

# Peer Specialist Training & Certification Programs



## National Overview 2016



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# Peer Specialist Training and Certification Programs: A National Overview

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The certified peer specialist workforce is relatively new in the behavioral health field, with state-recognized certification programs first emerging in 2001. Within this short timeframe, states have recognized the potential of peer specialists to improve individual outcomes by promoting recovery. A nearly universal definition of a peer specialist is: an individual with lived experience who has initiated his/her own recovery journey and assists others who are in earlier stages of the recovery process. As of July 2016, 41 states and the District of Columbia have established programs to train and certify peer specialists and 2 states are in the process of developing and/or implementing a program.

A review of the components of these state peer specialist training and certification (PSTC) programs is needed so that states developing training/certification programs may look to those that are more established for advice and guidance, while established programs may benefit from understanding the similarities and differences between existing programs. This information may also be useful to policymakers and program developers as they create the infrastructure necessary to support the peer specialist workforce to remain relevant and financially sustainable in a changing healthcare environment. Providers employing, or considering employing, peer specialists may also find the information useful in developing appropriate guidelines and expectations for these employees. Peer specialists themselves, or those interested in becoming peer specialists, should also find the report useful in determining requirements necessary to become certified and the competencies of their peers in the field. The information presented in this report is a compilation of information about existing PSTC programs in the United States, which primarily train and certify mental health-focused peer specialists. Information about the training and certification processes for each state are reported in a common tabular format, which allows the user to compare and contrast between programs. A description of each data category reported is found in Table 1 on page 2.

Methods used to collect information include review of, and direct excerpts from, online resources from states, contracted trainers, and email and phone exchanges between the authors and contacts from states' programs. Initial internet searches were conducted by the authors to obtain information published online regarding each state's PSTC program and contact information for representatives of each state's program from the official program or government website. Initial drafts of reported program information were created by the authors and then sent to each state's contact to review/edit for errors; 69% of these contacts replied to the review request. The information presented is up-to-date as of July 2016. For the current update, data has also been included indicating the number of peer specialists who are currently trained and certified in each state (collected through a survey with state contacts conducted by Drs. Jessica Wolf and Nev Jones with Behavioral Health Peer Career Development). In addition, detailed information regarding Medicaid reimbursement for peer services is included in the appendix on page 127.

Information is not included for PSTC programs provided by private and not-for-profit entities that are not state-approved. Information is not included for PSTC programs that primarily train and certify substance use-focused peer specialists. PSTC programs are evolving quickly and information may have changed since this review. For more information about the programs presented, please use the provided links to visit the website for each state. If you have any questions or comments regarding the information contained in this report, please contact us at [PeerTrainingOverview@utexas.edu](mailto:PeerTrainingOverview@utexas.edu).

The map displayed on page 4 illustrates the status of programs across the nation. For more information on established programs and programs in development, click the state’s abbreviation to be redirected to detailed information regarding that states’ PSTC 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.

**Table 1. Description of PSTC program information categories**

<b>Website(s)</b>	Link to website
<b>Program Description</b>	Brief description of mission or purpose of program
<b>Application</b>	Link to training and/or certification application
<b>Certification or Credential</b>	Name of Certification (e.g., Peer Support Specialist, Recovery Support Specialist, etc.)
<b>Program Administrator/ Credentialing Agency</b>	Name of credentialing agency
<b>General Screening</b>	Requirements for acceptance into training
<b>Exam Criteria</b>	Requirements to take exam and information covered on exam
<b>Certification Requirements</b>	Requirements to obtain certification
<b>Training Criteria</b>	Training content, length of training, additional training information
<b>Recertification/CEU's</b>	Information related to recertification and continuing education
<b>Total Number of Certified Peer Specialists as of April 2016</b>	Total number of individuals trained and certified peer specialists in state <sup>1</sup>
<b>Employment</b>	Job placement, potential places of employment, resource connected to program, job board
<b>Medicaid</b>	Indicates if the state/jurisdiction bills Medicaid for peer support services. More detailed information about Medicaid billing by state is presented in the appendix on page 127.
<b>Other Resources or Information</b>	Additional resources or information not captured in other fields
<b>Fees</b>	Cost associated with training, certification, exam, recertification, CEUs, etc.
<b>Competencies</b>	List of Competencies for Peer Specialists
<b>Code of Ethics</b>	Code of Ethics for Peer Specialists

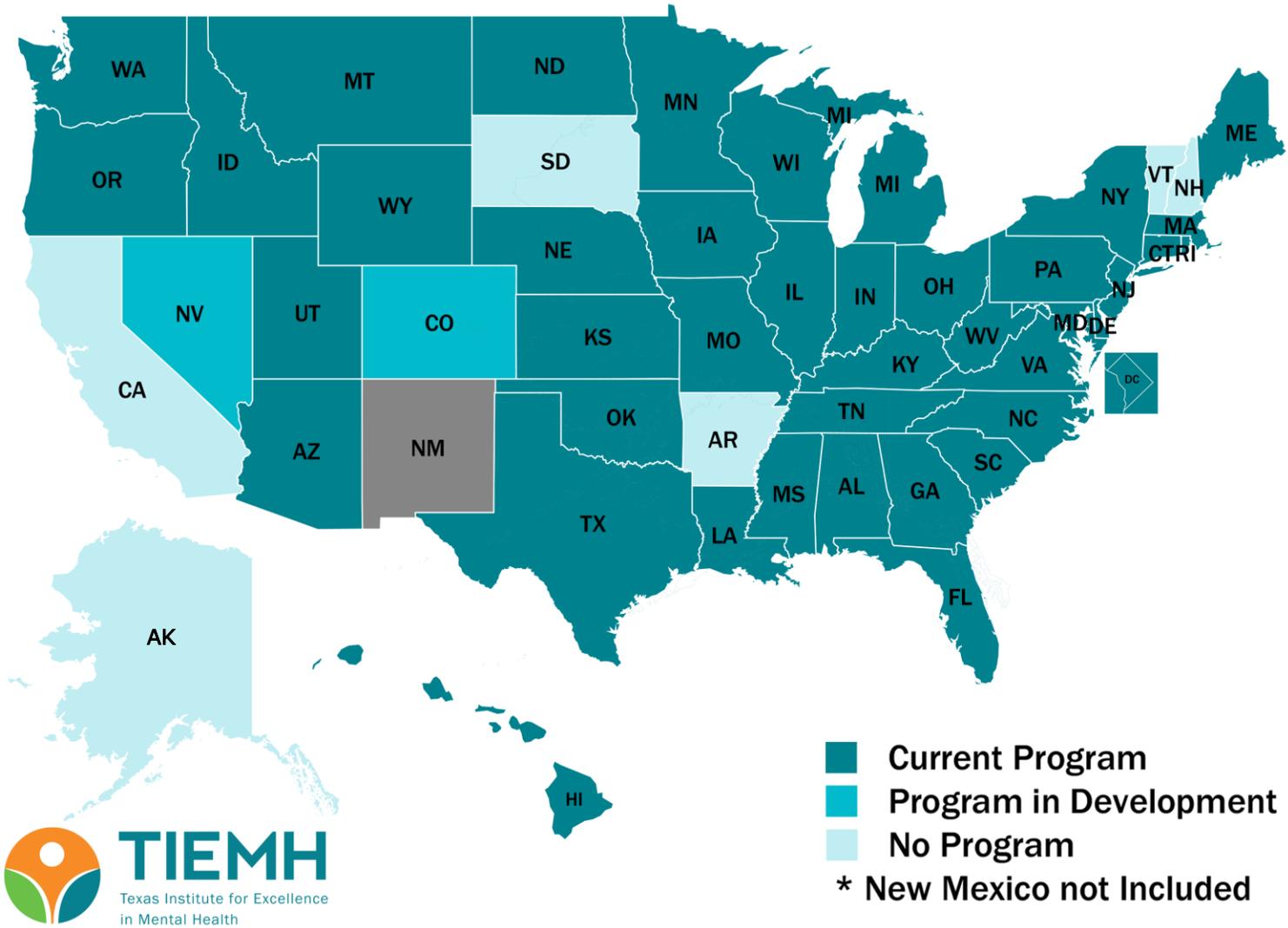
<sup>1</sup> Wolf, J. & Jones, N. (2016). [State Peer Specialist Certifying Entity Survey]. Unpublished raw data.

## Recommendations for State Programs

The authors have also included the following recommendations for states to consider in an attempt to enhance and further advance training and certification programming for peer specialist programs across the nation.

1. Designate a webpage which provides basic information on the training and certification program, as well as a contact person(s) who can be reached to answer questions. The page should be searchable through the state's sponsoring agency and through search engines (e.g., Google).
2. Include FAQs on the webpage related to the program, types of employment venues in which certified peers work, and types of funding used to reimburse peers for their services (including Medicaid).
3. Any non-proprietary documents related to the program (including application for training, training manual, etc.) should be linked through the webpage.
4. Review information contained in or linked in this report regarding other states' programs and consider adopting any best practices that could improve your program.
5. Solicit feedback on your training and certification process from people who have attended as well as from people who have applied but were not accepted. Rather than a simple satisfaction survey, find out what stakeholder's consider the program's specific strengths or challenges.
6. Assess the fidelity of peer practice to the training and build the evidence for both the training and the competency of peers.
7. Use recovery-oriented language and principles throughout all information and procedures regarding the program and the training and certification process.
8. Provide recovery-oriented implementation initiatives to support peer specialist integration into the workforce.

# Map of Peer Specialist Training and Certification Programs by State



# Alabama

<b>Website(s)</b>	<a href="http://www.mh.alabama.gov/MI/consumers.aspx">http://www.mh.alabama.gov/MI/consumers.aspx</a>
<b>Program Description</b>	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 and created a Certified Peer Specialist Training Program along with a continuing education program.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist (CPS)
<b>Program Administrator/ Credentialing Agency</b>	Office of Consumer Relations, Alabama Department of Mental Health
<b>General Screening</b>	Must have a primary mental illness; must be in recovery; must be open-minded and willing to share personal experiences with mental illness publicly; must be a high school graduate or have a GED; must have good communication skills (both written and oral). Application provides the initial screening.
<b>Exam Criteria</b>	May take exam upon completion of 5-day training program.
<b>Certification Requirements</b>	Attendance at all training sessions, pass the exam and attend quarterly continuing education trainings.
<b>Training Criteria</b>	5-day intensive training from 8:30 AM - 5:00 PM every day. Free of charge to citizens of Alabama-cost covered by the department. Includes instruction, discussion, and role play.
<b>Recertification/CEU's</b>	CPS must attend 6 of 8 quarterly continuing education trainings beginning on their certification date. The state offers a recertification exam and tutoring or review for those who request it.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	204
<b>Employment</b>	<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: CPSs 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 assist them in developing their own plan for overcoming the barriers they face as a result of a mental illness diagnosis.</p>
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	Alabama is in the process of developing a Certified Forensic Peer Specialist training program as well as a Certified Youth Peer Specialist training. There is currently a Certified Peer Specialist working in an in-patient facility for adolescent girls and a pilot project with Certified Peer Specialists working on supported employment teams.
<b>Fees</b>	The training is currently free to Alabama residents. Alabama is planning to start charging for the training in the future.
<b>Competencies</b>	Currently, there are no system wide competencies. On the job competencies are determined by their employer.



## Code of Ethics

- CPS will maintain the highest standards of personal and professional conduct.
- CPS are to help individuals achieve their own self chosen needs, goals, and desires.
- CPS should provide services in a manner that is supportive of their own recovery.
- CPS should openly share their recovery story with clients and use that experience to support individuals achieve their own definition of recovery.
- CPS should not dictate their idea of recovery to the individual, but should assist the individual in determining their own definition of recovery.
- CPS should at all times respect the individuals they serve as well as their coworkers.
- CPS should be aware of and respect the rights of the individuals they serve.
- CPS should not discriminate based on ethnicity, race, sex, sexual orientation, or religion.
- CPS should at all times follow the rules and regulations of their employer.
- CPS should advocate for the individuals they serve to make their own decisions in matters dealing with their treatment and treatment providers.
- CPS should respect the confidentiality and privacy of the individuals they serve and should comply with all HIPAA regulations.
- CPS should promote the value of choice by the individuals they serve.



# Alaska

The Alaska Peer Support Consortium (<http://www.akpeersupport.org/>) provides services to individuals and organizations that meet an identified and corroborated need for peer support, education, and advocacy. The vision of the Alaska Peer Support Consortium: A sustainable community of peer leaders dedicated to making Alaska's health system one of the best and most peer-driven in the world. The consortium coordinates a number of evidence-based trainings in Peer Support and wellness tools, but there is no consistent, standard training program at present.



# Arizona

<b>Website(s)</b>	<a href="https://azahcccs.gov/shared/Downloads/MedicalPolicyManual/961.pdf">https://azahcccs.gov/shared/Downloads/MedicalPolicyManual/961.pdf</a> <a href="https://azahcccs.gov/PlansProviders/Downloads/GM/bhs-definitions.pdf">https://azahcccs.gov/PlansProviders/Downloads/GM/bhs-definitions.pdf</a>
<b>Program Description</b>	Arizona's Medicaid program has a set of program standards for Peer/Recovery support training; rather than a single, standard training program. This standardized yet decentralized model reinforces fidelity while at the same time encourages diversity and flexibility in program design, development and operation. This has also allowed greater access to training/credentialing for Peer/Recovery support specialists operating in rural and frontier areas.
<b>Application</b>	Each training/credentialing program uses their own application form.
<b>Certification or Credential</b>	Peer/Recovery Support Specialist
<b>Program Administrator/ Credentialing Agency</b>	The Arizona Health Care Cost Containment System (AHCCCS) Office of Individual and Family Affairs (OIFA) accredits prospective training/credentialing programs. AHCCCS is the state's Medicaid program; Regional Behavioral Health Authorities (RBHAs) are contractors of AHCCCS. In most cases, RBHAs subcontract with training/credentialing programs to provide their services. Accredited training/credentialing programs are not required to contract with RBHAs in order to operate their program. Credentials are issued by the training program.
<b>General Screening</b>	Self-identify as a peer; meet the requirements to function as a behavioral health paraprofessional, behavioral health technician, or behavioral health professional. Peer is defined as "an individual who is, or has been, a recipient of behavioral health services and has an experience of recovery to share." Behavioral health is inclusive of both mental health and substance abuse services.
<b>Exam Criteria</b>	Currently, each program has their own final exam that must cover all core elements listed below under "competencies." Moving towards a single exam that graduates from any accredited program will have to pass upon completion of the program.
<b>Certification Requirements</b>	Successfully complete training through an accredited program and pass a competency exam.
<b>Training Criteria</b>	For purposes of accessibility, no specific number of hours, course schedule or training format/structure is required. Required topics and areas to be covered by trainings can be found below under "competencies."
<b>Recertification/CEU's</b>	Credentials do not require renewal. Contractors (RBHAs) must ensure that Peer/Recovery Support Specialists working in their provider network have adequate access to continuing education opportunities. There is currently no specified requirement of hours out of consideration for geographical disparities experienced by Peer/Recovery Support Specialists in rural and frontier areas and socioeconomic disparities between Peer/Recovery Support Specialists and other health professionals in general. Moving towards finding a sustainable and equitable number of required hours which takes into consideration disparities of accessibility to- and cost of continuing education opportunities. When implemented, this requirement will only apply to persons working in the field as Peer/Recovery Support Specialists.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	2,524
<b>Employment</b>	Credentialed individuals are employed in a variety of locations/settings and often have work responsibilities extending beyond peer/recovery support.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	As of 2016, there are currently 21 accredited training programs. Contact AHCCCS OIFA for any inquiries: <a href="mailto:oifa@azahcccs.gov">oifa@azahcccs.gov</a>



<p><b>Fees</b></p>	<p>No fees are required by the state. Training agencies often use their program as a billable service (pre-employment training). Agencies often charge private-pay individuals for training and materials.</p>
<p><b>Competencies</b></p>	<ul style="list-style-type: none"> <li>• <b>Concepts of Hope and Recovery</b> <ul style="list-style-type: none"> <li>○ Instilling the belief that recovery is real and possible;</li> <li>○ The history of recovery and the varied ways that behavioral health issues have been viewed and treated over time and in the present;</li> <li>○ Knowing and sharing one's story of a recovery journey and how one's story can assist others in many ways;</li> <li>○ Mind-Body-Spirit connection and holistic approach to recovery; and</li> <li>○ Overview of the Individual Service Plan (ISP) and its purpose.</li> </ul> </li> <li>• <b>Advocacy and Systems Perspective</b> <ul style="list-style-type: none"> <li>○ Overview of state and national behavioral health system infrastructure and the history of Arizona's behavioral health system;</li> <li>○ Stigma and effective stigma reduction strategies: countering self-stigma, role modeling recovery, and valuing the lived experience;</li> <li>○ Introduction to organizational change – how to utilize person-first language and energize one's agency around recovery, hope, and the value of peer support;</li> <li>○ Creating a sense of community; creating a safe and supportive environment;</li> <li>○ Forms of advocacy and effective strategies – consumer rights and navigating the behavioral health system; and</li> <li>○ Introduction to the Americans with Disabilities Act (ADA).</li> </ul> </li> <li>• <b>Psychiatric Rehabilitation Skills and Service Delivery</b> <ul style="list-style-type: none"> <li>○ Strengths based approach; identifying one's own strengths and helping others identify theirs; building resilience;</li> <li>○ Distinguishing between sympathy and empathy; emotional intelligence;</li> <li>○ Understanding learned helplessness; what it is, how it is taught and how to assist others in overcoming its effects;</li> <li>○ Introduction to motivational interviewing; communication skills and active listening;</li> <li>○ Healing relationships – building trust and creating mutual responsibility;</li> <li>○ Combating negative self-talk; noticing patterns and replacing negative statements about one's self; using mindfulness to gain self-confidence and relieve stress;</li> <li>○ Group facilitation skills; and</li> <li>○ Introduction to Culturally &amp; Linguistically Appropriate Services (CLAS) Standards; the role of culture in recovery.</li> </ul> </li> <li>• <b>Professional Responsibilities of the Peer Support Employee and Self Care in the Workplace</b> <ul style="list-style-type: none"> <li>○ Professional boundaries and ethics – the varied roles of the helping professional, collaborative supervision, and the unique features of the Peer/Recovery Support Specialist;</li> <li>○ Confidentiality laws and information sharing – understanding the Health Insurance Portability and Accountability Act (HIPAA);</li> <li>○ Responsibilities of a mandatory reporter; what to report and when;</li> <li>○ Understanding common signs and experiences of mental illness, substance abuse, addiction, and trauma; orientation to commonly used medications and potential side effects;</li> <li>○ Guidance on proper service documentation, billing, and using recovery language throughout documentation; and</li> <li>○ Self-care skills and coping practices for helping professionals, the importance of ongoing supports for overcoming stress in the workplace, resources to promote personal resilience; understanding burnout and</li> </ul> </li> </ul>



	using self-awareness to prevent compassion fatigue, vicarious trauma, and secondary traumatic stress.
<b>Code of Ethics</b>	<b>Peer/Recovery Support Specialists are held to the same ethical standards required of all behavioral health workers. Ethical violations/unprofessional conduct are resolved at the employer or RBHA level.</b>



# Arkansas

At this time, Arkansas has not established a peer training and certification program.



# California

As of February 2015, California has not established or utilized a standardized curriculum and certification protocol for Peer Specialists' services.

Source: <http://www.dhcs.ca.gov/services/MH/Documents/CMHPCPeerCertPaper.pdf>



# Colorado

The state of Colorado does not currently have a formalized credentialing process for peers. A credentialing process is currently in development.



