

Peer Specialist Training and Certification Programs

A National Overview

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Peer Specialist Training and Certification Programs: A National Overview

The certified peer specialist workforce is relatively new in the behavioral health field, with certification programs emerging in 2001. Even in this short timeframe, states have recognized the potential of peer specialists to improve consumer outcomes by promoting recovery. States without programs may look to those that are well-established for advice and guidance in development, while established programs may benefit from gaining an understanding of the similarities and differences between existing programs.

As of September 2012, 36 states had established programs that train and certify individuals with lived experience who have initiated their recovery journey and are willing to assist others who are in earlier stages of the recovery process. The information presented is a compilation of existing peer specialist training and certification (PSTC) programs in the United States based on review of and direct excerpts from online resources from states, email exchanges between the authors and contacts from some states, as well as published literature examining peer specialists and PSTC programs. Internet searches were conducted by the authors with internal review to check for error. If an internet search yielded no information, attempts were made to communicate through email with a representative from that state's mental or behavioral health department using contact information from the state's official government website. The information presented is based on the methods described and is up to date as of September 2012. This is likely the most current review of state-based PSTC programs at this time. Information is not included for PSTC programs provided by private and not-for-profit entities that are not state-based. These programs are evolving quickly and information may have changed since this review. For more information about the programs presented, please visit the website provided or contact the state program representative.

The map displayed on the following page illustrates the existence of programs across the nation. For more information on established programs (as presented in light gray), the user may click the state's abbreviation to be redirected to detailed information regarding that particular states' peer specialist training and certification program. To enhance usability, each page throughout the document includes a map icon, which can be clicked to redirect the user back to the map on page 4.

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Please contact the authors if any of the information presented is inaccurate or out-of-date.

Alabama

Website(s)	<ul style="list-style-type: none"> • http://www.mh.alabama.gov/MI/consumers.aspx • http://www.adap.net/mentalhealth/training.html
Program Description	The Alabama Department of Mental Health first established the position of peer support specialist in 1994 at Greil Hospital. In 2002, the program was expanded to the rest of the state mental illness facilities. In 2007, the department began expanding peer support into the community through a certification program that would allow peer specialist services to be Medicaid billable. The Alabama DMHMR trained the first certified peer specialists in the fall of 2007.
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Office of Consumer Relations, Department of Mental Health
General Screening	<ul style="list-style-type: none"> • Personal experience with mental illness; • In recovery • Open-minded and willing to share personal experiences with mental illness publicly • High school diploma or GED • Good communication skills (both written and oral)
Exam Criteria	Use DBSA/Appalachian Consulting Group's training and exam. In the process of developing specific AL state training.
Certification Requirements	Attend all training sessions and pass certification exam.
Training Criteria	5-day intensive training from 8:30am-5:00pm. Includes instruction, discussion, and role play.
Recertification/CEU's	Continuing education program is being implemented: consists of 2 full day training sessions per year, with the requirement that you must attend at least 3 of the 4 sessions over a 2 year period to stay certified. No plan in place for re-certification for those who let their certification lapse.
Employment	<p>Successful completion of Certified Peer Specialist Training is only one of the requirements of being hired as a Certified Peer Specialist and is not a guarantee of employment. Peer specialists are hired by individual providers and are subject to the provider's application and hiring process.</p> <p>Typical duties and responsibilities: Certified Peer Specialists promote recovery by sharing their personal experience with mental illness and personal recovery experience and helping consumers understand their experience with mental illness. They assist consumers in identifying barriers to their recovery and help consumers identify their individual warning signs. Certified Peer Specialists also assist consumers in developing communication and social skills, problem solving skills, skills in combating negative self-talk, self-help skills, and support systems.</p>
Medicaid	Currently in the process of becoming Medicaid billable.

<p>Other Resources or Information</p>	<p>A peer support specialist is a person who experienced mental illness themselves, working within a state mental illness facility or community mental health center. They assist individuals who are receiving treatment to regain control over their lives and pursue recovery from their mental illness.</p> <p>A peer specialist must have an understanding of the public mental health system, a basic knowledge of and experience in self-help, peer support, coping skills and recovery. A peer specialist should have the ability to work with individuals and groups, the ability to communicate effectively, and the ability to work a set schedule.</p>
<p>Fees</p>	<p>Training currently free of charge to citizens of Alabama; costs covered by the Office of Consumer Relations</p>
<p>Competencies</p>	<p>Currently, the only system wide competency is the requirement that you complete the 5 day certification training and pass the final exam. On the job competencies are determined by employer.</p>
<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. CPS will maintain the highest standards of personal and professional conduct. 2. CPS is to help individuals achieve their own self chosen needs, goals, and desires. 3. CPS should provide services in a manner that is supportive of their own recovery. 4. CPS should openly share their recovery story with clients and use that experiences to support individuals achieve their own definition of recovery. 5. CPS should not dictate their idea of recovery to the individual, but should assist the individual in determining their own definition of recovery. 6. CPS should at all times respect the individuals they serve as well as their coworkers. 7. CPS should be aware of and respect the rights of the individuals they serve. 8. CPS should not discriminate based on ethnicity, race, sex, sexual orientation, or religion. 9. CPS should at all times follow the rules and regulations of their employer. 10. CPS should advocate for the individuals they serve to make their own decisions in matters dealing with their treatment and treatment providers. 11. CPS should respect the confidentiality and privacy of the individuals they serve and should comply with all HIPPA regulations. 12. CPS should promote the value choice by the individuals they serve.
<p>Georgia Model</p>	<p>Yes</p>

Alaska

Website(s)	http://www.akpeersupport.org/HomePage.aspx http://www.akpeersupport.org/Activities/UpcomingEvents.aspx
Program Description	The Alaska Peer Support Consortium is predominantly a statewide membership-based network of peer support organizations with a recently developed membership category for individuals delivering peer support. Services provided meet an identified and corroborated need for organization-to-organization peer support, education and advocacy. A Peer Support Worker training program is provided by the consortium. The curriculum is structured to train Peer Support Workers in skills and content universal to peer support issues as well as to provide an understanding of the resources and systems unique to Alaska.
Application on File	Yes
Certification or Licensure	No state certification process. A certificate of completion is provided if participant passes exam after completing the Peer Support Worker training. A certificate of attendance is provided to those who do not pass the exam.
Program Administrator/ Credentialing Agency	*
General Screening	<ul style="list-style-type: none"> • Lived experience of behavioral health issues, including mental illness, addiction, developmental disabilities, Alzheimer's and related dementia, and similar challenges; or • A primary caretaker of someone with these experiences is also often defined as a peer.
Exam Criteria	Not listed on the website.
Certification Requirements	No certification.
Training Criteria	Basic training requires 10 days. The application process includes a written application, two letters of reference, and a brief telephone interview. In addition to other factors, priority for training is given to individuals who are already working as peer support workers and to individuals who have job offers conditional upon taking the training.
Recertification/CEU's	No certification.
Employment	*
Medicaid	Community Behavioral Health providers may bill Medicaid (Rehabilitation Services) for Peer Support services. A peer support specialist must meet the requirements of and be employed by the agency as a behavioral health clinical associate to provide billable services.
Other Resources or Information	The Alaska Peer Support Consortium is funded by the Alaska Mental Health Trust Authority (The Trust) and the Substance Abuse and Mental Health Service Administration.
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area

Arizona

Website(s)	http://www.azdhs.gov/bhs/guidance/peer.pdf http://www.recoveryinnovations.org/riaz/index.html http://www.nazcare.org/assets/training%20catalog%20-%20printers%20copy%202011.pdf http://w3.cpsa-rbha.org/avlibrary/index.cfm?action=slideshow&pptid=45&version=0
Program Description	Information presented are statewide standards to provide guidance to the Tribal/Regional Behavioral Health Authorities in implementing peer worker/recovery support services within their organizations, the actual training program varies by Tribal/Regional Behavioral Health Authority.
Application on File	No
Certification or Licensure	Recovery Support Specialist
Program Administrator/ Credentialing Agency	Varies by Tribal/Regional Behavioral Health Authority
General Screening	<ul style="list-style-type: none"> • Past or current enrollment in behavioral health programs • Associate's degree, high school diploma, or GED • Lived experience of moving through and beyond the limits of one's disorder (recovery)
Exam Criteria	Varies depending on training program.
Certification Requirements	Varies depending on training program.
Training Criteria	Several peer-training programs available in Arizona. It is recommended that graduates from these programs be considered preferred candidates for positions as they are well trained in recovery and peer support practices. Peer workers should attend the same new hire orientation training as any other employee performing similar duties.
Recertification/CEU's	Varies by Tribal/Regional Behavioral Health Authority
Employment	In addition to providing services in agencies licensed or certified by the ADHS (Arizona Department of Health Services) Office of Behavioral Health Licensure (e.g. outpatient clinics, residential agencies, inpatient treatment programs), many employment opportunities exist in peer or consumer-operated programs (e.g. recovery centers/drop-in programs) certified as a Community Service Agency (CSA). Agencies should take the time to define the role or roles of peer employees within the work environment and clinic services, including offering a range of employment options (fulltime, part-time, temporary, or unscheduled/as needed) and developing clear job descriptions and performance expectations for each peer role.
Medicaid	In order to receive reimbursement through the state's Medicaid program, Peer/Recovery Support Services must be delivered to enrolled members to assist in the achievement of specific treatment and recovery goals as identified on the service plan. May bill for Support Services, Rehabilitation Services, or Treatment Services.

Other Resources or Information	*
Fees	Varies by Tribal/Regional Behavioral Health Authority
Competencies	*
Code of Ethics	Agencies must establish clear expectations regarding acceptable staff behavior and conduct standards if expectations are violated. Many organizations have established a Code of Ethics that can provide assistance in the development of protocols, policies, trainings, and supervision.
Georgia Model	No

* *Indicates no information available in this area*

California

Website(s)	http://www.recoveryinnovations.org/rica/peer_training.html http://www.recoveryopportunity.com/PeerEmploymentTraining.htm
Program Description	Recovery Innovations of California believes that every person who wants to work can succeed in developing a meaningful career of their choice. Peers in the workforce help transform the mental health services delivery system with their unique skills and "been there" experience. Recovery Innovations of California trains and seeks to employ peers to work as recovery educators, peer counselors, recovery coaches, in-home crisis workers, and much more.
Application on File	No
Certification or Licensure	Peer Support Specialists
Program Administrator/ Credentialing Agency	Recovery Innovations, Inc.
General Screening	<ul style="list-style-type: none"> • High school diploma or GED • Complete a personal WRAP (Wellness Recovery Action Plan) in a Recovery Innovations class setting
Exam Criteria	<p>Competency-based / Students will demonstrate their proficiency in the following skills:</p> <ul style="list-style-type: none"> • Personal Development; Knowing Yourself <ul style="list-style-type: none"> ○ Recovery ○ The Power of Peer Support ○ Developing Self Esteem and Managing Self Talk ○ Community, Culture, and Environment ○ Meaning and Purpose ○ Emotional Intelligence • Turning Point; Preparing Yourself for Work <ul style="list-style-type: none"> ○ Telling Your Personal Story ○ Employment as a Path to Recovery ○ Ethics Training • Skill Development <ul style="list-style-type: none"> ○ 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
Certification Requirements	*

* Indicates no information available in this area

Training Criteria	<p>The Peer Employment Training is an 80-hour class aimed at preparing individuals diagnosed with serious mental illness to develop skills needed to obtain competitive employment in the field of Peer Support.</p> <p>The classroom training is divided into 3 thematic sections (see section on Exam Criteria) to inspire a process of self-transformation, employment readiness, and skill-building that effectively prepares students to engage in peer support work.</p>
Recertification/CEU's	*
Employment	<p>Graduates from the Peer Employment Training are eligible to receive assistance in job placement in the mental health field in various positions including peer support specialists, recovery educators, peer counselors, recovery coaches, and peer liaisons to peer employment specialists. Recovery Innovations has an Employment Coordinator who partners with other community mental health agencies and assists applicants with employment preparation including resume building, etc. Potential employers will conduct a background check before hiring.</p>
Medicaid	*
Other Resources or Information	*
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	<p>No</p> <p>The Recovery Innovations PET curriculum is published in a copyrighted 227-page book <i>Peer Employment Training Workbook</i>, 2001, revised 2004 and 2007.</p>

* Indicates no information available in this area

Colorado

Website(s)	http://www.craigmentalhealth.org/services/peer-specialist-recovery-training/ http://www.cwrnhc.org/how-we-can-help/peer-counseling-groups/ http://www.mentalwellnessnetwork.org/page/peers/ http://www.nbhpartnership.com/spotlight/Successful_Regional_Collaboration_Supports_Peer_Specialists.pdf http://www.peertraining.com/the-program/#becoming
Program Description	<p>There are various peer specialist training programs offered throughout Colorado, but none appear endorsed by the state. Each of the 5 Behavioral Health Organizations that manage services in CO include peer support as an available service but unless listed above, do not provide specific information on training programs for their peer specialists: http://www.colorado.gov/cs/Satellite/HCPF/HCPF/1251626059860</p>
Application on File	No
Certification or Licensure	Peer Specialist / Recovery Training
Program Administrator/ Credentialing Agency	*
General Screening	*
Exam Criteria	*
Certification Requirements	*
Training Criteria	<p>Varies, depending on the training program. The Colorado Department of Human Services website offers a link to the National Association of Peer Specialists on its' peer specialist webpage: http://www.colorado.gov/cs/Satellite/CDHS-BehavioralHealth/CBON/1251581615595</p>
Recertification/CEU's	*
Employment	*
Medicaid	*
Other Resources or Information	*
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	No

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Connecticut

Website(s)	http://www.mindlink.org/ed_recovery_university.html http://www.ct.gov/dmhas/lib/dmhas/oaswise/PeerSupport.pdf
Program Description	Recovery University is a 60-hour advanced training and certification program funded by the Connecticut Department of Mental Health and Addiction Services for persons in recovery from psychiatric disabilities and co-occurring disorders. Upon successful completion of the course and the certification test, graduates will be state certified as Recovery Support Specialists, Peer Delivered Services.
Application on File	Yes
Certification or Licensure	Recovery Support Specialists, Peer Delivered Services
Program Administrator/ Credentialing Agency	Recovery University of Advocacy Unlimited, Inc.
General Screening	<ul style="list-style-type: none"> • At least 18 years of age • Experienced a significant behavioral health condition to the extent that it interfered with one or more major life functions and required treatment for at least one year
Exam Criteria	Attend 60-hour advanced training offered by Recovery University. Peer with training and work experience may "test out" of certification exam without attending Recovery University.
Certification Requirements	<p>All applicants for employment as a Recovery Support Specialist must pass the Certification Exam.</p> <p>Peers with training and work experience may apply to Advocacy Unlimited, Inc. for permission to take the Certification Exam without attending Recovery University. Applicants who do not pass the exam may choose to apply for the next session. Three required letters of reference and other documentation must be submitted to be considered for certification without taking the Recovery Support Specialist course.</p>
Training Criteria	60-hour advanced training
Recertification/CEU's	A Certified Recovery Support Specialist must update their certification every three years through documentation of CEU requirements.
Employment	It is important to note that while this certification is required in order to bill Medicaid for peer support services, the competency based training and education would be a desirable foundation for any number of paraprofessional roles in behavioral health, such as residential, vocational, clubhouse, respite and others.

Medicaid	Peer Support is a billable service under Medicaid. In addition, two new Medicaid initiatives, the Mental Health Waiver (also called the WISE Program) and Money Follows the Person will offer employment opportunities for certified Recovery Support Specialists. A few positions are needed initially but this is expected to increase over time.
Other Resources or Information	Advocacy Unlimited is the only agency authorized by the Department of Mental Health and Addiction Services to determine if an individual meets certification requirements. Other educational programs (i.e., Peer Employment Specialist training at Southwest Connecticut Mental Health System (SWCMHS) or Housatonic Community College (HCC); the Mental Health Certificate program at Housatonic, Norwalk or Capital Community Colleges; Recovery Coach Academy offered by CCAR) or work experience will be considered in an application to sit for the examination. People choosing to “test out” are strongly urged to take the two-to-three day pre-exam refresher course (offered by Advocacy Unlimited).
Fees	Recovery University 60-hour course: Free Application processing fee: \$25.00 Certification Exam Fee: \$65.00 (If an applicant is scheduled to take the Certification Exam notifies Advocacy Unlimited in writing at least ten business days before the exam date that he or she will not be taking the exam, this fee will be refunded) Refresher Course including Certification Exam: \$150.00
Competencies	<ol style="list-style-type: none"> 1. Effective, Empathetic Communication Skills 2. Legal and Ethical Practice, Boundaries, Client Rights 3. Introduction to Mental Health, Substance Abuse, and Co-Occurring Disorders 4. Principles of Psychiatric Rehabilitation 5. Medicaid Mental Health Waiver/Money Follows the Person 6. Using Your Recovery Story, Role of Peer Supports on Teams, Recovery Culture 7. Role Challenges, Conflict Resolution, Self Care 8. Recovery Planning and Documentation 9. Entitlements and Benefits Management 10. Cultural Awareness
Code of Ethics	*
Georgia Model	Yes

* Indicates no information available in this area

Delaware

Website(s)	http://www.dhss.delaware.gov/dhss/dsamh/recovery_resources.html
Program Description	*
Application on File	No
Certification or Licensure	Certification training began in Summer 2011
Program Administrator/ Credentialing Agency	Delaware Health and Social Services - Division of Substance Abuse and Mental Health
General Screening	<ul style="list-style-type: none"> • High school diploma • Previous work experience • Consumer of mental health services
Exam Criteria	*
Certification Requirements	*
Training Criteria	*
Recertification/CEU's	Recertification and CEUs currently in development phase.
Employment	*
Medicaid	All peer specialists are currently employed in psychiatric hospitals, where Medicaid is not billable. As peer specialists become employed in community settings, Medicaid reimbursement becomes a possibility.
Other Resources or Information	http://dhss.delaware.gov/dhss/dsamh/files/bluebird_article_consumer_roles.pdf
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area

Florida

Website(s)	http://floridapeernetwork.org/certifiedpeerspecialist.htm
Program Description	Certification is a designation awarded by The Florida Certification Board (FCB) to individuals who demonstrate competency and training as Peer Specialists. Competency is achieved through a combination of education and experience. In order to apply for certification, applicants must document certain qualifications and pay a fee.
Application on File	Yes
Certification or Licensure	Certified Recovery Peer Specialist
Program Administrator/ Credentialing Agency	Florida Certification Board
General Screening	<ul style="list-style-type: none"> • High school diploma or GED • Recipient of public or private mental health services within the last 2 years • 1,000 hours of formal work and/or volunteer experience related to mental health issues • 2 personal or professional letters of recommendation
Exam Criteria	Must submit application portfolio prior to exam; Written peer specialist exam consisting of 100 multiple choice questions.
Certification Requirements	Application; Assurance and Release Form; Code of Ethics Acknowledgement Form; Work Hours Verification Form; Volunteer Hours Verification Form; Recommendation Form; official transcript to document formal education; official copy of background report showing the disposition of case if criminal record indicated
Training Criteria	<p>A total of 40 hours of training divided among the following content areas (a minimum of 2 hours must be earned for each content area):</p> <ul style="list-style-type: none"> • effective advocacy • identification and treatment of mental health disorders • wellness management • recovery and resiliency • legal issues in mental health • stigma/discrimination issues in mental health • ethics/confidentiality/HIPAA • awareness and understanding of cross cultural/linguistic issues • interpersonal communication • adult education/teaching skills
Recertification/CEU's	10 CEUs per year; certification must be renewed every year (or credential will become inactive)
Employment	Currently over 100 people employed as peer specialists across the state at a variety of mental health programs including the Florida Assertive Community Treatment teams (FACT).
Medicaid	The Substance Abuse and Mental Health office is working with the Agency for Health Care Administration (AHCA), the management organization for Medicaid, to authorize payment for services supplied by Certified Peer Specialists under Medicaid rules.

