require 40 hours of CEUs. Most all states require recertification every 2 years.

Source – Adapted from : Kaufman et al., 2014

Continuing Education Requirements – every 2 years



Source – Adapted from : Kaufman et al., 2014

Screening Criteria Used by States for PSS Certification

Percentage of the states requiring specific criteria for certification of PSS

Screening Criteria	% of Programs
Lived Experience of Mental Health Issue(s)	87%
Educational Prerequisites	74%
Initiation of Recovery Journey	59%
Willing to Share Experiences	56%
Age Requirements	44%
Relevant Work Experience	28%
Communication Skills	18%
Resident of State	15%
Involved in Leadership, Advocacy, or Governance Activities	10%
Background Check and/or Drug Testing	10%
Letters of Recommendation	5%
Participation in Interview	5%
Other	18%

Source: Kaufman et al., 2014

Core Competencies for PSS Training and Certification

64% of states have adopted core competencies for PSS. These are included in their training and certification standards.

Competency Category	% of Programs
Specific Peer Support Practices	92%
Establishing Healing Relationships	72%
Knowledge of Mental Health Recovery Concepts and Principles	72%
Engagement and Empowerment	68%
Advocacy and Reducing Stigma	64%
Professional Role	64%
Communication Skills	60%
Working with Specific Populations	60%
Psychosocial Rehabilitation	56%
Handling Role Challenges and Conflict Resolution	56%
Connecting People to Resources (including community and natural supports)	48%
Legal and Ethical Regulations	40%
Documentation of Services Provided	40%

Source: Kaufman et al., 2014

2. Understanding Peer Roles

A Snapshot of the Peer Field in 2007

Data based on 2007 iNAOPS survey of 173 Peer Specialists in 35 states

Average number of weekly hours	Average number of years on the job	Average number of peers** per week	Percent with specific job training	Percent interested in more job training
29.5	2.8	16.7	82.7%	81.5%

Main motivations for working in the field

Money	Helping Others	Having Something to do	Other*
5.5%	73.5%	5.9%	16.7%

*"Helping with my own recovery," was cited as the most common "other" response.

** Includes the number of peer contacts in both individual and group settings

Snapshot of the Peer Field in 2007

Job Satisfaction

Always	Mostly	Somewhat	Not at all
31.5%	60.7%	7.1%	0.6%

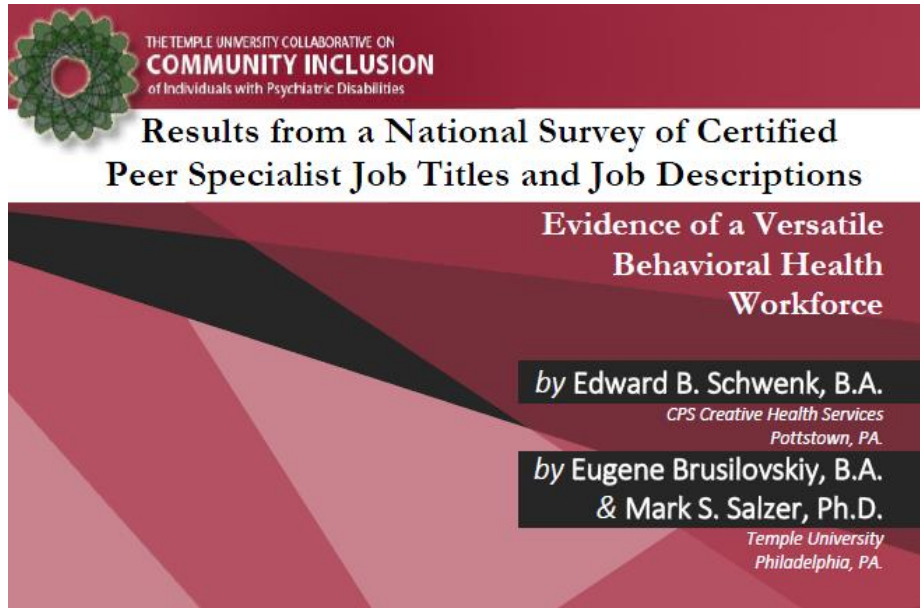
Workplace Conflict Occurs

Frequently	Sometimes	Rarely	Never
4.9%	36.6%	45.7%	12.8%

Feeling Respected at Work

Frequently	Sometimes	Rarely	Never
65.2%%	30.5%	3%	1.2%

Job Description and Program Type - 2009



Final Sample: N = 274 from 28 states (70 from PA; 45 from MI; and 24 from VA. 30.9% male and 68.3% female, .08% transgender. 79.1% White; 10.9 black or African American; 3% Hispanic or Latino; other 7%. Avg. employment tenure = 24.6 months, and working 29.8 hours.