# Connecticut

<b>Website(s)</b>	<a href="http://www.mindlink.org/">http://www.mindlink.org/</a> <a href="http://www.ct.gov/DMHAS/cwp/view.asp?A=2900&amp;Q=437254">http://www.ct.gov/DMHAS/cwp/view.asp?A=2900&amp;Q=437254</a>
<b>Program Description</b>	The Connecticut Department of Mental Health & Addiction Services (DMHAS) recognizes Recovery University of Advocacy Unlimited Inc. as responsible for a training and certification process to assist individuals in becoming a Certified Recovery Support Specialist in Peer Delivered Services under the Medicaid Waiver program. Recovery University is an 80-hour advanced training and certification program for people who have had direct, lived experience of receiving mental health services. After successfully completing the course and passing the certification exam, graduates are state certified as a Recovery Support Specialist (RSS) and qualified to apply for RSS jobs requiring state certification.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Recovery Support Specialists, Peer Delivered Services
<b>Program Administrator/ Credentialing Agency</b>	Recovery University of Advocacy Unlimited, Inc.
<b>General Screening</b>	At least 18 years of age; high school diploma or GED; identifies as a person with a psychiatric and/or addiction history
<b>Exam Criteria</b>	Attend 80-hour training offered by Recovery University
<b>Certification Requirements</b>	Receive a passing score of 80% or higher on the Certification Exam
<b>Training Criteria</b>	80-hour advanced training
<b>Recertification/CEU's</b>	60 hours of continuing education over three years is required for recertification. Recovery Support Specialists will be notified 90 days prior to their recertification date to submit paperwork supporting 60 hours of training.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	100
<b>Employment</b>	The certification allows people to apply for private or public Recovery Support Specialist positions throughout Connecticut.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Application Processing Fee \$25.00 Recovery University Course Fee \$100.00 Certification Exam Fee \$75.00
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Effective, empathetic communication Skills</li> <li>• What is peer support and why it is important in the mental health system</li> <li>• The importance of language and engagement practice.</li> <li>• Legal and ethical considerations</li> <li>• Human Rights and C/S/X movement</li> <li>• Introduction to mental Health, addictions and “co-occurring”</li> <li>• Psychiatric Rehabilitation, Person Centered Recovery Planning</li> <li>• Introduction to benefits</li> <li>• Using your recovery story and the role of peer support on teams</li> <li>• Role challenges and conflict resolution</li> <li>• Wellness tools and recovery programs</li> <li>• Introduction to trauma</li> <li>• Documentation</li> <li>• Cultural awareness</li> </ul>
<b>Code of Ethics</b>	No information available



# District of Columbia

<b>Website(s)</b>	<a href="http://dbh.dc.gov/service/peer-specialist-certification-program">http://dbh.dc.gov/service/peer-specialist-certification-program</a>
<b>Program Description</b>	The six-week certification program provides an opportunity for individuals with lived experience to assist others receiving behavioral health services. It ensures that these valuable peer supports services meet acceptable standards. The program also enables providers to credential their peer support staff through the certification training.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	Office of Consumer and Family Affairs, District of Columbia Department of Behavioral Health (DBH)
<b>General Screening</b>	A self-disclosed current or previous consumer of behavioral health services with demonstrated personal recovery and an ability to help others with their recovery is eligible to apply for the peer specialist certification program. A participant must be at least 18 years of age with a high school diploma, GED, or Equivalent, and a resident of the District of Columbia. A participant must be willing to create and follow a wellness recovery plan.
<b>Exam Criteria</b>	After the class and field practicum are completed, a date to take the certification examination must be arranged with the Office of Consumer and Family Affairs.
<b>Certification Requirements</b>	Completion of required classroom work; completion of an 80 hour, nonpaid field practicum with a District community based behavioral health provider; a score of 85% on the certification examination.
<b>Training Criteria</b>	70 hours of class time and 80 hours of field practicum
<b>Recertification/CEU's</b>	20 CEU's are required every two years to maintain the certification. DBH Office of Consumer and Family Affairs must approve all courses to qualify as CEUs for recertification.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	107
<b>Employment</b>	The Peer Specialist Certification Program helps prepare individuals to apply for available peer specialist jobs. DBH encourages its private provider network to include peer specialists in their workforce. However, successful completion of the certification program is not a guarantee of an offer of employment.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Upon completion of all requirements, each participant will receive a stipend of \$300.00.
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Practical assessment skills and basic knowledge of mental health and substance use disorders</li> <li>• Supporting skills to assist a consumer to develop skills identified in the approved Individual Recovery Plan</li> <li>• Documentation of services provided including preparation of progress notes</li> <li>• Computer skills</li> <li>• Unique role of the peer, using self as a therapeutic presence</li> <li>• Ethics and professionalism</li> <li>• Recovery and Wellness Recovery Action Planning (WRAP) or similar planning</li> </ul>



	<ul style="list-style-type: none"> <li>• Advocacy skills</li> <li>• Cultural competency and sensitivity</li> </ul>
<p><b>Code of Ethics</b></p>	<p><b>Certified Peer Specialists shall:</b></p> <ul style="list-style-type: none"> <li>• Be responsible for helping fellow mental health consumers meet their own needs, wants and goals in personal recovery;</li> <li>• Maintain high standards of personal conduct in a manner that fosters their own personal recovery;</li> <li>• Openly share with consumers and colleagues their personal recovery stories from mental illness and be able to identify and describe the supports that promote their personal recovery;</li> <li>• At all times, respect the rights and dignity of those they serve;</li> <li>• Never intimidate, threaten, harass, and use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve;</li> <li>• Not practice, condone, facilitate or collaborate in any form of discrimination in violation of federal or District law;</li> <li>• Respect the privacy and confidentiality of those they serve;</li> <li>• Advocate for the full integration of consumers into the communities of their choice and promote their inherent value to those communities;</li> <li>• Not enter into dual relationships or commitments that conflict with the interests of those they serve;</li> <li>• Comply with the Department’s policies regarding the protection of consumers from abuse or neglect;</li> <li>• Not abuse substances;</li> <li>• Not work at a mental health agency where they are receiving mental health services; and</li> <li>• Not accept gifts of any value from consumers or family members of consumers they serve.</li> </ul>



# Delaware

<b>Website(s)</b>	<a href="http://www.dhss.delaware.gov/dhss/dsamh/recovery_resources.html">http://www.dhss.delaware.gov/dhss/dsamh/recovery_resources.html</a>
<b>Program Description</b>	Delaware has peer specialists working in the state psychiatric hospital, community mental health agencies (ACT and ICM teams), group homes, peer support and recovery centers, mental health court, supportive housing, and most state contracted mental health services. We plan to expand the peer program to include a wellness component.
<b>Application</b>	<a href="#">View training application</a> <a href="#">View certification application</a>
<b>Certification or Credential</b>	Yes
<b>Program Administrator/ Credentialing Agency</b>	Delaware Certification Board
<b>General Screening</b>	High school diploma/GED or some college work; previous work experience; consumer of mental health services
<b>Exam Criteria</b>	<p>This credential requires successful completion of the Certified Peer Support Specialist exam which is offered as a paper and pencil exam. Two and a quarter hours are permitted to complete the 100 question, multiple choice exam. Candidates will be notified by DCB, once application for certification is approved, on scheduling for the exam.</p> <p>Content: Questions in the exam were derived from the DSAMH approved peer curriculum training.</p> <p>Candidate Guide: Candidate Guides will be sent to candidates prior to exam scheduling. Candidate Guides are also available from the DCB website at <a href="http://www.delawarecertificationboard.org">www.delawarecertificationboard.org</a>. Candidate Guides provide information about the examination process.</p> <p>Dates: The exam is offered quarterly. Candidates will receive information from DCB on dates, times and locations for the exam once application for certification is approved.</p>
<b>Certification Requirements</b>	<ul style="list-style-type: none"> <li>• 1,000 supervised peer support work/volunteer hours</li> <li>• High school diploma/GED</li> <li>• 54 hours peer training in specified domains (DCB approved training)</li> <li>• Pass Certified Peer Support Specialist exam</li> <li>• \$100 certification fee</li> </ul>
<b>Training Criteria</b>	54 hours of peer training to include all current domains. Training must be the DSAMH approved peer curriculum or training that is submitted to and approved by DCB prior to candidate applying for the credential.
<b>Recertification/CEU's</b>	<ul style="list-style-type: none"> <li>• Hold a current and valid certificate issued by DCB;</li> <li>• Acquire 20 hours of training/education to include four hours in peer specific ethics/boundaries; four hours</li> <li>• in peer support and recovery; two hours in trauma; and two hours in creativity – all of which must have been received within the 2-year recertification cycle;</li> <li>• Verify that you have reviewed, read and will uphold by practice the DCB Code of Ethical Conduct for professional behavior;</li> <li>• Complete an application and pay the recertification fee of \$50.</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	29
<b>Employment</b>	Entry level peer support training is offered to individuals seeking employment (Peer Support 101 – 18 hours). Peer Specialists are subject to hiring agency's



	<p>policies and practices. State of Delaware defines the scope of practice for ACT/ICM Peer Specialists. Peer positions are available on ACT and ICM teams, in group homes, mental health clinics, care management, inpatient settings, peer support and recovery centers, supported housing, mental health court, training and education, addiction/detox services, veteran's affairs, and quality assurance. Typical job duties include: peer mentoring, advocacy, group facilitation, and connecting to natural supports and recovery resources.</p>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	<a href="http://dhss.delaware.gov/dhss/dsamh/files/bluebird_article_consumer_roles.pdf">http://dhss.delaware.gov/dhss/dsamh/files/bluebird_article_consumer_roles.pdf</a>
<b>Fees</b>	<p>Certification: \$100 (fee must accompany application and materials)  Retest: \$ 50  Exam Cancellation: \$ 50</p>
<b>Competencies</b>	<p>CPSS Domains: History of Consumer Survivor Movement; Recovery; Peer Support; Boundaries/Ethics; Self-Disclosure; Telling Your Recovery Story; Communication; WRAP; Positive Self-Talk; Client's Rights; Olmstead Act/DOJ Settlement; Stigma; Substance Abuse/Co-Occurring Disorders; Cultural Uniqueness; Suicide Prevention; Wellness; Trauma; Understanding Mental Health &amp; Mental Illness; Confidentiality; Advocacy; Spirituality; Crisis Prevention/Intervention; Creativity.</p>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• The primary responsibility of Certified Peer Support Specialists is to help individuals achieve their own needs, wants, and goals. Certified Peer Support Specialists will be guided by the principle of self-determination for all.</li> <li>• Certified Peer Support Specialists will maintain high standards of personal conduct. Certified Peer Support Specialists will also conduct themselves in a manner that fosters their own recovery.</li> <li>• Certified Peer Support 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.</li> <li>• Certified Peer Support Specialists will, at all times, respect the rights and dignity of those they serve.</li> <li>• Certified Peer 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.</li> <li>• 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.</li> <li>• Certified Peer Support Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.</li> <li>• Certified Peer Support Specialists will respect the privacy and confidentiality of those they serve.</li> <li>• Certified Peer Support 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.</li> <li>• Certified Peer Support Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> <li>• Certified Peer Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve.</li> <li>• Certified Peer Support Specialists will never engage in sexual/intimate activities with the consumers they serve.</li> </ul>



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|  | <ul style="list-style-type: none"><li>• <b>Certified Peer Support Specialists will not abuse substances under any circumstance.</b></li><li>• <b>Certified Peers Support Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.</b></li><li>• <b>Certified Peer Support Specialists will not accept gifts of significant value from those they serve.</b></li></ul> |
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# Florida

<b>Website(s)</b>	<a href="http://flcertificationboard.org/wp-content/uploads/CRPS-Candidate-Guide-2015.pdf">http://flcertificationboard.org/wp-content/uploads/CRPS-Candidate-Guide-2015.pdf</a>
<b>Program Description</b>	<p>The Certified Recovery Peer Specialist (CRPS) designation is an entry-level credential for persons who use their professional preparation in combination with their lived experience to help others achieve and maintain recovery from substance use and/or mental health conditions. There are three different endorsements of lived experience that certified professionals can add to the credential:</p> <p><b>CRPS-A:</b> Applicant attests to lived experience as an adult who has been in recovery for a minimum of 2 years from a substance use or mental health condition.</p> <p><b>CRPS-F:</b> Applicant attests to lived experience as a family member or caregiver to another individual who has or is in recovery from a substance use or mental health condition.</p> <p><b>CRPS-V:</b> Applicant attests to lived experience as a veteran of the armed forces who has been in recovery for a minimum of 2 years from a substance use or mental health condition.</p>
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Recovery Peer Specialist (CRPS)
<b>Program Administrator/ Credentialing Agency</b>	Florida Certification Board
<b>General Screening</b>	High School Diploma, General Equivalency Degree or higher; been a 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; 3 personal or professional letters of recommendation
<b>Exam Criteria</b>	The application portfolio must be submitted prior to exam. Written exam consists of 100 multiple choice questions. Must obtain a passing score of 65%.
<b>Certification Requirements</b>	Application; Training Verification Forms; Experience Verification Form; Recommendation for Certification Form; Assurance and Release Form; Acknowledgement of the FCB Code of Ethics Form; official transcript to document formal education; official copy of background report showing the disposition of case if criminal record indicated
<b>Training Criteria</b>	<p>40 total clock hours of training divided among the following content areas:</p> <ul style="list-style-type: none"> <li>• Advocacy: 4 hours minimum</li> <li>• Mentoring: 6 hours minimum</li> <li>• Recovery Support: 6 hours minimum</li> <li>• Professional Responsibility: 4 hours minimum</li> <li>• Electives: 20 hours minimum</li> </ul> <p>Content for “electives” may relate to any of the above performance domains or to addiction, mental health, or veteran peer services. 500 hours of supervised work and/or volunteer experience providing peer-to-peer recovery support services in any of the following domains:</p> <ul style="list-style-type: none"> <li>• Advocacy</li> <li>• Mentoring</li> <li>• Recovery Support</li> </ul>
<b>Recertification/CEU's</b>	10 CEU's per year with training content related to at least one of the CRPS performance domains; certification must be renewed every year (or will credential will become inactive).



<b>Total Number of Certified Peer Specialists as of April 2016</b>	421
<b>Employment</b>	No information available
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Candidates must pay a \$100 Certification Application Fee, a \$20 Criminal Background Report Fee, a \$25 Manual Application Processing Fee, a \$65 CRPS Exam Fee, a \$50 CRPS Annual Renewal Fee, and a \$50 Late Renewal Fee.
<b>Competencies</b>	<p><b>Advocacy Domain</b></p> <ul style="list-style-type: none"> <li>• Advocate for the client to promote individual choice and self-determination.</li> <li>• Help the client develop self-advocacy skills.</li> <li>• Identify and communicate gaps in the service system that result in unmet needs for clients.</li> <li>• Serve as a member of the client’s recovery support team.</li> <li>• Assure that Client’s Rights are maintained.</li> </ul> <p><b>Mentoring Domain</b></p> <ul style="list-style-type: none"> <li>• Demonstrate healthy behaviors expected of a person in recovery.</li> <li>• Establish and maintain an effective peer mentoring relationship with the client.</li> <li>• Promote social learning through shared experiences.</li> <li>• Encourage clients to develop independent behavior that is based on choice rather than compliance.</li> <li>• Teach clients life skills, including personal care and social responsibility habits.</li> <li>• Assist participants to establish/reestablish and maintain healthy interpersonal relationships with persons such as family members, significant others, friends, and/or family members of choice.</li> <li>• Establish and maintain a communication plan with the client to provide on-going support.</li> <li>• Assist the client to identify informal support systems to access or build upon in order to meet the client’s needs and wants.</li> </ul> <p><b>Recovery Support Domain</b></p> <ul style="list-style-type: none"> <li>• Help the client identify their options and participate in all decisions related to establishing and achieving recovery goals.</li> <li>• Help the client develop problem-solving skills so they can respond to challenges to their recovery.</li> <li>• Recognize crisis situations and respond appropriately.</li> <li>• Recognize risks to the client’s recovery and/or personal safety and respond appropriately.</li> <li>• Apply strategies designed to enhance the client’s motivation to change.</li> <li>• Reinforce reasons why recovery is a viable and achievable path.</li> <li>• Help the client develop an understanding of the holistic approach to wellness/recovery, which includes physical, mental, spiritual, and social wellness.</li> <li>• Help the client access information and resources necessary to make informed decisions to positively affect the veteran’s overall health and wellness.</li> <li>• Assist and motivate participants to navigate the array of services available to achieve and maintain recovery.</li> </ul>



	<ul style="list-style-type: none"> <li>• Engage and assist participants to move through the stages of recovery and develop recovery capital.</li> </ul> <p><b>Professional Responsibility Domain</b></p> <ul style="list-style-type: none"> <li>• Report suspicions of abuse of a child or vulnerable adult according to Florida Statutes.</li> <li>• Maintain client confidentiality according to state and federal laws.</li> <li>• Perform all job tasks according to professional, legal, and ethical standards.</li> <li>• Maintain documentation as required by agency, state, and federal laws.</li> <li>• Recognize individual differences of clients by gaining knowledge about personality, culture, lifestyles, gender, sexual orientation, special needs, and other factors influencing client behavior in order to provide recovery peer specialist services that are sensitive to the uniqueness of the individual.</li> <li>• Respond appropriately to personal stressors, triggers, and indicators that impact your ability to perform job duties.</li> </ul>
<p><b>Code of Ethics</b></p>	<p><b>Professional Standards</b></p> <ul style="list-style-type: none"> <li>• A certified professional shall meet and comply with all terms, conditions, or limitations of any professional credential they hold.</li> <li>• A certified professional shall not perform services outside of their area of training, expertise, competence, or scope of practice.</li> <li>• A certified professional 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.</li> <li>• A certified professional shall place their credential(s) on inactive status for any mental, physical, or behavioral health related adversity that interferes with their professional functioning.</li> <li>• A certified professional shall not practice during the period of any denial, suspension, revocation, probation, or other restriction or discipline on certification, license, or other authorization to practice issued by any certification authority or any state, province, territory, tribe, or the federal government.</li> </ul> <p><b>Criminal Activity</b></p> <ul style="list-style-type: none"> <li>• A certified professional shall report all arrests and case disposition, regardless of adjudication to any felony or first degree misdemeanor crime. Such report must be received within 72 hours of release from any state or federal confinement.</li> <li>• A certified professional shall not use, possess, or sell any un-prescribed or illegal substance.</li> <li>• A certified professional shall comply with all federal and state laws.</li> <li>• <b>Sexual Misconduct</b></li> <li>• A certified professional shall not engage in sexual misconduct with a consumer during the period of time services are being rendered to the consumer and a minimum of two years after the professional relationship has terminated.</li> <li>• A certified professional shall not engage in sexual misconduct with any family member or guardian of a consumer during the period of time services are being rendered to the consumer.</li> <li>• A certified professional shall not engage a supervisee in sexual misconduct during the period of time supervisory relationship exists.</li> <li>• <b>Fraud-Related Conduct</b></li> </ul>



- A certified professional shall not present fraudulent documents when applying for certification, certification upgrades, or certification renewal.
- A certified professional shall not prepare fraudulent certification documents for certification applicants.
- A certified professional shall not use a title designation, credential or license, firm name, letterhead, publication, term, title, or document which states or implies an ability, relationship, or qualification that does not exist.
- A certified professional shall not practice under a false name or under a name other than the name under which his or her certification or license is held.
- A certified professional shall not prepare, present, or participate in activities related to fraudulent billing or benefit claim under any employee benefit program or insurance policy/program.
- A certified professional shall not produce, publish, create, or partake in the creation of any false, fraudulent, deceptive, or misleading advertisement.

#### Exploitation of Consumers

- A certified professional shall not develop, implement, or maintain exploitative relationships with current or past consumers.
- A certified professional shall not misappropriate property from a consumer.
- A certified professional shall not enter into a relationship with a consumer which involves financial gain to the certified professional or a third party resulting from the promotion or the sale of services unrelated to treatment.
- A certified professional shall not to a consumer any unnecessary, ineffective or unsafe device, treatment, procedure, product or service.
- A certified professional shall not solicit gifts or favors from consumers.
- A certified professional shall not offer, give, or receive commissions, rebates, or any other forms of remuneration for a consumer referral.
- Discussion Rule 5.6: This standard is governed by Florida Statute. See 817.505 for further information on restrictions related to patient brokering.

#### Safety & Welfare

- When a condition of clear and imminent danger exists that a consumer may inflict serious bodily harm on another person or persons, a certified professional shall, consistent with federal and state confidentiality laws, take reasonable steps to warn any likely victims of the consumer's potential behavior.
- When a condition of clear and imminent danger exists that a consumer may inflict serious bodily self-harm, the certified professional shall, consistent with federal and state confidentiality laws, take reasonable steps to protect the consumer.
- Records Management
- A certified professional shall not falsify, amend, knowingly make incorrect entries, or fail to make timely essential entries into the consumer record.
- A certified professional shall follow all Federal and State regulations regarding consumer records.
- A certified professional shall comply with all federal and state confidentiality laws.

#### Cooperation with the Board

- A certified professional shall cooperate with a FCB disciplinary investigation or proceeding.
- A certified professional shall not attempt to prevent or interfere with a complaint from being filed or FCB disciplinary investigation or proceeding to occur. Interference attempts may include but are not limited to:



- the use of threats or harassment against, or an inducement to, any person in an effort to prevent or attempt to prevent a complaint from being filed, prosecuted or completed;
- the use of threats or harassment against, or an inducement to, any consumer or witness in an effort to prevent them from providing evidence in an investigation, disciplinary proceeding or any other legal action; and
- The willful misrepresentation of facts before the disciplining authority or its authorized representative.
- A certified professional shall report any violation of the Rules by filing a formal Ethics Complaint with the FCB.
- A certified professional shall not file a false or misleading Ethics Complaint or information to the FCB.
- A certified professional shall comply with all federal and state confidentiality requirements when submitting any information to the Board.