<p>Other Resources or Information</p>	<p>Providers who employ peer specialists may assist employees by paying certification fees. Some agencies offer fee payment in exchange for volunteer work. Hopeful that organizations like the Florida Peer Network and NAMI will eventually be able to provide assistance.</p>
<p>Fees</p>	<p>The cost of certification as an Adult Peer Specialist is \$100. For those wishing to be certified as both an Adult Peer Specialist and a Family Peer Specialist the cost of joint certification is \$125.00.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • Advocacy <ul style="list-style-type: none"> ○ Define system-level advocacy. ○ Explain why self-advocacy is the foundation of recovery. ○ Identify the consumer’s individual support systems. ○ Promote the principles of individual choice and self-determination. ○ Explain how and why consumers should establish an Advanced Directive. ○ Explain how to advocate within the mental health system. ○ Define consumer-driven recovery. ○ Use “person-centered” language that focuses on the individual, not the diagnosis. ○ Demonstrate non-judgmental behavior. • Professional Responsibility <ul style="list-style-type: none"> ○ Explain the ten fundamental concepts of recovery as defined in the National Consensus Statement on Mental Health Recovery, which is published by the federal Substance Abuse and Mental Health Services Administration (SAMHSA). ○ Define the concept of a wellness-focused approach to consumer recovery. ○ Explain the fundamental concepts related to cultural competency. ○ Understand the concept of accountability. ○ Explain basic federal, state, employer regulations regarding confidentiality. ○ Explain what, where, when and how to accurately complete all required documentation activities. ○ Explain the concept of decompensation. ○ Identify the consumers risk indicators, including individual stressors, triggers and indicators of escalating symptoms ○ Explain basic de-escalation techniques. ○ Explain basic suicide prevention concepts and techniques. ○ Identify indicators that the consumer may be experiencing abuse and/or neglect. ○ Identify and respond appropriately to personal stressors, triggers, and indicators.

Competencies continued

- Mentoring
 - Explain the concept of mentoring.
 - Explain the concept of role-modeling behaviors.
 - Define social learning.
 - Define self-advocacy.
 - Define life skills.
 - Understand basic adult learning principles and techniques.
 - Use adult learning techniques to teach life skills.
 - Explain the concept of healthy, interdependent relationship.
 - Establish a respectful, trusting relationship.
 - Use active listening skills.
 - Use empathetic listening skills.
 - Demonstrate non-judgmental behavior.
 - Demonstrate consistency by supporting consumers during ordinary and extraordinary times.
- Recovery Support
 - Explain the ten fundamental concepts of recovery as defined in the National Consensus Statement on Mental Health Recovery, which is published by the federal Substance Abuse and Mental Health Services Administration (SAMHSA).
 - Explain the concept of a strength-based approach to recovery.
 - Promote self-determination and consumer choice-driven recovery.
 - Use active and empathetic listening skills with the consumer.
 - Use Motivational Interviewing skills with the consumer.
 - State the stages of change.
 - State the stages of recovery.
 - Identify the consumer's current stage of change and/or recovery.
 - Help the consumer develop problem-solving skills by working together to identify and discuss options, alternatives, and possible consequences.
 - Explain the typical process that should be followed to access and/or participate in community mental health and related services.
 - Identify circumstances when it is appropriate to request assistance from other professionals to help meet the consumer's recovery goals.
 - Identify the consumer's strengths, resiliencies, and challenges to recovery.
 - Promote the consumer's empowerment by assuring that they are informed of their options and participate in all decision-making that will affect their lives.
 - Help the consumer request appropriate referrals and/or access needed resources.

Code of Ethics

1. A certified professional or person seeking certification shall meet and comply with all terms, conditions, or limitations of any professional certification or license which they hold.
2. A certified professional or person seeking certification shall not perform services outside of their area of training, expertise, competence, or scope of practice.
3. A certified professional or person seeking certification shall not fail to obtain an appropriate consultation or make an appropriate referral when the consumer's problem is beyond the area of training, expertise, competence, or scope of practice of the certified professional or person seeking certification.
4. A certified professional or person seeking certification shall not in any way participate in discrimination on the basis of race, color, sex, sexual orientation, age, religion, national origin, socio-economic status, political belief, psychiatric or psychological impairment, physical disability, or the amount of previous therapeutic or treatment occurrences.
5. Through the awareness of the negative impact of racial, sexual, religious, gender, marital status, nationality or physical stereotyping and discrimination, the addiction professional guards the individual rights and personal dignity of the client and/or participant(s). When client/participant(s) possess diverse or non-familiar cultural and ethnic backgrounds, addiction professionals are motivated to learn about cultural and ethnic sensitivities in order to provide the highest level of care.
6. A certified professional or person seeking certification shall seek therapy for any psychoactive substance abuse or dependence, psychiatric or psychological impairment, emotional distress, or for any other physical health related adversity that interferes with their professional functioning, and where any such conditions exist and impede their ability to function competently, a certified professional or person seeking certification shall request inactive status for medical reasons for so long as is necessary.
7. A certified professional or person seeking certification has a responsibility both to the client and/or participant(s) and to the organization within which the service is performed to maintain a high standard of ethical conduct. The moral, ethical and legal standards of behavior of the certified professional or person seeking certification are a personal matter to the same degree as they are for any other citizen, except as these may compromise the fulfillment of their professional responsibilities or reduce the trust in addiction professionals or those seeking certification held by the general public. This includes:

<p>Code of Ethics continued</p>	<p>8. Awareness of the prevailing community standards and of the possible impact upon the quality of professional services provided by their conformance to or deviation from these standards;</p> <ul style="list-style-type: none"> a. Serve as a role model in the certified professionals or person seeking certifications' use of alcohol or other mood altering drugs. b. Reporting to an employer, supervisor, colleague or the addiction professional or person seeking certification's intervention program when difficulty with mood altering substance(s) are experienced <p>9. The certified professional or person seeking certification shall not discontinue professional services to a consumer nor shall the certified professional or person seeking certification abandon the consumer without facilitating an appropriate therapeutic closure of professional services for the consumer.</p> <p>10. A certified professional or person seeking certification shall not reveal confidential information obtained as the result of a professional relationship, without the prior written consent from the recipient of services, except as authorized or required by law.</p>
<p>Georgia Model</p>	<p>DBSA</p>

Georgia

Website(s)	http://www.gacps.org/Home.html
Program Description	The mission of the Georgia Certified Peer Specialist Project is to “identify, train, certify and provide ongoing support and education to consumers of mental health services, to provide peer support as part of the Georgia mental health service system and to promote self-determination, personal responsibility and empowerment inherent in self-directed recovery.”
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Georgia Certified Peer Specialist Project
General Screening	<ul style="list-style-type: none"> • Primary diagnosis of mental illness or a dual diagnosis of mental illness and addictive disease • Strong desire to identify as a person with mental illness • GED or High school diploma • Strong reading comprehension and written communication skills • Demonstrated experience with leadership advocacy, or governance • Well grounded in recovery (one year between diagnosis and application to training) <p>Candidates are selected for the training based on their employment status and the ability to meet the training guidelines. Consumers who are currently employed by a public or private provider of Medicaid billable services are considered for acceptance first. A peer who has distinguished them self as a peer leader and is being sponsored by a Medicaid provider for possible hire is given next priority. Consumers who work within a peer service that does not bill Medicaid or a consumer that is seeking certification to improve their marketability are given next priority.</p>
Exam Criteria	Exam administered 3 times a year - one month after the training; may take the exam up to 3 times - must retake training if test is not passed upon third try; graduates must take test within one year of the completion of their training class.
Certification Requirements	Attend training and pass exam.
Training Criteria	<p>2 week training; Peers who are interested in becoming a Certified Peer Specialist apply through the Georgia Certified Peer Specialist Project Manager.</p> <p>24 sessions in basic core curriculum plus Peer Support Whole Health Training</p>

Recertification/CEU's	12 hours of Continuing Education each calendar year: hours should be primarily direct skills training in CPS-specific topics or peer support specific topics. Training must specifically relate to a skill set that enhances a CPSs' ability to partner with peers to assist in obtaining personal recovery goals or in strengthening ability to form and maintain peer relationships.
Employment	Under immediate to general supervision, the Certified Peer Specialist (CPS) provides peer support services, serves as a consumer advocate, and/or provides consumer information and peer support for consumers in emergency, outpatient or inpatient settings. The CPS performs a wide range of tasks to assist consumers in regaining control over their own lives and over their own recovery process. The CPS will role model competency in recovery and ongoing coping skills.
Medicaid	All applicable Medicaid, Multipurpose Information Consumer Profile (MICP), and other Department of Behavioral Health and Developmental Disabilities (DBHDD) reporting requirements must be met. Peer specialist may bill Medicaid for peer provided services (H0038), psych rehab (H2017), community support (H2015), and ACT (H0039)
Other Resources or Information	http://www.gmhcn.org/ACG/index.html
Fees	Registration Fee: \$85.00 (Covers the cost of the Participant Manual, along with the Wellness Recovery Action Plan and other workbooks and materials. If not accepted to the training, you may request that this fee is refunded). Hotel accommodations and meals are included for the dates of the training only.
Competencies	*
Code of Ethics	<ol style="list-style-type: none"> 1. The primary responsibility of Certified Peer Specialists is to help individuals achieve their own needs, wants, and goals. Certified Peer Specialists will be guided by the principle of self-determination for all. 2. Certified Peer Specialists will maintain high standards of personal conduct. Certified Peer Specialists will also conduct themselves in a manner that fosters their own recovery. 3. Certified Peer Specialists will openly share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their recovery. 4. Certified Peer Specialists will, at all times, respect the rights and dignity of those they serve. 5. Certified Peer Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.

* Indicates no information available in this area

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 6. Certified Peer Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. 7. Certified Peer Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals. 8. Certified Peer Specialists will respect the privacy and confidentiality of those they serve. 9. Certified Peer Specialists will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. Certified Peer Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 10. Certified Peer Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. 11. Certified Peer Specialists will never engage in sexual/intimate activities with the consumers they serve. 12. Certified Peer Specialists will not abuse substances under any circumstance. 13. Certified Peers Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. 14. Certified Peer Specialists will not accept gifts of significant value from those they serve.
<p>Georgia Model</p>	<p>Yes</p>

Hawaii

Website(s)	http://www.mhsret.org/hcps/ http://amhd.org/Consumer/HCPs.asp http://amhd.org/Consumer/HCPs/HCPs%20Handbook.pdf
Program Description	<p>Hawaii Certified Peer Specialists are persons in recovery from a mental illness who have received certification by the State of Hawai'i, Department of Health, Adult Mental Health Division (AMHD) Office of Consumer Affairs. Individuals are awarded certification only after attending the HCPS Training, and successfully passing both oral and written examinations. Hawaii Certified Peer Specialists promote self-determination, personal responsibility, and community integration for consumers of the AMHD. Hawaii Certified Peer Specialists instill hope in others by serving as role models and champions of recovery. The HCPS program was modeled after Georgia's Certified Peer Specialist Project.</p>
Application on File	Yes
Certification or Licensure	Hawaii Certified Peer Specialist (HCPS)
Program Administrator/ Credentialing Agency	Adult Mental Health Division of the State of Hawaii Department of Health
General Screening	<p>For HCPS:</p> <ul style="list-style-type: none"> • Be at least age 18 years of age or older • High School diploma or GED • Have a primary diagnosis of mental illness or co-occurring disorder. A single, primary diagnosis of a substance use disorder does not meet certification requirements • Self-identify as a person who has received or is receiving mental health or co-occurring services as part of his or her personal recovery process • Have demonstrated a minimum of 12 consecutive months in self-directed recovery in the last two years (self-directed recovery includes experience in leadership, advocacy, and peer support) • Successfully complete approved Peer Specialist Training • Successfully demonstrate mastery of competencies through testing and evaluation as required by a Peer Specialist Training Program recognized by the Office of Consumer Affairs.
Exam Criteria	Both oral and written.
Certification Requirements	Attend HCPS Training and successfully pass both oral and written examinations (60% of grade based on written exam; 40% based on oral); cannot miss more than 3 hours of training.
Training Criteria	8 days (9 hr/day); maximum class of 40 individuals.

Recertification/CEU's	<p>To maintain certification status, each Certified Peer Specialist must:</p> <ul style="list-style-type: none"> • Complete and submit annually an application for renewal • Provide documentation of successful completion continuing education as approved by the HCPS Advisory Committee • Have no reports of violation of the HCPS Code of Ethics • Submit any other documents required by the Office of Consumer Affairs <p>Hawai'i Certified Peer Specialists must complete annually 16 hours of continuing education trainings, seminars, workshops, or college courses (note: on-line trainings must not exceed 8 of the 16 hours). A continuing education verification form must be submitted at the end of each year for each training event.</p>
Employment	<p>The AMHD website maintains a job bulletin for peer specialists as well as a listing of HCPS that have met certification standards and have given permission to have their names published.</p>
Medicaid	<p>HCPS services are not Medicaid billable at this time.</p>
Other Resources or Information	<p>*</p>
Fees	<p>*</p>
Competencies	<ul style="list-style-type: none"> • An understanding of the basic skills and knowledge needed to provide direct peer-to-peer support service includes: <ul style="list-style-type: none"> ○ Knowledge of the structure of the State mental health system and how it works, ○ A thorough understanding of the HCPS Scope of Activities, ○ A thorough understanding of the HCPS Code of Ethics, ○ Knowledge of the meaning and role of providing direct peer-to-peer support services as a HCPS, ○ The ability to create and facilitate a variety of group activities that support and strengthen recovery, ○ The ability to document activities related to delivery of direct peer-to-peer support services, ○ The ability to help peers combat negative self-talk, overcome fears, and solve problems, ○ The ability to help peers articulate, set, and accomplish goals, ○ The ability to teach peers to create their own recovery plans, and ○ The ability to teach peers to work with mental health or co-occurring disorder professionals in order to obtain the services they want. • An understanding of the recovery and resiliency process and the ability to use one's personal recovery story to help others includes: <ul style="list-style-type: none"> ○ The stages in the recovery process and what is helpful and not helpful at each stage, ○ The role of direct peer-to-peer support at each stage of the recovery process, ○ The ability to identify the power of a peer's beliefs and values and how they support or work against recovery, ○ The basic philosophy and principles of psychosocial rehabilitation,

* Indicates no information available in this area

<p>Competencies continued</p>	<ul style="list-style-type: none"> ○ The basic definition and dynamics of recovery, ○ The ability to articulate what has been helpful and what has not been helpful in their own personal recovery, and ○ The ability to discern when and how much of one’s personal recovery story to share and with whom. ● An understanding of healing and collaborative relationships and the ability to establish such relationships with other peers includes: <ul style="list-style-type: none"> ○ The dynamics of power, conflict, and integrity in the workplace, ○ The concept of “seeking out common ground”, ○ The ability to ask open-ended questions that relate a person to his or her inner wisdom, ○ The ability to deal with conflict and difficult interpersonal relations in the workplace, ○ The ability to participate in “healing communication”, and ○ The ability to interact sensitively and effectively with people of other cultures and beliefs. ● An understanding of the importance of taking care of oneself and the ability to do it includes: <ul style="list-style-type: none"> ○ The dynamics of stress and burnout, ○ The role of a personal recovery plan, ○ The ability to discuss one’s own tools for taking care of oneself, and ○ The ability to develop and utilize a personal support network related to both recovery and professional activities.
<p>Code of Ethics</p>	<p>Hawai`i Certified Peer Specialists:</p> <ol style="list-style-type: none"> 1. Have a primary responsibility to help peers achieve their own needs, wants, and goals. 2. Maintain high standards of personal and professional conduct. 3. Should conduct themselves in a manner that fosters their own recovery. 4. Openly share with peers, other HCPS and non-peers their recovery stories from mental illness or co-occurring disorders as appropriate for the situation in order to promote recovery and resiliency. 5. Respect at all times the rights and dignity of those they serve. 6. Never intimidate, threaten, harass, use undue influence, use physical force, use verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 7. Do not practice, condone, facilitate, or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition, or state. 8. Promote self-direction and decision making for those they serve. 9. Respect the privacy and confidentiality of those they serve. 10. Promote and support services that foster full integration of individuals into the communities of their choice. 11. Are directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.

<p>Code of Ethics continued</p>	<p>12. Do not enter into dual relationships or commitments that conflict with the interests of those they serve.</p> <p>13. Never engage in sexual or intimate activities with peers they serve.</p> <p>14. Do not use illegal substances under any circumstances.</p> <p>15. Keep current with emerging knowledge relevant to recovery and will share this knowledge with other certified peer specialists.</p> <p>16. Do not accept gifts of significant value from those they serve.</p>
<p>Georgia Model</p>	<p>Yes</p>

Idaho

Website(s)	http://www.mtnstatesgroup.org/pages02/mhpeerspecial.htm
Program Description	In Fall 2008, Mountain States Group established Idaho's first Peer Specialist Training and Certification Program through a contract with the Idaho Department of Health and Welfare. The Idaho Peer Specialist Training and Certification Program offers training on an annual basis. State funding covers the training of 14 persons per year - two from each of Idaho's seven mental health service regions. The five-day course teaches the concepts and stages of recovery; the role of a Peer Specialist; skills in effective listening, goal setting, problem-solving, and promoting whole health; Peer Specialist ethics; and other topics. Those who complete the course are invited to take a Certification exam to become eligible for employment as a Certified Peer Specialist.
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Mountain States Group through a contract with Idaho Department of Health and Welfare
General Screening	<ul style="list-style-type: none"> • Be a person with a primary diagnosis of mental illness. • Be willing to share with staff and clients at your employment site your experience with mental illness and recovery. • Have a strong desire and commitment to help others with their own recovery. • Have a high school diploma or GED. • Have strong reading and writing skills. • Be able to use computer email and basic software. • Have experience in consumer advocacy or leadership. • Be well-grounded in your own recovery, with at least a year since diagnosis. • Be willing to work productively as a team member with other mental health service provider staff • Be able to access transportation for attending training and visiting potential clients' homes. • Supply two letters of recommendation supporting your application.
Exam Criteria	*
Certification Requirements	Those who complete the course are invited to take the certification exam.
Training Criteria	5-day course teaches concepts and stages of recovery, the role of a peer specialist, skills in effective listening, goal setting, problem-solving, promoting whole health, peer specialist ethics, and other topics.
Recertification/CEU's	*

* Indicates no information available in this area

Employment	Mountain States Group currently employs seven part-time Certified Peer Specialists. They are working within the Idaho Department of Health and Welfare's Regional Mental Health Programs throughout the state. Most are assisting clients as a part of a region's Assertive Community Treatment Team, and many work with clients involved in Idaho's District Mental Health Courts.
Medicaid	*
Other Resources or Information	*
Fees	State funding covers the training of 14 people annually.
Competencies	*
Code of Ethics	*
Georgia Model	*