Program	Frequency
Independent Peer Support Program	68
Case Management	52
Inpatient	19
Drop-In Center	18
Education/Advocacy	15
Clubhouse	13
Residential Program	13
Administrative	10
Partial Hospital/Day Program	9
Vocational Rehabilitation (Focused on Work)	6
Therapeutic Recreation/Socialization Program	6
Outpatient	5
Psychiatric Rehabilitation/Recovery	4
Medication Management	3
CRISIS	2
Other/Could Not be Coded/Miscellaneous	31

Source: Schwenk, E.B., Brusilovskiy, E., & Salzer, M.S. (2009). *Results from a National Survey of Certified Peer Specialist Job Titles and Job Descriptions: Evidence of a Versatile Behavioral Health Workforce*. Temple University Collaborative on Community Inclusion.

A Snapshot of the Field 2014 – iNAOPS Survey

The Location Where Peers Practice

Large urban	Urban	Suburban	Rural	Tribal
27.4%	38.5%	22.5%	24.2%	0.9%
n=157	n=221	n=129	n=139	n=5

**Other (open ended) responses (n=29) | total responses = 603.*

Open ended responses included: statewide, around the country, resort, VA Medical Center, home.

Current Age of Peer Respondents

18-24	25-34	35-44	45-54
2.2%	12.2%	19.2%	31.7%
n=13	n=71	n=112	n=184
55-64	65-74	Over 75	
29.0%	5.0%	0.5%	
n=169	n=29	n=3	

**Other (open ended) responses (n=12) | total responses = 593.*

Open ended responses ranged from 35 to 68.

A Snapshot of the Field 2014 – iNAOPS Survey

Current Job Titles

Peer advocate	Peer bridger	Peer coach	Peer specialist
15.4%	3.7%	7.9%	69.7%
n=74	n=18	n=38	n=335
Recovery coach	Recovery educator	Recovery support specialist	Recovery trainer
14.4%	8.5%	27.4%	5.8%
n=69	n=41	n=132	n=28