# Georgia

<b>Website(s)</b>	<a href="http://www.gacps.org/Home.html">http://www.gacps.org/Home.html</a>
<b>Program Description</b>	It is the mission of the Georgia Certified Peer Specialist Project 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.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	Georgia Certified Peer Specialist Project
<b>General Screening</b>	<p>Candidates must have a primary diagnosis of mental illness or a dual diagnosis of mental illness and addictive disease, and a strong desire to identify themselves as a person with mental illness (current or former consumer of mental health services). Applicants must hold a GED or High School diploma. You may be requested to provide a copy of this document. In addition, applicants must demonstrate strong reading comprehension and written communication skills as indicated by their responses on the pre-test. (Please do not type any portion of the application and pre-test, and do not have anyone fill out either of these forms for you.) You must have demonstrated experience with leadership, advocacy, or governance, and be well grounded in your recovery (one year between diagnosis and application to the training). Please feel free to contact the Project if you have any questions about your qualifications</p> <p>Peers who are interested in becoming a Certified Peer Specialist apply through the Georgia Certified Peer Specialist Project manager. 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 themselves 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. This system was devised to assist program providers in meeting the guidelines that have been set by Medicaid</p>
<b>Exam Criteria</b>	Exam administered approximately 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.
<b>Certification Requirements</b>	Attend training and pass exam
<b>Training Criteria</b>	2-week training; peers who are interested in becoming a Certified Peer Specialist apply through the Georgia Certified Peer Specialist Project Manager.
<b>Recertification/CEU's</b>	<p>Anyone certified as a CPS by the GA CPS Project is required to obtain 12 hours of Continuing Education each calendar year. These can be obtained by attending trainings offered by the GA CPS Project and the GA Mental Health Consumer Network through its various initiatives, or other recovery oriented trainings. Continuing Education Workshops sponsored by GMCHN are open to all Georgia Certified Peer Specialists.</p> <p>Training hours that count toward Contact Hour Credit are primarily direct skills training in CPS-specific topics or peer support specific training. WRAP training, Double Trouble in Recovery (DTR), Peer to Peer Homeless training, Peer Mentoring training and Peer Support Whole Health training offered by GMHCN are considered by the Project for Contact Hour Credit. In order to receive credit hours,</p>



	<p>the training must specifically relate to a skill set that enhances a CPSs' ability to partner with their peers in assisting them in obtaining their personal recovery goals or in strengthening their ability to form and maintain peer relationships.</p> <p>It is the responsibility of the CPSs to maintain their own records for trainings that are not a function of the GA CPS Project or GMHCN.</p>
<p><b>Total Number of Certified Peer Specialists as of April 2016</b></p>	<p>1,700</p>
<p><b>Employment</b></p>	<p>Under immediate to general supervision, the Certified Peer Specialist (CPS) provides peer support services; serves as a consumer advocate; provides consumer information and peer support for consumers in a variety of settings. The CPS performs a wide range of tasks to support consumers in living their own lives and directing their own recovery and wellness process. The CPS will model competency in recovery and wellness.</p> <p>Using the 10-step goal setting process the CPS will:</p> <ul style="list-style-type: none"> <li>• Support consumers in articulating personal goals for recovery and wellness. Support consumers in articulating the objectives necessary to reach his or her recovery and wellness goals.</li> </ul> <p>The CPS will document the following on the Individual Recovery/Resiliency Plan (IR/RP) by:</p> <ul style="list-style-type: none"> <li>• Assisting consumers in identifying strengths.</li> <li>• Assisting consumers in identifying recovery and wellness goals.</li> <li>• Assisting consumers in setting objectives.</li> <li>• Assisting consumers in identifying barriers</li> <li>• Support consumer in determining recovery and wellness interventions based on consumers' life goals.</li> <li>• Recognizing and reporting progress consumers make toward meeting objectives.</li> <li>• Understanding and utilizing specific interventions necessary to support consumers in meeting their recovery and wellness goals.</li> </ul> <p>Utilizing their specific training, the CPS will:</p> <ul style="list-style-type: none"> <li>• Lead as well as teach consumers how to facilitate Recovery Dialogues</li> <li>• Support consumers in creating a Wellness Recovery Action Plan (WRAP).</li> <li>• Utilize and teach problem solving techniques with individuals and groups.</li> <li>• Teach consumers techniques for identifying and combatting negative self-talk.</li> <li>• Teach consumers techniques for identifying and overcoming fears.</li> <li>• Support the vocational choices consumers make and support them in overcoming job-related anxiety.</li> <li>• Support consumers in building social skills in the community that will enhance job acquisition and tenure.</li> <li>• Support non-consumer staff in identifying program environments that are conducive to recovery; lend their unique insight into mental illness and what makes recovery possible.</li> <li>• Attend treatment team meetings to promote consumer's use of self-directed recovery tools.</li> </ul> <p>Utilizing their unique recovery experience, the CPSs will:</p> <ul style="list-style-type: none"> <li>• Teach and role model the value of every individual's recovery experience.</li> </ul>



	<ul style="list-style-type: none"> <li>• Support the consumer in obtaining decent and affordable housing of his or her choice in the most integrated, independent, and least intrusive or restrictive environment.</li> <li>• Model effective coping techniques and self-help strategies.</li> <li>• The CPSs will maintain a working knowledge of current trends and developments in the mental health field by reading books, journals and other relevant material.</li> <li>• Continue to develop and share recovery-oriented material with other CPSs at the continuing education assemblies and on the CPS electronic bulletin board.</li> <li>• Attend continuing education sessions when offered by the CPS Project.</li> <li>• Attend relevant seminars, meetings, and in-service trainings whenever offered.</li> </ul> <p>The CPSs will serve as a recovery agent by:</p> <ul style="list-style-type: none"> <li>• Providing and advocating for effective recovery based services.</li> <li>• Support consumers in obtaining services that suit that individual's recovery needs.</li> <li>• Inform consumers about community and natural supports and how to utilize these in the recovery process.</li> <li>• Support consumers in developing empowerment skill through self-advocacy and the use of Human Experience Language to combat stigma.</li> <li>• Support consumers in setting up and sustaining Self-Help support groups.</li> </ul> <p>Job Board for Peer Specialists: <a href="http://peerspecialistjobs.blogspot.com/">http://peerspecialistjobs.blogspot.com/</a></p>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Registration Fee: \$85.00 (Covers the cost 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.
<b>Competencies</b>	<p>A CPS should possess the following competencies:</p> <p>An understanding of their job and the skills to do that job.</p> <ul style="list-style-type: none"> <li>• Understand the basic structure of the state Mental Health System and how it works.</li> <li>• Understand the CPS job description and Code of Ethics within the state MHS.</li> <li>• Understand the meaning and role of peer support</li> <li>• Understand the difference in treatment goals and recovery goals.</li> <li>• Be able to create and facilitate a variety of group activities that support and strengthen recovery.</li> <li>• Be able to do the necessary documentation required by the state.</li> <li>• Be able to support a consumer combat negative self-talk, overcome fears, and solve problems.</li> <li>• Be able to support a consumer articulate, set and accomplish his/her goals.</li> <li>• Be able to teach other consumers to create their own Wellness Recovery Action Plan</li> <li>• Be able to teach other consumers to advocate for the services that they want.</li> <li>• Be able to support a consumer create a Person Centered Plan.</li> </ul> <p>An understanding of their job and the skills to do that job.</p> <ul style="list-style-type: none"> <li>• Understand the basic structure of the state Mental Health System and how it works.</li> </ul>



	<ul style="list-style-type: none"> <li>• Understand the CPS job description and Code of Ethics within the state MHS.</li> <li>• Understand the meaning and role of peer support.</li> <li>• Understand the difference in treatment goals and recovery goals.</li> <li>• Be able to create and facilitate a variety of group activities that support and strengthen recovery.</li> <li>• Be able to do the necessary documentation required by the state.</li> <li>• Be able to support a consumer combat negative self-talk, overcome fears, and solve problems.</li> <li>• Be able to support a consumer articulate, set and accomplish his/her goals.</li> <li>• Be able to teach other consumers to create their own Wellness Recovery Action Plan.</li> <li>• Be able to teach other consumers to advocate for the services that they want.</li> <li>• Be able to support a consumer create a Person Centered Plan.</li> </ul> <p>An understanding of the recovery process and how to use their own recovery story to support others.</p> <ul style="list-style-type: none"> <li>• Understand the five stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• Understand the role of peer support at each stage of the recovery process.</li> <li>• Understand the power of beliefs/values and how they support or work against recovery.</li> <li>• Understand the basic philosophy and principles of psychosocial rehabilitation.</li> <li>• Understand the basic definition and dynamics of recovery.</li> <li>• Be able to articulate what has been useful and what not useful in his/her own recovery.</li> <li>• Be able to identify beliefs and values a consumer holds that works against his/her recovery.</li> <li>• Be able to discern when and how much of their recovery story to share with whom.</li> </ul> <p>An understanding of and the ability to establish healing relationships.</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of power, conflict and integrity in the workplace.</li> <li>• Understand the concept of 'seeking out common ground.'</li> <li>• Understand the meaning and importance of cultural competency.</li> <li>• Be able to ask open-ended questions that relate a person to his/her inner wisdom.</li> <li>• Be able to personally deal with conflict and difficult interpersonal relations in the workplace.</li> <li>• Be able to demonstrate an ability to participate in 'healing communication.'</li> <li>• Be able to interact sensitively and effectively with people of other cultures.</li> </ul> <p>An understanding of the importance of and have the ability to take care of oneself.</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of stress and burnout.</li> <li>• Understand the role and parts of the Wellness Recovery Action Plan (WRAP).</li> <li>• Be able to discuss his/her own tools for taking care of him/herself.</li> </ul>
<p><b>Code of Ethics</b></p>	<p>The following principles will guide Certified Peer Specialists in their various roles, relationships and levels of responsibility in which they function professionally.</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>



- 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.
- 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.
- Certified Peer Specialists will, at all times, respect the rights and dignity of those they serve.
- 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.
- 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.
- Certified Peer Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.
- Certified Peer Specialists will respect the privacy and confidentiality of those they serve.
- 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.
- Certified Peer Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve.
- Certified Peer Specialists will never engage in sexual/intimate activities with the consumers they serve.
- Certified Peer Specialists will not abuse substances under any circumstance.
- Certified Peers Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.
- Certified Peer Specialists will not accept gifts of significant value from those they serve.



# Hawaii

<b>Website(s)</b>	<a href="http://health.hawaii.gov/amhd/consumer/hcps/">http://health.hawaii.gov/amhd/consumer/hcps/</a> <a href="http://health.hawaii.gov/amhd/files/2013/06/HCPs-Handbook.pdf">http://health.hawaii.gov/amhd/files/2013/06/HCPs-Handbook.pdf</a>
<b>Program Description</b>	HCPS are persons in recovery from a mental illness who have received certification by the State of Hawaii, Department of Health, Adult Mental Health Division (AMHD). Individuals are awarded certification only after attending the HCPS Training, and successfully passing both oral and written examinations. HCPS promote self-determination, personal responsibility, and community integration for consumers of the AMHD. HCPS 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.
<b>Application</b>	A link to the application can be found on the Hawaii AMHD website: <a href="http://health.hawaii.gov/amhd/consumer/hcps/">http://health.hawaii.gov/amhd/consumer/hcps/</a>
<b>Certification or Credential Program Administrator/Credentialing Agency</b>	Hawaii Certified Peer Specialist (HCPS) Hawaii Department of Health Adult Mental Health Division
<b>General Screening</b>	At least 18 years of age; high school diploma or GED; primary diagnosis of mental illness or co-occurring disorder; self-identify as a person who has received mental health or co-occurring services as part of his or her person recovery process; demonstrated a minimum of 12 consecutive months in self-directed recovery in the last 2 years
<b>Exam Criteria</b>	Successful completion of an AMHD OCA-approved Peer Specialist Training Program
<b>Certification Requirements</b>	Demonstration of mastery of HCPS competencies through testing and evaluation as required by a Peer Specialist Training Program recognized by the AMHA OCA.
<b>Training Criteria</b>	AMHD OCA-recognized training program. Contact the Office of Consumer Affairs for more information on recognized trainings, facilitators, and training fees
<b>Recertification/CEU's</b>	Each Hawaii 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 (45) calendar days prior to the end of the recertification date. Unless renewed annually, active status shall expire one year from the most recent renewal or certification date.  HCPSs must complete 16 hours of continuing education trainings, seminars, workshops, or college courses each year. Note: Online trainings can be counted towards this annual requirement however must not exceed 8 hours out of the 16 required.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	190
<b>Employment</b>	HCPSs who are employed by AMHD-funded programs must be under the general supervision of a mental health professional in accordance with acceptable guidelines and standards of practice as defined by the State.  Utilizing unique recovery experiences, the Certified Peer Specialist shall: <ul style="list-style-type: none"> <li>• Teach and model the value of every individual's recovery experience</li> <li>• Model effective coping techniques and self-help strategies;</li> <li>• Encourage peers to develop independent behavior that is based on choice rather than compliance;</li> <li>• Establish and maintain a peer relationship rather than a hierarchical relationship.</li> </ul>



	<p>Utilizing direct peer-to-peer interaction and a goal-setting process, the Certified Peer Specialist shall:</p> <ul style="list-style-type: none"> <li>• Understand and utilize specific interventions necessary to assist peers in meeting their individualized recovery goals;</li> <li>• Lead as well as teach how to facilitate recovery dialogues through the use of focused conversation and other evidence-based and/or best practice methods;</li> <li>• Teach relevant skills needed for self-management of symptoms;</li> <li>• Teach others how to overcome personal fears and anxieties;</li> <li>• Assist peers in articulating their personal goals and objectives for recovery;</li> <li>• Assist peers in creating their personal recovery plans (e.g., WRAP, Declaration for Mental Health Treatment, crisis plan, etc.);</li> <li>• Assist peers in setting up and sustaining self-help groups;</li> <li>• Appropriately document activities provided to peers in either their individual records or program records.</li> </ul> <p>The Certified Peer Specialist shall maintain a working knowledge of current trends and developments in the fields of mental health, co-occurring disorders, and peer support services by:</p> <ul style="list-style-type: none"> <li>• Reading books, current journals, and other relevant material;</li> <li>• Developing and sharing recovery-oriented material with other Certified Peer Specialists;</li> <li>• Attending authorized or recognized seminars, workshops, and educational trainings.</li> </ul> <p>The Certified Peer Specialist shall serve as a recovery agent by:</p> <ul style="list-style-type: none"> <li>• Providing and promoting recovery-based services (e.g., BRIDGES, WRAP, etc.);</li> <li>• Assisting peers in obtaining services that suit each peer’s individual recovery needs;</li> <li>• Assisting peers in developing empowerment skills through self-advocacy;</li> <li>• Assisting peers in developing problem-solving skills so they can respond to challenges to their recovery;</li> <li>• Sharing his or her unique perspective on recovery from mental illness with non-peer staff;</li> <li>• Assisting non-peer staff in identifying programs and environments that are conducive to recovery.</li> </ul>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	No information available
<b>Competencies</b>	<p>An understanding of the basic skills and knowledge needed to provide direct peer-to-peer support service includes:</p> <ul style="list-style-type: none"> <li>• Knowledge of the structure of the State mental health system and how it works;</li> <li>• A thorough understanding of the HCPS Scope of Activities;</li> <li>• A thorough understanding of the HCPS Code of Ethics;</li> <li>• Knowledge of the meaning and role of providing direct peer-to-peer support services as a HCPS;</li> <li>• The ability to create and facilitate a variety of group activities that support and strengthen recovery;</li> <li>• The ability to document activities related to delivery of direct peer-to-peer support services;</li> </ul>



	<ul style="list-style-type: none"> <li>• The ability to help peers combat negative self-talk, overcome fears, and solve problems;</li> <li>• The ability to help peers articulate, set, and accomplish goals;</li> <li>• The ability to teach peers to create their own recovery plans; and</li> <li>• The ability to teach peers to work with mental health or co-occurring disorder professionals in order to obtain the services they want.</li> </ul> <p>An understanding of the recovery and resiliency process and the ability to use one's personal recovery story to help others includes:</p> <ul style="list-style-type: none"> <li>• The stages in the recovery process and what is helpful and not helpful at each stage;</li> <li>• The role of direct peer-to-peer support at each stage of the recovery process;</li> <li>• The ability to identify the power of a peer's beliefs and values and how they support or work against recovery;</li> <li>• The basic philosophy and principles of psychosocial rehabilitation;</li> <li>• The basic definition and dynamics of recovery;</li> <li>• The ability to articulate what has been helpful and what has not been helpful in their own personal recovery; and</li> <li>• The ability to discern when and how much of one's personal recovery story to share and with whom.</li> </ul> <p>An understanding of healing and collaborative relationships and the ability to establish such relationships with other peers includes:</p> <ul style="list-style-type: none"> <li>• The dynamics of power, conflict, and integrity in the workplace;</li> <li>• The concept of "seeking out common ground";</li> <li>• The ability to ask open-ended questions that relate a person to his or her inner wisdom;</li> <li>• The ability to deal with conflict and difficult interpersonal relations in the workplace;</li> <li>• The ability to participate in "healing communication"; and</li> <li>• The ability to interact sensitively and effectively with people of other cultures and beliefs.</li> </ul> <p>An understanding of the importance of taking care of oneself and the ability to do it includes:</p> <ul style="list-style-type: none"> <li>• The dynamics of stress and burnout;</li> <li>• The role of a personal recovery plan;</li> <li>• The ability to discuss one's own tools for taking care of oneself; and</li> <li>• The ability to develop and utilize a personal support network related to both recovery and professional activities.</li> </ul>
<p><b>Code of Ethics</b></p>	<p><b>Hawaii Certified Peer Specialists:</b></p> <ul style="list-style-type: none"> <li>• Have a primary responsibility to help peers achieve their own needs, wants, and goals.</li> <li>• Maintain high standards of personal and professional conduct.</li> <li>• Should conduct themselves in a manner that fosters their own recovery.</li> <li>• 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.</li> <li>• Respect at all times the rights and dignity of those they serve.</li> <li>• Never intimidate, threaten, harass, use undue influence, use physical force, use verbal abuse, or make unwarranted promises of benefits to the individuals they serve.</li> </ul>



- 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.
- Promote self-direction and decision making for those they serve.
- Respect the privacy and confidentiality of those they serve.
- Promote and support services that foster full integration of individuals into the communities of their choice.
- Are directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.
- Do not enter into dual relationships or commitments that conflict with the interests of those they serve.
- Never engage in sexual or intimate activities with peers they serve.
- Do not use illegal substances under any circumstances.
- Keep current with emerging knowledge relevant to recovery and will share this knowledge with other certified peer specialists.
- Do not accept gifts of significant value from those they serve.