* *Indicates no information available in this area*

Illinois

Website(s)	http://www.iaodapca.org/?page_id=534
Program Description	<p>The CRSS certification process recognizes a wide range of experiences and training, and a full range of job functions, knowledge and skills for CRSS professionals. This model incorporates all elements of a professional system and is based upon accepted and validated standards. The CRSS credentialing program includes:</p> <ul style="list-style-type: none"> • objective testing instruments • a meaningful code of ethics • a disciplinary review mechanism • a continuing education requirement, and • a supervised work experience
Application on File	Yes
Certification or Licensure	Certified Recovery Support Specialist (CRSS)
Program Administrator/ Credentialing Agency	Illinois Certification Board, Inc. / Illinois Alcohol and Other Drug Abuse Professional Certification Association, Inc.
General Screening	High school diploma or GED
Exam Criteria	<p>100 multiple choice questions</p> <p>Individuals must complete the exam within two hours. An exam study guide is available at: http://www.iaodapca.org/wp-content/uploads/2012/06/CRSS-Study-Guide-021512.pdf</p>
Certification Requirements	<p>The requirements as outlined in “Illinois Model for Mental Health Certified Recovery Support Specialist” include:</p> <ul style="list-style-type: none"> • High school diploma or GED • 2,000 hours (one year) paid/supervised work experience • 100 hours supervision in the CRSS performance domains • 100 hours training/education related to CRSS domains, professional ethics and responsibility, and other core functions • Successful completion of a written exam for CRSS
Training Criteria	<p>100 clock hours of training/education (40 hours CRSS Specific, 6 hours professional Ethics and Responsibility; 54 hours in core functions).</p> <p>Multiple training events are identified as approved through the Illinois Alcohol and Other Drug Abuse Professional Certification Association, Inc. Training Center: http://www.iaodapca.org/?page_id=32</p>

Recertification/CEU's	<p>40 CEU's within 2 year certification period</p> <ul style="list-style-type: none"> • 15 hours must be specific to knowledge and skills related to mental health recovery and the role of peer support in the recovery process (i.e., advocacy, professional responsibility, or mentoring and recovery support) • 25 hours must be specific to knowledge and skills related to the core functions of CRSS professionals, but do not have to be specific to mental health recovery and peer support (i.e. EBP's, leaderships skills, communication skills, trauma-informed care, alternative therapies, conflict resolution, confidentiality, legal systems, crisis intervention, health and safety, roles/boundaries, relapse prevention, cultural competency and intervention)
Employment	<p>Under Illinois DHS Rule 132, a person with the CRSS credential who is in good standing with the Illinois Certification Board (doing business as IAODAPCA) may bill at the Mental Health Professional (MHP) level. Such billing may occur for any Rule 132 services which are authorized to be provided by an MHP, including Community Support, Psychosocial Rehabilitation (PSR), Vocational Services, Outreach and Engagement, and others.</p>
Medicaid	*
Other Resources or Information	<p>http://www.dhs.state.il.us/page.aspx?item=36696</p> <p>http://www.illinoismentalhealthcollaborative.com/consumers/consumer_crss.htm</p>
Fees	<p>\$75.00 Application Fee; \$125.00 Written Examination: \$60.00 Annual Certification Fee; \$35.00 Returned Check Fee; \$5.00/month CEU Extension Fee; \$10.00 CEU Petition Fee</p>
Competencies	<ul style="list-style-type: none"> • Advocacy <ul style="list-style-type: none"> ○ Define system-level advocacy. ○ Explain why self-advocacy is the foundation of recovery. ○ Identify the consumer's individual support systems. ○ Promote the principles of individual choice and self-determination. ○ Explain how and why consumers should establish an Advanced Directive. ○ Explain how to advocate within the mental health system. ○ Define consumer-driven recovery. ○ Use "person-centered" language that focuses on the individual, not the diagnosis. ○ Demonstrate non-judgmental behavior. • Professional Responsibility <ul style="list-style-type: none"> ○ Explain the ten fundamental concepts of recovery as defined in the National Consensus Statement on Mental Health Recovery, which is published by the federal Substance Abuse and Mental Health Services Administration (SAMHSA). ○ Define the concept of a wellness-focused approach to consumer recovery.

* Indicates no information available in this area

<p>Competencies continued</p>	<ul style="list-style-type: none"> ○ Explain the fundamental concepts related to cultural competency. ○ Understand the concept of accountability. ○ Explain basic federal, state, employer regulations regarding confidentiality. ○ Explain what, where, when and how to accurately complete all required documentation activities. ○ Explain the concept of decompensation. ○ Identify the consumers risk indicators, including individual stressors, triggers and indicators of escalating symptoms ○ Explain basic de-escalation techniques. ○ Explain basic suicide prevention concepts and techniques. ○ Identify indicators that the consumer may be experiencing abuse and/or neglect. <p>Identify and respond appropriately to personal stressors, triggers, and indicators.</p> <ul style="list-style-type: none"> ● Mentoring <ul style="list-style-type: none"> ○ Explain the concept of mentoring. ○ Explain the concept of role-modeling behaviors. ○ Define social learning. ○ Define self-advocacy. ○ Define life skills. ○ Understand basic adult learning principles and techniques. ○ Use adult learning techniques to teach life skills. ○ Explain the concept of healthy, interdependent relationship. ○ Establish a respectful, trusting relationship. ○ Use active listening skills. ○ Use empathetic listening skills. ○ Demonstrate non-judgmental behavior. ○ Demonstrate consistency by supporting consumers during ordinary and extraordinary times. ● Recovery Support <ul style="list-style-type: none"> ○ Explain the ten fundamental concepts of recovery as defined in the National Consensus Statement on Mental Health Recovery, which is published by the federal Substance Abuse and Mental Health Services Administration (SAMHSA). ○ Explain the concept of a strength-based approach to recovery. ○ Promote self-determination and consumer choice-driven recovery. ○ Use active and empathetic listening skills with the consumer. ○ Use Motivational Interviewing skills with the consumer. ○ State the stages of change. ○ State the stages of recovery. ○ Identify the consumer's current stage of change and/or recovery. ○ Help the consumer develop problem-solving skills by working together to identify and discuss options, alternatives, and possible consequences. ○ Explain the typical process that should be followed to access and/or participate in community mental health and related services.
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<p>Competencies continued</p>	<ul style="list-style-type: none"> ○ Identify circumstances when it is appropriate to request assistance from other professionals to help meet the consumer’s recovery goals. ○ Identify the consumer’s strengths, resiliencies, and challenges to recovery. ○ Promote the consumer’s empowerment by assuring that they are informed of their options and participate in all decision-making that will affect their lives. <p>Help the consumer request appropriate referrals and/or access needed resources.</p>
<p>Code of Ethics</p>	<ul style="list-style-type: none"> ● Principle 1: Legal and Moral Standards <ul style="list-style-type: none"> ○ The welfare and dignity of persons served are to be protected and valued above all else. CRSS Professionals, in the practice of mental health recovery support services, show respect and regard for the laws of the communities in which they work. They recognize that violations of legal standards may damage their own reputation and that of the recovery support profession. ● Principle 2: ICB Certified CRSS Professionals/Consumer Relationships <ul style="list-style-type: none"> ○ In the provision of mental health recovery support services, ICB Certified CRSS Professionals shall establish and maintain professional/consumer relationships characterized by professionalism, respect, and objectivity. ● Principle 3: Non Discrimination <ul style="list-style-type: none"> ○ CRSS Professionals must not discriminate against individuals based on race, religion, age, sex, disability, ethnicity, national ancestry, sexual orientation or economic condition. ● Principle 4: Competence <ul style="list-style-type: none"> ○ The CRSS Professional’s responsibility is to provide competent professional services. ● Principle 5: Confidentiality <ul style="list-style-type: none"> ○ CRSS Professionals shall preserve, protect, and respect the right to confidentiality of the persons they serve. ● Principle 6: Inter- Professional Relationships <ul style="list-style-type: none"> ○ CRSS Professionals shall establish and maintain professional relationships characterized by respect and mutual support. ● Principle 7.1: When making recommendation for positions, advancements, certification, etc., CRSS Professionals shall consider the welfare of the public and the profession above the needs of the individual concerned. ● Principle 7.2: CRSS Professionals shall establish and maintain an employer/employee relationship characterized by professionalism and respect for the agency’s rules of operation. ● Principle 7.3: CRSS Professionals shall strive at all times to maintain high standards in the services they offer. ● Principle 7.5: CRSS Professionals have an obligation to see that recovery support services are done by qualified, competent persons. Constructive efforts to achieve competent services, such as certification, deserve support.

<p>Code of Ethics continued</p>	<ul style="list-style-type: none"> • Principle 7.6: In the conduct of research, CRSS Professionals should adhere to high standards and follow appropriate scientific procedures. • Principle 7.7: When CRSS Professionals accept the responsibility of teaching or of supervising CRSS professionals, they should discharge these responsibilities with the same regard for standards required of all other professional activities. • Principle 7.8: As authors or editors, CRSS Professionals shall adhere to high standards abiding by the traditions established in the academic arena. • Principle 8: Resolving Ethical Issues
<p>Georgia Model</p>	<p>*</p>

* *Indicates no information available in this area*

Indiana

Website(s)	http://www.certifiedrecovery specialist.org/
Program Description	In 2009, with funding from the Division of Mental Health and Addiction, under the Family and Social Services Administration, Affiliated Service Providers of Indiana, Inc. (ASPIN) became the designated agency to develop and administer the Certified Recovery Specialist Program for the State of Indiana. With support from additional statewide partners such as NAMI, the S.E.C.T. Center, MHAI, and the Key Consumer Organization, the curriculum was developed, individuals were recruited for the program, and the first class of Certified Recovery Specialists was certified. The program continues to expand and evolve to meet the needs of Indiana's consumers of behavioral health services and the agencies who support their recovery. Two endorsements are available for CRSs in good standing with the completion of additional training modules and endorsement exams: CRS with Substance Abuse Endorsement (CRS-SA) and CRS with Gambling Endorsement (CRS-G)
Application on File	Yes, and online: https://www.aspin.org/crs/trainingapp.htm
Certification or Licensure	Certified Recovery Specialist
Program Administrator/ Credentialing Agency	Affiliated Service Providers of Indiana, Inc. (ASPIN)
General Screening	<ul style="list-style-type: none"> • Self-identify as having a mental health diagnosis • Be over the age of 18 • High school diploma or GED • Be a resident of Indiana • Must complete application and mental health treatment verification form to be considered.
Exam Criteria	Electronic testing is available after completion of training
Certification Requirements	Attendees will be expected to attend all sessions each day. Ten points will be awarded for each module attended and evaluated by the participant, creating an opportunity to earn 200 points by the end of the week. A final examination covering content from each module will occur two weeks after the end of the course, to be taken in a two hour time period. The test will be made available online. Individual accommodation will be made for those needing reading support for the test. Tutoring support conference calls will be available between the end of the course and the date of the examination to answer questions and to provide review. Calls to ASPIN will be available through a toll-free line. In addition, students will have their manuals and all PowerPoint presentations available on the CPRS Website for review. The total available points on the examination will be 200. To pass the course, an individual must earn 90% in attendance and 80% on test content. The attendance expectation is in alignment with job expectations. The content expectation demonstrates sufficient content mastery to be able to transition into a job environment with skill and self-direction.

	<p>If a candidate does not meet the content test requirement on the first try, one retake of an alternate form of the test will be allowed. Should the individual not pass through the re-take process, he/she will be invited to retake the course at another location. Persons successfully completing the course and test will receive a certificate of completion.</p>
Training Criteria	<p>5 day, 30 hour training program (9:00am to 4:30pm)</p>
Recertification/CEU's	<p>Each CRS must complete a total of 14 hours of CEUs per year. Indiana CRS Training Documentation Form must be completed by an authorized Instructor or Administrator.</p> <p>CEUs may be achieved in the following ways:</p> <ul style="list-style-type: none"> • CRS Connect Calls (1 CEU per call) • CRS Webinars/Online Courses (2 CEUs per webinar or course) • Annual CRS Spring Conference (5 CEUs) • Mental health/addiction clinical trainings (CEUs depend on the training) • Conference attendance at NAMI, Key Consumer, or MHA I events (CEUs depend on the conference attended) • Peer Recovery Support Trainings (not limited to Indiana) • CEUs dependent upon length of peer training).
Employment	<p>CRSs will work with consumers within community mental health centers, state operated facilities, and/or other human service providers - they will be employees of those organizations. Completing the program does not guarantee employment. Conditions of employment will be negotiated individually by employing agency.</p>
Medicaid	<p>The services CRSs provide within CMHCs will be reimbursable to the employer through Medicaid Rehab Option billing.</p>
Other Resources or Information	<p>The Grandfathering process is no longer available. Interested individuals with prior certification will need to apply for acceptance into the Indiana Certified Recovery Specialist Training Program.</p> <p>A listserv is available to stay informed of current training and other information pertinent to CRSs. http://www.certifiedrecoveryspecialist.org/mail/mail.cgi</p> <p>Job Description: http://www.certifiedrecoveryspecialist.org/index.php/job_description/</p> <p>Job Postings: http://www.certifiedrecoveryspecialist.org/index.php/job-postings/</p>
Fees	<p>\$50 nonrefundable fee for Substance Abuse endorsement and Gambling endorsement (unless referred by Indiana Problem Gambling Awareness Program); \$20 replacement certificate fee</p>
Competencies	<p>*</p>

* Indicates no information available in this area

<p>Code of Ethics</p>	<p>The following principles will guide Certified Recovery Specialist in their various roles, relationships and levels of responsibility in which they will function professionally.</p> <ul style="list-style-type: none"> • The primary responsibility of Certified Recovery Specialists is to help individuals achieve their own needs, wants, and goals. Certified Recovery Specialists will be guided by the principle of self- determination for all. • Certified Recovery Specialists will maintain high standards of personal conduct. Certified Recovery Specialists will also conduct themselves in a manner that fosters their own recovery. • Certified Recovery Specialists will openly share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their recovery. • Certified Recovery Specialists will, at all times, respect the rights and dignity of those they serve. • Certified Recovery Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. • Certified Recovery Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. • Certified Recovery Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals. • Certified Recovery Specialists will respect the privacy and confidentiality of those they serve. • Certified Recovery Specialists will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of those individuals to those communities. • Certified Recovery Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. • Certified Recovery Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. • Certified Recovery Specialists will never engage in sexual/intimate activities with the consumers they serve. • Certified Recovery Specialists will not abuse substances under any circumstance. Nor will they use tobacco products when in the role of Recovery Specialists. • Certified Recovery Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. • Certified Recovery Specialists will not accept gifts of significant value from those they serve.
<p>Georgia Model</p>	<p>Partially</p>

Kansas

Website(s)	<ul style="list-style-type: none"> • http://www.trainingteams.org/TrainingTeams4.0/CertifiedPeerSpecialist/Cps_Home.aspx • http://www.socwel.ku.edu/mentalhealth/projects/value/cap.shtml
Program Description	<p>Wichita State University Center for Community Support & Research (Formerly Self-Help Network) provides CPS Five Day Basic Training. The Basic Training is conducted by mental health consumers who are CPSs and have undergone facilitator training under the direction of Appalachian Consulting Group, Inc.</p> <p>OR</p> <p>The qualified person can complete the University of Kansas Consumers As Providers (CAP) training program. CAP graduates are encouraged to attend the CPS Five Day Basic Training, but are not required to do so.</p>
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	The training program is run by the Wichita State University Center for Community Support and research, a statewide training and technical assistance center. It is funded and monitored by the Kansas Department of Aging and Disability Services.
General Screening	<ul style="list-style-type: none"> • Must be at least 18 years old, and have a high school diploma or GED equivalent. Additionally, the provider participant must be at least three years older than a consumer under the age of 18. • Must have certification in the State of Kansas to provide the service, which includes criminal, abuse/neglect registry and professional background checks, and completion of a state approved standardized basic training program. This is typically part of the Mental Health Center hiring process. • Must self-identify as a present or former primary consumer of mental health services.
Exam Criteria	In person, written exam one month after training; scored by a panel of at least 2 Certified Peer Specialists; graded as pass/fail.
Certification Requirements	<ul style="list-style-type: none"> • Must attend the full Five-Day Basic Training and not miss more than three hours of the entire training for any reason • Successful completion of the exam • Must create a user profile on www.trainingteams.org
Training Criteria	<p>5 day, 26 module training program (No whole health component)</p> <p>OR</p> <p>The qualified person can complete the University of Kansas Consumers As Providers (CAP) training program.</p>
Recertification/CEU's	Upon successful completion of certification exam, participants will attend advanced training recommended by the State of Kansas.
Employment	CPS will work in both one-on-one and group settings with consumers; participate as full members of treatment teams; If hired as a CPS, training completion and passing the examination must occur within six months of your hire date.

Medicaid	Applicants who are already hired by a Medicaid provider will have priority for seating in the training. CPS services can be billed as Peer Support Services.
Other Resources or Information	Consumers who graduated from the CAP program prior to July 1, 2007 may be considered qualified to take the exam for certification as Peer Specialists once they complete a one-day CAP refresher course.
Fees	The cost for the week-long training, including transportation, meals and roommate accommodations is supported by SRS.
Competencies	<ul style="list-style-type: none"> • An understanding of their job and the skills to do that job <ul style="list-style-type: none"> ○ Understand the basic structure of the state MHS and how it works including use of the role of SRS, Kansas Health Solutions and Mental Health Centers. ○ Understand the principles of the Strengths Model - and that all services are couched in the Strengths Model. ○ Understand expected CPS job activities and Code of Ethics ○ Understand the meaning of peer support and the role of peer specialists including managing ‘boundaries.’ ○ Understand the difference in treatment goals and recovery goals ○ Be able to create and facilitate a variety of group activities that support and strengthen recovery including starting and maintaining a support group ○ Be able to help a consumer combat negative self-talk, overcome fears, and solve problems ○ Be able to help a consumer articulate, set and accomplish his/her goals ○ Be able to teach other consumers to create their own Wellness Recovery Action Plan ○ Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports ○ Be able to help a consumer create a self-directed plan. • An understanding of the recovery process and how to use their own recovery story to help others <ul style="list-style-type: none"> ○ Understand the five stages in the recovery process and what is helpful and not helpful at each stage ○ Understand the role of peer support at each stage of the recovery process ○ Understand the power of beliefs/values and how they support or work against recovery ○ Understand the basic philosophy and principles of psychosocial rehabilitation ○ Understand the basic definition and dynamics of recovery ○ Be able to articulate what has been helpful and what not helpful in his/her own recovery ○ Be able to identify beliefs and values a consumer holds that works against his/her recovery ○ Be able to discern when and how much of their recovery story to share with whom

<p>Competencies continued</p>	<ul style="list-style-type: none"> • An understanding of and the ability to establish healing relationships <ul style="list-style-type: none"> ○ Understand the dynamics of power, conflict and integrity in the workplace ○ Understand the concept of ‘seeking out common ground’ Understand the meaning and importance of cultural competency ○ Be able to ask open ended questions that relate a person to his/her inner wisdom including an introduction to motivational interviewing ○ Be able to personally deal with conflict and difficult interpersonal relations in the workplace ○ Be able to demonstrate an ability to participate in ‘healing communication’ ○ Be able to interact sensitively and effectively with people of other cultures ○ Understand how human experience language or non-clinical language supports the peer relationship. ○ Understand the unique needs of people aged 16 to 23 (transitional age) • An understanding of the importance of and have the ability to take care of oneself <ul style="list-style-type: none"> ○ Understand the dynamics of stress and burnout ○ Understand the role and parts of the Wellness Recovery Action Plan (WRAP) ○ Be able to discuss his/her own tools for taking care of him/herself • An understanding of the prevalence and impact of trauma in the lives of the majority of service recipients and throughout the public system. <ul style="list-style-type: none"> ○ Understand the principles of Trauma Informed Care (TIC) as a culture shift impacting providers and service recipients ○ Understand how human experience language or non-clinical language aids the transformation to a Trauma Informed Care system. ○ Understand the link between exposure to past and present traumatic events in staff burn out, staff turn-over and negative beliefs about capacity of individuals to recover.
<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. CPSs will be guided by the principles of self-determination for all. The primary responsibility of CPS is to help individuals achieve their own needs, wants and goals. 2. Certified Peer Specialists will maintain high standards of personal conduct. Certified Peer Specialists will also conduct themselves in a manner that fosters their own recovery. 3. CPSs will share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their own recovery. 4. CPSs will respect the privacy and confidentiality of those they serve. 5. CPSs will at all times, respect the rights and dignity of those they serve.