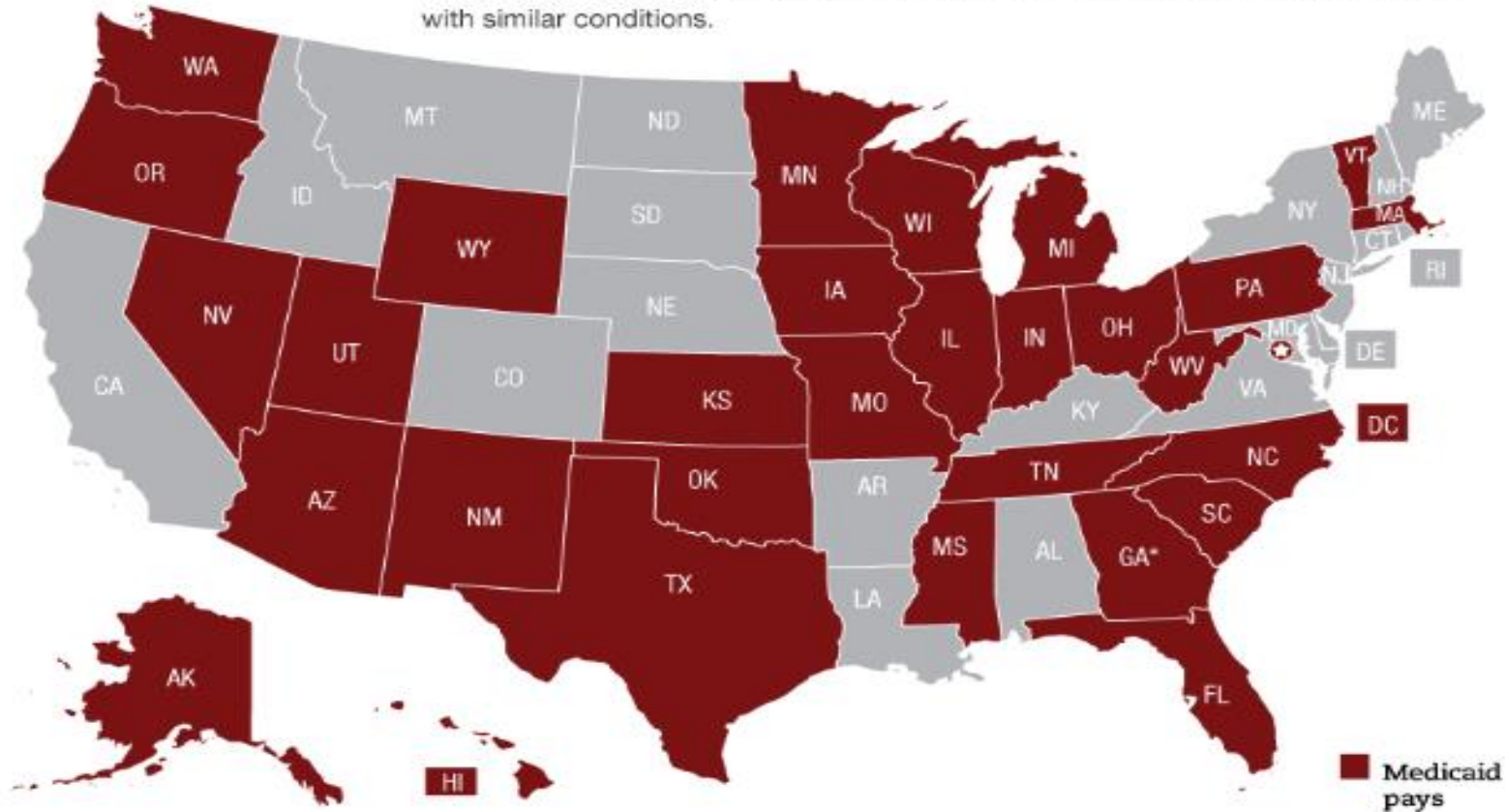
**Other (open ended) responses (n=184) | total responses = 665.*

3. Medicaid Billing and Reimbursement for Peer Support Services

Mental Health Peer Specialists

States where Medicaid pays for them

In 31 states, Medicaid pays for licensed peer specialists, counselors recovering from severe mental illness or substance addiction who are trained to help others with similar conditions.

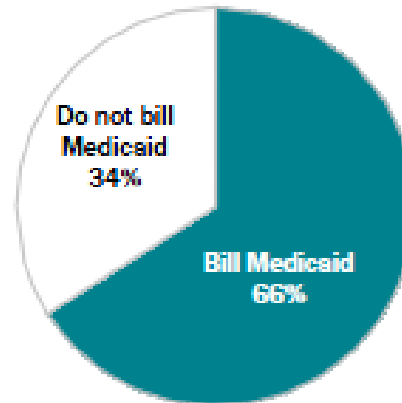


Source – (2013):
<http://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2013/09/11/peers-seen-easing-mental-health-worker-shortage>

Medicaid Reimbursement for PSS

Medicaid Reimbursement

Two-thirds of the states receive funding for peer support through fee-for-service reimbursement for services such as skills training, medication training, rehabilitative services, health and wellness, collaborative documentation, and crisis services.



Source: Kaufman et al., 2014

State Level Certification and Medicaid Billing - 2014

If the State has implemented a uniform certification program, are PSS Medicaid billable?	# of States
Yes	30
No	7

If the State has NOT implemented a uniform certification program or is pending/in development, are PSS billable?	# of States
Yes	3
No	11

Source – Adapted from : Kaufman et al., 2014

2015 NASMHPD Survey of States with Medicaid Billable Peer Services

[Alaska](#)

[Arizona](#)

[Colorado](#)

[Connecticut](#)

[District of Columbia](#)

[Florida](#)

[Georgia](#)

[Hawaii](#)

[Idaho](#)

[Illinois](#)

[Indiana](#)

[Iowa](#)

[Kansas](#)

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[Tennessee](#)

[Texas](#)

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[Vermont](#)

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[Washington](#)

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[Wyoming](#)

Thank You!

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