# Idaho

<b>Website(s)</b>	<a href="http://www.consumerandfamilyaffairs.org/peer-specialist-training">http://www.consumerandfamilyaffairs.org/peer-specialist-training</a> <a href="http://healthandwelfare.idaho.gov/Medical/MentalHealth/PeerSpecialistsFamilySupportPartners">http://healthandwelfare.idaho.gov/Medical/MentalHealth/PeerSpecialistsFamilySupportPartners</a>
<b>Program Description</b>	<p>Certified Peer Support Specialists are critical in the Idaho behavioral health service system. These individuals have experienced a mental illness and recovery and are well positioned to support others who are seeking recovery. Peer supports offer hope and encouragement by sharing their experiences and knowledge. They create opportunities for recovering individuals to live satisfying and meaningful lives. They role model recovery in and out of the mental health system thereby promoting a system that is recovery oriented.</p>
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	<p>Certified Peer Support Specialist</p>
<b>Program Administrator/ Credentialing Agency</b>	<p>Idaho Department of Health and Welfare Division of Behavioral Health is the certifying body for Idaho's peer support specialist program. Jannus, Inc. conducts Idaho's peer support specialist trainings.</p>
<b>General Screening</b>	<p>Be at least <b>18</b> years of age; have lived experience as someone who has a mental health diagnosis or co-occurring diagnosis; have at least one (<b>1</b>) ongoing and continuous year of recovery; 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, GED, or higher education; feel comfortable reading and writing; be able to use a computer, basic software, and email; be willing to work productively as a team member with other mental health service provider staff; be able to access reliable transportation for attending work and possibly visiting clients' homes; read and understand the Peer Support Specialist Training Readiness Guide; read and agree to abide by the Idaho Peer Support Specialist Code of Ethics &amp; Professional Conduct; supply two letters of recommendation from individuals who know you in your recovery process</p>
<b>Exam Criteria</b>	<p>A behavioral assessment is completed by training facilitators for all trainees in order to assess groundedness in recovery. Given that a trainee passes the behavioral assessment, he/she may take the written competency exam on the last day of training.</p>
<b>Certification Requirements</b>	<p>Certified Peer Support Specialists are required to have 20 hours of supervision, 100 hours of work/volunteer experience as a peer support specialist if they hold a bachelor's degree or higher in the health and human services field and 200 hours if they hold a high school diploma or GED. Based upon the type of application and completed requirements, two types of certifications may be granted:</p> <p>Six-month certification: This applies to an applicant that has completed the basic requirements for Idaho-approved training or other verified training (verification to be completed by the Certification Oversight Committee), has provided supporting documentation of completed training, and has submitted a completed Code of Ethics Affidavit, but may be lacking in completion of the work/volunteer experience and/or the hours of supervision required on the Work/Volunteer Experience Summary document. If a six-month certificate is granted, it is a one-time only certificate; OR</p> <p>Full certification: This applies to an applicant who has completed the Idaho approved training, provided supporting documentation and has completed the requirements regarding work experience with supervision. If the application is for reciprocity, the applicant would provide the Educational Experience</p>



	documentation, and any continuing education/training hours. All applications for certification are reviewed by the Certification Oversight Committee.
<b>Training Criteria</b>	The training is for 40 hours over five days and the written exam takes place on the final day. Passing the exam qualifies a trained peer support specialist to apply for certification through the Department of Health and Welfare. Training content includes sessions on the history of peer support in Idaho, the Shift to Recovery, the Role of Peer Support in the Recovery Process, Using Your Recovery Story, Stages in the Recovery Process, Problem Solving, Facing Fears, Combatting Negative Self Talk, Trauma Informed Care, Recovery Dialogues, Effective Listening, Shared Decision Making, Peer Specialist Ethics, and Power, and Conflict & Integrity in the Workplace.
<b>Recertification/CEU's</b>	<p>In 2015, the Department of Health &amp; Welfare became the certifying body for peer supports in Idaho. This certification process lends credibility to the profession. Prior to 2015, Jannus was both the training entity and the certifying body whereby trainees received certification upon passing the training competency exam. Full certification is valid for one year. If an individual is granted a six-month certificate, that certificate and letter will indicate when their six-month certificate will lapse. If an individual holds a six-month certificate, it is his/her responsibility to submit the remaining work/volunteer and supervision requirements to be granted certification for the remaining six-months for a total of one year. It the individual's responsibility to keep track of the recertification date; no reminders are sent.</p> <p>When it is time to renew certification, individuals go to: <a href="http://healthandwelfare.idaho.gov/Medical/MentalHealth/PeerSpecialistsFamilySupportPartners">http://healthandwelfare.idaho.gov/Medical/MentalHealth/PeerSpecialistsFamilySupportPartners</a> and complete a renewal application. Ten (10) CEUs/training hours per year, with one CEU/training hour in the topic of Ethics, are required for renewal. Applicants must document continuing education/training hours earned during the last certification period and include any supporting documentation of attendance/participation. The renewal application must be postmarked on or before the expiration date shown on last year's certificate. If an application is not complete and/or received by the date shown on the certificate, any Peer Support services provided may not be reimbursable due to an invalid certification.</p>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	125
<b>Employment</b>	Jannus, Inc. employs Certified Peer Support Specialists through its Projects for Assistance in Transition from Homelessness (PATH) program. The Idaho Department of Health and Welfare employs Certified Peer Support Specialists to assist clients on Assertive Community Treatment (ACT) Teams. The two state hospitals in Idaho employ Certified Peer Support Specialists to work with patients. Many mental health agencies employ Certified Peer Support Specialists to work with clients. Recovery Community Centers and Crisis Centers also use Certified Peer Support Specialists.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	<p>Jannus, Inc. holds a contract with Idaho Department of Health and Welfare which includes funding to train 25 peer support specialists in each of the three (3) DHW hubs per year. This means that 25 individuals in regions 1 and 2, 25 individuals in regions 3 and 4, and 25 individuals in regions 5, 6 and 7 are trained per year. Trainings typically take place in Boise, Idaho Falls, and Coeur d'Alene. Individuals are not admitted into a training that is outside of the hub in which they reside.</p> <p>There are ten (10) scholarships available for each of the 3 trainings and they are awarded based solely on financial need. By applying to the training, applicants have applied for a scholarship if needed. For those trainees who do not receive a</p>



	<p>scholarship, the peer support specialist training fee is \$300 which does not include travel, accommodations, or per diem.</p> <p>As part of its training contract, Jannus will hold Agency Readiness Training starting in 2016. This training is aimed at supervisors of peer supports and will highlight the role of peer support supervision and agencies understanding how peer support services enhance their programs.</p> <p>Three endorsement trainings in the areas of co-occurring disorders, behavioral health crisis centers, and the criminal justice system have been incorporated as additional certificates for Certified Peer Support Specialists. These are specialty trainings that will enhance peer support skills in these specific areas. Following each training is a train-the-trainer class in which selected individuals trained in an endorsement area are given the opportunity to become trainers for that specific training.</p>
<p><b>Fees</b></p>	<p>Per the contract between the Idaho Department of Health and Welfare and Jannus, Inc., a total of 75 individuals may be trained over a 12 month period (25 at each Idaho training site) and 10 scholarships are available for each of the three trainings. For individuals that do not receive a scholarship, the training fee is \$300 and does not include travel, accommodations, or per diem. Training of prospective Peer Support Specialists may occur outside of Jannus. The Division of Behavioral Health would collaborate with those entities seeking trainings not conducted by Jannus. These trainings are to be commensurate with the Behavioral Health standard and include a 40-hour training, a screening component, a test and a behavioral assessment of skills learned. Any fees charged by these training entities are the responsibility of the participant or the agency requesting the training.</p>
<p><b>Competencies</b></p>	<p>Idaho's peer support competencies and standards are described at: <a href="http://healthandwelfare.idaho.gov/Portals/_Rainbow/Manuals/Mental%20Health/BHStandardseManual/NetHelp/index.html#!Documents/10certifiedpeerspecialistsstandards.htm">http://healthandwelfare.idaho.gov/Portals/_Rainbow/Manuals/Mental%20Health/BHStandardseManual/NetHelp/index.html#!Documents/10certifiedpeerspecialistsstandards.htm</a></p>
<p><b>Code of Ethics &amp; Professional Conduct</b></p>	<ul style="list-style-type: none"> <li>• Certified Peer Support Specialists seek to role-model recovery.</li> <li>• Certified Peer Support Specialists respect the rights and dignity of those they serve.</li> <li>• Certified Peer Support Specialists respect the privacy and confidentiality of those they serve.</li> <li>• Certified Peer Support Specialists openly share their personal recovery stories with colleagues and those they serve.</li> <li>• Certified Peer Support Specialists maintain high standards of personal conduct and conduct themselves in a manner that fosters their own recovery.</li> <li>• Certified Peer Support 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.</li> <li>• Certified Peer Support Specialists do not practice, condone, facilitate, or collaborate with 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.</li> <li>• Certified Peer Support Specialists never engage in sexual/intimate activities with colleagues or those they serve.</li> <li>• Certified Peer Support Specialists do not accept gifts of significant value from those they serve.</li> <li>• Certified Peer Support Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve.</li> </ul>



- **Certified Peer Support Specialists do not abuse substances under any circumstances while they are employed as a Certified Peer Support Specialist.**
- **Certified Peer Support Specialists work to equalize the power differentials that may occur in the peer support/client relationship.**
- **Certified Peer Support Specialists ensure that all information and documentation provided is true and accurate to the best of their knowledge.**
- **Certified Peer Support Specialists keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve.**
- **Certified Peer Support Specialists remain aware of their skills and limitations, and do not provide services or represent themselves as expert in areas for which they do not have sufficient knowledge or expertise.**
- **Certified Peer Support Specialists do not hold a clinical role and do not offer primary treatment for mental health issues, prescribe medicine, act as a legal representative or provide legal advice, or provide counseling, therapy, social work, drug testing, or diagnosis of symptoms and disorders.**



## Illinois

<b>Website(s)</b>	<a href="http://www.illinoismentalhealthcollaborative.com/consumers/consumer_crss.htm">http://www.illinoismentalhealthcollaborative.com/consumers/consumer_crss.htm</a>
<b>Program Description</b>	Certified Recovery Support Specialist (CRSS) professionals perform a unique function in the specialty of healthcare and human services, and can work in a variety of settings, using various approaches to provide supportive services with a wide range of consumer populations. In recognition of the need to assure quality care for consumers, the Illinois Certification Board (ICB), the Department of Human Services (DHS)/Division of Mental Health (DMH), DHS/Division of Alcoholism and Substance Abuse (DASA) and the MISA Institute, collaboratively developed the CRSS Model.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Recovery Support Specialist (CRSS)
<b>Program Administrator/ Credentialing Agency</b>	Illinois Certification Board
<b>General Screening</b>	High school diploma or GED
<b>Exam Criteria</b>	Applicants approved for CRSS are required to take and pass a written examination. The examination measures proficiency in the CRSS Performance Domains and is given four times per year. Applicants may retest if they get a failing score.
<b>Certification Requirements</b>	2,000 hours (one year full time) paid/supervised work experience (up to 1,000 of these hours may be fulfilled through supervised volunteer 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; and successful completion of a written exam for CRSS.
<b>Training Criteria</b>	100 clock hours of training/education (40 hours CRSS Specific, 6 hours Professional Ethics and Responsibility, 54 Hours Core Functions); 100 clock hours of supervision received in the CRSS Domains; 2000 hours of work experience (one year); Successful score on the CRSS written examination.
<b>Recertification/CEU's</b>	40 CEU's in 2 years; 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).
<b>Total Number of Certified Peer Specialists as of April 2016</b>	184
<b>Employment</b>	No information available
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	\$75.00 Application Fee; \$125.00 Written Examination; \$60.00 Annual Certification Fee; \$35.00 Returned Check Fee; \$5.00/month CEU Extension Fee; \$15.00 Duplicate/Replacement/Name Change; \$10.00 CEU Petition Fee
<b>Competencies</b>	Advocacy Domain



	<ul style="list-style-type: none"> <li>• Serve as the consumer’s individual advocate.</li> <li>• Advocate within systems to promote consumer centered recovery support services.</li> <li>• Assure that the consumer’s choices define and drive their recovery planning process.</li> <li>• Promote consumer-driven recovery plans by serving on the consumer’s recovery-oriented team.</li> </ul> <p><b>Professional Responsibility Domain</b></p> <ul style="list-style-type: none"> <li>• Respond appropriately to risk indicators to assure the consumer’s welfare and physical safety.</li> <li>• Immediately report suspicions that the consumer is being abused or neglected.</li> <li>• Maintain confidentiality.</li> <li>• Communicate personal issues that impact your ability to perform job duties.</li> <li>• Assure that interpersonal relationships, services, and supports reflect the consumer’s individual differences and cultural diversity.</li> <li>• Document service provision as required by the employer.</li> <li>• Gather information regarding the consumer’s personal satisfaction with progress toward his/her recovery goals.</li> </ul> <p><b>Mentoring Domain</b></p> <ul style="list-style-type: none"> <li>• Serve as a role model of a consumer in recovery.</li> <li>• Establish and maintain a “peer” relationship rather than a hierarchical relationship.</li> <li>• Promote social learning through shared experiences.</li> <li>• Teach consumers life skills.</li> <li>• Encourage consumers to develop independent behavior that is based on choice rather than compliance.</li> <li>• Assure that consumers know their rights and responsibilities.</li> <li>• Teach consumers how to self-advocate.</li> </ul> <p><b>Recovery Support</b></p> <ul style="list-style-type: none"> <li>• Serve as an active member of the consumer’s recovery-oriented team.</li> <li>• Assure that all recovery-oriented tasks and activities build on the consumer’s strengths and resiliencies.</li> <li>• Help the consumer identify his/her options and participate in all decisions related to establishing and achieving recovery goals.</li> <li>• Help the consumer develop problem-solving skill so s/he can respond to challenges to their recovery.</li> <li>• Help the consumer access the services and supports that will help him/her attain his/her individual recovery goals.</li> </ul>
<b>Code of Ethics</b>	No information available



# Indiana

<b>Website</b>	<a href="http://www.chwcrs.org">http://www.chwcrs.org</a>
<b>Program Description</b>	<p>The Indiana Division of Mental Health and Addiction and the Indiana State Department of Health have jointly approved a training and certification process for the Indiana Integrated Care Community Health Worker and Certified Recovery Specialist (CHW/CRS) Program. Affiliated Service Providers of Indiana (ASPIN) is the state selected vendor to provide these services.</p> <p>The CHW/CRS is a person in recovery from a mental health or addiction related disorder. The CHW/CRS provides peer support services, serves as a consumer advocate, provides consumer information and peer support for consumers in emergency, outpatient, or inpatient settings.</p>
<b>Application</b>	<a href="#">View application</a>
<b>Certification of Licensure</b>	Community Health Worker/Certified Recovery Specialist (CHW/CRS)
<b>Program Administrator/ Credentialing Agency</b>	<p>Administrator: Affiliated Service Providers of Indiana, Inc. (ASPIN)</p> <p>Credentialing: Indiana Division of Mental Health and Addiction, Family and Social Services Administration</p>
<b>General Screening</b>	At least <b>18</b> years old; resident of Indiana; high school diploma or GED; personal email address and minimal computer/internet access required; self-identify as a person in recovery from mental illness and/or addiction.
<b>Training Criteria</b>	<p>5-day training; A total of 30 hours of training that includes instruction, discussion, and role play. Includes, but is not limited to:</p> <ul style="list-style-type: none"> <li>• Communication skills and motivational interviewing;</li> <li>• Cultural competency;</li> <li>• Chronic disease and the mind-body connection;</li> <li>• Setting health goals;</li> <li>• Personal safety;</li> <li>• Behavioral health concerns and understanding diagnoses;</li> <li>• Group facilitation skills;</li> <li>• Ethics</li> <li>• Addictions; and</li> <li>• Recovery.</li> </ul>
<b>Exam Criteria</b>	An 80% score is required for passing on an online, open-book exam. The exam must be completed within a two-week window following training and includes questions on key concepts and essay questions. Students may attempt the test twice. The highest test scores will be used.
<b>Certification Requirements</b>	Completion of ASPIN's CHW/CRS training and exam with a passing score of 80% or higher.
<b>Recertification/CEUs</b>	<p>Each CHW/CRS must complete a total of 14 continuing education units (CEUs) per year. CEUs can be earned through various ways such as trainings, webinars, and college courses. CHW/CRSs must submit CEU documentation forms to ASPIN to verify completion of CEUs.</p> <p>Individuals who have allowed their certification to lapse by failing to submit required CEUs will need to fill out the reinstatement application, pay a reinstatement fee, and makeup any outstanding CEUs.</p>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	378
<b>Employment</b>	CHW/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.
<b>Medicaid</b>	Yes
<b>Fees</b>	\$35 application fee for on-site trainings. Offsite trainings require \$35 application fee and \$150 testing fee
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Enhance access and continuity of care</li> <li>• Coordinate care transitions</li> <li>• Motivational coaching, peer support, action planning</li> <li>• Patient/client/consumer assessment and support</li> <li>• Bridge clinical and community-based resources to support patient/consumer health</li> </ul>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• The primary responsibility of CHW/CRSs is to help individuals achieve their own needs, wants and goals. CHW/CRSs will be guided by the principle of self-determination for all.</li> <li>• CHW/CRSs will maintain high standards of personal conduct. CHW/CRSs will also conduct themselves in a manner that fosters their own recovery.</li> <li>• CHW/CRSs will openly share with consumers and colleagues their recovery stories from mental illness and/or addiction and will likewise be able to identify and describe the supports that promote their recovery.</li> <li>• CHW/CRSs will at all times, respect the rights and dignity of those they serve.</li> <li>• CHW/CRSs will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.</li> <li>• CHW/CRSs 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 of any other preference or personal characteristics, condition or state.</li> <li>• CHW/CRSs will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.</li> <li>• CHW/CRSs will respect the privacy and confidentiality of those they serve.</li> <li>• CHW/CRSs 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.</li> <li>• CHW/CRSs will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> <li>• CHW/CRSs will not enter into dual relationships or commitments that conflict with the interests of those they serve.</li> <li>• CHW/CRSs will never engage in sexual/intimate activities with the consumers they serve.</li> <li>• CHW/CRSs will not abuse substances under any circumstance. Nor will they use tobacco products when in the role of CHW/CRSs.</li> <li>• CHW/CRSs will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.</li> <li>• CHW/CRSs will not accept gifts of significant value from those they serve.</li> </ul>



# Iowa

<b>Website(s)</b>	<a href="http://www.iowabc.org/cmhpss.html">http://www.iowabc.org/cmhpss.html</a>
<b>Program Description</b>	The Center for Child Health Improvement and Innovation, through the UI Stead Family Department of Pediatrics in the Carver College of Medicine, and the National Resource Center for Family Centered Practice in the UI School of Social Work received the contract to provide a comprehensive training and certification program for Iowa's Peer Support and Family Peer Support workforce. The UI programs work in collaboration with Child Health Specialty Clinics, Access for Special Kids Resource Center, and the National Alliance on Mental Illness Iowa, Inc. Certification is credentialed by Iowa Board of Certification.
<b>Application</b>	View application for <a href="#">MHPSS</a> and <a href="#">PRS</a>
<b>Certification or Credential</b>	Certified Mental Health Peer Support Specialist (MHPSS) or Certified Peer Recovery Specialist (PRS)
<b>Program Administrator/ Credentialing Agency</b>	Iowa Board of Certification
<b>General Screening</b>	No information available
<b>Exam Criteria</b>	A multiple choice exam will be required for certification applicants once the application is complete.
<b>Certification Requirements</b>	<p>Complete training program for MHPSS and PRS.</p> <p>For <a href="#">MHPSS</a>, a minimum of 100 hours of work/practicum experience and 10 hours of direct supervision within the past 3 years is required. Documentation of these hours are included in the application and verified by the supervisor.</p> <p>For <a href="#">PRS</a>, a minimum of 500 hours of work/practicum experience and 25 hours of direct supervision. Documentation of these hours are included in the application and verified by the supervisor.</p>
<b>Training Criteria</b>	<p>For <a href="#">MHPSS</a>, a certificate of education completion must be submitted for the approved Georgia Model training or an equivalent model approved by the Iowa Board of Certification. Training must be at least 40 hours in length to include a minimum of 10 hours in each domain as follows: Advocacy; Mentoring/Education; Recovery Support/Wellness; and Ethical Responsibility.</p> <p>For <a href="#">PRS</a>, a certificate of education completion must be submitted for the approved Georgia Model training or an equivalent model approved by the Iowa Board of Certification. Training must be at least 46 hours in length to include training in each domain as follows: Advocacy (10 hours); Mentoring/Education (10 hours); Recovery Support/Wellness (10 hours); and Ethical Responsibility (16 hours).</p>
<b>Recertification/CEU's</b>	Applicants recertify every two years, documenting 24 hours of continuing education obtained during the certification period (which will include at least 2 hours in ethics) and paying the \$50.00 recertification fee (good for 2 years). Education hours obtained are expected to be within the scope of practice of a Peer Support Specialist (i.e. mental health issues, substance abuse issues, etc.). Half of these hours (maximum of 12 hours) may be obtained by distance/online learning.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	76
<b>Employment</b>	Job placement, potential places of employment, resource connected to program, job board
<b>Medicaid</b>	Yes



<b>Other Resources or Information</b>	No information available
<b>Fees</b>	For MHPSS, \$75 non-refundable application fee (includes testing and 2-year certification fee); \$50 recertification fee.  For PRS, \$165 non-refundable application fee (includes testing and 2-year certification fee); \$50 recertification fee
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	As listed at <a href="http://www.iowabc.org/PDFs/cmhpss_handbook.pdf">http://www.iowabc.org/PDFs/cmhpss_handbook.pdf</a> beginning on page 8.