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 6. CPSs will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve. 7. CPSs will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 8. CPSs will never engage in exploitive and/or sexual/intimate activities with the persons they serve. 9. CPSs will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, gender, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. 10. CPSs will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals. 11. CSPs will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. CPSs will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 12. CPSs will not enter into commitments that conflict with the interests of those they serve. CPSs will not exchange gifts of significant monetary value with those they serve.
<p>Georgia Model</p>	<p>Yes</p>

Kentucky

Website(s)	http://dbhdid.ky.gov/dbh/kpst.asp
Program Description	Kentucky Peer Specialist Training is an initiative of the Department, in partnership with Kentucky Consumer and Family Member Groups. This five-day training program is designed to prepare adults with psychiatric disabilities to work as Peer Specialists in the Kentucky public mental health and state psychiatric hospital system.
Application on File	Yes
Certification or Licensure	Peer Specialist
Program Administrator/ Credentialing Agency	Kentucky Division of Behavioral Health
General Screening	<ul style="list-style-type: none"> • High school diploma or GED • Primary diagnosis of mental health for which he/she has received treatment • A strong desire to identify as a person with mental illness; may have secondary (but not primary) diagnosis of an addictive disease • Strong reading comprehension and written communication skills • Demonstrated experience with leadership and advocacy in the field of mental health • Ability to demonstrate efforts at self-directed recovery
Exam Criteria	Written and oral exam
Certification Requirements	Complete training, pass exam
Training Criteria	5-day (30 hour) training program
Recertification/CEU's	CEU requirements will be introduced next year
Employment	Work as peer specialists in the Kentucky Public Mental Health and State Psychiatric Hospital System. Kentucky has currently trained over 100 individuals and about half of them are actively engaged in serving others; fourteen are employed.
Medicaid	Not currently billable, but meeting with Medicaid to obtain approval
Other Resources or Information	Training materials are based off North Carolina's peer specialist program
Fees	The training is free. Lodging for those who need it will be arranged after the applicant is approved for the training.
Competencies	*
Code of Ethics	*
Georgia Model	Yes

* Indicates no information available in this area

Maine

Website(s)	http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/intentional_peer.shtml
Program Description	In collaboration with Shery Mead, the Office of Consumer Affairs and consumers throughout Maine developed a trauma-informed curriculum "Intentional Peer Support: An Alternative Approach." This curriculum is used for the Certified Intentional Peer Support Specialist Training Program as well as other trainings offered through the Office of Consumer Affairs.
Application on File	Yes
Certification or Licensure	Certified Intentional Peer Support Specialist
Program Administrator/ Credentialing Agency	Office of Consumer Affairs, Adult Mental Health Services of the Maine Department of Health and Human Services
General Screening	<ul style="list-style-type: none"> • Peer Support 101 • Application process • Web training (includes learning styles assessment) <p>Preference will be given to applicants who are already working in programs where the certification is required or have offers of employment. A committee of individuals who have previously completed the CIPSS training will evaluate applications.</p>
Exam Criteria	Completion of final test; if test is not completed, entire training must be repeated
Certification Requirements	Complete training, final workbook, and pass exam; must be met within one year of completing the Peer Support Specialist Training
Training Criteria	10 day classroom training - 7 full days and 3 half days of classroom training (including homework); must not miss more than five hours of classroom time
Recertification/CEU's	2 CEU classes/year, Quarterly Co-supervision, 75 hours peer support
Employment	Warmlines, Emergency Departments, State Hospitals, and on some ACT Teams
Medicaid	*
Other Resources or Information	*
Fees	Training is provided at no cost.
Competencies	*
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area

Massachusetts

Website(s)	<ul style="list-style-type: none"> • http://www.transformation-center.org/training/cps/index.shtml • http://www.mass.gov/eohhs/docs/dmh/state-mental-health-plan-2012.pdf
Program Description	The Massachusetts Department of Mental Health (DMH) funds the Certified Peer Specialist program. The Certified Peer Specialist program is run by the Transformation Center, a state-wide agency governed and staffed by people in recovery. In addition, the CPS Oversight Committee, comprised of experts in certification, testing, education and the state mental health system, guides the CPS training.
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	The Transformation Center
General Screening	<ul style="list-style-type: none"> • 18 Years or older • Have a High School Diploma • Been “in recovery” for at least 12 months • Primary mental health diagnosis (even though you may have a secondary substance abuse history) • Demonstrate strong reading comprehension and written communication skills. • Demonstrated experience with leadership or advocacy, either from work or volunteer experience as a peer specialist, peer mentor, or community member.
Exam Criteria	2 parts: 3-hour written exam with 20 questions and 30-minute oral exam with 5 questions answered in front of a panel of 3 people. Questions require individuals to demonstrate knowledge of different tools, strategies and concepts discussed in classes, as well as the ability to apply this knowledge to specific situations.
Certification Requirements	<p>Must have 2 letters of recommendation, complete application (which includes an interview), attend CPS training class (required to attend all but three sessions of the class) and pass exam.</p> <p>Each person retesting for the CPS exam is eligible for up to two individual tutoring phone calls.</p>
Training Criteria	Consumer-run course, takes place over a period of 10 weeks, set up in a combination of 6 day-long trainings and a 3-day retreat
Recertification/CEU's	Mention "Lifelong Learning" on the website, but no additional information provided

<p>Employment</p>	<p>The Transformation Center maintains a posting of job opportunities on website.</p> <p>Not all peer jobs require certification. Employers decide if they want peers to be certified. Often, a person will be hired before getting certified with the expectation that the person will take the course and become certified within the first 6 months of year of employment. Some employers increase a person's salary when they become certified, but it's not a requirement at this point in time.</p> <p>The state of Massachusetts is looking to expand the peer workforce by increasing the number of CPSs by training and certifying at least 60 peer specialists each year.</p>
<p>Medicaid</p>	<p>The Transformation Center is working with partners to broaden the impact of CPSs & Peer Services within the mental health field by advocating for Medicaid reimbursement for CPS services within and beyond mental health agencies.</p>
<p>Other Resources or Information</p>	<p>The Transformation Center is working with the Department of Mental Health (DMH), Department of Public Health and other state partners to broaden the impact of CPS & Peer Services within the mental health field in a number of ways, including: Advocating for dedicated funding for CPS positions in DMH facilities & other mental health agencies; advocating for Medicaid reimbursement for CPS services within and beyond mental health agencies; requesting funding and support for continuing education for advanced study in supervision, trauma, veterans issues, etc.</p>
<p>Fees</p>	<p>*</p>
<p>Competencies</p>	<p>*</p>

* *Indicates no information available in this area*

<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. The primary responsibility of Certified Peer Specialists is to help individuals achieve their own needs, wants and goals. Certified Peer Specialists will be guided by the principle of self-determination for all. 2. Certified Peer Specialists will maintain high standards of personal conduct. Certified Peer Specialists will also conduct themselves in a manner that fosters their own recovery. 3. Certified Peer Specialists will openly share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their recovery. 4. Certified Peer Specialists will, at all times, respect the rights and dignity of those they serve. 5. Certified Peer Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 6. Certified Peer Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. 7. Certified Peer Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals. 8. Certified Peer Specialists will respect the privacy and confidentiality of those they serve. 9. Certified Peer Specialists will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. Certified Peer Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 10. Certified Peer Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. 11. Certified Peer Specialists will never engage in sexual/intimate activities with the consumers they serve. 12. Certified Peer Specialists will not abuse substances under any circumstance. 13. Certified Peers Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. 14. Certified Peer Specialists will not accept gifts of significant value from those they serve.
<p>Georgia Model</p>	<p>Yes</p>

Michigan

Website(s)	http://www.mirecovery.org/PeerSupport/tabid/60/Default.aspx
Program Description	The Michigan Department of Community Health recognizes the value of peer support and is demonstrating a strong commitment to training and employing consumers within the public mental health system. This commitment is consistent with the vision documented in a paper published by Center for Mental Health Services entitled "Consumer-Directed Transformation to a Recovery-Based Mental Health System."
Application on File	No
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Michigan Department of Community Health (MDCH)
General Screening	<ul style="list-style-type: none"> • Self-reported consumer of mental health or mental health and substance abuse services in Michigan • Willingness to tell one's recovery story • Working 10 hours per week as an uncertified peer specialist prior to training • High school diploma/GED • More than one year since diagnosed with mental illness
Exam Criteria	3-hour written exam: short answer/essays
Certification Requirements	Successful completion of training and ability to pass the written exam
Training Criteria	<p>8 days of training (5 training days +2 days of applied group + 1 follow-up)</p> <p>24 competencies covered, including: WRAP, effective listening, effects of diagnosis on self-image, role or peer support in the recovery process, using one's recovery story as a tool, shifting from maintenance to recovery, description of the recovery process, person-centered planning, self-determination, employment and housing .</p>
Recertification/CEU's	*
Employment	<p>Employed in consumer-run drop-in centers, clubhouses and other peer-directed service models; deliver Assertive Community Treatment, integrated dual diagnosis treatment, dialectical behavior therapy, supported employment and supported housing services as members of treatment teams.</p> <p>Michigan Recovery Center for Excellence maintains a job posting for peer specialists</p>
Medicaid	The MDCH has included Peer Support Specialists as a 1915 b(3) Medicaid Specialty Services Waiver coverage.

* Indicates no information available in this area

Other Resources or Information	<p>As of December 2010, the MDCH has trained and certified 775 consumers to deliver peer support specialist services in Michigan.</p> <p>In addition to providing peer support services, mental health consumers serve in an advisory capacity on many boards and committees at local, state and national levels. Of course, a significant number of consumers contribute to their local communities in many other ways through various forms of paid employment, volunteerism and community service.</p>
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	Yes

* *Indicates no information available in this area*

Minnesota

Website(s)	<ul style="list-style-type: none"> • http://www.mhcsn.org/cps • http://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&RevisionSelectionMethod=LatestReleased&DocName=dhs16_149185
Program Description	The Department is committed to providing equitable training assistance to agencies throughout the State of Minnesota. By participating in the training, it is expected that participants will: gain new knowledge, develop new skills, increase personal awareness, and enhance their personal recovery
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Mental Health Consumer/Survivor Network of Minnesota
General Screening	<ul style="list-style-type: none"> • Must be at least 21 years old • Have a high school diploma or GED • Complete the training application yourself • Identify as a person who has direct personal experience living with mental illness and recovery • Have a primary diagnosis of a mental illness or a dual diagnosis • Have at least one year of experience working on recovery and be able to manage own wellness • Agree to disclose that you have been diagnosed with a mental illness for the purpose of education, role modeling and providing hope to others about the reality of recovery
Exam Criteria	There is a certification exam, but details regarding exam are not available
Certification Requirements	Certification is awarded if participants meet all training requirements (Complete a Wellness Recovery Action Plan (WRAP); complete Certified peer training orientation; complete all assignments; sign a Minnesota Certified Peer Specialist code of ethics) AND receive a final grade of 80% or higher (50% of grade is based on test scores, 25% based on attendance, 25% based on participation)
Training Criteria	80 hour classroom training, with 3-5 hours of homework each night - - participants are required to attend all 80 hours
Recertification/CEU's	*

* Indicates no information available in this area

<p>Employment</p>	<p>A Certified Peer Specialist (CPS) is a paid staff person with a mental health diagnosis who has successfully completed training and certification to help her/his peers identify and achieve specific life goals. A CPS works within Assertive Community Treatment, Intensive Residential Treatment, Crisis Response and Adult Mental Health Rehabilitative programs.</p> <p>To be employed as a CPS Level I, an individual must:</p> <ul style="list-style-type: none"> • Be at least 21 years of age; • Have a GED, high school diploma or equivalent; • Have or have had a primary diagnosis of mental illness; • Be a current or former consumer of mental health services; • Demonstrate dedication to promoting recovery opportunities in the lives of Peers; • Demonstrate ability to utilize his or her own lived experience of recovery (as defined by that person) to inspire recovery in the lives of Peers; and • Successfully complete the Department approved Certified Peer Specialist training and certification exam. <p>Additional recommended qualifications:</p> <ul style="list-style-type: none"> • Complete a Wellness Recovery Action Plan (WRAP with certificate) prior to the start of the training; • Have a goal of going to work (paid employment) as a Certified Peer Specialist; and • Have the reading and writing skills needed to complete the academic work in training or the ability to utilize reasonable accommodations to do the same. <p>Certified Peer Specialists may be employed as part-time or full-time staff depending on agency capacity and the needs of the community. Agencies are encouraged to employ more than one Certified Peer Specialist within an agency and to consider capacity building of the Certified Peer Specialist role across agency services. In order to provide culturally relevant services, agencies are encouraged to employ individuals who reflect the culture, ethnicity, and mental health service experiences of the people with whom they will work.</p>
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<p>Medicaid</p>	<p>As a Medicaid-billable service, Certified Peer Specialists provide non- clinical, person-centered recovery focused support while helping to ensure the treatment plan reflects the needs and preferences of the person being served to achieve their measurable and individualized goals. The level of services provided must be determined on an individual basis taking into account the intensity of the situation for the person receiving services, the experience of the Certified Peer Specialist and the acuity of the beneficiary’s condition.</p> <p>For the purpose of Medicaid billing, clinical supervision must meet the following requirements. Certified Peer Specialists at Level I and Level II must:</p> <ul style="list-style-type: none"> • Receive documented monthly individual clinical supervision by a mental health professional during the first 2000 hours of work. • Have 18 hours of documented field supervision by a mental health professional or mental health practitioner during the first 160 hours of contact work with recipients and at least six hours of field supervision quarterly during the following year. • Have review and co-signature of charting of recipient contacts during field supervision by a mental health professional or mental health practitioner. • Complete continuing education training of at least 30 hours every two years in areas of mental health recovery, mental health rehabilitative services and peer support. <p>Certified Peer Specialist services will have the same threshold as other mental health rehabilitative services. The current threshold is 300 hours of service per year per service recipient.</p>
<p>Other Resources or Information</p>	<p>Technical assistance for employers will be provided by the Minnesota Department of Human Services (DHS) Adult Mental Health Division staff. Staff will assist agencies in understanding the requirements that are needed to incorporate these services within their existing program areas. Billing and reporting systems will differ for each service type. For more information, please contact Shelley White at shelley.white@state.mn.us or 651-431-2518.</p>
<p>Fees</p>	<p>The cost of training for CPSs who will be employed in agencies that provide fee-for-service programming will be covered by a contract with the Mental Health Consumer/Survivor Network of Minnesota and the Department, contingent upon continued availability of funding. Funding for additional costs beyond the training class (for example for travel, food, and lodging) will be considered on an agency-by-agency basis in consultation with the Department.</p>
<p>Competencies</p>	<ol style="list-style-type: none"> 1. Create hope inducing conversations (not patronizing). Believes in anyone’s recovery/healing/growth. 2. Communicate respectfully and responsibly, and use positive, strength-based language that is nonclinical and natural. 3. Maintain flexible boundaries while setting limits. 4. Empower the individual to engage in meaningful activities that assist in rebuilding their sense of “self”, including but not limited to symptom management and relapse prevention.

<p>Competencies continued</p>	<ol style="list-style-type: none"> 5. Focus on the wellness of the whole person, not just “treating the disorder.” 6. Assist the individual to identify options and participate in all decisions related to establishing and achieving recovery goals. 7. Assist in the development of an individualized plan focused upon wellness and recovery, for example, Individual Service Plan, Wellness Recovery Action Plan (WRAP). 8. Promote individually driven recovery plans by attending treatment team meetings to promote the use of self-directed recovery tools. 9. Assist fellow staff in identifying program environments that are conducive to recovery; lend their unique insight into mental illness and what makes recovery possible. 10. Encourage individuals to develop independent and responsible behavior that is based on choice and their recovery plan. 11. Assist individuals in developing their empowerment and self-advocacy skills. 12. Demonstrate stigma-busting methods and ways of thinking. 13. Teach individuals how to identify and combat negative self-talk. Teach individuals how to identify and overcome fears.
<p>Code of Ethics</p>	<p>Required to sign a code of ethics, but copy is not available online</p>
<p>Georgia Model</p>	<p>No</p>

Mississippi

Website(s)	<ul style="list-style-type: none"> • http://www.dmh.state.ms.us/consumer_family_relations.htm • http://www.dmh.state.ms.us/pdf/CertifiedPeerSpecialistTraining.pdf • http://www.dmh.state.ms.us/pdf/DMH%20Annual%20Report%20FY%202009.pdf • http://www.dmh.state.ms.us/pdf/FY%20%202012-2013%20State%20Plan%20Block%20Grant%20Application%20FINAL.pdf
Program Description	<p>The Mississippi Certified Peer Specialist (CPS) Training program is based on the Georgia Certified Peer Specialist Project. Since 2009, the mission of the project has been to identify, train, certify and provide ongoing support and education to consumers of mental health services to provide peer supports as part of the Mississippi mental health service system. The training provides individuals with skills to aid other mental health consumers in their recovery, drawing from their own insight into, and experience, with mental illness. The program also prepares CPSs to promote hope, personal responsibility, empowerment, education, and self-determination in the communities in which they serve and is an opportunity for consumers and family members to see that recovery is possible.</p>
Application on File	No
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Department of Mental Health Services, The Division of Consumer and Family Relations
General Screening	*
Exam Criteria	*
Certification Requirements	*
Training Criteria	Four-day training session conducted by Appalachian Consulting Group
Recertification/CEU's	*
Employment	The training will allow consumers the opportunity to become a CPS and can open doors to possible job opportunities. While it is not a guarantee for a job, after becoming certified, consumers can apply for positions in consumer-run programs and/or community mental health centers across the state.
Medicaid	*
Other Resources or Information	*
Fees	*
Competencies	*
Code of Ethics	*
Georgia Model	Yes

* Indicates no information available in this area

Missouri

Website(s)	http://www.peerspecialist.org/peerspecialist1.0/default.aspx
Program Description	The Certified Missouri Peer Specialist (CMPS) initiative is a significant part of the Mental Health Transformation efforts taking place in Missouri, as such major funding is provided by Missouri Department of Mental Health Office of Transformation.
Application on File	No
Certification or Licensure	Certified Missouri Peer Specialist (CMPS)
Program Administrator/ Credentialing Agency	Missouri Department of Mental Health
General Screening	<ul style="list-style-type: none"> • Must have a job commitment from a mental health agency • Self-identify as a present or former primary consumer of mental health services • Be at least 21 years of age • High school diploma or equivalent • Pass background check
Exam Criteria	20 question online exam; mix of multiple choice and essay; supervisor must enter access code to start test; scored independently by 2 graders; have up to 3 opportunities to pass the exam within the first six months of employment.
Certification Requirements	Completion of 5-day basic training program and successfully pass a State of Missouri approved certification examination (70% or above).
Training Criteria	5-day basic training program (Georgia Model without whole health component)
Recertification/CEU's	Quarterly training required; annual continuing education.
Employment	A variety of settings including: administrative agencies, affiliate agencies, CPS facility, consumer operated service programs, Department of Mental Health Inpatient facilities, Mental Health Courts, supportive housing programs.
Medicaid	*
Other Resources or Information	List of peer specialist resources: http://www.peerspecialist.org/PeerSpecialist1.0/Resource/Re_Links.aspx
Fees	Training and materials are free to accepted participants. All other expenses (hotel, mileage, meals other than lunch) are the responsibility of the participant or their agency.

* Indicates no information available in this area

Competencies

1. An understanding of their job and the skills to do that job
 - a. Understand the basic structure of the state mental health system and how it works
 - b. Understand expected Certified Missouri Peer Specialist job activities and Code of Ethics
 - c. Understand the meaning of peer support and the role of Peer Specialists including an understanding of dual relationships
 - d. Understand the difference in treatment goals and recovery goals and how to promote recovery goals/personal life goals
 - e. Be able to help a consumer articulate, set and accomplish his/her personal life goals
 - f. Be able to teach other consumers to create their own wellness plan
 - g. Be able to help a consumer combat negative self-talk, overcome fears, and learn how to problem-solve
 - h. Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports
 - i. Be able to create and facilitate a variety of group activities that support and strengthen recovery including starting and maintaining self-help/mutual support groups in the community
 - j. Be able to help a consumer create a Person Centered Plan
2. An understanding of the recovery process and how to use their own recovery story to help others
 - a. Understand the five stages in the recovery process and what is helpful and not helpful at each stage
 - b. Understand the role of peer support at each stage of the recovery process
 - c. Understand the power of beliefs/values and how they support or work against recovery
 - d. Understand the basic philosophy and principles of psychosocial rehabilitation to assist consumers with accessing resources and supports in the community
 - e. Understand the basic definition and dynamics of consumer empowerment and self-directed recovery
 - f. Be able to articulate what has been helpful and what is not helpful in his/her own recovery in services and interventions
 - g. Be able to identify beliefs and values that work against recovery
 - h. Be able to use their recovery story as it relates to the peer support relationship as well as the needs of the mental health system in the provision of services.
 - i. Be able to discern when and how much of their recovery story to share with whom

<p>Competencies continued</p>	<ol style="list-style-type: none"> 3. An understanding of and the ability to establish healing relationships <ol style="list-style-type: none"> a. Understand the dynamics of power, conflict and integrity in the workplace b. Be able to ask open ended questions that relate a person to his/her inner wisdom c. Be able to demonstrate an ability to participate in ‘healing communication’ d. Understand the concept of ‘seeking out common ground’ e. Be able to personally deal with conflict and difficult interpersonal relations in the workplace f. Understand the meaning and importance of cultural competency g. Be able to interact sensitively and effectively with people of other cultures 4. An understanding of the importance of and have the ability to take care of oneself <ol style="list-style-type: none"> a. Understand the dynamics of stress and burnout b. Understand the role and parts of the wellness plan c. Be able to discuss his/her own tools for taking care of him/herself
<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. CMPS will be guided by the principles of self-determination for all. The primary responsibility of peer support is to help individuals achieve their own needs, wants and goals. 2. CMPS will maintain high standards of personal conduct. CMPS will also conduct themselves in a manner that fosters their own recovery. 3. CMPS will share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their own recovery. 4. CMPS will respect the privacy and confidentiality of those they serve. 5. CMPS will at all times, respect the rights and dignity of those they serve. 6. CMPS will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve. 7. CMPS will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 8. CMPS will never engage in exploitive and/or sexual/intimate activities with the persons they serve. 9. CMPS will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, gender, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state.

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 10. CMPS will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals. 11. CMPS will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. CMPS will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 12. CMPS will not enter into commitments that conflict with the interests of those they serve. 13. CMPS will not exchange gifts of significant monetary value with those they serve 14. CMPS will take responsibility for maintaining the integrity and quality of job performance. This includes using work time to the advantage of the consumers and always giving the best effort on the job. 15. CMPS will strive through words and actions to create a professional atmosphere in the work environment. 16. CMPS will fairly and accurately represent themselves and their capabilities to the consumers and the community. 17. CMPS will maintain a safe and healthy work environment. 18. CMPS will provide services to meet the identified needs of the consumers and avoid providing services that are unnecessary or not capable of producing the desired effect.
<p>Georgia Model</p>	<p>Yes</p>

Nebraska

Website(s)	http://dhhs.ne.gov/behavioral_health/Pages/DBHOCAPeer.aspx
Program Description	Through a NASMHPD Transformation Transfer Initiative Grant, Nebraska's Office of Consumer affairs purchased the curriculum from Focus on Recovery United, Shery Mead Consulting, and Chyrell Bellamy of Yale University. Certified Peer Support and Wellness Specialist Training facilitators were trained on effectively delivering materials to other peers. These facilitators along with the Office of Consumer Affairs have added curriculum in advocacy, self-advocacy, and Nebraskan specific history.
Application on File	Yes
Certification or Licensure	Peer Support and Wellness Specialist
Program Administrator/ Credentialing Agency	Office of Consumer Affairs, Department of Human and Health Services
General Screening	Lived experience with mental health conditions, addictions, and/or trauma experiences. Priority is given to peers working on funded projects, but program encourages anyone who wants to gain skills to apply.
Exam Criteria	Participants completing 40 hours of any Peer Support training are invited to sit for a statewide exam to become Certified Peer Support and Wellness Specialists. Participants will receive a certificate of completion for attending the entire training. After the training the Office of Consumer Affairs will offer the ability to complete an oral and written examination to qualify for certification.
Certification Requirements	Successful completion of exam, continuing education and quarterly co-supervision (see "other information" for more info on co-supervision).
Training Criteria	5-day training focused on Nebraska specific training from Focus on Recovery United, Shery Mead Consulting, and Yale University as well as important components from statewide peer leadership.
Recertification/CEU's	To keep one's certification in Active Status a person must maintain 6 hours of continuing education annually.
Employment	Training does not guarantee employment in a paid or volunteer position.
Medicaid	*
Other Resources or Information	Every Certified Peer Support and Wellness Specialist will be able to offer their supervisor co-supervision from OCA to strengthen the recovery focus of the organization by utilizing peers in the workforce.
Fees	*
Competencies	The test was designed from competencies that were outlined as important by the creators and utilizing the statewide code of ethics for Peer Support & Wellness Specialists.

* Indicates no information available in this area

Code of Ethics

1. Peer Support Staff respect the dignity and worth of all people.
2. Peer Support staff will value diversity and not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state.
3. Peer Support Staff facilitate self-determination for peers utilizing peer support services. They encourage and nurture peers to find their own voice. They will advocate for the right of all people to make their own decisions in all matters when dealing with other professionals, promoting concepts of shared-decision making.
4. Peer Support Staff will respect the privacy and confidentiality of private information shared by people utilizing peer support services or other related professional services at the organization. Unless necessary for supervision, required by law, or otherwise consented to by the individual personally, no confidential information will be revealed to anyone.
5. Peer Support Staff will advocate for the full integration of individuals into their chosen community living environment. Peer Staff will be directed by the knowledge that all individuals have the right to live in the least restrictive and most inclusive setting possible.
6. Peer Support Staff will never engage in romantic or sexual intimacies with the people utilizing peer support services in the organization where the peer support staff person is working. They do not provide peer support services to anyone with whom they've had romantic or sexual intimacies in the past.
7. Peer Support Staff will not use relationships with people utilizing peer support service relationships to financial gain or put the other person at risk of exploitation or harm.
8. Peer Support Staff will work to keep their environments physically and emotionally safe for others. Peers never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the people that utilize peer support services.
9. Peer Support Staff will strive to understand variables that impact relationships with those utilizing peer support services and to be trauma-informed.
10. Peer Support Staff will not abuse illegal substances under any circumstance.
11. Peer Support Staff will keep current with emerging knowledge relevant to recovery.
12. Peer Support Staff will only accept gifts of insignificant value (under \$5.00) from people in services.
13. Peer Support Staff will maintain high standards of personal conduct, modeling accountable relationships, and fostering their own recovery.
14. Peer Support Staff will also conduct themselves in a manner that fosters their own recovery.

Code of Ethics continued	<p>15. Peer Support Staff will acknowledge their limits to knowledge when discussing areas outside the expertise of the field of wellness, like prescribing medications or making diagnoses.</p> <p>16. Peer Support Staff should speak in simple terms, use people first language, and avoid clinical jargon. Peer Support Staff will strive to break down concepts, like recovery and trauma, for individuals that are not familiar with recovery language.</p>
Georgia Model	No

New Jersey

Website(s)	<ul style="list-style-type: none"> • http://www.mhanj.org/consumer-connections-2/ • http://www.mhanj.org/consumer-connections-2/peer-specialist-training/
Program Description	Consumer Connections is a nationally recognized program which recruits, trains, and supports consumers of mental health services working to become providers of mental health services.
Application on File	Yes
Certification or Licensure	Peer Specialist
Program Administrator/ Credentialing Agency	New Jersey Certification Board, Inc.; Consumer Connections, Mental Health Association in New Jersey, Inc.
General Screening	<ul style="list-style-type: none"> • Consumer of mental health or co-occurring services • New Jersey State resident • Possess a driver's license with less than 6 points • Desire to work in the mental health and/or co-occurring field as a peer • Able to benefit from a classroom learning environment • Have belief and practice in personal recovery • 2 years sobriety if you have a co-occurring disorder
Exam Criteria	No exam
Certification Requirements	48 clock hours of training from the CMHA course list. 18 hours of Wellness Recovery Action Plan, focusing on work place issues, to create a supportive environment. Experience working or volunteering in a mental health setting. Need letters of reference from supervisor and a colleague familiar with your experience
Training Criteria	Each Peer Specialist Training Program lasts approximately 7 weeks, meeting twice a week for six hours each session. Classes include: counseling skills, health and human services/New Jersey systems crisis, intervention and trauma, basic principles of case management, medication education and universal precautions, ethics and legal issues, and overview of mental illness and co-occurring.
Recertification/CEU's	24 hours of peer-related course work every two years. Hours must fall within the two-year period between recertification.
Employment	The program operates a job bank and works with mental health providers in New Jersey to expand employment opportunities for consumer providers. 70% of participants who completed the training secured employment within New Jersey's mental health system. Graduates are employed in residential programs, mental health support services, partial hospital and partial care programs, screening centers, and self-help centers. They are also hired as peer counselors, outreach workers, case managers, and peer support specialists.
Medicaid	*

* Indicates no information available in this area

Other Resources or Information	*
Fees	Certification and recertification both require \$175 non-refundable review fee. Trainings are provided through funding from the New Jersey Division of Mental Health Services, so there is no cost to the participants. However, participants are responsible for their own transportation to classes.
Competencies	<ol style="list-style-type: none"> 1. Instill hope that change and recovery are possible 2. Develop a collaborative relationship with the consumer as part of a treatment team; 3. Help other consumers establish personally meaningful goals toward which to strive 4. Provide other consumers information about mental illness and treatment options 5. Help other consumers develop skills for reducing relapses, dealing with stress, and coping with symptoms 6. Provide information about where to obtain needed resources 7. Help other consumers develop and enhance natural supports for managing their illness and pursuing goals
Code of Ethics	<ul style="list-style-type: none"> • Principle 1: Non-Discrimination <ul style="list-style-type: none"> ○ The PEER shall not discriminate against clients or professionals based on race, religion, age, gender, disability, national ancestry, sexual orientation or economic condition. • Principle 2: Responsibility <ul style="list-style-type: none"> ○ The PEER shall espouse objectivity and integrity, and maintain the highest standards in the services the member offers. • Principle 3: Competency <ul style="list-style-type: none"> ○ The PEER shall recognize that the profession is founded on recognized standards of competency which promote the best interests of society, of the client, of the member and of the professional as a whole. The PEER shall recognize the need for ongoing education as a component of professional competency. • Principle 4: Legal and Moral Standards <ul style="list-style-type: none"> ○ The PEER shall uphold the legal and accepted moral codes which pertain to professional conduct. • Principle 5: Public Statements <ul style="list-style-type: none"> ○ The PEER shall honestly respect the limits of present knowledge in public statements concerning matters addressed by consumer mentor. • Principle 6: Publication Credit <ul style="list-style-type: none"> ○ The PEER shall assign the credit to all who have contributed to the published material and for the work upon which the publication is based. • Principle 7: Client Welfare <ul style="list-style-type: none"> ○ The PEER shall promote the production of the public health, safety and welfare and the best interest of the client as a primary guide in determining the conduct of all PEER's.

* Indicates no information available in this area

<p>Code of Ethics continued</p>	<ul style="list-style-type: none"> • Principle 8: Confidentiality <ul style="list-style-type: none"> ○ The PEER working in the best interest of the client shall embrace, as a primary obligation, the duty of protecting client's rights under confidentiality and shall not disclose confidential information acquired in teaching, practice or investigation without appropriately executed consent. • Principle 9: Client Relationships <ul style="list-style-type: none"> ○ It is the responsibility of the PEER to safeguard the integrity of the consumer mentor relationship and to ensure that the client has reasonable access to effective treatment. The PEER shall provide the client and/or guardian with accurate and complete information regarding the extent of the potential professional relationship. • Principle 10: Interprofessional Relationships <ul style="list-style-type: none"> ○ The PEER shall treat colleagues with respect, courtesy, fairness, and good faith and shall afford the same to other professionals. • Principle 11: Remuneration <ul style="list-style-type: none"> ○ The PEER shall establish financial arrangements in professional practice and in accord with the professional standards that safeguard the best interests of the client first, and then of the counselor, the agency, and the profession. • Principle 12: Societal Obligations <ul style="list-style-type: none"> ○ The PEER shall to the best of their ability actively engage the legislative processes, educational institutions, and the general public to change public policy and legislation to make possible opportunities and choice of service for all human beings of any ethnic or social background
<p>Georgia Model</p>	<p>No</p>

New Mexico

Website(s)	http://www.bhc.state.nm.us/BHConsumers/OCACertPeerSpecialistTraining.html
Program Description	The Certified Peer Support Workers work within the framework of a certified agency under the supervision of an independently licensed behavioral health professional within the Agency's Comprehensive Community Support Services (CCSS) or Assertive Community Treatment (ACT) programs as specified by the Centers for Medicare and Medicaid Services. The credentialing allows a person to work in the agency as a Community Support Worker.
Application on File	Yes
Certification or Licensure	Certified Peer Support Specialist/ Certified Peer Support Worker
Program Administrator/ Credentialing Agency	New Mexico Behavioral Health Collaborative, Office of Consumer Affairs AND New Mexico Credentialing Board for Behavioral Health Professionals (NMCBBHP)
General Screening	<ul style="list-style-type: none"> • 18 years of age or older • Valid New Mexico mailing address • Self-identify as a current or former consumer of mental health and/or substance abuse services • In recovery for at least two years (with written certification) • High school diploma or GED • No convictions for domestic violence, sexual offenses, or other serious crimes against persons
Exam Criteria	Attend 5-day training and pass certification exam with a minimum score of 75%. Certification examinations are provided quarterly.
Certification Requirements	<p>Completed application, limited criminal background check, proof of education, Code of Ethics and Statement of Understanding agreement, ability to pass exam, \$120 fee sent to the Office of Consumer Affairs</p> <p>Upon successful completion of the training the applicant must successfully complete the certification examination provided through New Mexico Credentialing Board for Behavioral Health Professionals (NMCBBHP). Upon successful completion of the NMCBBHP certification examination the Peer Support Specialist will be mailed a certification document from the NMCBBHP. All Certified Peer Support Specialists will be considered members of the NMCBBHP Board and will be asked to attend quarterly meetings. In addition, two CPSS will be selected to be a part of the Executive Board of the NMCBBHP.</p>

Training Criteria	40 hours of classroom time over five days, Monday through Friday
Recertification/CEU's	In order to maintain certification, an additional 40 hours of continuing education contact hours are required during the two-year certification period.
Employment	Certification will allow peers to work within an eligible certified agency as a Community Support Worker (CSW), and be able to provide services within the agency's Comprehensive Community Support Services (CCSS) or Assertive Community Treatment (ACT) program under the supervision of an independently licensed behavioral health professional.
Medicaid	Those certified are eligible to work in a core service agency and to provide comprehensive services which can be billed to Medicaid. Billable services include Comprehensive Community Support Services (CCSS) or Assertive Community Treatment (ACT) programs as specified by the Centers for Medicare and Medicaid Services. For more information on Medicaid eligibility, please refer to the following site: http://www.hsd.state.nm.us/mad/pdf_files/Registers/REG-PR-29-16.pdf
Other Resources or Information	As of January 13, 2011, the Office of Consumer Affairs has trained 147 individuals and the New Mexico Credentialing Board for Behavioral Health Professionals has tested 146 individuals and certified 100 individuals (since May 2009).
Fees	There is no charge for the training. Participants will need to pay travel and hotel expenses. Five need-based scholarships are available per training to cover lodging costs. There is a \$120 exam fee.
Competencies	*
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area

North Carolina

Website(s)	http://pss-sowo.unc.edu/index.php?q=pss
Program Description	The vision for peer support in North Carolina is to develop a qualified Peer Support Specialist workforce that has the support, access, credibility, competency, respect and the valued role within the mental health and substance abuse service delivery system to positively impact the lives of individuals experiencing mental health and addiction challenges. This is accomplished through the North Carolina Certified Peer Support Specialist Program, an initiative of the North Carolina Division of Mental Health, Developmental Disabilities and Substance Abuse Services.
Application on File	Yes
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Behavioral Healthcare Resource Program of the School of Social Work at the University of North Carolina
General Screening	<ul style="list-style-type: none"> • 18 years old • Current or former consumer of mental health and/or substance abuse services • Minimum one year current or continuous recovery prior to submitting application for certification • High school diploma or GED
Exam Criteria	No certification exam
Certification Requirements	Complete the application form and application process checklist form; two reference forms; training completion certificates and training log form; \$15.00 check
Training Criteria	<p>40 hours of state-approved peer support specialist training; 20 additional hours of training that will help the peer specialist understand the job and be successful with peers (such as, but not limited to, WRAP, person-centered thinking, Personal Assistance in Community Existence (PACE), Crisis Prevention)</p> <p>Approved courses: http://pss-sowo.unc.edu/index.php?q=node/267</p>
Recertification/CEU's	Certified Peer Support Specialists are required to renew their certificate every two years. In order to qualify for recertification, applicants are requested to have obtained 20 hours of training (continuing education and or in-service) pertaining to skills development and delivery of services and have evidence of continuous or current recovery as demonstrated by having two individuals complete and submit personal reference forms.
Employment	State and local mental health and substance abuse programs; Job postings for Certified PSS's can be found at: http://pss-sowo.unc.edu/index.php?q=pssjobs
Medicaid	Peer Support Services have been approved by the Center for Medicare and Medicaid Services (CMS).