# Kansas

<b>Website(s)</b>	<a href="http://webs.wichita.edu/?u=ccsr&amp;p=/certifiedpeerspecialisttraining/">http://webs.wichita.edu/?u=ccsr&amp;p=/certifiedpeerspecialisttraining/</a>
<b>Program Description</b>	Wichita State University Center for Behavioral Health Initiatives (CBHI) provides a training with two different levels. Level One and Level Two are open to all attendees identifying as primary consumers of behavioral health services. Completion of both levels and the corresponding exams is required for state certification. All CBHI trainers are themselves Certified Peer Specialists.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	The training program is run by the Wichita State University Center for Behavioral Health Initiatives at the Community Engagement Institute, a statewide training and technical assistance center. It is funded and monitored by the Kansas Department of Aging and Disability Services.
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Must be at least 18 years old, and have a high school diploma or GED equivalent. Additionally, the provider must be at least three years older than a consumer under the age of 18.</li> <li>• Must have certification in the State of Kansas to provide peer services, which includes a criminal background check, an abuse/neglect registry check and a professional background check. This is typically part of the Mental Health Center hiring process.</li> <li>• Must self-identify as a present or former primary consumer of behavioral health services.</li> </ul>
<b>Exam Criteria</b>	In person, written exam two weeks after each level of training. The exam is scored as pass/fail by a panel of at least 2 Certified Peer Specialists.
<b>Certification Requirements</b>	Must attend the both Level One and Level Two trainings and not miss more than three hours of the entire training for any reason. Successful completion of the exams. Must create a user profile on <a href="http://trainingteams.org/trainingTeams4.0/">http://trainingteams.org/trainingTeams4.0/</a>
<b>Training Criteria</b>	Certified Peer Specialist trainings are provided in two separate multiple-day trainings. The Level One training is currently a 2.5-day training consisting of classroom, group, and individual learning. All individuals who are accepted into the training are eligible to attend at no cost; however, the individual will be responsible for their travel and lodging. The Level Two training is currently a 3-day training focusing on classroom, individual, and group learning, with an increased focus on the application of Peer Specialist principles and tools. Level Two trainings are open to those who have successfully completed Level One training and passed the corresponding exam. There is no cost associated with this training, but applicants not employed by CMHCs will be responsible for their own travel and lodging. Trainings at both levels will be provided at various locations across Kansas on scheduled dates. A calendar of trainings can be found at <a href="http://trainingteams.org/trainingTeams4.0/">http://trainingteams.org/trainingTeams4.0/</a> .
<b>Recertification/CEU's</b>	Upon successful completion of certification exam, participants may attend advanced trainings recommended by the State of Kansas.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	538
<b>Employment</b>	A CPS will work in both one-on-one and group settings with consumers and participate as full members of treatment teams. If hired as a CPS, completion of the training, including a passing score on the examination must occur within six months of the date the trainee first bills Medicaid for Peer Support Services. CPS Job Description: <a href="http://trainingteams.org/TrainingTeams4.0/PeerSupportTraining/Pst_InformationResources.aspx">http://trainingteams.org/TrainingTeams4.0/PeerSupportTraining/Pst_InformationResources.aspx</a>
<b>Medicaid</b>	Yes



<b>Other Resources or Information</b>	Consumers who have previously completed Consumers as Providers training or CPS training in the state of Kansas are eligible for retraining upon request.
<b>Fees</b>	All individuals who are accepted into the training are eligible to attend this at no cost; however, the individual will be responsible for their travel and lodging.
<b>Competencies</b>	<p>An understanding of their job and the skills to do that job</p> <ul style="list-style-type: none"> <li>• Understand the basic structure of the state MHS and how it works including use of the role of KDADS, Managed Care Organizations and Mental Health Centers.</li> <li>• Understand the principles of the Strengths Model – and that all services are couched in the Strengths Model.</li> <li>• Understand expected CPS job activities and Code of Ethics.</li> <li>• Understand the meaning of peer support and the role of peer specialists including managing ‘boundaries.’</li> <li>• Understand the difference in treatment goals and recovery goals.</li> <li>• Be able to create and facilitate a variety of group activities that support and strengthen recovery including starting and maintaining a support group.</li> <li>• Be able to help a consumer combat negative self-talk, overcome fears, and solve problems.</li> <li>• Be able to help a consumer articulate, set and accomplish his/her goals.</li> <li>• Be able to teach other consumers to create their own Wellness Recovery Action Plan.</li> <li>• Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports.</li> <li>• Be able to help a consumer create a self-directed plan.</li> </ul> <p>An understanding of the recovery process and how to use their own recovery story to help others</p> <ul style="list-style-type: none"> <li>• Understand the five stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• Understand the role of peer support at each stage of the recovery process.</li> <li>• Understand the power of beliefs/values and how they support or work against recovery.</li> <li>• Understand the basic philosophy and principles of psychosocial rehabilitation.</li> <li>• Understand the basic definition and dynamics of recovery.</li> <li>• Be able to articulate what has been helpful and what not helpful in his/her own recovery.</li> <li>• Be able to identify beliefs and values a consumer holds that works against his/her recovery.</li> <li>• Be able to discern when and how much of their recovery story to share with whom.</li> </ul> <p>An understanding of and the ability to establish healing relationships</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of power, conflict and integrity in the workplace.</li> <li>• Understand the concept of ‘seeking out common ground.’</li> <li>• Understand the meaning and importance of cultural competency.</li> <li>• Be able to ask open ended questions that relate a person to his/her inner wisdom including an introduction to motivational interviewing.</li> <li>• Be able to personally deal with conflict and difficult interpersonal relations in the workplace.</li> <li>• Be able to demonstrate an ability to participate in ‘healing communication.’</li> <li>• Be able to interact sensitively and effectively with people of other cultures.</li> <li>• Understand how human experience language or non-clinical language supports the peer relationship.</li> </ul>



	<ul style="list-style-type: none"> <li>• Understand the unique needs of people aged 16 to 23 (transitional age).</li> </ul> <p>An understanding of the importance of and have the ability to take care of oneself</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of stress and burnout.</li> <li>• Understand the role and parts of the Wellness Recovery Action Plan (WRAP).</li> <li>• Be able to discuss his/her own tools for taking care of him/herself.</li> </ul> <p>An understanding of the prevalence and impact of trauma in the lives of the majority of service recipients and throughout the public system.</p> <ul style="list-style-type: none"> <li>• Understand the principles of Trauma Informed Care (TIC) as a culture shift impacting providers and service recipients.</li> <li>• Understand how human experience language or non-clinical language aids the transformation to a Trauma Informed Care system.</li> <li>• 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.</li> </ul>
<p><b>Code of Ethics</b></p>	<p>CPSs will maintain high standards of professional conduct and ethics as embodied in the statements below:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• CPSs will maintain high standards of personal conduct. CPSs will also conduct themselves in a manner that fosters their own recovery.</li> <li>• 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.</li> <li>• CPSs will respect the privacy and confidentiality of those they serve.</li> <li>• CPSs will at all times, respect the rights and dignity of those they serve.</li> <li>• CPSs will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve.</li> <li>• 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.</li> <li>• CPSs will never engage in exploitive and/or sexual/intimate activities with the persons they serve.</li> <li>• 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.</li> <li>• CPSs will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals.</li> <li>• CPSs 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.</li> <li>• CPSs will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> <li>• CPSs will not enter into commitments that conflict with the interests of those they serve.</li> <li>• CPSs will not exchange gifts of significant monetary value with those they serve.</li> </ul>



# Kentucky

<b>Website(s)</b>	<a href="https://dbhdid.ky.gov/dbh/ebpi-recovery.aspx">https://dbhdid.ky.gov/dbh/ebpi-recovery.aspx</a>
<b>Program Description</b>	The 5-day training program is designed to prepare adults with behavioral health diagnoses to work as Adult Peer Support Specialists in the Kentucky behavioral health system.
<b>Application</b>	Application varies based by organization providing training
<b>Certification or Credential</b>	Adult Peer Support Specialist
<b>Program Administrator/ Credentialing Agency</b>	Kentucky Division of Behavioral Health no longer accepts applications but approves other programs that provide training. A list of approved training providers can be found here: <a href="http://www.dbhdid.ky.gov/dbh/documents/pss/approved-adult.pdf">http://www.dbhdid.ky.gov/dbh/documents/pss/approved-adult.pdf</a>
<b>General Screening</b>	High school diploma or GED, age 18 or over, have a current or past diagnosis of a mental health, substance use, or co-occurring mental health and substance use disorders and have received or is receiving treatment, demonstrates a pattern of recovery from a mental health, substance use, or co-occurring mental health and substance use disorder, ability to be open about mental health/substance use diagnosis.
<b>Exam Criteria</b>	Written and oral exam. A sample exam can be found at: <a href="http://www.dbhdid.ky.gov/dbh/documents/tcm/sample-exam2.pdf">http://www.dbhdid.ky.gov/dbh/documents/tcm/sample-exam2.pdf</a>
<b>Certification Requirements</b>	Complete training and pass examination
<b>Training Criteria</b>	5-day, 30-hour training program. Training materials are based on Appalachian Consulting Group curriculum.
<b>Recertification/CEU's</b>	Must receive and maintain documentation of at least six hours of continuing education per year.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	558
<b>Employment</b>	Certified individuals work as Adult Peer Support Specialists in the Kentucky Behavioral Health System. The Kentucky Adult Peer Specialist Training is not a job placement program and completion of the training does not guarantee that an individual will be hired as an Adult Peer Support Specialist.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available.
<b>Fees</b>	Training fees vary depending on the organization providing the training.
<b>Competencies</b>	<p>Core Components of the Curriculum Adult Peer Support Specialists (30 hours)</p> <ul style="list-style-type: none"> <li>• Problem solving</li> <li>• Wellness recovery action plan</li> <li>• Stages in the recovery process</li> <li>• Effective listening skills</li> <li>• Establishing recovery goals</li> <li>• Using support groups to promote and sustain recovery</li> </ul> <p>Core Components of the Curriculum for Kentucky Family</p> <ul style="list-style-type: none"> <li>• Leadership Academy (15 hours) (note prerequisite for both potential Family and Youth Peer Support Specialists)</li> <li>• Leadership roles</li> <li>• Communication skills</li> <li>• Decision-making skills</li> <li>• Dealing with conflict</li> <li>• Effective advocacy</li> <li>• Collaboration and partnerships</li> </ul>



	<p><b>Core Components of the Curriculum for Family Peer Support Specialists (30 hours)</b></p> <ul style="list-style-type: none"> <li>• Problem solving</li> <li>• Wellness recovery action plan</li> <li>• Stages in the recovery process</li> <li>• Effective listening skills</li> <li>• Establishing recovery goals</li> <li>• Using support groups to promote and sustain recovery</li> </ul> <p><b>Core Components of the Curriculum for Youth Peer Support Specialists (30 hours)</b></p> <ul style="list-style-type: none"> <li>• System of care philosophy</li> <li>• Wraparound process</li> <li>• Youth support</li> <li>• Group process</li> <li>• Cultural and linguistic competence</li> <li>• Communication</li> <li>• Organization</li> <li>• Self-care</li> <li>• Leadership</li> <li>• Ethics and values</li> </ul>
<p><b>Code of Ethics</b></p>	<p>The following principles will guide Adult Peer Support Specialists in their various roles, relationships and levels of responsibility in which they function professionally:</p> <ul style="list-style-type: none"> <li>• The primary responsibility of Adult Peer Support Specialists is to help individuals achieve their own needs, wants, and goals. Adult Peer Support Specialists will be guided by the principle of self-determination for all.</li> <li>• Adult Peer Support Specialists will maintain high standards of personal conduct. Adult Peer Support Specialists will also conduct themselves in a manner that fosters their own recovery.</li> <li>• Adult Peer Support Specialists will openly share with consumers and colleagues their recovery stories from mental illness/substance use disorders and will likewise be able to identify and describe the supports that promote their recovery.</li> <li>• Adult Peer Support Specialists will, at all times, respect the rights and dignity of those they serve.</li> <li>• Adult Peer 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.</li> <li>• Adult 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.</li> <li>• Adult Peer Support Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.</li> <li>• Adult Peer Support Specialists will respect the privacy and confidentiality of those they serve.</li> <li>• Adult Peer Support 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. Adult Peer Support Specialists will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> </ul>



- **Adult Peer Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve.**
- **Adult Peer Support Specialists will never engage in sexual/intimate activities with the consumers they serve.**
- **Adult Peer Support Specialists will not abuse alcohol or illegal substances under any circumstances.**
- **Kentucky Peers Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.**
- **Adult Peer Support Specialists will not accept gifts of significant value from those they serve.**



# Louisiana

<b>Website(s)</b>	<a href="http://dhh.louisiana.gov/index.cfm/page/97">http://dhh.louisiana.gov/index.cfm/page/97</a> <a href="http://riinternational.com/">http://riinternational.com/</a>
<b>Program Description</b>	Louisiana has a 76-hour training program for Peer Support Specialists, developed by Recovery Innovations of Arizona. At present, a committee has been convened which is in the process of examining national best practices regarding the training and certification of Peers. This work is being completed with the intention of improving the existing training and certification process.
<b>Application</b>	Applications available through Louisiana Behavioral Health, Office of Behavioral Health – Mental Health Services <a href="http://dhh.louisiana.gov/index.cfm/subhome/10">http://dhh.louisiana.gov/index.cfm/subhome/10</a>
<b>Certification or Credential</b>	Certified Peer Support Specialist
<b>Program Administrator/ Credentialing Agency</b>	RI International/ RI Consulting in Partnership with LA Office of Behavioral Health – Mental Health Services
<b>General Screening</b>	age 18 or older; in recovery for a minimum of one year; self-identify as a consumer of behavioral health services; and High School Diploma or GED
<b>Exam Criteria</b>	An overall score of at least 80% is required for successful completion of the course and State Certification. There are 6 take home quizzes which compile the mid-term exam. The final exam consists of 50% graded skill based role play and 50% written exam.
<b>Certification Requirements</b>	Completion certificate requires 76 hours of classroom training
<b>Training Criteria</b>	Training is typically a 2-week, 10-day training with, ideally, a minimum enrollment of 12 and maximum of 20 participants.
<b>Recertification/CEU's</b>	10 CEU's required each year with 3 specifically in Ethics. RI Consulting provides ongoing courses both on-line and in person. Amongst topics offered are: <ul style="list-style-type: none"> <li>• Advance Peer Training</li> <li>• Peer Support in Integrated Care</li> <li>• Ethics and Boundaries Refresher</li> <li>• Documentation for Peer Specialists</li> <li>• Recovery Language</li> <li>• Humility in Cultural Competency</li> <li>• Recovery Skills in Peer Support Refresher</li> </ul> In addition, RI Consulting offers a Certified Peer Specialist Supervisors Training. For more information please refer to <a href="http://riinternational.com/">http://riinternational.com/</a> or call 1-866-481-5362.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	74
<b>Employment</b>	Job placement, potential places of employment, resources connected to program, job board are available <a href="http://dhh.louisiana.gov">http://dhh.louisiana.gov</a>
<b>Medicaid</b>	Yes
<b>Fees</b>	There is a \$500.00 registration fee paid through Louisiana Behavioral Health, Office of Behavioral Health – Mental Health Services
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Training includes a peer support skill competency manual which meets the following competencies for Louisiana:</li> <li>• Describe key concepts involved in becoming a behavioral health paraprofessional including confidentiality, communication, attending skills, and developing rapport.</li> <li>• Describe workplace expectations of behavioral health paraprofessionals including roles, responsibilities, ethics, and boundaries in the mental health field.</li> </ul>



	<ul style="list-style-type: none"> <li>• Describe factors involved in the mental health recovery process for the peer behavioral health paraprofessional.</li> <li>• Demonstrate communication skills to include helpful versus unhelpful communication styles, active listening, and techniques of engagement.</li> <li>• Describe best practices in the treatment of persons with serious mental illnesses including symptoms and treatment of thought disorders, anxiety disorders, mood disorders, and personality disorders.</li> <li>• Describe psychosocial rehabilitation including principals and strategies of psychiatric rehabilitation and how they relate to various philosophies of recovery.</li> <li>• Describe key concepts of conflict resolution.</li> <li>• Describe key factors in crises intervention.</li> <li>• Define coordination of care, according to the Department of Behavioral Health Services, incorporating the roles of the family, the behavioral health professional, and other regulatory agencies.</li> <li>• Identify community support systems identifying agencies and their services to persons with mental illnesses.</li> <li>• Describe psychopharmacology to include medications, side effects, brain physiology, and medication supervision.</li> <li>• Explain co-occurring disorders and related treatment strategies and barriers to treatment.</li> <li>• Identify regulatory agency requirements for clinical documentation to include progress notes and treatment plans.</li> <li>• Describe principles of the recovery process for consumers, caregivers and society.</li> </ul>
<p><b>Code of Ethics</b></p>	<p>4 hours of training in ethics is provided within the training curriculum. Three annual ethics-specific CEU's are required for ongoing certification. These standards mirror and support those set forth by Psychiatric Rehabilitation Association (PRA) and National Association of Social Workers (NASW).</p>



## Maine

<b>Website(s)</b>	<a href="http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/intentional_peer.shtml">http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/intentional_peer.shtml</a>
<b>Program Description</b>	In collaboration with Sherry 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 peer trainings offered through the Office of Substance Abuse and Mental Health Services.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Intentional Peer Support Specialist (CIPSS)
<b>Program Administrator/ Credentialing Agency</b>	Office of Substance Abuse and Mental Health Services (SAMHS), Maine Department of Health and Human Services
<b>General Screening</b>	Peer Support 101; application process; web training (includes learning styles assessment)  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.
<b>Exam Criteria</b>	Completion of final test; if test is not completed, entire training must be repeated
<b>Certification Requirements</b>	Complete training, final test, quarterly co-reflection, two CEUs per year and 72 hours practicing Intentional Peer Support must be completed within one year of completing the Peer Support Specialist Training  Registration for co-Reflections and CEUs can be found at <a href="http://www.mecipss.eventbrite.com">www.mecipss.eventbrite.com</a>
<b>Training Criteria</b>	9 full days of in class training (including homework); must not miss more than five hours of classroom time. Two full days can be missed, and made up during the next scheduled CIPSS training. Cannot miss day 1 or day 2.
<b>Recertification/CEU's</b>	2 CEU classes/year, quarterly co-reflection, 72 hours practicing Intentional Peer Support. A fidelity review must be completed during the year after certification is obtained and every year thereafter.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	100
<b>Employment</b>	Maine's Peer Support Specialists monthly newsletter lists employment opportunities. Employers also send job listings to SAMHS and we forward them to CIPSS participants <a href="http://amistadinc.com/programs/peer-support-specialist-network-of-maine/">http://amistadinc.com/programs/peer-support-specialist-network-of-maine/</a>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Certification chart: <a href="http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/documents/MAY_2015_Certification_Chart_Appendix_II.pdf">http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/documents/MAY_2015_Certification_Chart_Appendix_II.pdf</a>
<b>Fees</b>	Training is provided at no cost
<b>Competencies</b>	Topics include Creating Learning Environments, First Contact, Language, Listening Differently, Challenging Situations and Working in the System
<b>Code of Ethics</b>	No information available; currently in development



# Maryland

<b>Website(s)</b>	<a href="http://mapcb.wordpress.com/cprs/">http://mapcb.wordpress.com/cprs/</a>
<b>Program Description</b>	The Maryland State Alcohol and Drug Abuse Administration (ADAA) initiated a process for developing a Peer Recovery Support Specialist Certification through a SAMHSA BRSS TACS award in April 2013. ADAA formed a Policy Academy of partner agencies, stakeholders, and consumers to create the certification. Maryland Addictions and Behavioral-Health Professionals Certification Board (MABPCB) was selected to administer the certification and the MAPCB president participated as a member of the Policy Academy.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Recovery Specialist (CPRS)
<b>Program Administrator/ Credentialing Agency</b>	Maryland Addiction and Behavioral-Health Professionals Certification Board (MABPCB)
<b>General Screening</b>	To be certified in Maryland, one must live or work in Maryland at least 51% of the time. Applicant must be currently performing direct peer recovery work, either paid or unpaid, in an approved setting at the time the application is submitted. Certified Peer Recovery Specialists must demonstrate the ability to provide effective services in four identified domains (advocacy, mentoring and education, recovery and wellness support, and ethical responsibility). In addition, Certified Peer Recovery Specialists must provide services to those whom they have experiential expertise and be knowledgeable of the integrated services provided by the behavioral health systems. The applicant must document two years of sustained recovery as defined in the literature (see page 15 of certification manual). Documentation is required through a personal Peer Recovery Specialist statement.
<b>Exam Criteria</b>	The CPRS credential requires successful completion of the IC&RC exam which is offered as a computer-based exam. Two hours are permitted to complete the 75 question, multiple choice exam. MAPCB will inform candidates how to register for the exam once application for certification is approved. The IC&RC Job Task Analysis for the CPRS certification identified domains for the exam. Each domain consists of several tasks that provide the basis for exam questions.
<b>Certification Requirements</b>	<p>Education: A minimum of a high school diploma or GED, verified via transcript.</p> <p>Experience: A minimum of 500 hours of paid or volunteer peer recovery support experience in a clinical or community setting in the last two years. All hours do not have to occur in one setting, but must occur in the context of working with peers with behavioral health or recovery support issues, coincide with the performance domains, and be documented by a supervisor. Experience may be concentrated in any of the following: substance use, mental health, co-occurring disorders, or trauma-informed care.</p> <p>Supervision: Documentation of 25 hours of supervision, at least 5 hours in each domain. Supervision must take place in a setting where behavioral health and/or recovery and crisis support services are being provided. Supervision must be provided by an organization's documented and qualified supervisory staff per job description. Supervisors must have two years of experience supervising peer recovery specialists in the behavioral health and/or recovery and crisis support field. Supervision must be provided by an individual who has completed 6 hours of pre-approved Peer Recovery Specialist Supervisor Training; there are over 100 approved supervisors in the state of Maryland.</p>
<b>Training Criteria</b>	Forty-six total hours of behavioral health specific training are required. Ten hours are required in each of the following domains: advocacy; mentoring and education; and recovery and wellness support. Sixteen hours are required in ethics. Training may include a concentration on substance use disorders, mental health, co-occurring disorders, or trauma-informed care. Training may be in the



	form of up to 12 hours of peer specific in-services, workshops, seminars, institutes, college/university credit courses and MAPCB approved distance education. Formal education must be specifically related to the knowledge and skills necessary to perform the tasks within the four domains and be obtained within the last 10 years. Applicable trainings include: CCAR (RCA), WRAP, WHAM, and NAMI Peer-to-Peer. Twenty-seven free trainings were provided by the Danya Institute with BRSS TACS funding specific to the 4 domains and supervision.
<b>Recertification/CEU's</b>	<p>Twenty hours of peer recovery specialist-specific continuing education earned every two years, six hours of which must be in ethics. To be recertified as a CPRS, an individual must:</p> <ul style="list-style-type: none"> <li>• Hold a current and valid CPRS certificate issued by MAPCB;</li> <li>• Acquire 20 hours of MAPCB-approved peer recovery specialist specific education including six hours in ethics and responsibilities received within the two-year recertification cycle;</li> <li>• Verify that you have reviewed, read, and will uphold by practice the MAPCB Principles and Guidelines for Certified Peer Recovery Specialists;</li> <li>• Complete an application and pay the recertification fee.</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	107
<b>Employment</b>	Peer workers are currently not required to be certified to be employed in Maryland and can be found in recovery and/or wellness centers, treatment programs, hospitals, clubhouses, and transitional housing settings.
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	This classification is for the peer recovery support worker primarily involved in providing recovery support services to individuals living with behavioral health disorders, and is reciprocal at the international level.
<b>Fees</b>	Certification (includes application and exam fees): \$100 Recertification: \$100
<b>Competencies</b>	<p>Advocacy-Job Tasks that should be performed by the Peer Recovery Specialist in the Advocacy domain are:</p> <ul style="list-style-type: none"> <li>• Relate to the individual as an advocate.</li> <li>• Advocate within systems to promote person-centered recovery/wellness support services.</li> <li>• Describe the individual's rights and responsibilities.</li> <li>• Apply the principles of individual choice and self-determination.</li> <li>• Explain importance of self-advocacy as a component of recovery/wellness.</li> <li>• Recognize and use person-centered language.</li> <li>• Practice effective communication skills.</li> <li>• Differentiate between the types and levels of advocacy.</li> <li>• Collaborate with individual to identify, link, and coordinate choices with resources.</li> <li>• Advocate for multiple pathways to recovery/wellness.</li> <li>• Recognize the importance of a holistic (e.g., mind, body, spirit, environment) approach to recovery/wellness.</li> </ul> <p>Ethical Responsibility- Job Tasks that should be performed by the Peer Recovery Specialist in the Ethical Responsibility domain are:</p> <ul style="list-style-type: none"> <li>• Recognize risk indicators that may affect the individual's welfare and safety.</li> <li>• Respond to personal risk indicators to assure welfare and safety.</li> <li>• Communicate to support network personal issues that impact ability to perform job duties.</li> <li>• Report suspicions of abuse or neglect to appropriate authority.</li> </ul>



- Evaluate the individual's satisfaction with their progress toward recovery/wellness goals.
- Maintain documentation and collect data as required.
- Adhere to responsibilities and limits of the role.
- Apply fundamentals of cultural competency.
- Recognize and adhere to the rules of confidentiality.
- Recognize and maintain professional and personal boundaries.
- Recognize and address personal and institutional biases and behaviors.
- Maintain current, accurate knowledge of trends and issues related to wellness and recovery.
- Recognize various crisis and emergency situations.
- Use organizational/departmental chain of command to address or resolve issues.
- Practice non-judgmental behavior.