Other Resources or Information	As of 9/17/2012 there are 722 Certified Peer Support Specialists in North Carolina.
Fees	\$15.00 Certification Fee
Competencies	*
Code of Ethics	<ul style="list-style-type: none"> • Attention to self-recovery is critical to the performance of duties as a Peer Support Specialist(s) (PSS). When changes in recovery occur, the Peer Support Specialist will take personal responsibility to seek support. • PSS are honest in their interactions; keeping it simple, keeping it real. • PSS relationships are mutual learning experiences. • PSS have a responsibility to help individuals find their own voices and to advocate for the principles of human dignity, self determination, and empowerment. • PSS honor commitments made to peers. • In dealing with peers, PPS strive to always explore and ask open ended questions rather than making assumptions. PSS explore alternatives and options with peers rather than giving advice. • PSS support people to make their own choices, honoring self determination. The PSS does not put his/her agenda ahead of the peer's agenda • PSS negotiate within the relationship with peers in order to facilitate peer choice and shared power. • PSS avoid power struggles and favoritism. • PSS will not exploit, devalue, manipulate, abuse, neglect, or ignore a peer. • PSS and peers will not loan or borrow anything from each other; especially not money. • PSS will not establish romantic relationships with peers and will refrain from intimate or sexual activity with peers. • PSS avoid dual relationships; when they are unavoidable, appropriate boundaries are established within the relationship with the support of the supervisor. • PSS will not violate a peer's confidentiality except when required by law. • Accepting or giving gifts, if allowed by the agency, must be clearly related to the peer's recovery process. • PSS do not take peers to their homes; any exception to this must have written agency approval. • PSS do not hire peers to work for them if they are currently receiving services from their agency. • PSS's documentation in the agency record is person-centered and done with the peer whenever possible. • PSS take responsibility for their own professional development and are proactive about expanding their knowledge and honing their skills with continuing education and training.

* Indicates no information available in this area

Code of Ethics continued	<ul style="list-style-type: none">• PSS have a responsibility to educate themselves about available community resources and to establish helpful contacts in the community.• PSS do not make medical diagnoses.
Georgia Model	No

North Dakota

Website(s)	*
Program Description	The Peer Specialist Certification process provides certification for individuals in the State of North Dakota who provide direct peer-to-peer services to others diagnosed with mental illness. This program is sponsored by the Division of Mental Health and Substance Abuse of the Department of Human Services.
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	North Dakota's Division of Mental Health and Substance Abuse of the Department of Human Services
General Screening	<ul style="list-style-type: none"> • Strong verbal, reading and writing skills • High school diploma or GED is not a requirement • 100 hours of employment/internship experience related to the mental health field • Self-identify as an individual with life experience having a mental illness
Exam Criteria	Written examination
Certification Requirements	<ul style="list-style-type: none"> • Complete the DMHSA Certification Training Requirements • 2 personal letters of recommendation for certification • signed statement agreeing to follow Code of Ethics • Satisfactory completion of the exams/quizzes included in the required training modules • Background check process completed through employment agency
Training Criteria	<p>Completion of 12 online training modules:</p> <ol style="list-style-type: none"> 1. Recovery is Real 2. Self-determination Fuels Recovery 3. The Language of Recovery 4. Planning that Promotes Recovery 5. Let's Start Living Large 6. The Resiliency Factor 7. Peer Specialists 101: Research, Core Competencies and Ethics 8. The Five Stages in Recovery and the Role of Peer Specialists 9. Using your Recovery Story 10. Effective Supervision of Peer Specialists 11. Mental Illness: An Illness Like Any Other, Part 1 12. Mental Illness: An Illness Like Any Other, Part 2

* Indicates no information available in this area

Recertification/CEU's	<p>10 CEUs annually; each hour of attendance at the Clinical Forum, Consumer Conference, or other training relevant to Mental Health, Recovery or Peer Support will count as 1 CEU</p> <p>To renew certification, the certified individual must submit the completed Continuing Education Unit (CEU) Documentation form to the DMHSA annually, within 30 days following the completion of a 12 month time period beginning with the date of your initial certification or subsequent renewal date. Failure to provide the CEU Documentation may result in immediate termination of certification.</p>
Employment	The Peer Specialist Certification Process is not an offer of employment or job placement by the North Dakota Department of Human Services. The certification in no way guarantees employment. Each person certified as a Peer Specialist is responsible for seeking and obtaining employment in his or her community.
Medicaid	North Dakota does not have Medicaid reimbursement and does not plan on pursuing at this time.
Other Resources or Information	*
Fees	*
Competencies	The 7th training module addresses core competencies of peer specialists.
Code of Ethics	<ol style="list-style-type: none"> 1. Peer Specialists believe that every individual has strengths and the ability to learn and grow. 2. Peer Specialists respect the rights and dignity of those they serve. 3. Peer Specialists openly share their personal recovery stories with colleagues and those they serve. 4. Peer Specialists seek to role-model recovery. 5. Peer Specialists respect the privacy and confidentiality of those they serve. 6. Peer Specialists never intimidate, threaten, or harass those they serve; never use undue influence, physical force, or verbal abuse with those they serve; and never make unwarranted promises of benefits to those they serve. 7. Peer Specialists do not practice, condone, facilitate, or collaborate in any form of discrimination on the basis of ethnicity, race, gender, sexual orientation, age, religion, national origin, marital status, political belief, or mental or physical disability. 8. Peer Specialists maintain high standards of personal conduct. 9. Peer Specialists conduct themselves in a manner that fosters their own recovery, maintaining healthy behaviors. 10. Peer Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve. 11. Peer Specialists never engage in sexual/intimate activities with colleagues or those they serve.

* Indicates no information available in this area

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 12. Peer Specialists do not accept or give gifts of significant value from those they serve. 13. Peer Specialists keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve. 14. Peer Specialists meet and comply with all terms, conditions, or limitations of the certification they hold. 15. Peer Specialists do not perform services outside of their area of training, expertise, competence, or scope of practice. 16. Peer Specialists shall obtain an appropriate consultation or make an appropriate referral when the consumer's problem is beyond the area of training, expertise, competence, or scope of practice of a Peer Specialist. 17. A CPS shall request inactive status for medical reasons for so long as is necessary. 18. Peer Specialists will facilitate appropriate therapeutic closures prior to discontinuing services to a consumer. 19. Peer Specialists will report to appropriate personnel when they become aware that a condition of clear and imminent danger exists that a consumer may inflict serious bodily harm on another person or persons. 20. Peer Specialists will report to appropriate personnel when they become aware that a condition of clear and imminent danger exists that a consumer may inflict serious bodily harm to himself or herself. 21. Peer Specialists shall not falsify, amend, knowingly make incorrect entries, or fail to take timely essential entries into the consumer records and will follow all Federal and State regulations regarding consumer records. 22. Peer Specialists will not refer a consumer to a person that they know is not qualified by training, experience, certification, or license to perform the delegated professional responsibility. 23. Peer Specialists will not provide peer services during the period of any denial, suspension, revocation, probation, or other restriction or discipline on certification. 24. Peer Specialists will cooperate in any investigation conducted pursuant to the Code of Ethics and will not interfere with an investigation or attempt to prevent a disciplinary proceeding from being filed, prosecuted, or completed. 25. Peer Specialists will report any violation of the Code of Ethics.
<p>Georgia Model</p>	<p>No</p>

Oklahoma

Website(s)	<ul style="list-style-type: none"> • http://www.ok.gov/odmhsas/Mental_Health_/Certifications, Credentialing and Training/Recovery Support Specialist/ • http://ok.gov/odmhsas/Mental_Health_/Certifications, Billing Designations and Training/Peer Recovery Support Specialist/
Program Description	<p>The Recovery Support Specialist (RSS) fulfills a unique role in the support and recovery from mental illness and substance abuse disorders. An RSS is a person in recovery from a mental illness and/or substance abuse disorder, who has been trained to work with others on his/her individual road to recovery. This training incorporates the RSS's recovery experience as a means of inspiring hope in those they serve, as well as providing a positive role model to others. An RSS works in collaboration with the people we serve as well as clinical staff in the best interests of the individual's recovery process.</p>
Application on File	Yes - Online application process
Certification or Licensure	Peer Recovery Support Specialist
Program Administrator/ Credentialing Agency	Mental Health Recovery Division of the Oklahoma Department of Mental Health and Substance Abuse Services
General Screening	<ul style="list-style-type: none"> • Have demonstrated recovery from a mental illness, substance abuse disorder or both • Be at least 18 years of age • Be willing to self disclose about their own recovery • Be employed by or volunteer with the state, a behavioral service provider or an advocacy agency contracting with the state to provide behavioral health services • Possess good moral character • Not be engaged in any practice or conduct with would be grounds for denying, revoking or suspending a certification • Agree to respect and observe the PRSS Code of Ethics which must be signed and mailed with their Application Inventory Form to ODMHSAS before being assigned to a training • Must complete the application process 6 months after submitting online application
Exam Criteria	<p>Testing occurs between two weeks to a month following the training. Participants must attend all the modules in order to test. The test is pass or retake with passing score of at least 75% and includes a combination of true/false, multiple choice and essay questions. Tutoring and a review are offered for participants retaking the test. It is reasonable to expect there will be some application questions on the exam.</p>
Certification Requirements	Pass an examination within 6 months of application based on standards promulgated by ODMHSAS after completing the training.

Training Criteria	5 days/40 hours on the following competencies: an understanding of the skills to provide recovery support to peers, an understanding of the recovery process and how to use their own recovery story to help others, an understanding of and the ability to establish healthy relationships, an understanding of the importance of and the ability to take care of oneself.
Recertification/CEU's	12 hours CEU's annually (3 must be in Ethics); completion of online renewal form. Individual must maintain their own tracking sheets and turn in by the due date each calendar year. List of CEU opportunities: http://www.ok.gov/odmhsas/Mental_Health_/Certifications, Credentialing and Training/Recovery Support Specialist/Recovery Support Specialist CEU Opportunities.html
Employment	Mental Health: community health centers, advocacy agencies, psychiatric hospitals, crisis centers Substance Abuse: SAMHSA grant allows work at nontraditional facilities such as faith settings, inpatient substance abuse providers and homeless shelters for those is with mental illness
Medicaid	*
Other Resources or Information	Access to Recovery Grant has been used to fund RSS substance abuse services All Community Mental Health Centers are required to have at least one FTE (Full Time Equivalent) RSS on staff.
Fees	The application fee shall not exceed \$50.00. The renewal fee shall not exceed \$25.00. You will be expected to provide your own lunch each day and any lodging that you may require.
Competencies	<ol style="list-style-type: none"> 1. An understanding of the skills to provide recovery support to their peers. <ol style="list-style-type: none"> a. Understand possible RSS job activities (which vary based on where you are employed). b. A clear understanding of the RSS Code of Ethics. c. Understand the meaning of peer support and the role of Credentialed Recovery Support Specialists including an understanding of dual relationships. Understand the difference in treatment goals and recovery goals and promote recovery goals and personal life goals. d. Be able to facilitate a variety of activities that support and strengthen recovery including starting and maintaining self-help/mutual support groups. e. Be able to help problem-solve and help a person learn to self advocate, the meaning of self determination, teach others to advocate for the services that they want and to use naturally occurring community supports. f. Be able to help a person served articulate, set and accomplish his/her personal life goals. g. Be able to assist in the facilitation of recovery plans and plans of action, i.e. WRAP, Psychiatric Advanced Directives, etc.

* Indicates no information available in this area

<p>Competencies continued</p>	<ol style="list-style-type: none"> 2. An understanding of the recovery process and how to use their own recovery story to help others. <ol style="list-style-type: none"> a. Understand the recovery process and what is helpful and not helpful. b. Understand the role of peer support in the recovery process. c. Understand the power of beliefs/values and how they support or work against recovery. d. Understand the basic definition and dynamics of empowerment and self-directed recovery. e. Be able to articulate what has been helpful and what is not helpful in his/her own recovery in services and interventions. f. Be able to use their recovery story as it relates to the peer relationship as well as the needs of the mental health system in the provision of services. 3. An understanding of and the ability to establish healing relationships. <ol style="list-style-type: none"> a. Understand the meaning and importance of cultural competency and spirituality in the recovery environment. b. Be able to interact thoughtfully and successfully with people of other cultures and belief systems. c. Be able to personally cope with conflict and difficult interpersonal relations in the workplace. d. Be able to identify ways to help make the environment more recovery oriented and comforting to the people served. 4. An understanding of the importance of and the ability to take care of oneself. <ol style="list-style-type: none"> a. Understand the dynamics of stress and compassion fatigue b. Be able and willing to discuss his/her own tools for taking care of him/herself.
<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. The primary role of the Peer Recovery Support Specialist is to help individuals achieve their own needs, wants, and goals. Peer Recovery Support Specialists will be guided by the principle of self-determination for all. 2. Peer Recovery Support Specialists will maintain high standards of personal conduct. Peer Recovery Support Specialists will also conduct themselves in a manner that fosters his or her own recovery. 3. Peer Recovery Support Specialists will openly share with the people they serve, consumers and colleagues their recovery stories from mental illness, co-occurring disorders, and substance abuse and will likewise be able to identify and describe the supports that promote his or her recovery. 4. Peer Recovery Support Specialists will, at all times, respect the rights and dignity of those they serve. 5. Peer Recovery Support Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 6. Peer Recovery Support Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. 7. Peer Recovery Support Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals. Peer Recovery Support Specialists will respect the privacy and confidentiality of those they serve. 8. Peer Recovery Support Specialists will advocate for the full integration of individuals into the communities of his or her choice and will promote the inherent value of these individuals to those communities. Peer Recovery Support Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 9. Peer Recovery Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. 10. Peer Recovery Support Specialists will never engage in sexual/intimate activities with the consumers they serve. 11. Peer Recovery Support Specialists will not abuse substances under any circumstance. 12. Peer Recovery Supports Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. 13. Peer Recovery Support Specialists will not accept gifts of significant value from those they serve.
<p>Georgia Model</p>	<p>Yes</p>

Oregon

Website(s)	<ul style="list-style-type: none"> • http://cms.oregon.gov/OHA/amh/pages/peer.aspx • http://cms.oregon.gov/oha/amh/peer/pds-trng-fags.pdf • http://www.oregon.gov/oha/amh/pds/pds-app.pdf
Program Description	The Addictions and Mental Health Services Division (AMH) recognizes the indisputable value of peer delivered services in transforming a mental health service delivery system that is based on the recovery model. AMH will work with consumers/survivors and stakeholders to develop strategies to increase the use and availability of peer delivered services. The largest funding source for community-based mental health services in Oregon is Medicaid.
Application on File	No
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Addictions and Mental Health Division, Workforce Development Unit
General Screening	<ul style="list-style-type: none"> • A self-identified person currently or formerly receiving mental health services; <i>or</i> • A self-identified person in recovery from a substance use disorder, who meets the abstinence requirements for recovering staff in alcohol and other drug treatment programs; <i>or</i> • A family member of an individual who is a current or former recipient of addictions or mental health services
Exam Criteria	*
Certification Requirements	A Peer Support Specialist must complete an AMH approved training program: Age Wise Age Well; Crystal Dimensions, Incorporated; Intentional Peer Support; Peer Support Specialist and Wellness Training; Peer Wellness Specialist Training. There is not yet an official certification process. The Federation of Families for Children’s Mental Health, in collaboration with SAMHSA, is developing a certification process for Peer Support Providers.
Training Criteria	40 hours of training, divided into 10, 4-hour standalone sessions (sessions may be taken in any order, with the exception of section 10, which must be last). Principles of training programs must include: culturally appropriate, informed choice, partnership, person-centered, strengths based, trauma informed. Curriculum elements include: communication, education, ethics, knowing the law, and resources.
Recertification/CEU's	*
Employment	*
Medicaid	To bill Medicaid as a peer delivered service provider, peers need to take one of the state’s approved peer delivered service provider trainings.
Other Resources or Information	Dual supervision is recommended - both clinical and peer supervision/coaching. Advanced training is offered to individuals who have completed “entry level” peer support training.
Fees	Funding for most trainings awarded through an RFP issued using Block Grant funds.

* Indicates no information available in this area

Competencies	*
Code of Ethics	Ethics training should include: boundaries, development of a personal support system, and role of peer-delivered services
Georgia Model	No

* *Indicates no information available in this area*

Pennsylvania

Website(s)	<ul style="list-style-type: none"> • http://www.mhrecovery.org/services/peer.php • http://www.papeersupportcoalition.org/education/qualifications.html • http://www.parecovery.org/services_peer.shtml
Program Description	<p>The Certified Peer Specialist Program, located within the Institute for Recovery and Community Integration, teaches participating consumers specific skills relevant to providing peer support, creating a new standard for consumers providing peer support services in systems of care where credentialing requirements have traditionally excluded consumers from staff positions. As “certified provider staff,” peer specialists work to help other consumers with skill building, recovery/life goal setting, problem solving, establishing self-help groups, utilizing self-help recovery tools (e.g. WRAP), and serve as a model for personal recovery. The Institute’s Certified Peer Specialist (CPS) Program is distinguished by the comprehensive use of training and collaborative technical assistance for all stakeholders.</p>
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Institute for Recovery & Community Integration
General Screening	<ul style="list-style-type: none"> • Received mental health services for a serious mental illness • High school diploma or GED • Maintained a job or volunteer position for at least 12 months within past 3 years OR have earned 24 post-secondary education credits
Exam Criteria	2 exams: one oral, academically-based and one written <i>or</i> experiential, role-playing exam
Certification Requirements	Upon completion of the training course, participants are awarded a Certificate of Achievement and Completion. To be credentialed, participants must also meet education/employment standards set forth by the program and pass the oral and written exam
Training Criteria	10 sessions (8 hours each) with a three tier design: education, skill building and experiential.
Recertification/CEU's	<p>18 CEUs annually, 12 of which must be recovery-based are required for recertification of Medicaid Funded Peer Specialist. Continuing education is not required, but is strongly encouraged, for peer specialist not employed by a Medicaid Funded Peer Support Program.</p> <p>Some continuing education trainings for Peer Specialists in Pennsylvania are listed on the following webpage: http://www.papeersupportcoalition.org/education/ceu.html</p>

Employment	<p>The Mental Health Association of Pennsylvania (MHAPA) OpenMindsOpenDoors campaign has launched part of its site devoted to employers and employees of peer services: http://www.openmindsopendoors.com/employment/peer_forum.htm</p> <p>The Pennsylvania Peer Support Coalition maintains a Job Bank for Certified Peer Specialist job opportunities in the state: http://www.papeersupportcoalition.org/employment/jobs.html</p>
Medicaid	<p>The Center for Medicare and Medicaid Services (CMS) approved Pennsylvania's Medicaid State Plan Amendment to include Peer Support Services as a component of rehabilitative services.</p> <p>When submitting claims for PSS, use procedure code H0038 - to identify the service delivered as being peer support-self-help/peer services, the provider type assigned at enrollment, and provider specialty code 076.</p>
Other Resources or Information	<p>While the Institute for Recovery and Community Integration offers the Peer Specialist Certificate Program, Recovery Innovations of Pennsylvania offers additional training opportunities including Peer Employment Training, WRAP, Advanced Peer Training, Supervisory and Leadership Training, amongst others.</p>
Fees	<p>A fee is charged for the Certified Peer Specialist training course. For a specific quote, contact the Institute for Recovery and Community Integration. Trainees may pay for the training through the following methods: Office of Vocational Rehabilitation; County Mental Health/Mental Retardation; Behavioral Health Managed Care Organizations; Employer Supported; or Self Pay.</p>
Competencies	<ul style="list-style-type: none"> • Engagement and mutual trust • Communication • Social and cultural factors • Confidentiality • Minimizing stigma • Goals • Family and natural support system • Coordination of care • Crisis resolution • Rehabilitation
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area

South Carolina

Website(s)	<ul style="list-style-type: none"> • http://www.state.sc.us/dmh/best_practices/peer_support.html • http://www.state.sc.us/dmh/client_affairs/pss_training_pack.pdf
Program Description	<p>South Carolina's peer support initiative began as a collaborative effort between the Department of Mental Health and SC SHARE (Self Help Association Regarding Emotions). The developmental work of this initiative began in 2001. The first Certification Peer Support Specialist Certification (CPSS) Training for SCDMH employees was held in April 2004 at the USC training facility. South Carolina is proud to be the second state in the country to have a Medicaid-billable peer support service for mental health. The State of Georgia was the first to train peer support specialists and developed the service and training model which South Carolina closely follows today.</p>
Application on File	Yes
Certification or Licensure	Certified Peer Support Specialist
Program Administrator/ Credentialing Agency	South Carolina Department of Mental Health
General Screening	<ul style="list-style-type: none"> • A high school diploma or GED • Current or former client of services • Meet one of the following requirements: <ul style="list-style-type: none"> ○ Have had a serious mental illness and/or addiction disorder, which meets the federal definition and received treatment for it; ○ Self-identify as a current or former client of mental health treatment and/or addiction treatment; or ○ Self-identify as having a serious mental illness and a substance use disorder and be in dual recovery. • The ability to demonstrate recovery expertise including knowledge of approaches to support others in recovery and dual recovery, as well as the ability to demonstrate his or her own efforts at self-directed recovery <i>and/or</i> one year of active participation in a local or national mental health client movement, or alcohol/drug addiction movement, which is evidenced by previous volunteer or work experience. • Being well established in own recovery and resiliency • Possess the personal qualities to rebound without decompensating • Be flexible and have good organizational skills • Be self-motivated with the ability to work well independently and in groups • Possess good inter-personal and communication (verbal & written) skills • Exercise good judgment
Exam Criteria	2 competency exams: one oral, one written
Certification Requirements	Must complete training and pass exam. Certification is required in order to provide and bill the PSS service.