**Mentoring/Education: Job Tasks that should be performed by the Peer Recovery Specialist in the Mentoring/Education domain are:**

- Serve as a role model for an individual.
- Recognize the importance of self-care.
- Establish and maintain a peer relationship rather than a hierarchical relationship.
- Educate through shared experiences.
- Support the development of healthy behavior that is based on choice.
- Describe the skills needed to self-advocate.
- Assist the individual in identifying and establishing positive relationships.
- Establish a respectful, trusting relationship with the individual.
- Demonstrate consistency by supporting individuals during ordinary and extraordinary times.
- Support the development of effective communication skills.
- Support the development of conflict resolution skills.
- Support the development of problem-solving skills.
- Apply principles of empowerment.
- Provide resource linkage to community supports and professional services.

**Recovery/Wellness Support: Job Tasks that should be performed by the Peer Recovery Specialist in the Recovery/Wellness Support domain are:**

- Assist the individual with setting goals.
- Recognize that there are multiple pathways to recovery/wellness.
- Contribute to the individual's recovery/wellness team(s).
- Assist the individual to identify and build on their strengths and resiliencies.
- Apply effective coaching techniques such as Motivational Interviewing.
- Recognize the stages of change.
- Recognize the stages of recovery/wellness.
- Recognize signs of distress.
- Develop tools for effective outreach and continued support.
- Assist the individual in identifying support systems.
- Practice a strengths-based approach to recovery/wellness.
- Assist the individual in identifying basic needs.
- Apply basic supportive group facilitation techniques.
- Recognize and understand the impact of trauma.

**Code of Ethics**

- **Gratitude & Service:** Certified Peer Recovery Specialists understand that service to others is a sacred trust and that their actions flow from themselves,



from their peer organization, and from the larger recovery community. They offer their experience, strength, and hope to assist others in recovery out of gratitude to those who assisted them in their recovery.

- **Personal Recovery:** Certified Peer Recovery Specialists will work on their recovery so that they may be beneficial to those who depend on them for recovery support.
- **Face and Voice of Recovery:** Certified Peer Recovery Specialists will be a good example of recovery for those they serve.
- **Self –Improvement:** Certified Peer Recovery Specialists will foster self-improvement.
- **Honesty:** Certified Peer Recovery Specialists will tell the truth and when wrong, they will promptly admit it.
- **Authenticity:** Certified Peer Recovery Specialists will carry the recovery message in word and in deed.
- **Keeping Promises:** Certified Peer Recovery Specialists promise to keep their promises.
- **Humility:** Certified Peer Recovery Specialists will work within their limitations, handle disagreements respectfully, and seek help when they need it.
- **Loyalty:** Certified Peer Recovery Specialists will serve others as others served them and promote the recovery mission of their peer organization.
- **Hope:** Certified Peer Recovery Specialists will help others focus on their assets, strengths, and recovery possibilities.
- **Respect:** Certified Peer Recovery Specialists will honor the imperfections of others and themselves and treat those seeking recovery with dignity.
- **Acceptance:** Certified Peer Recovery Specialists accept all pathways to recovery however diverse, even those opposite their own.
- **Recovery Integrity:** Certified Peer Recovery Specialists can carry the message, but they cannot carry the person. They help others by empowering the recovery of others.
- **Protection:** Certified Peer Recovery Specialists do no harm by respecting privacy and refraining from gossip. They avoid all forms of exploitation or harassment of those they serve. Their relationship is a sanctuary of safety.
- **Advocacy:** Certified Peer Recovery Specialists confront injustice when necessary on behalf of those who have not been empowered but never do for others what they can do for themselves.
- **Stewardship:** Certified Peer Recovery Specialists use or create resources in the wisest way possible to provide benefits others need to achieve recovery.
- **Honor:** Certified Peer Recovery Specialists will honor the rules and regulations of any organization to which they are attached, either through paid employment or volunteer work.



# Massachusetts

<b>Website(s)</b>	<a href="http://transformation-center.org/home/training/certified-peer-specialists/">http://transformation-center.org/home/training/certified-peer-specialists/</a>
<b>Program Description</b>	The Massachusetts Certified Peer Specialist Program is a training and certification program designed to prepare people for work in the role Peer and Recovery Specialist. A Certified Peer Specialist (CPS) is a person with lived experience of a mental health condition who works in collaboration with other service providers, yet fills a unique role. As someone who is, “in but not of the system,” the CPS is able to build relationships, provide support, and advocate for people using services from a position of understanding and mutuality. Because of the complexity of this role, training is essential and our exam-based certification provides evidence that the CPS has mastered the basic competencies needed for the job. The CPS program is funded by the Massachusetts Department of Mental Health.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	The Transformation Center
<b>General Screening</b>	At least 18 years old; high school diploma or equivalency (GED or HiSET); history of psychiatric diagnosis, or significant experience with emotional distress or trauma resulting in significant life disruption
<b>Exam Criteria</b>	Written exam, which takes place approximately 2 weeks after the last class; 3 hours allotted to complete exam; requires demonstration of knowledge of the different tools, strategies and concepts discussed in class as well the ability to apply this knowledge to specific situations; combination of true/false, multiple choice, and open response questions
<b>Certification Requirements</b>	Application, interview meeting, 2 letters of reference, attend training, and successful completion of certification exam
<b>Training Criteria</b>	The content of the training program is based on the competencies identified as necessary for employment as an entry level CPS in Massachusetts. There are 24+ modules including small group activities and homework. The course is approximately 8 weeks long and is set up in a combination of single-day trainings and a 3-day retreat. The course begins with an orientation day, and includes class days and a retreat. Trainees must attend 95% of the training sessions to be eligible for the examination, as described in the trainee orientation materials.
<b>Recertification/CEU's</b>	No continuing education is mandated at this time, however all CPSs should be reminded frequently of their responsibility to continue learning throughout their professional careers.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	583
<b>Employment</b>	No information available
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Transformation Center CPS Training and Certification Program Policy Manual: <a href="http://transformation-center.org/wp-content/uploads/2012/06/CPS-Policy-Manual-approved-June-2015.pdf">http://transformation-center.org/wp-content/uploads/2012/06/CPS-Policy-Manual-approved-June-2015.pdf</a>
<b>Fees</b>	The program is funded by the Massachusetts Department of Mental Health.
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>The primary responsibility of Certified Peer Specialists is to help people achieve what they want most in life, their own goals, needs and wants. Certified Peer Specialists will be guided by the principles of self-determination for all.</li> </ul>



- 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 and integrity.
- Certified Peer Specialists will openly share their recovery stories, and will likewise be able to identify and describe the supports that promote their recovery.
- Certified Peer Specialists will, at all times, respect the rights and dignity of the people with whom they work.
- 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 with whom they work.
- Certified Peer Specialists recognize that everyone is different and we all have something to learn from one another. Therefore, Certified Peer Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, gender identity, sexual orientation, age, religion, national origin, marital status, political belief, economic status, mental or physical disability, or any other preference or personal characteristic, condition, or state.
- Certified Peer Specialists will advocate as a partner with those they support that they may make their own decisions in all matters with dealing with other professionals.
- Certified Peer Specialists will respect the privacy and confidentiality of those they support.
- 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 people have the right to live in the least restrictive and least intrusive environment of their choice.
- Certified Peer Specialists will not enter into dual relationships or commitments that conflict with the interests of those they support.
- Certified Peer Specialists will never engage in sexual/intimate activities with those to whom they are currently providing support, or have worked with in a professional role in the past year.
- Certified Peer Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with the people with whom they work.
- Certified Peer Specialists will not engage in business, extend or receive loans, or accept gifts of significant value from those they support.
- Certified Peer Specialists will not offer support to another when under the influence of alcohol or when impaired by any substance, whether or not it is prescribed.



# Michigan

<b>Website(s)</b>	<a href="http://www.michigan.gov/mdhhs/0,5885,7-339-1550_2941_4871_4877_48561-84396-,00.html">http://www.michigan.gov/mdhhs/0,5885,7-339-1550_2941_4871_4877_48561-84396-,00.html</a> <a href="http://acgpeersupport.com/services/cps-training/">http://acgpeersupport.com/services/cps-training/</a>
<b>Program Description</b>	The Michigan Department of Community Health sponsors the training through the Recovery Institute, who contracts with Appalachian Consulting Group to lead the trainings. The Department of Community Health also subcontracts with local peers to serve as regional trainers.
<b>Application</b>	No information available
<b>Certification or Credential</b>	Certified Peer Support Specialist (CPSS)
<b>Program Administrator/ Credentialing Agency</b>	Michigan Department of Health & Human Services
<b>General Screening</b>	High school diploma or GED; more than one year since first diagnosed with a serious mental illness; currently employed as a peer support specialist; peers must be working a minimum of three months, providing peer services, prior to applying for peer support training; if co-occurring diagnosis of substance abuse, must be over a year since using any substances; receive/have received public mental health services; must be willing to share personal experiences regarding having been diagnosed with a mental illness and receiving public mental health treatment and support; telephone interview
<b>Exam Criteria</b>	3-hour written exam with short answer/essay questions
<b>Certification Requirements</b>	Successful completion of training and passing the exam
<b>Training Criteria</b>	5 days of training (4 days of general training, plus 1 day dedicated to issues specific to Michigan)
<b>Recertification/CEU's</b>	No information available
<b>Total Number of Certified Peer Specialists as of April 2016</b>	1532
<b>Employment</b>	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. In addition to providing peer support services, mental health consumers may serve in an advisory capacity on many boards and committees at local, state, and national levels. A significant number of consumers contribute to their local communities in many other ways through various forms of paid employment, volunteerism, and community service.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	\$600.00 registration fee plus travel to and from the week-long training, follow-up trainings and salary is expected to be covered by the employer agency.
<b>Competencies</b>	They should have a working knowledge of: <ul style="list-style-type: none"> <li>• The difference in focusing on the symptoms of the illness and the impact of the illness.</li> <li>• The basic structure of the state Mental Health System (MHS) and how it works.</li> <li>• The Peer Specialist's job description within the state MHS.</li> <li>• The difference in services that focus on stabilization and those that focus on recovery.</li> <li>• The meaning and role of peer support services.</li> <li>• The difference in treatment goals and recovery goals.</li> </ul>



	<ul style="list-style-type: none"> <li>• The basic five stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• The role of peer support services at each stage of the recovery process.</li> <li>• The basic definition and dynamics of recovery.</li> <li>• The difference in an illness story and a recovery story.</li> <li>• The difference in agency environments that promote recovery and those that do not.</li> <li>• The meaning of Trauma Informed Services.</li> <li>• The five steps of PICBA as a problem solving process.</li> <li>• The five steps in Igniting the Spark of Hope.</li> <li>• The concept of Shared Decision Making.</li> <li>• The dynamics of power, conflict and integrity in the workplace.</li> <li>• The three steps in the Process of Effective Communication.</li> </ul> <p>They should be able to:</p> <ul style="list-style-type: none"> <li>• Use their own recovery experience to help a peer recover.</li> <li>• Articulate what has been helpful and what has not been helpful in their own recovery.</li> <li>• Identify beliefs and values a peer holds that works against recovery.</li> <li>• Discern when and how much of their recovery story to share and with whom.</li> <li>• Be able to discuss their own tools for taking care of themselves.</li> <li>• Facilitate a recovery dialogue.</li> <li>• Use questions to help a peer get in touch with the life they want.</li> <li>• Use a person’s dissatisfaction as an avenue to setting recovery goals.</li> <li>• Use the PICBA problem solving process with a peer.</li> <li>• Use questions to help a peer identify and move through their fears.</li> <li>• Use the catch it! Check it! Change it! Process to help a peer combat negative self-talk.</li> <li>• Use the shared decision making process to help a peer prepare for a doctor’s visit.</li> <li>• Teach peers to advocate for the services that they want.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• Certified Peer Specialists will maintain high standards of personal conduct in a manner that fosters recovery.</li> <li>• Certified Peer Specialists will practice and promote Person Centered Planning and Self Determination with those they serve.</li> <li>• Certified Peer Specialists will advocate for the full integration and/or re-integration of individuals into the communities of their choice and will promote the value of these individuals in those communities. Certified Peer Specialists will be directed by the knowledge that all individuals have the right to live in a safe and the least restrictive environment.</li> <li>• Certified Peer Specialists will actively pursue recovery in their own lives as well as role model recovery for others.</li> <li>• Certified Peer Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve.</li> <li>• Certified Peer Specialists will, when appropriate, openly share their recovery stories and be able to identify and describe the supports that promote their recovery.</li> <li>• Certified Peer Specialists will respect the privacy and confidentiality of those they serve.</li> <li>• Certified Peer Specialists will, at all times, respect the rights and dignity of those they serve.</li> </ul>



- **Certified Peer Specialists 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.**
- **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.**
- **Certified Peer Specialists will never engage in sexual/intimate activities with the consumers they serve.**
- **Certified Peer Specialists will not exchange gifts of significant value with those they serve.**
- **Certified Peer Specialists will not abuse substances under any circumstances.**
- **Certified Peer Specialists will honor all agency guidelines, policies, and principles of conduct.**



# Minnesota

<b>Website(s)</b>	<a href="http://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&amp;RevisionSelectionMethod=LatestReleased&amp;dDocName=dhs16_149185">http://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&amp;RevisionSelectionMethod=LatestReleased&amp;dDocName=dhs16_149185</a> <a href="http://www.mentalhealthmn.org/">http://www.mentalhealthmn.org/</a> <a href="http://www.riinternational.com/">http://www.riinternational.com/</a>
<b>Program Description</b>	<p>The Minnesota Department of Human Services utilizes Recovery Innovations' Peer Employment Training (PET) program as the core curriculum for certified peer specialists. A qualified individual may be hired at an entry level as a Certified Peer Specialist Level I or at an advanced level as a Certified Peer Specialist Level II. The primary purpose of these tiered levels is to promote retention and career advancement in the field.</p>
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	Minnesota Department of Human Services in partnership with RI International and RI Consulting
<b>General Screening</b>	<p>Level I Certified Peer Specialists must be at least 21 years of age; have a high school diploma, GED or equivalent; have a primary diagnosis of mental illness; be a current or former consumer of mental health services; demonstrate leadership and advocacy skills; successfully complete the DHS approved Certified Peer Specialist training and certification exam.</p> <p>Level II Certified Peer Specialists must meet all requirements of a Level I Certified Peer Specialist and one or more of the following criteria: qualified as a mental health practitioner; have at least 6,000 hours of supervised experience in the delivery of peer services to people with mental illness; and/or have at least 4,000 hours of supervised experience in the delivery of services to people with mental illness and an additional 2,000 hours of supervised experience in the delivery of peer services to people with mental illness.</p>
<b>Exam Criteria</b>	<p>An overall score of at least 80% is required on the mid-term and final exam for successful completion of the course and state certification. The mid-term exam consists of 6 take home quizzes. The final exam consists of 50% graded skill based role play and 50% written exam.</p>
<b>Certification Requirements</b>	<p>With successful completion of the training, as outlined in exam criteria, Graduates receive a Certificate of Completion as a Certified Peer Specialist. Should a participant not meet the certification requirements but complete the course hours, they will be offered a Certificate of Attendance and support for study and retraining for successful completion.</p>
<b>Training Criteria</b>	<p>Participants must complete an 80 hour in-person training. There are specific modules that cannot be missed. Throughout the class, participants will demonstrate peer support skill development through effective classroom interaction including ongoing written and role-play demonstrations of competencies and skills.</p> <p>The classroom training has 15 modules divided into 3 thematic sections including:</p> <ul style="list-style-type: none"> <li>• <b>Knowing Ourselves:</b> what do I have as an individual to bring to peer support</li> <li>• <b>Turning Point:</b> connecting and utilization of my personal story in ways that support and inspire.</li> <li>• <b>Skill Building:</b> ethical standards for peer support and developing employee/employment skill sets with value-added focuses on the role of peer support in integrated care and documentation training.</li> </ul>
<b>Recertification/CEU's</b>	<p>Certification will remain valid for two years from the time of attaining certification. To retain certification, every two years, Peer Specialists must complete and provide documentation of 30 hours to DHS of continuing education</p>



	in areas of mental health recovery, mental health rehabilitative services, and peer support.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	No information available
<b>Employment</b>	Individuals that successfully complete the Department approved Certified Peer Specialist training and certification exam are eligible for employment with mental health rehabilitative service providers that have been approved by the Department. Medicaid Rehabilitation Services include: Adult Rehabilitative Mental Health Services (ARMHS) certified by DHS, Assertive Community Treatment (ACT) teams approved by DHS, Crisis Response-Stabilization providers certified by DHS, and Intensive Residential Treatment Services (IRTS) providers licensed by DHS.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Agencies interesting in employing Certified Peer Specialists under the Medicaid rehabilitation services option must submit a Certified Peer Specialist Agency Request for Technical Assistance and an Implementation Plan.
<b>Fees</b>	The cost of training for CPS's will be shared by the trainee and the Department of Human Services.
<b>Competencies</b>	No information available. Competencies are currently being revised.
<b>Code of Ethics</b>	<p>The following principles will guide Minnesota's Certified Peer Specialists in their various roles, relationships and levels of responsibility in which they function professionally:</p> <ul style="list-style-type: none"> <li>• The primary responsibility of Minnesota Certified Peer Specialist (CPS) is to help individuals achieve their own needs, wants, and goals. CPS will be guided by the principle of self-determination for all.</li> <li>• CPS will maintain high standards of personal conduct. CPS will also conduct themselves in a manner that fosters their own recovery.</li> <li>• CPS will work towards establishing mutually empowered relationships that serve the persons needs and preferences.</li> <li>• CPS will consciously reduce the effects of stigma and discrimination, i.e., race, creed, age, sexual orientation, handicap, physical/mental functioning, or history of prior treatment. CPS 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.</li> <li>• CPS will at all times respect the rights and dignity of those they serve. CPS will not do harm to any person, either physically or psychologically and will not intimidate, threaten, harass, use undue influence, assault, ridicule, or use harsh, rude or provocative language that would insult or demean people served or anyone else. CPS will never use physical force, verbal abuse, or make unwarranted promises of benefits to the individuals they serve.</li> <li>• CPS will not ignore a situation that could lead to imminent and serious harm to a person and will provide assistance in a way that allows the person to retain choice and power to the maximum extent possible.</li> <li>• CPS will support the recovery process for the persons served, allowing the person to direct their own process. CPS will not force any values or beliefs into that person's process.</li> <li>• CPS will not enter into dual relationships or commitments that conflict with the interests of those they serve. CPS will not exploit people, for example; in business, financial, or sexual relationships. CPS will not have personal relationships with people served during non-work hours. CPS will never engage in sexual/intimate activities with the consumers they serve.</li> </ul>



- **CPS will always respect the privacy and confidentiality of the persons served by the agency as well as coworkers.**
- **CPS will defend the rights of individuals being served as well as other employees.**
- **CPS will remain aware of their skills and limitations and not provide services or represent themselves as experts in areas for which they do not have sufficient knowledge or expertise. CPS will accept responsibility for continuing education and professional development as part of their commitment to provide quality services.**
- **CPS will advocate for those they serve and promote the need for their personal decision making in all matters when dealing with other professionals.**
- **CPS will openly share with consumers and colleagues their recovery stories and will likewise be able to identify and describe supports that promote their own recovery.**



# Mississippi

<b>Website(s)</b>	<a href="http://www.dmh.ms.gov/peer-support-services/">http://www.dmh.ms.gov/peer-support-services/</a>
<b>Program Description</b>	<p>Creating a Person-Centered and Recovery-Oriented System of Care is a priority of the Mississippi Department of Mental Health (DMH). According to the Substance Abuse and Mental Health Services Administration (SAMHSA), a Recovery-Oriented System of Care is a coordinated network of community-based services and supports that is person-centered and builds on the strengths and resilience of individuals, families, and communities to achieve health, wellness, and quality of life for those with or at risk of behavioral health challenges. At the heart of a Person-Centered and Recovery-Oriented System of Care is the belief that people with serious mental health issues and substance use disorders can and do recover, and that people in recovery can provide vital support to each other in achieving long-term recovery. One major emphasis in DMH's transformation efforts is the availability of Certified Peer Support Specialists (CPSS). DMH strongly believes in the contribution of family members and/or persons who have received or are currently receiving behavioral health services and values their lived experience.</p>
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Support Specialist (CPSS)
<b>Program Administrator/ Credentialing Agency</b>	Mississippi Department of Mental Health Services
<b>General Screening</b>	<p><b>Residency Requirement</b></p> <ul style="list-style-type: none"> <li>• The application must reside in the State of Mississippi.</li> </ul> <p><b>Experience Requirement</b></p> <ul style="list-style-type: none"> <li>• Must be a current or former recipient of mental health and/or substance abuse or intellectual or developmental disabilities services.</li> <li>• Have a serious mental illness and/or substance abuse or intellectual or developmental disability.</li> <li>• Self-identify as a current or former consumer of mental health and/or substance abuse or intellectual or developmental disability services.</li> <li>• Applicant must, within the last three years (not necessarily consecutive), have a minimum of 250 hours of paid or volunteer work or activities in a support or advisory role with adults or transition-aged youth diagnosed with a serious mental illness, intellectual and developmental disability, and/or a substance abuse disorder.</li> <li>• One year of college or educational experience (within the last three years) can be substituted for the work experience. All experience must be gained prior to applying for certification.</li> </ul> <p><b>Employment Requirement</b></p> <ul style="list-style-type: none"> <li>• The applicant can participate in the Peer Support Specialist Professional Training, but must be employed at a Mississippi "state mental health system" program for certification.</li> </ul> <p><b>Education Requirement</b></p> <ul style="list-style-type: none"> <li>• The applicant must have a high school diploma, GED certificate, or be at least 16 years of age and enrolled in a GED program or enrolled in school.</li> <li>• The applicant must demonstrate proficiency in reading and writing.</li> <li>• In rare and extenuating circumstances, other official documentation of GED/high school completion may be accepted at the discretion of the</li> </ul>



	<p>Department of Mental Health. DMH does not facilitate obtaining documentation.</p> <p><b>Ethics Requirement</b></p> <ul style="list-style-type: none"> <li>All applicants must read and abide by the DMH Peer Support Specialist Professional Principles of Ethical and Professional Conduct as well as the Department of Mental Health Operational Standards for Mental Health, Intellectual/Developmental Disabilities, and Substance Abuse Community Service Providers Part V, Section C – Ethical Conduct. It is the applicant’s responsibility to read these principles before signing and submitting the application. The applicant should keep a reference copy.</li> </ul> <p><b>Self-Disclosure Requirement</b></p> <ul style="list-style-type: none"> <li>Individual must self-identify as a current or former recipient of mental health and/or substance abuse or intellectual or developmental disability services and demonstrate a minimum of 6 consecutive months in self-directed recovery within the last 12 months.</li> </ul> <p><b>References</b></p> <ul style="list-style-type: none"> <li>The applicant must submit two professional references of support. The references must attest to the individual’s ability to perform the role of a Certified Peer Support Specialist Professional.</li> </ul>
<b>Exam Criteria</b>	Participants must take an online examination and pass with a score of 75 or greater; participants have two opportunities to take the examination. After two attempts, must repeat the training.
<b>Certification Requirements</b>	Successful completion of Certified Peer Support Specialist Professional Training; proficiency for successful completion of Peer Support Specialist Professional examination. Applicant must provide proof of completion.
<b>Training Criteria</b>	The CPSS Training includes an online, pre-training requirement, followed by four (4) days of classroom training and a written examination.
<b>Recertification/CEU's</b>	Must have accrued 20 continuing education credits prior to renewal. <a href="http://www.dmh.ms.gov/wp-content/uploads/2015/07/CPSS-Renewal-Directions-and-Application-2015.pdf">http://www.dmh.ms.gov/wp-content/uploads/2015/07/CPSS-Renewal-Directions-and-Application-2015.pdf</a>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	143
<b>Employment</b>	Completion of training is not a guarantee of employment. CPSS’s are employed across the state in a variety of mental health programs including PACT, Mobile Crisis Response Teams, Residential Programs, Psychosocial Rehabilitation Programs, etc.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Non-refundable application fee (\$30.00) and CPSS Training Fee (\$50.00)
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>Are guided by the principle of self-determination for all. Peer Support Specialist Professionals have a primary responsibility to help peers achieve their own needs, wants and goals.</li> <li>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 Support Specialist Professionals will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> </ul>



- Advocate for those they serve so that individuals may make their own decisions in all matters when dealing with other professionals.
- **OPENLY** share their stories of hope and recovery and are able to identify and describe the supports that promote recovery and resilience.
- Conduct themselves in a manner that fosters their own recovery.
- Keep current with emerging knowledge relevant to recovery, and openly share this knowledge with other Peer Support Specialist Professionals. Peer Support Specialist Professional will refrain from sharing advice or opinions outside their scope of practice with individuals receiving services.
- Maintain high standards of personal and professional conduct.
- Never intimidate, threaten, harass, use undue influence, physical force or verbal abuse or make unwarranted promises of benefits to the individuals they support. Peer Support Specialist Professionals will not engage in psychological abuse, neglect, or exploitation.
- Never engage in exploitive and/or sexual/intimate activities with the individuals they serve. Peer Support Specialist Professionals will not enter into a relationship or commitment that conflict with the support needs of the individuals they serve.
- 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.
- Respect the privacy and confidentiality of those they serve. Peer Support Specialist Professionals 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 Support Specialist Professionals 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 Support Specialist Professionals have a duty to inform appropriate staff members immediately about any person's possible harm to self or others or abuse from caregivers.
- Provide service and support within the hours, days and locations that are authorized by the agency with which they work.
- Do not loan money; receive money or payment for services to, or from, individuals receiving services; or exchange gifts of significant value.
- Will not abuse substances under any circumstances.
- Strive to create a professional, safe and healthy work environment through words and action.
- Utilize supervision and abide by the standards for supervision established by their employer.



# Missouri

<b>Website(s)</b>	<a href="http://www.peerspecialist.org/PeerSpecialist1.0/">http://www.peerspecialist.org/PeerSpecialist1.0/</a>
<b>Program Description</b>	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.
<b>Application</b>	Must create an account on the website and be signed in to access the application
<b>Certification or Credential</b>	Certified Missouri Peer Specialist (CMPS)
<b>Program Administrator/ Credentialing Agency</b>	Missouri Department of Mental Health
<b>General Screening</b>	Must have a job commitment from a mental health agency, consumer operated service program or psychiatric hospital; self-identify as a present or former primary consumer of mental health services; be at least 21 years of age; have high school diploma or equivalent; pass background check or request an exception to the findings.
<b>Exam Criteria</b>	26-question online exam; supervisor must enter access code to start test; scored independently by 2 graders; mix of multiple choice and essay; have up to 3 tries to pass the exam, exam takes about 1.5 hours but there is no time limit.
<b>Certification Requirements</b>	Completion of 5-day basic training program and successfully pass a State of Missouri approved certification examination (75% or above).
<b>Training Criteria</b>	5-day basic training program
<b>Recertification/CEU's</b>	Annual continuing education required
<b>Total Number of Certified Peer Specialists as of April 2016</b>	326
<b>Employment</b>	A variety of settings including: administrative agents, affiliate agencies, CPS facility, consumer operated service programs, DMH Inpatient facilities, Mental Health Courts, supportive housing programs. <a href="http://www.peerspecialist.org/PeerSpecialist1.0/Member/Me_JobBank.aspx">http://www.peerspecialist.org/PeerSpecialist1.0/Member/Me_JobBank.aspx</a>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	<a href="#">Missouri Peer Specialist Certification Training Brochure</a>
<b>Fees</b>	Free
<b>Competencies</b>	<p>An understanding of their job and the skills to do that job</p> <ul style="list-style-type: none"> <li>• Understand the basic structure of the state mental health system and how it works.</li> <li>• Understand expected Certified Missouri Peer Specialist job activities and Code of Ethics.</li> <li>• Understand the meaning of peer support and the role of Peer Specialists including an understanding of dual relationships.</li> <li>• Understand the difference in treatment goals and recovery goals and how to promote recovery goals/personal life goals.</li> <li>• Be able to help a consumer articulate, set and accomplish his/her personal life goals.</li> <li>• Be able to teach other consumers to create their own wellness plan.</li> <li>• Be able to help a consumer combat negative self-talk, overcome fears, and learn how to problem-solve.</li> <li>• Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports.</li> <li>• 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.</li> </ul>



	<ul style="list-style-type: none"> <li>• Be able to help a consumer create a Person Centered Plan.</li> </ul> <p>An understanding of the recovery process and how to use their own recovery story to help others</p> <ul style="list-style-type: none"> <li>• Understand the five stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• Understand the role of peer support at each stage of the recovery process.</li> <li>• Understand the power of beliefs/values and how they support or work against recovery.</li> <li>• Understand the basic philosophy and principles of psychosocial rehabilitation to assist consumers with accessing resources and supports in the community.</li> <li>• Understand the basic definition and dynamics of consumer empowerment and self-directed recovery.</li> <li>• Be able to articulate what has been helpful and what is not helpful in his/her own recovery in services and interventions.</li> <li>• Be able to identify beliefs and values that work against recovery.</li> <li>• 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.</li> <li>• Be able to discern when and how much of their recovery story to share with whom.</li> </ul> <p>An understanding of and the ability to establish healing relationships</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of power, conflict and integrity in the workplace.</li> <li>• Be able to ask open ended questions that relate a person to his/her inner wisdom.</li> <li>• Be able to demonstrate an ability to participate in ‘healing communication.’</li> <li>• Understand the concept of ‘seeking out common ground.’</li> <li>• Be able to personally deal with conflict and difficult interpersonal relations in the workplace.</li> <li>• Understand the meaning and importance of cultural competency.</li> <li>• Be able to interact sensitively and effectively with people of other cultures.</li> </ul> <p>An understanding of the importance of and have the ability to take care of oneself</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of stress and burnout.</li> <li>• Understand the role and parts of the wellness plans.</li> <li>• Be able to discuss his/her own tools for taking care of him/herself.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• CMPS will maintain high standards of personal conduct. CMPS will also conduct themselves in a manner that fosters their own recovery.</li> <li>• 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.</li> <li>• CMPS will respect the privacy and confidentiality of those they serve.</li> <li>• CMPS will at all times, respect the rights and dignity of those they serve.</li> <li>• CMPS will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve.</li> <li>• 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.</li> </ul>



- CMPS will never engage in exploitive and/or sexual/intimate activities with the persons they serve.
- 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.
- CMPS will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals.
- 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.
- CMPS will not enter into commitments that conflict with the interests of those they serve.
- CMPS will not exchange gifts of significant monetary value with those they serve.
- 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.
- CMPS will strive through words and actions to create a professional atmosphere in the work environment.
- CMPS will fairly and accurately represent themselves and their capabilities to the consumers and the community.
- CMPS will maintain a safe and healthy work environment.
- 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.



# Montana

<b>Website(s)</b>	<a href="http://mtpeernetwork.org/">http://mtpeernetwork.org/</a>
<b>Program Description</b>	Montana's Peer Network (MPN) is a statewide peer run 501(c)(3) non-profit organization whose mission is to provide opportunities for recovery across Montana. MPN is a network of individuals across Montana in recovery from mental health substance abuse and or addiction struggles. MPN provides information, education, training, peer support and resources across the state using "lived experience" in long term recovery. Three levels of skills training are offered by MPN: Intro to Peer Support Level I (in development), Peer Support 101 Level II, and Peer Support Skills Training Level III.
<b>Application</b>	<a href="#">View application for Peer Support 101 training</a>
<b>Certification or Credential</b>	Peer Supporter
<b>Program Administrator/ Credentialing Agency</b>	Montana Peer Network (MPN)
<b>General Screening</b>	No information available
<b>Exam Criteria</b>	No information available
<b>Certification Requirements</b>	Upon successful completion of the training, participants will receive a certification certificate from Montana's Peer Network. Once processed, the MPN will issue an initial certification as well as a two year recertification when requirements are met.
<b>Training Criteria</b>	The MPN has developed three levels of training. <ul style="list-style-type: none"> <li>• Intro to Peer Support (Level I) – a 10-hour training covering the basics of peer support. This training was designed for individuals new to peer support and is currently in development.</li> <li>• Peer Support 101 (Level II) – a 40-hour training designed to provide basic education and instruction around the most important elements of peer support work. Training topics include: whole health recovery, one on one work, support group facilitation, ethics and standards, confidentiality, change model, recovery concepts, among others. Combination of role play, group discussion, and homework assignments.</li> <li>• Peer Support Skills Training (Level III) – a 40-hour training designed for advanced peer supporters. This training level is currently in development.</li> </ul>
<b>Recertification/CEU's</b>	Level I peer supporters must obtain 5 hours of continuing education for each year of service and receive regular clinical supervision. Level II peer supporters must obtain 20 hours of continuing education every two years of service and receive one hour of clinical supervision for every 40 hours of work. Level III peer supporters must obtain 20 hours of continuing education annually and receive at least one hour of clinical supervision every week from a Licensed Clinical Social Worker (LCSW) or Licensed Professional Counselor (LPC).
<b>Total Number of Certified Peer Specialists as of April 2016</b>	No information available
<b>Employment</b>	Peer Supporters may be employed at one of three levels: <ul style="list-style-type: none"> <li>• Peer Advocate (volunteer) – completion of training Level I. This position is typically volunteer-based or up to \$9/hour</li> <li>• Peer Support Specialist (Peer Mentor) – completion of training Levels I and II. Hourly pay range: \$9-12</li> <li>• Certified Peer Support Specialist (Recovery Coach, Peer Coach) – completion of training Levels I, II, and III. This level requires at least 2 years in recovery. Hourly pay range: \$12-15</li> </ul>



	Peer Supporters may also work in specialized roles that require additional training in a specific area such as veterans, youth, family, forensic/corrections, homeless, Crisis Intervention Teams (CIT), peer trainer, elderly.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Additional information about the peer supporter workforce in Montana can be found in the Montana Peer Support Toolkit: <a href="http://mtpeernetwork.org/wp-content/uploads/2014/03/Peer-Support-Toolkit-Final-Edition.pdf">http://mtpeernetwork.org/wp-content/uploads/2014/03/Peer-Support-Toolkit-Final-Edition.pdf</a>
<b>Fees</b>	The fee for the training is \$500
<b>Competencies</b>	<p><b>Recovery Support</b></p> <ul style="list-style-type: none"> <li>• Be able to share their own recovery story in a meaningful and hopeful way</li> <li>• Provide peer support that is mutual and respectful</li> <li>• Be able to assist others in developing their own wellness or recovery plan</li> <li>• Understand the key components of the recovery process</li> <li>• Be able to facilitate a peer support group</li> <li>• Be able to connect others to community resources</li> <li>• Have a working knowledge of the mind body connection and its relation to recovery</li> <li>• Provide education around wellness and recovery</li> <li>• Be able to listen and be present in the moment</li> </ul> <p><b>Mentoring</b></p> <ul style="list-style-type: none"> <li>• Act as a role model for wellness and recovery</li> <li>• Assist others in recognizing and building natural supports</li> <li>• Be able to support others in planning and achieving their own goals at their own pace</li> <li>• Utilize a strengths based approach</li> </ul> <p><b>Professional Responsibility</b></p> <ul style="list-style-type: none"> <li>• Fulfill necessary training and continuing education requirements</li> <li>• Understand the role of peer support in the system</li> <li>• Understand and abide by a code of ethics and standards</li> <li>• Be able to work as part of a treatment team</li> <li>• Understand the importance of confidentiality and HIPAA</li> <li>• Understand mandatory reporting and why this is necessary</li> <li>• Participate in clinical supervision</li> <li>• Understand risk factors for suicide</li> </ul> <p><b>Advocacy</b></p> <ul style="list-style-type: none"> <li>• Provide education around self-advocacy</li> <li>• Assure those they work with know their rights and responsibilities</li> <li>• Provide referrals to other community supports</li> <li>• Advocate for those we work with when necessary</li> </ul>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• Peer Supporters act in a way that encourages and promotes recovery for themselves and those they serve without placing judgment on the recovery path of others</li> <li>• Peer Supporters share their own recovery story in a manner that promotes recovery, instills hope and is a benefit to those they are serving</li> <li>• Peer Supporters always use person first or recovery language and encourage this practice in others</li> <li>• Peer Supporters maintain high standards of personal and professional conduct; always acting in a way that represents</li> <li>• peer support in a positive and beneficial light</li> <li>• Peer Supporters act as a positive role model in recovery</li> </ul>



- Peer Supporters conduct themselves in way that fosters their own recovery. Peer Supporters will take personal responsibility to seek support and manage their wellness
- Peer Supporters respect and protect the confidentiality, rights and dignity of those they serve
- Peer Supporters advocate for those they serve unless it would threaten the safety, security or recovery of others
- Peer Supporters shall not engage in disputes between colleagues and those they serve or engage in inappropriate conversations with those they serve
- Peer Supporters take proper and adequate measures to prevent, report and correct unethical conduct
- Peer Supporters follow all State and Federal laws including Health Insurance Portability and Accountability Act (HIPAA)
- Peer Supporters are mandatory reporters of elder abuse and child abuse to appropriate authorities and supervisor
- Peer Supporters shall report risk of imminent harm to self or others to their proper authorities and to their supervisor. When reporting, the minimum amount of information necessary will be given to maintain confidentiality
- Peer Supporters shall not enter into sexual or personal relationships with an individual they are providing services to or their immediate family member
- Peer Supporters shall disclose any pre-existing relationships, sexual or otherwise to immediate supervisor prior to providing services to that individual
- Peer Supporters shall not accept, receive, or exchange gifts of value over \$5 from those they serve
- Peer Supporters shall not loan, give, lend, or borrow money to or from those they serve
- Peer Supporters shall not engage in or promote behaviors or activities that would jeopardize their own recovery or the recovery of those they serve
- Peer Supporters act in a way which does not exploit those they serve
- Peer Supporters shall not engage or offer advice on the matters of diagnosis, treatment, medications
- Peer Supporters shall not abuse, harass, demean, or discriminate against others based on race, culture, religion, age, gender, gender identity, disability, nationality, sexual orientation, or economic condition
- Peer Supporters meet the requirements for training, continuing education, clinical supervision, support and recertification



# Nebraska

<b>Website(s)</b>	<a href="http://dhhs.ne.gov/behavioral_health/Pages/DBHOCAPeer.aspx">http://dhhs.ne.gov/behavioral_health/Pages/DBHOCAPeer.aspx</a>
<b>Program Description</b>	The Nebraska Certified Peer Support and Wellness Specialist Skills Training and Certification Program was established in 2009 by the Nebraska Office of Consumer Affairs in a collaborative effort with a group of national subject matter experts. The mission of the program is “to identify, equip, train, certify, and further educate peers with the skills required to provide relationship building and trauma informed peer support for people utilizing behavioral health services.” The curriculum focuses on trauma-informed peer support.
<b>Application</b>	Applications are available as training opportunities become available. This training is for individuals with any lived experience with behavioral health conditions and/or trauma. Priority is to those who are working/volunteering in the behavioral health field serving veterans, individuals, families, and/or children/youth who have been impacted by a behavioral health condition and/or trauma.
<b>Certification or Credential</b>	Certified Peer Support and Wellness Specialist
<b>Program Administrator/ Credentialing Agency</b>	DHHS Division of Behavioral Health Office of Consumer Affairs
<b>General Screening</b>	The training is for individuals with lived experience with any behavioral health condition and/or trauma. The training is a great opportunity for those who are working/volunteering in the behavioral health field serving military, veterans, individuals, families, and/or children/youth who have been impacted by a behavioral health condition and/or trauma. Anyone who wants to gain skills is encouraged to apply.
<b>Exam Criteria</b>	<p>Eligibility to take the exam through the Division of Behavioral Health Office of Consumer Affairs is for persons who have completed a 40-hour Peer Support Training Program and have a certificate of attendance/ completion from training facilitators of the program.</p> <p>Exam process:</p> <ul style="list-style-type: none"> <li>• CPSWS applicants select a date to take the exam. Dates can be found on the Office of Consumer Affairs web page <a href="http://dhhs.ne.gov/behavioral_health/Pages/beh_mh_mhadvo.aspx">http://dhhs.ne.gov/behavioral_health/Pages/beh_mh_mhadvo.aspx</a></li> <li>• Applicants then complete the application to take the exam and submit to the Office of Consumer Affairs along with their forty (40) hour certificate of attendance/completion from a peer support training program.</li> <li>• A confirmation letter with details and further instructions for exam day is then sent to applicants.</li> <li>• Exam day format             <ul style="list-style-type: none"> <li>• A thirty-four (34) question written exam is administered.</li> <li>• A seven (7) question oral exam is administered</li> </ul> </li> <li>• Once exams are scored applicants are then made aware of their status. They are either awarded certification or invited back to re-take the exam at a later date.</li> </ul>
<b>Certification Requirements</b>	40-hour certificate of attendance/completion from a peer support training program