Training Criteria	All candidates must complete two weeks (40 hours) of intensive training and then pass a written competency exam. Training on recovery goal setting, wellness recovery plans, problem solving, person-centered services, and advocacy
Recertification/CEU's	20 hours per year: a minimum of 12 face-to-face hours are required, the remaining 8 can be accomplished through video-conferencing, Pathlore computer training, approved conference attendance, and/or approved reading
Employment	Services are provided under the clinical supervision of a qualified Mental health Professional or Designated Clinical Supervisor. For a list of centers and hospitals who may be hiring CPSSs: http://www.state.sc.us/dmh/consumer_resources/peer_support/cpss.pdf
Medicaid	Billable as Peer Support Service, billed in 15 minute increments for maximum of 16 units per day. Services may be rendered in home, CMHC, substance abuse facility, or other approved community mental health facility. PSS services cannot be billed on same day as Residential/Detox or Crisis Intervention Services
Other Resources or Information	South Carolina encourages applicants for the PSS training to complete a readiness assessment: http://www.state.sc.us/dmh/client_affairs/ps_assess.pdf http://www.state.sc.us/dmh/client_affairs/services_provider_manual.pdf Class size is limited to 14 trainees.
Fees	<ul style="list-style-type: none"> • No Cost - There are no costs to SCDMH Mental Health Centers or Facilities for the CPSS Training or materials for candidates they hire. Centers are responsible for travel costs and making travel arrangements. • Candidates from the Department of Alcohol and Other Drug Abuse Services (DAODAS) or the Veterans Administration are responsible for the cost of the manual, \$25.00. This fee is subject to change. • In-State Rate - Individuals wanting to attend the CPSS Training but who have not been hired by a mental health center or facility and who live in South Carolina may attend the training for \$25.00. The fee covers material costs and is subject to change. • Out-of-State Rate - Individuals wanting to attend the CPSS Training and who do not live in South Carolina may attend the training for \$75.00. The fee covers material costs and is subject to change.

<p>Competencies</p>	<p>A peer support candidate should be able to discuss the following about recovery:</p> <ol style="list-style-type: none"> 1. Explain what it means to recover from a mental illness and/or addiction 2. Explain what recovery from mental illness and/or addiction looks like in their life. 3. Explain in detail your recovery efforts and/or wellness plan. 4. Explain the symptoms of your illness, what triggers those symptoms, and what you do to keep yourself well. 5. Discuss how you deal with crisis, symptom recurrence and relapse. 6. Explain the role that a sense of hope and resiliency played in your live. 7. Discuss the types of community supports you have that help you deal with your mental illness. 8. Discuss how stigma has affected you and what you did to learned to deal with it. 9. Discuss what is meant by the “recovery movement” 10. Discuss your experience and/or involvement with others in their efforts to recover from mental illness. 11. Candidates should be familiar with at least one local, statewide or national advocacy organization. e.g.: SC SHARE, NAMI-SC, MHA-SC, AA, NA, FAVOR, or any other organization promoting wellness/recovery.
<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. Certified Peer Support Specialists will not practice, condone, facilitate, or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition, or state. Certified Peer Support Specialists will adhere to policies set forth by the South Carolina Department of Mental Health directive 885-07 (4-100) Abuse, Neglect or Exploitation of Patients and Clients Prohibited 2. Certified Peer Support Specialists will maintain high standards of personal and professional conduct and shall not be party to any type of behavior, activity or policy that denies any client equal, non-discriminatory access to service and/or support; or which deliberately demeans the rights and/or dignity of any client, staff or colleague. 3. Certified Peer Support Specialists will, at all times, respect the dignity, privacy and confidentiality rights of the clients they serve. 4. Certified Peer Support Specialists will never engage in sexual/intimate activities with the clients they serve. 5. Certified Peer Support Specialists shall avoid being drawn into dual (friendships, business bartering etc.) relationships with clients while the support relationship is ongoing.

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 6. Certified Peer Support Specialists never give out their personal contact information to clients, but will ensure clients know how to contact them through the mental health center. 7. Certified Peer Support Specialists shall only provide service and support within the hours, days and locations that are sanctioned by the mental health center. 8. Certified Peer Support Specialists will conduct themselves in a manner that fosters their own recovery. In so doing, Peer Support Specialists are expected to conduct themselves in a professional manner and take the necessary steps to ensure their conduct does not negatively impact on the perception of this program. 9. Certified Peer Support Specialists will openly share with clients and colleagues their recovery stories from mental illness as appropriate for the situation in order to promote and support recovery and resilience. 10. Certified Peer Support Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues while refraining from giving advice or opinions that exceeds the scope of practice as defined in the Community Mental Health Services Provider Manual Section 2 Policies and Procedures 2-68 for the Peer Support Service. 11. As state employees Certified Peer Support Specialists cannot accept personal gifts.
<p>Georgia Model</p>	<p>Yes</p>

Tennessee

Website(s)	<ul style="list-style-type: none"> • http://www.state.tn.us/mental/recovery/oca3.html • http://www.state.tn.us/mental/recovery/PeerSupSpecCert/TCPSH andbookRev.pdf
Program Description	The Tennessee Department of Mental Health, Office of Consumer Affairs (OCA) operates Tennessee's Certified Peer Specialist Program in conjunction with the Tennessee Certified Peer Specialist (TCPS) Advisory Committee. The program provides State certification for individuals who provide direct peer-to-peer support services to others diagnosed with mental illness or co-occurring disorders.
Application on File	Yes
Certification or Licensure	Tennessee Certified Peer Specialist (TCPS)
Program Administrator/ Credentialing Agency	Tennessee Department of Mental Health & Developmental Disabilities, Office of Consumer Affairs
General Screening	<ul style="list-style-type: none"> • 18 years of age or older • High school diploma or GED • Primary diagnosis of mental illness or co-occurring disorder (a single diagnosis of substance use disorder does not meet requirements) • Self-identify as a person who has received or is receiving mental health of co-occurring services as part of his or her personal recovery process • Have demonstrated a minimum of 12 consecutive months in self-directed recovery in the last 2 years (includes leadership, advocacy, and peer support)
Exam Criteria	Demonstrated mastery of competencies through testing and evaluation.
Certification Requirements	<ul style="list-style-type: none"> • Attend one of four recognized trainings • Demonstrate mastery of competencies through testing • Minimum of 75 hours paid or volunteer work with adults diagnosed with mental illness or co-occurring disorders • Read, understand, and agree to TCPS Scope of Activities and TCPS Code of Ethics • 3 professional letters of reference

Training Criteria	<p>Four evidence based or best practice peer specialist training programs recognized by the Tennessee Certified Peer Specialist program:</p> <ol style="list-style-type: none"> 1. Recovery Innovations, Inc.'s Peer Employment Training taught by a META-Certified Facilitator 2. Illness Management and Recovery (IMR) taught by Norman Council and Dr. Kate Donegan PLUS Introduction to Recovery & WRAP (WRAP I) taught by a certified WRAP trainer 3. Wellness Recovery Action Plan (WRAP II) Facilitator Training by a certified WRAP Trainer 4. All 3 of the following trainings: <ol style="list-style-type: none"> a. BRIDGES Teacher Training b. BRIDGES Support Group Facilitator Training c. Peer Counselor Training Program.
Recertification/CEU's	<p>Each Tennessee Certified Peer Specialist is responsible for maintaining his or her certification and must submit his or her renewal application and all other required documentation at least forty-five calendar days prior to the end of the recertification date. Certified Peer Specialists must complete 15 hours of continuing education trainings, seminars, workshops, or college courses within, but not limited to, the following categories. Pre-approved on-line trainings must not exceed 10 of the 15 required hours.</p>
Employment	<p>Tennessee's Peer Specialist Certification Program is not an offer of employment or job placement. Certified Peer Specialists function as life coaches, advocates, teachers and group facilitators. Programs in which Certified Peer Specialists can be utilized include, but are not limited to, peer support centers, crisis stabilization units, case management, psychosocial rehabilitation, and inpatient hospital settings.</p>
Medicaid	<p>Each Tennessee Certified Peer Specialist who is employed by an agency that is licensed by the Tennessee Department of Mental Health and Developmental Disabilities and who is under the general supervision of a mental health professional in accordance with acceptable guidelines and standards of practice as identified by the State is authorized to participate in TennCare (Medicaid) and may provide reimbursable peer-to-peer support services in outpatient and inpatient programs.</p>
Other Resources or Information	<p>Certified Peer Specialist Handbook: http://state.tn.us/mental/recovery/PeerSupSpecCert/TCPSHandbookRev.pdf</p>
Fees	<p>For information on recognized trainings or facilitators, contact the Office of Consumer Affairs toll-free at 1-800-560-5767</p>
Competencies	<ul style="list-style-type: none"> • An understanding of the basic skills and knowledge needed to provide direct peer-to-peer support services and the ability to apply basic skills to routine tasks. <ul style="list-style-type: none"> ○ Knowledge of the structure of the State mental health system and how it works ○ A thorough understanding of the TCPS Scope of Activities ○ A thorough understanding of the TCPS Code of Ethics ○ Knowledge of the meaning and role of providing direct peer-to-peer support services as a TCPS

<p>Competencies continued</p>	<ul style="list-style-type: none"> ○ The ability to create and facilitate a variety of group activities that support and strengthen recovery ○ The ability to document activities related to delivery of direct peer-to-peer support services ○ The ability to help peers combat negative self-talk, overcome fears, and solve problems ○ The ability to help peers articulate, set, and accomplish goals ○ The ability to teach peers to create their own recovery plans ○ The ability to teach peers to work with mental health or co-occurring disorder professionals in order to obtain the services they want. ● An understanding of the recovery and resiliency process and the ability to use one’s personal recovery story to help others, including: <ul style="list-style-type: none"> ○ The stages in the recovery process and what is helpful and not helpful at each stage ○ The role of direct peer-to-peer support at each stage of the recovery process ○ The ability to identify the power of a peer’s beliefs and values and how they support or work against recovery ○ The basic philosophy and principles of psychosocial rehabilitation ○ The basic definition and dynamics of recovery ○ The ability to articulate what has been helpful and what has not been helpful in their own personal recovery ○ The ability to discern when and how much of one’s personal recovery story to share and with whom ● An understanding of healing and collaborative relationships and the ability to establish such relationships with other peers. <ul style="list-style-type: none"> ○ The dynamics of power, conflict, and integrity in the workplace ○ The concept of “seeking out common ground” ○ The ability to ask open-ended questions that relate a person to his or her inner wisdom ○ The ability to deal with conflict and difficult interpersonal relations in the workplace ○ The ability to participate in “healing communication” ○ The ability to interact sensitively and effectively with people of other cultures and beliefs ● An understanding of the importance of taking care of oneself and the ability to do it. <ul style="list-style-type: none"> ○ The dynamics of stress and burnout ○ The role of a personal recovery plan ○ The ability to discuss one’s own tools for taking care of oneself ○ The ability to develop and utilize a personal support network related to both recovery and professional activities
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<p>Code of Ethics</p>	<ol style="list-style-type: none"> 1. The primary responsibility of Certified Peer Specialists is to help peers achieve their own needs, wants, and goals. 2. Certified Peer Specialists will maintain high standards of personal and professional conduct. 3. Certified Peer Specialists will conduct themselves in a manner that fosters their own recovery. 4. Certified Peer Specialists will openly share with peers, other TCPSs and non-peers their recovery stories from mental illness or co-occurring disorders as appropriate for the situation in order to promote recovery and resiliency. 5. Certified Peer Specialists at all times will respect the rights and dignity of those they serve. 6. Certified Peer Specialists will never intimidate, threaten, harass, use undue influence, use physical force, use verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 7. Certified Peer Specialists will not practice, condone, facilitate, or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition, or state. 8. Certified Peer Specialists will promote self-direction and decision making for those they serve. 9. Certified Peer Specialists will respect the privacy and confidentiality of those they serve. 10. Certified Peer Specialists will promote and support services that foster full integration of individuals into the communities of their choice. 11. Certified Peer Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 12. Certified Peer Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. 13. Certified Peer Specialists will never engage in sexual or intimate activities with peers they serve. 14. Certified Peer Specialists will not use illegal substances under any circumstances. 15. Certified Peer Specialists will keep current with emerging knowledge relevant to recovery and will share this knowledge with other certified peer specialists. 16. Certified Peer Specialists will not accept gifts of significant value from those they serve.
<p>Georgia Model</p>	<p>No</p>

Texas

Website(s)	http://www.viahope.org/programs/training-certification
Program Description	Via Hope Texas Mental Health Resource is a program funded by a grant from the Texas Department of State Health Services (DSHS) as part of Texas' Mental Health Transformation project. It is a training and technical assistance resource for consumers, family members, youth consumers, and professionals. Via Hope was created to further the transformation goal of making the mental health system more consumer-driven. Via Hope is authorized by DSHS to administer a statewide training and certification program for Peer Specialists.
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	ViaHope, Texas Mental Health Resource
General Screening	<ul style="list-style-type: none"> • At least 18 years of age • Diagnosis of a mental illness and current or prior use of mental health services • Desire to use their experiences to help others with their recovery • Willing to publicly identify as a person living with a mental illness in order to model the reality of recovery • High school diploma or GED • be far enough along in his or her recovery to undertake the stress of training for and working as a CPS <p>Applicants must also participate in a telephone interview process in order to assess applicant's interpersonal skills and to determine if the individual is ready to undertake the stresses of the five day training.</p> <p>Participants are selected using a priority system based on current employment status. First preference is given to applicants who are currently employed in a peer specialist position. Second preference is given to applicants who are currently volunteering in a peer specialist position. Third priority is given to applicants who have an offer of employment pending successful completion of the certification class. Fourth priority is given to applicants who have demonstrated mental health leadership and support experience. The selection process also considers applicants' mental health leadership and support experience.</p>
Exam Criteria	<p>Online; must be taken within four weeks following the end of the certification training. May also take the exam in person if desired. Exam is a combination of multiple choice, short answer and essay.</p> <p>Individuals who do not pass the exam the first time may retake the exam the next time it is offered. Individuals who do not pass the exam in two attempts may reapply to take the certification training.</p>

Certification Requirements	<ul style="list-style-type: none"> • Completed application • Attend and actively participate in five full days of training • Complete a written certification examination within four weeks of training completion
Training Criteria	<p>Five day, forty hour intensive course with homework most evenings. Participants are required to attend all five days and not miss more than four hours of the training for any reason; actively participate in discussions and role plays utilizing personal experiences as mental health consumers rather than clinical roles or training; complete all homework assignments</p> <p>Class begins at 8:30am on Monday and ends mid-afternoon on Friday.</p>
Recertification/CEU's	<p>Certification is valid for 24 months from the date the certification is issued. During that period, the peer specialist is required to acquire a minimum of 20 CEU credits. Three of these hours must be in cultural competency and an additional three hours must be in ethics.</p> <p>May also take additional training in areas of specialization to receive endorsements. Current areas of endorsement include: WRAP Facilitator, Wellness Coach. Endorsements under development include: Forensic Services, Employment Coaches, Bridger Services, Adults with Chronic and Severe Symptoms, Adults with Intellectual Disabilities, Children and Young Adults, and Acute Adult Services. A peer specialist may obtain an Advanced Certification by earning two or more Endorsements and have a minimum of one year of work experience. A Master Certified Peer Specialist designation can be earned with an additional two endorsements (total of 4) and an additional year (total of 2) of experience.</p>
Employment	<p>According to the Texas Administrative Code, peer specialists may provide medication training and support services to an adult, psychosocial rehabilitation, skills training and development services, and/or work in day programs for acute needs.</p>
Medicaid	<p>The Texas Medicaid State Plan includes the Rehabilitation Option, which enables CMHCs to bill Medicaid for rehab services provided by a Peer Provider. In order to bill Medicaid in Texas, a Peer Provider must have a high school diploma or GED; have at least one cumulative year of receiving mental health services for a disorder that is treated in the target population for Texas; and work under the direct clinical supervision of a Licensed Professional of the Healing Arts (LPHA)</p>
Other Resources or Information	<p>Policy and Procedure Manual: http://www.viahope.org/images/uploads/CertifiedPeerSpecialistPolicyProcedureManual_0120-7.pdf</p> <p>Training Readiness Guide: http://www.viahope.org/resources/view/peer-specialist-training-readiness-guide</p>

<p>Fees</p>	<p>There currently is no registration fee for the training. ViaHope provides breakfast, lunch, snack breaks, reimbursement for dinner, and lodging for those traveling more than 40 hours to the training site. Individuals are responsible for arranging and paying for their own transportation to the training site.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • An understanding of the job and the skills needed to perform that job <ul style="list-style-type: none"> ○ Understand the basic structure of the state’s mental health system and how it works ○ Understand the Certified Peer Specialist (CPS) job description and Code of Ethics within the state’s mental health system ○ Understand the meaning and role of peer support ○ Understand the difference between treatment goals and recovery goals, and be able to create and facilitate a variety of group activities that support and strengthen recovery ○ Be able to help other consumers to combat negative self-talk, overcome fears and solve problems ○ Be able to help a consumer articulate, set and accomplish his/her goals, including whole health and wellness goals ○ Be able to teach other consumers to advocate for the services that they want ○ Be able to help a consumer create a Person Centered Plan • An understanding of the recovery process and how to use their own recovery story to help others <ul style="list-style-type: none"> ○ Understand the five stages in the recovery process and what is helpful and not helpful at each stage ○ Understand the role of peer support at each stage of the recovery process ○ Understand the power of beliefs/values and how they support or work ○ Understand the basic philosophy and principles of psychosocial rehabilitation ○ Understand the basic definition and dynamics of recovery ○ Be able to articulate what has been helpful and what not helpful in his/her own recovery ○ Be able to identify the beliefs and values a consumer holds that works against his/her own recovery ○ Be able to discern when and how much of their recovery story to share, and with whom • An understanding of, and the ability to establish healing relationships <ul style="list-style-type: none"> ○ Understand the dynamics of power, conflict and integrity in the workplace ○ Understand the concept of ‘seeking out common ground’ ○ Understand the meaning and importance of cultural competency ○ Be able to ask open ended questions that relate a person to his/her inner wisdom ○ Be able to personally deal with conflict and difficult interpersonal relations in the workplace ○ Be able to demonstrate an ability to participate in ‘healing communication’

Competencies continued	<ul style="list-style-type: none"> ○ Be able to interact sensitively and effectively with people of other cultures
Code of Ethics	<ol style="list-style-type: none"> 1. The primary responsibility of Certified Peer Specialists is to help individuals achieve their own needs, wants, and goals. Certified Peer Specialists are guided by the principle of self-- ▮ determination for all. 2. Certified Peer Specialists shall maintain high standards of personal conduct. Certified Peer Specialists shall also conduct themselves in a manner that fosters their own recovery. 3. Certified Peer Specialists openly share with consumers and colleagues their recovery stories from mental illness and shall likewise be able to identify and describe the supports that promote their recovery. 4. Certified Peer Specialists shall, at all times, respect the rights and dignity of those they serve. 5. Certified Peer Specialists never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. 6. Certified Peer Specialists do not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. 7. Certified Peer Specialists advocate for those they serve so that they may make their own decisions in all matters when dealing with other professionals. 8. Certified Peer Specialists respect the privacy and confidentiality of those they serve. 9. Certified Peer Specialists advocate for the full integration of individuals into the communities of their choice and promote the inherent value of these individuals to those communities. Certified Peer 10. Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. 11. Certified Peer Specialists shall not enter into dual relationships or commitments that conflict with the interests of those they serve. 12. Certified Peer Specialists never engage in sexual/intimate activities with the consumers they serve. 13. Certified Peer Specialists shall not abuse substances under any circumstance. 14. Certified Peers Providers shall keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. 15. Certified Peer Specialists shall not accept gifts of significant value from those they serve.
Georgia Model	Yes

Utah

Website(s)	http://hsemployee.utah.gov/dsamh/cps/requirements/
Program Description	The Peer Support Specialist Training Program is operated by the Division of Substance Abuse and Mental Health within Utah's Department of Human Services, with the first training class occurring in 2010. The program is open to residents of Utah and Wyoming.
Application on File	Yes
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Division of Substance Abuse and Mental Health (DSAMH)
General Screening	<ul style="list-style-type: none"> • High school diploma or equivalent • Self-identified as a current or former consumer of mental health or dual diagnoses services • Be well-grounded in their own recovery • Be at least 18 years of age or older <p>Priority in processing applications is given to:</p> <ul style="list-style-type: none"> • Individuals employed by a community mental health agency (1st) • Individuals employed by the VA (2nd) • Subcontractors to a community mental health agency or VA (3rd) • All others (4th)
Exam Criteria	*
Certification Requirements	To become certified, applicants must complete 40 hours of class time, then pass the exam with a score of 70% or better. The test must be taken within 1 month of finishing the class (may retake the test 2 months after first attempt).
Training Criteria	Utah's Certification Peer Support training will include the following: <ul style="list-style-type: none"> • Organization of the public mental health system • The peer support model and how it promotes recovery from mental illness • Consumer advocacy and the counselor's role in providing this service within the peer support model • How to form, sustain and facilitate peer-support groups • Self-directed recovery principles and techniques • How to participate in the development and implementation of a person-centered treatment/recovery plan • How to promote recovery, self-determination and community reintegration • Strategies to assist consumers' rehabilitation to do for themselves and each other • Build skills, set goals, and problem solve • Build their own self-directed recovery tools • Learn responsibility for their own health and wellness

* Indicates no information available in this area

Recertification/CEU's	Recertification requires 20 hours of CEU credits per year (includes 12 hours of general MH issues and 8 hours of CPS education); obtainable at various conferences and trainings.
Employment	Certified Peer Specialists are employees of community mental health/substance abuse centers and their subcontractors, Utah State Hospital, Veteran Administration, and DSAMH. CPS employees are subject to the same employment process and responsibilities as any other employee. They are subject to job announcements, job descriptions, hiring practices, probationary periods, supervision, disciplinary actions, code of conducts etc... as is customarily practice by the agency they work for. They are also subject to all benefits, incentives, protections, and advancements as any other employee in the agency.
Medicaid	*
Other Resources or Information	Program Facebook page
Fees	Free to Utah residents. \$100 to Wyoming residents.
Competencies	*
Code of Ethics	*
Georgia Model	Yes

* *Indicates no information available in this area*

Washington

Website(s)	http://depts.washington.edu/washinst/Training/Peer%20Support%20Training_rev.html
Program Description	The Washington State Peer Support Program has trained and qualified individuals as certified peer counselors since 2005. The Peer Support Program currently contracts with Washington Institute for Mental Health Research and Training (WIMHRT) to provide the state-approved 40-hour Certified Peer Counselor Training and the corresponding exam.
Application on File	Yes
Certification or Licensure	Certified Peer Counselor
Program Administrator/ Credentialing Agency	The Washington Institute for Mental Health Research & Training, Division of Behavioral Health and Recovery
General Screening	<ul style="list-style-type: none"> • Self-disclosed consumers of mental health services (including parents or legal guardians of children receiving mental health treatment) • Demonstrate that they are well grounded in their own mental health recovery for at least one year when they apply • Demonstrate qualities of leadership, including governance, advocacy, creation, implementation or facilitation of peer to peer groups or activities
Exam Criteria	In person test consists of two parts: a written portion with true/false and multiple choice questions (75% of score) and an oral portion (25% of score). For the oral portion of the test, examinees randomly draw 2 questions and choose one to answer. Examinees are given 5 minutes to think about the question and formulate thoughts, including the opportunity to write some notes. Then examinees present answers to a panel of 3 reviewers.
Certification Requirements	Successful completion of an approved 40-hour Peer Support training course offered by WIMHRT or by an RSN. Passing the certification test within one year of the date of completing the training. Retesting can occur up to 3 times.
Training Criteria	5-day, 40-hour Peer Support training course including <ul style="list-style-type: none"> • Principles of recovery & resilience • Communication skills • Discovering strengths • Sharing your story • Promoting self-advocacy • Goal-setting • Developing natural supports • Working with families • Group facilitation skills • Cultural awareness • Ethics and boundaries • Specific skills for working in a mental health agency setting

Recertification/CEU's	Once a person becomes certified in the State of Washington to be a peer counselor, there are no further requirements to maintain their peer counselor status.
Employment	Qualification as a certified peer counselor does not guarantee employment. Individuals seek their own employment avenues after becoming a peer counselor. There are various networks to advertise peer support positions, as well as the agency advertising.
Medicaid	Peer services can be billed through Medicaid as long as the peer counselor works for a community mental health center or one of its contractors that provide peer support services. Peer Support is currently included in the capitation rate (Medicaid) payment to the Regional Support Networks (RSNs). For the services to continue to be included in future payment rates, the services must meet the definition of the Medicaid State Plan modality of Peer Support. If other peer counselor or support services are delivered that do not meet the Medicaid state plan modality definition, those services must be funded by other mechanisms (e.g., grants, United Way, etc).
Other Resources or Information	*
Fees	Tuition, training materials, all meals and lodging at the hotel (double occupancy) are provided at no cost to the participant. Each participant is responsible for their own transportation to and from the training site and an additional room charge if single occupancy is requested.
Competencies	*
Code of Ethics	The State of Washington does not mandate a specific code of ethics.
Georgia Model	DBSA

* Indicates no information available in this area

Wisconsin

Website(s)	<ul style="list-style-type: none"> • http://www.wicps.org/index.html • http://www.il-wisconsin.net/file_download/253/Working-with-a-Certified-Peer-Specialist.pdf • http://www4.uwm.edu/sce/program_area.cfm?id=3921
Program Description	<p>In December 2006, work began to develop and implement a Wisconsin Peer Specialist Certification for mental health. The Peer Specialist Advisory Committee was formed by the Wisconsin Recovery Implementation Task Force (RITF) to develop this program which is a Career Ladders Project funded through a Medicare Infrastructure Grant (MIG). From 2006 through 2009 the Committee, along with agency and State partners developed the Peer Specialist Code of Conduct, Domains and Objectives (Test Blueprint), Core Training Competencies, General Job/Position Description, the Certification Application and Guidelines, and the Wisconsin Peer Specialist Certification Exam. The exam went through a rigorous validation before going live January 13, 2010.</p> <p>In 2009, the Wisconsin Department of Health Services, Division of Mental Health and Substance Abuse Services agreed to hold the certification for Peer Specialists.</p>
Application on File	Yes
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	University of Wisconsin - Milwaukee, School of Continuing Education
General Screening	<ul style="list-style-type: none"> • At least 18 years old • High school graduate or GED; "Education waiver request letter" may be submitted if GED/HS diploma is not in place
Exam Criteria	Online, proctored, 3-hour exam comprised of approximately 62 multiple choice questions. The passing score is 85%.
Certification Requirements	Exam and a state-approved training verified by a certificate; signed dated agreement to practice as a Peer Specialist in accordance with the Wisconsin Code of Conduct for Peer Specialists
Training Criteria	<p>There are currently four approved training curricula in Wisconsin. These include the National Association of Peer Specialist (NAPS), the Kansas Consumers as Providers (CAP), the Depression and Bipolar Support Alliance (DBSA), and the Recovery Innovations (RI- formerly known as the META) models.</p> <p>Applicant may request a training waiver by: providing verifiable, direct human services/peer specialist work experience of a minimum of 6 months full time (1000 hours), paid or volunteer OR 1000 hours part time in the past three years in a direct services peer specialist role, either paid or volunteer service</p>

Recertification/CEU's	Certification is valid for two years. During this period, 20 hours of continuing education must be obtained to qualify for recertification. Required areas of education are cultural competence, ethics and boundaries, trauma informed care, and peer specialist specific. Psychopharmacology and Motivational Interviewing are also strongly suggested.
Employment	Peer Specialists are employed at emergency rooms, crisis services, inpatient and outpatient care, independent living centers, veteran's hospitals, supported living arrangements, prisons and forensic areas, community resource centers, drop-in centers and clubhouses, community support programs (CSPs), comprehensive community services (CCS), aging and disability resource center (ADRC), and family care.
Medicaid	Counties that have enrolled in the 1915i State Plan Amendment Community Recovery Services for individuals with severe and persistent mental illness are eligible to receive a percentage of the wage reimbursed when hiring a Certified Peer Specialist.
Other Resources or Information	Wisconsin offers a study guide for the certification exam: http://www.wicps.org/uploads/1/8/1/4/1814011/wi_ps_certification_exam_study_guide.pdf
Fees	\$50 Certification Fee
Competencies	<ul style="list-style-type: none"> • Values <ul style="list-style-type: none"> ○ Believe in the value of consumer-directed services ○ Have an outlook on life that inspires hope ○ Believe that growth and change are possible ○ Have the capacity to care/empathy ○ Have a non-judgmental attitude ○ Value consumer choice ○ Have respect for other cultures, sexual orientation, spiritual beliefs, and family culture ○ Believe in empowerment ○ Have respect for confidentiality and all other consumer rights • Personal Abilities <ul style="list-style-type: none"> ○ Is able to utilize own experience and translate this experience to others with mental illness and/or substance abuse issue ○ Has self awareness and is able to use self to inspire others ○ Is able to make good decisions/be a good role model/exercise options ○ Possesses problem-solving skills ○ Can help people explore choices and consequences ○ Has self knowledge about own recovery and sets personal boundaries ○ Can support own recovery while helping someone else ○ Is able to let people help themselves - empower them ○ Recognizes others strengths and challenges ○ Is flexible, open minded and tolerant ○ Is patient and resilient ○ Is able to work collaboratively/participate on a team ○ Openness to learning and continuing education

<p>Competencies continued</p>	<ul style="list-style-type: none"> • Knowledge <ul style="list-style-type: none"> ○ In-depth knowledge of recovery ○ Ethics, boundaries, and healthy relationships ○ Owns strengths and weak spots ○ General understanding of mental illness and substance abuse, and treatments/services/supports ○ The role of spirituality in recovery ○ The role of sexuality in recovery ○ Knowledge of the impact of trauma on recovery ○ How to find information about a variety of community resources ○ Consumer rights ○ Confidentiality ○ Cultural awareness ○ Stigma ○ Role of Peer Support Specialist ○ Safety (Personal and Practices) ○ Person Centered Philosophy • Skills <ul style="list-style-type: none"> ○ Ability to listen and to communicate clearly to others verbally and in writing ○ Ability to assess strengths and needs ○ Ability to ask questions to get to know the person ○ Ability to find resources ○ Ability to identify people in crisis and make referrals ○ Ability to find information about mental illness, treatment, meds, etc. ○ Ability to use own history in useful way ○ Ability to get to really know the other person and engage them in their recovery ○ Ability to interact with people in a way that is trauma free ○ Ability to recognize limitations and boundaries and ask for help/make referrals ○ Ability to function as an employee (e.g. attendance, punctuality, use of supervision, appropriate dress, appearance, etc.) ○ Ability to advocate for others
<p>Code of Ethics</p>	<p>The following principles will guide Peer Specialists in their various role relationships and levels of responsibility in which they function professionally.</p> <ol style="list-style-type: none"> 1. The primary responsibility of Peer Specialists is to help service recipients understand recovery and achieve their own recovery needs, wants, and goals. Peer Specialists will be guided by the principle of self-determination for each service recipient. 2. Peer Specialists will conduct themselves in a manner that fosters their own recovery and will maintain personal standards that are respectful to self and community. 3. Peer Specialists will be open to share with service recipients and coworkers their stories of hope and recovery and will likewise be able to identify and describe the supports that promote their recovery and resilience.

<p>Code of Ethics continued</p>	<ol style="list-style-type: none"> 4. Peer Specialists have a duty to inform service recipients when first discussing confidentiality that contemplated or actual harm to self or others cannot be kept confidential. Peer Specialists have a duty to accurately inform service recipients regarding the degree to which information will be shared with other team members, based on their agency policy and job description. Peer Specialists have a duty to inform appropriate staff members immediately about any person's possible harm to self or others or abuse from caregivers. 5. Peer Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the service recipients they support. 6. Peer Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, disability, or any other preference or personal characteristic, condition or state. 7. Peer Specialists will advocate with service recipients so that individuals may make their own decisions in all matters when partnering with professionals. 8. Peer Specialists will never engage in any sexual/intimate activities with service recipients they support. While a service recipient is receiving services from a Peer Specialist, the Peer Specialist will not enter into a relationship or commitment that conflict with the support needs of the service recipient. 9. Peer Specialists shall only provide service and support within the hours, days and locations that are authorized by the agency with which they work. 10. Peer Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their coworkers and service recipients. Peer Specialists will refrain from sharing advice or opinions outside of their scope of practice with service recipients. 11. Peer Specialists will utilize supervision and abide by the standards for supervision established by their employer. The Peer Specialist will seek supervision to assist them in providing recovery oriented services to service recipients. 12. Peer Specialists will not accept gifts of money or items of significant value from those they serve. Peer Specialists do not loan or give money to service recipients. 13. Peer Specialists will not discuss their employment situation in a negative manner with any service recipient. 14. Peer Specialists will protect the welfare of all service recipients by ensuring that all their conduct will not constitute physical or psychological abuse, neglect, or exploitation. Peer Specialists will provide trauma informed care at all times. 15. Peer Specialists will, at all times, respect the rights, dignity, privacy and confidentiality of those they support.
<p>Georgia Model</p>	<p>No</p>

Wyoming

Website(s)	http://www.health.wyo.gov/mhsa/recovery/peerspecialist.html
Program Description	A person who is or has been a recipient of mental health services for severe and persistent mental illness holds the position of a Peer Specialist. Because of their life experience with mental illness and mental health services and demonstration of self-sufficiency, the peer specialists provide expertise that professional training cannot replicate. Peer specialists are fully integrated team members who provide highly individualized services in the community and promote client self-determination and decision-making.
Application on File	Yes
Certification or Licensure	Peer Specialist
Program Administrator/ Credentialing Agency	Wyoming Department of Health Services; Mental Health and Substance Abuse Division
General Screening	<ul style="list-style-type: none"> • Identify as former or current consumer of mental health or dual diagnoses services or substance abuse addiction services • Assigned a peer specialist position within the center appropriate to the Peer Specialist's experience and background • Well-grounded in their own recovery • Recommended as a candidate for Peer Specialist certification by a Wyoming community mental health center • High school diploma or equivalent • At least 21 years of age
Exam Criteria	No exam
Certification Requirements	<ul style="list-style-type: none"> • <u>Provisional Certification</u>: can only be granted once, expires after 12 months; complete a WRAP within 60 days of receiving provisional certificate; orientation at local MH center, agree to complete the initial certification within 9 months of applying for provisional certification; letter of recommendation from a local MH provider • <u>Initial Certification</u>: can only be granted once, expires after 18 months; complete a WRAP; orientation from a local MH center; basic peer specialist competency training (no less than 25 hours); 6 hours MHSA training (from Approved Topics list) in the first 12 months of certification; attend 1 statewide/regional conference with at least 4 contact hours from approved list; 3 trainings (at least 1 hour each) from a local MH provider; provide a letter of recommendation from employing agency's director; and submit an application for Peer Specialist Certification to the MHSASD
Training Criteria	<p>Training for certification credit will be within the following seven categories:</p> <ol style="list-style-type: none"> 1. What a quality peer supports service is and how it promotes recovery 2. Advocating for peer support and recovery in your community 3. Tools for self-directed recovery and wellness 4. How to start and sustain self-help/mutual support groups 5. Supported employment/housing/recovery resources 6. Self-determination and consumer self-direction 7. Topics specific to mental health and substance abuse recovery

Recertification/CEU's	<p>1 year prior to expiration, peer specialist must:</p> <ul style="list-style-type: none"> • Obtain 6 hours of peer specialist training • Attend 1 statewide/regional conference that is 8 hours long, 4 of which are contact hours of training from approved list • Attend at least 3, 1-hour local trainings from a community mental health facility • Demonstrate continued employment as a CPS • Obtain letter of recommendation for recertification from the sponsoring Mental Health Center's director • Submit an application for Peer Specialist Certification to the MHSASD
Employment	Community organizations and agencies, including those which are peer run.
Medicaid	<p>Covers the portion of the client's treatment plan that promotes the client to direct their own recovery and advocacy process; to teach and support the acquisition and exercise of skills needed for management of symptoms and for utilization of natural resources within the community.</p> <p>Certified Peer Specialists services can be billed under Skills Training (billing code: H2014)</p> <p>The following codes may be used to bill for Peer Specialist services:</p> <ul style="list-style-type: none"> • Community Mental Health Centers - H2014 + HH Modifier - Skills training and development, per 15 minutes - \$8.71 • Substance Abuse Centers - H2015 + HH Modifier - Comprehensive Community Support Services, per 15 minutes - \$8.71 <p>These codes will be billed on the CMS 1500 claim form using the Community Mental Health Center or Substance Abuse Center provider number.</p>
Other Resources or Information	Mastery endorsement is also offered.
Fees	The Mental Health and Substance Abuse Services Division shall assess no fee for processing applications for transitional certification, initial certification, recertification, or mastery endorsement.
Competencies	<p>The competency course shall advance the Peer Specialists skills within the following domains:</p> <ul style="list-style-type: none"> • The recovery process and how Peer Specialists and their own recovery stories promote recovery • The meaning and role of peer support • Skills for establishing healing relationships and support systems • The role of the Wellness Recovery Action Plan • Self-determination and consumer self direction
Code of Ethics	*
Georgia Model	No

* Indicates no information available in this area