<b>Training Criteria</b>	Trainings are delivered over five days (consecutive or nonconsecutive) for a total of 40 hours.
<b>Recertification/CEU's</b>	Peer specialists are encouraged to participate in a minimum of six hours of continuing education per year and to participate in quarterly co-reflection sessions. This is recommended, but not required.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	320
<b>Employment</b>	Training does not guarantee employment in a paid or volunteer position.
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	This 40-hour training from members of the Nebraska Office of Consumer Affairs Facilitator's Circle will be an excellent opportunity to enhance your skills and get plugged in with the network of peers that are dedicated to moving Peer Support to the next level as a profession in Nebraska. Peer Support Specialists identify that they have lived experience. The Peer Support workforce works from the perspective of their lived experience with mental health and/or substance use challenges, trauma, and their own personal recovery/wellness journeys to assist in educating others about the reality of success, hopes, and dreams and the multiple pathways to recovery! The focus of training will include Nebraska specific material from Focus on Recovery United, Sherry Mead Consulting, and Yale University, as well as important components from statewide peer leadership. The Nebraska Office of Consumer Affairs recommends that Certified Peer Support and Wellness Specialists participate in quarterly co-reflection ( <i>formerly known as co-supervision</i> ). Co-reflection is an opportunity to discuss what is working well within your role as a Peer Support Specialist and ways to continue developing as a professional. With co-reflection you are able to stay connected with others across the state, stay in touch with training facilitators, refresh training skills, and stay informed about all things peer support.
<b>Fees</b>	The training and certification are free of cost.
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Ethics</li> <li>• Crisis Support and crisis as an opportunity</li> <li>• Effective and respectful communication</li> <li>• Effective listening</li> <li>• Self-care and wellness</li> <li>• Building resiliency and planning for recovery</li> <li>• Using your personal change story</li> <li>• Engagement and building relationships</li> <li>• Effective advocacy for self and system</li> <li>• Trauma informed care</li> <li>• Understanding worldviews</li> <li>• The power of language and the language of pain</li> <li>• Personal and professional development</li> <li>• Cultural competence and responsiveness</li> <li>• Mutually responsible relationships</li> <li>• Negotiating reality</li> <li>• Shared risk within relationships</li> <li>• Accountability</li> <li>• Person centered care</li> </ul>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• Peer Support Staff respect the dignity and worth of all people.</li> </ul>



- 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.
- 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.
- 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.
- 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.
- 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.
- Peer Support Staff will not use relationships with people utilizing peer support service relationships to financial gain or put the other people at risk of exploitation or harm.
- Peer Support Staff will work to keep their environments physically and emotionally safe for others. Peer 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.
- Peer Support Staff will strive to understand variable that impact relationships with those utilizing peer support services and to be trauma-informed.
- Peer Support Staff will not abuse illegal substances under any circumstance
- Peer Support Staff will keep current with emerging knowledge relevant to recovery
- Peer Support Staff will only accept gifts of insignificant value (under \$5.00) from people in services.
- Peer Support Staff will maintain high standards of personal conduct, modeling accountable relationships, and fostering their own recovery.
- Peer Support Staff will also conduct themselves in a manner that fosters their own recovery.
- 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.
- 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.



# Nevada

Nevada Division of Public and Behavioral Health received a Bringing Recovery Supports to Scale Technical Assistance Center (BRSS TAC) award from the Substance Abuse and Mental Health Services Administration (SAMHSA) to develop a mental health, addictions and co-occurring Peer Support Specialist Program and Initiative in Nevada. The training and certification program is currently in development. Peer support services are currently Medicaid billable in Nevada.



## New Hampshire

New Hampshire contracts with independent, peer-run non-profit agencies to provide Intentional Peer Support, WRAP, Warm Line and other services, all of which required approved training. However, there is no state-based certification for peer specialists. A description of the New Hampshire peer support system can be found here: <http://www.dhhs.nh.gov/dcbcs/bbh/peer.htm>. New Hampshire Peer Support Agencies operate four peer respite programs throughout the state. New Hampshire is also in the process of developing a path for Certified Peer Specialists that would be Medicaid billable. The peer services will most likely be a distinct type of service. Peer services will initially be provided as a part of Assertive Community Treatment teams for which there is also general fund support.



# New Jersey

<b>Website(s)</b>	<a href="http://certbd.org/">http://certbd.org/</a> <a href="http://www.mhanj.org/consumer-connections-2/">http://www.mhanj.org/consumer-connections-2/</a>
<b>Program Description</b>	Consumer Connections Mission Statement: Consumer Connections, a program of the Mental Health Association in New Jersey, is dedicated to strengthening and expanding peer workforce development. Through the creation of high quality training and educational opportunities, our goal is to empower individuals working as Peer Specialists to use their lived experience to support others in moving toward wellness and recovery.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Recovery Support Practitioner (CRSP)
<b>Program Administrator/ Credentialing Agency</b>	The Certification Board of New Jersey, Inc.
<b>General Screening</b>	Must be a New Jersey resident; must be 18 years or older; have a mental health or co-occurring diagnosis; minimum of High School Diploma or GED; must have one year actively working on recovery from mental illness or substance abuse condition, not recently hospitalized or in early recovery; have a desire to volunteer and/or work in the mental health or co-occurring field as a peer
<b>Exam Criteria</b>	No exam for NJ State CRSP status; International exam is required for those desiring Inter-state or International reciprocity status.
<b>Certification Requirements</b>	Completion of MHANJ Consumer Connections 108-hour CORE (Consumer Oriented Recovery Education) Training program; completion of MHANJ Consumer Connections 18-hour WRAP (Wellness Recovery Action Plan) class; completion of 500 hours of Board approved work experience (either paid, volunteer or combination thereof) within 3 years of date of application of CRSP credential. Included within the 500 hours of approved work experience is a 110 hour supervised practicum.
<b>Training Criteria</b>	Consumer Connections training consists of 18 hours (3 days) of WRAP (Wellness Recovery Action Plan) training and 108 hours of CORE training (18 days). Training is typically held two days per week for approximately 12 weeks. Classes are 6 hours in length. A complete course catalog can be accessed at: <a href="http://www.mhanj.org/consumer-connections-core-curriculum/">http://www.mhanj.org/consumer-connections-core-curriculum/</a>
<b>Recertification/CEU's</b>	24 hours of peer-related course work every two years. Hours must fall within the two-year period between re-certifications.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	No information available
<b>Employment</b>	MHANJ's Consumer Connections program offers Job Fairs twice per year for CORE training graduates. Employers representing agencies from across New Jersey are invited to participate. Graduates have the opportunity to become employed in such settings as psychiatric emergency screening centers, PACT programs, ICMS programs, Warmlines, RIST programs, Jail Diversion programs, Self Help Centers, etc.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	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.
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Assessment</li> <li>• Helping Skills</li> <li>• Crisis Intervention and Trauma</li> </ul>



	<ul style="list-style-type: none"> <li>• Basic Principles of Care Management</li> <li>• Health and Human Services – NJ Systems</li> <li>• Basics of Service Planning</li> <li>• Ethics and Legal Issues</li> <li>• Advocacy</li> <li>• How to utilize Supervision and Professional Development</li> <li>• Cultural Competency</li> <li>• SSA and Entitlements</li> </ul>
<p><b>Code of Ethics</b></p>	<p><b>Principle 1: Non-Discrimination</b></p> <ul style="list-style-type: none"> <li>• The credential holder shall not discriminate against clients or professionals based on race, religion, age, gender, disability, national ancestry, sexual orientation or economic condition.</li> </ul> <p><b>Principle 2: Responsibility</b></p> <ul style="list-style-type: none"> <li>• The credential holder shall espouse objectivity and integrity, and maintain the highest standards in the services the member offers.</li> </ul> <p><b>Principle 3: Competency</b></p> <ul style="list-style-type: none"> <li>• The credential holder 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 credential holder shall recognize the need for ongoing education as a component of professional competency.</li> </ul> <p><b>Principle 4: Legal and Moral Standards</b></p> <ul style="list-style-type: none"> <li>• The credential holder shall uphold the legal and accepted moral codes which pertain to professional conduct.</li> </ul> <p><b>Principle 5: Public Statements</b></p> <ul style="list-style-type: none"> <li>• The credential holder shall honestly respect the limits of present knowledge in public statements concerning matters addressed by consumer mentor.</li> </ul> <p><b>Principle 6: Publication Credit</b></p> <ul style="list-style-type: none"> <li>• The credential holder shall assign the credit to all who have contributed to the published material and for the work upon which the publication is based.</li> </ul> <p><b>Principle 7: Client Welfare</b></p> <ul style="list-style-type: none"> <li>• The credential holder 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 credential holder's.</li> </ul> <p><b>Principle 8: Confidentiality</b></p> <ul style="list-style-type: none"> <li>• The credential holder 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.</li> </ul>



# New Mexico

New Mexico requested to be removed from this report.



# New York

<b>Website(s)</b>	<a href="http://nypeerspecialist.org">http://nypeerspecialist.org</a>
<b>Program Description</b>	The New York Peer Specialist Certification Board defines a New York Certified Peer Specialist (NYCPS) as a person who, by virtue of special knowledge, training, and experience, is uniquely able to inform, motivate, guide, and support persons in recovery from a mental health diagnosis. Certification as a NY Certified Peer Specialist- Provisional (NYCPS-P) is offered by the New York Peer Specialist Certification Board (NYPSCB), a Project of ASAP of NY State. The NYPSCB is a group of peer leaders from across New York State who are responsible for approving the standards of the NYCPS Certification. Most are members of peer-run agencies. They are all advocates and pioneers in the peer recovery movement.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	New York Certified Peer Specialist – Provisional (NYCPS – P)
<b>Program Administrator/ Credentialing Agency</b>	New York Peer Specialist Certification Board
<b>General Screening</b>	Must live or work in NY State; have a high school diploma or equivalent;
<b>Exam Criteria</b>	Exam component is fulfilled by posttests of the Academy of Peer Services; there is no stand-alone exam
<b>Certification Requirements</b>	Complete all core courses from the Academy of Peer Services; successfully complete post-test for all 13 models; submit three signed letters of reference from individuals able to speak to applicant’s abilities as a peer specialist
<b>Training Criteria</b>	The Academy of Peer Services is an online training platform for individuals delivering peer support services in NYS. Trainings are free of charge to persons who live or work in NY State. Courses are designed by peer leaders in NYS and developed in partnership with our academic partner at Rutgers University School of Health Related Professions. See <a href="http://www.academyofpeerservices.org/">http://www.academyofpeerservices.org/</a> for more information.
<b>Recertification/CEU's</b>	10 hours of Peer Specialist specific training annually
<b>Total Number of Certified Peer Specialists as of April 2016</b>	300
<b>Employment</b>	No information available
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Application Filing Fee – NYCPS Standard \$150 Application Filing Fee – NYCPS Provisional \$125 Upgrade Fee – NYCPS Provisional to Standard \$75 NYCPS Annual Renewal Fee - \$60 NYCPS Two Year Renewal Fee - \$100 NYCPS Three Year Renewal Fee - \$125 Currently, all fees associated with provisional applications, as well as fees for upgrading to full certification, are being funded by the New York State Office of Mental Health for those who live or work in NY State.
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Teach and model the value of every individual’s recovery experience</li> <li>• Model effective coping techniques and self-help strategies</li> <li>• Encourage peers to develop a healthy independence</li> <li>• Establish and maintain a peer relationship rather than a hierarchical relationship</li> <li>• Understand and utilize specific interactions to assist peers in meeting their individualized recovery goals</li> </ul>



	<ul style="list-style-type: none"> <li>• Demonstrate and impart how to facilitate recovery dialogues through the use of active listening and other best practice methods</li> <li>• Demonstrate and impart relevant skills needed for self-management of symptoms, relapse</li> <li>• Demonstrate and impart how to overcome personal fears, anxieties, urges and triggers</li> <li>• Assist individuals in recovery in articulating their personal goals and objectives for recovery</li> <li>• Assist individual in recovery in creating their personal recovery plan (e.g. WRAP, crisis plan, etc.)</li> <li>• Appropriately document activities provided to peers in either their individual records or program records</li> </ul>
Code of Ethics	<a href="http://nypeerspecialist.org/files/NYPSCB%20Code%20of%20Ethical%20Conduct%20Handbook%20June%202015%20Version%201_1.pdf">http://nypeerspecialist.org/files/NYPSCB%20Code%20of%20Ethical%20Conduct%20Handbook%20June%202015%20Version%201_1.pdf</a>



# North Carolina

<b>Website(s)</b>	<a href="http://pss.unc.edu/">http://pss.unc.edu/</a>
<b>Program Description</b>	<p>This program:</p> <ul style="list-style-type: none"> <li>• Helps prepare peer specialists for work in the North Carolina mental health and substance use disorder (MH/SUD) service system.</li> <li>• Issues a certificate that shows that the person has satisfactorily completed approved training and met application criteria.</li> </ul>
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	North Carolina Certified Peer Support Specialist
<b>Program Administrator/ Credentialing Agency</b>	The NC Certified Peer Support Specialist program is an initiative of The North Carolina Division of Mental Health, Developmental Disabilities and Substance Abuse Services. Certificates carry The Great Seal of the State of North Carolina. The Behavioral Healthcare Resource Program at the School of Social Work, University of North Carolina in Chapel Hill administers the NC Peer Support Specialist program on behalf of the state.
<b>General Screening</b>	Have a minimum of 1 year demonstrated recovery time from a significant mental health and/or substance use disorder at the date of application; be at least 18 years of age; must have a minimum of at least a high school diploma or GED.
<b>Exam Criteria</b>	No exam at this time.
<b>Certification Requirements</b>	<ul style="list-style-type: none"> <li>• Have attended (face to face in a classroom setting only) and successfully completed a Division of MH/DD/SAS approved 40 hour Peer Support Specialist training curriculum and have submitted a valid certificate from that training.</li> <li>• Have completed an additional 20 hours of training and have valid certificates verifying attendance and participation.</li> <li>• These trainings should complement the type of service/program the individual will be working. Applicants can also use course work if related to the work of NCCPSS and will enhance the ability to provide services to people with mental health and/or substance use disorder.</li> <li>• The applicant must submit an official transcript for review with the application.</li> <li>• Have submitted 2 Personal Reference Forms completed by 2 individuals, according to state requirements.</li> </ul>
<b>Training Criteria</b>	<p>40 hour Peer Support Specialist training curriculum, and an additional 20 hours of training that complement the type of service/program the individual will be working.</p> <p>Approved courses: <a href="http://pss.unc.edu/?q=courses">http://pss.unc.edu/?q=courses</a></p>
<b>Recertification/CEU's</b>	<ul style="list-style-type: none"> <li>• Applicants must have evidence of continuous and current recovery as demonstrated by having two (2) individuals complete and submit Personal Reference Forms according to state requirements.</li> <li>• Applicants must have certificates documenting the completion of 20 hours of training (continuing education and/or in-service) pertaining to their ongoing skill development and service delivery every two years.</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	1,834
<b>Employment</b>	State and local mental health and substance abuse programs; job openings for Certified PSS's can be found at: <a href="http://pss.unc.edu/?q=pssjobs">http://pss.unc.edu/?q=pssjobs</a>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available



<b>Fees</b>	Cost of training depends on course/trainer. Current trainings range in price from \$15 - \$350. There is a \$15 certification fee.
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• PSS are honest in their interactions; keeping it simple, keeping it real.</li> <li>• PSS relationships are mutual learning experiences.</li> <li>• PSS have a responsibility to help individuals find their own voices and to advocate for the principles of human dignity, self-determination, and empowerment.</li> <li>• PSS honor commitments made to peers. In dealing with peers, PSS strive to always explore and ask open ended questions rather than making assumptions. PSS explore alternatives and options with peers rather than giving advice.</li> <li>• 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.</li> <li>• PSS negotiate within the relationship with peers in order to facilitate peer choice and shared power.</li> <li>• PSS avoid power struggles and favoritism.</li> <li>• PSS will not exploit, devalue, manipulate, abuse, neglect, or ignore a peer.</li> <li>• PSS and peers will not loan or borrow anything from each other; especially not money.</li> <li>• PSS will not establish romantic relationships with peers and will refrain from intimate or sexual activity with peers.</li> <li>• PSS avoid dual relationships; when they are unavoidable, appropriate boundaries are established within the relationship with the support of the supervisor.</li> <li>• PSS will not violate a peer's confidentiality except when required by law.</li> <li>• Accepting or giving gifts, if allowed by the agency, must be clearly related to the peer's recovery process.</li> <li>• PSS do not take peers to their homes; any exception to this must have written agency approval.</li> <li>• PSS do not hire peers to work for them if they are currently receiving services from their agency.</li> <li>• PSS's documentation in the agency record is person-centered and done with the peer whenever possible.</li> <li>• PSS take responsibility for their own professional development and are proactive about expanding their knowledge and honing their skills with continuing education and training.</li> <li>• PSS have a responsibility to educate themselves about available community resources and to establish helpful contacts in the community.</li> <li>• PSS do not make medical diagnoses.</li> </ul>



## North Dakota

<b>Website(s)</b>	No information available
<b>Program Description</b>	The Peer Specialist Certification process provides certification for individuals in the State of North Dakota who provide direct peer-to-peer service 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.
<b>Application</b>	No information available
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	North Dakota's Division of Mental Health and Substance Abuse of the Department of Human Services
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Strong verbal, reading, and writing skills</li> <li>• High school diploma or GED is not a requirement</li> <li>• 100 hours of employment/internship experience related to the mental health field</li> <li>• Self-identify as an individual with life experience having a mental illness</li> </ul>
<b>Exam Criteria</b>	Written examination
<b>Certification Requirements</b>	<ul style="list-style-type: none"> <li>• Complete the DMHSA Certification Training Requirements</li> <li>• 2 personal letters of recommendation for certification</li> <li>• Signed statement agreeing to follow Code of Ethics</li> <li>• Satisfactory completion of the exams/quizzes included in the required training modules</li> <li>• Background check process completed through employing agency</li> </ul>
<b>Training Criteria</b>	<p>Completion of 12 online training modules:</p> <ul style="list-style-type: none"> <li>• Recovery is Real</li> <li>• Self-determination Fuels Recovery</li> <li>• The Language of Recovery</li> <li>• Planning that Promotes Recovery</li> <li>• Let's Start Living Large</li> <li>• The Resiliency Factor</li> <li>• Peer Specialists 101: Research, Core Competencies and Ethics</li> <li>• The Five Stages in Recovery and the Role of Peer Specialists</li> <li>• Using your Recovery Story</li> <li>• Effective Supervision of Peer Specialists</li> <li>• Mental Illness: An Illness Like Any Other, Part 1</li> <li>• Mental Illness: An Illness Like Any Other, Part 2</li> </ul>
<b>Recertification/CEU's</b>	<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>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	16
<b>Employment</b>	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.
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	There are no fees associated with the training or certification.
<b>Competencies</b>	<p>The 7th training module addresses the following Core Competencies:</p> <ul style="list-style-type: none"> <li>• Understand the recovery process and how to use your own recovery story to help others.</li> <li>• Understanding of, and the ability to establish, healing relationships</li> <li>• An understanding of the importance of taking care of yourself.</li> </ul>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• Peer Specialists believe that every individual has strengths and the ability to learn and grow.</li> <li>• Peer Specialists respect the rights and dignity of those they serve.</li> <li>• Peer Specialists openly share their personal recovery stories with colleagues and those they serve.</li> <li>• Peer Specialists seek to role-model recovery.</li> <li>• Peer Specialists respect the privacy and confidentiality of those they serve. 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.</li> <li>• 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.</li> <li>• Peer Specialists maintain high standards of personal conduct.</li> <li>• Peer Specialists conduct themselves in a manner that fosters their own recovery, maintaining healthy behaviors.</li> <li>• Peer Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve.</li> <li>• Peer Specialists never engage in sexual/intimate activities with colleagues or those they serve.</li> <li>• Peer Specialists do not accept or give gifts of significant value from those they serve.</li> <li>• Peer Specialists keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve.</li> <li>• Peer Specialists meet and comply with all terms, conditions, or limitations of the certification they hold.</li> <li>• Peer Specialists do not perform services outside of their area of training, expertise, competence, or scope of practice.</li> <li>• 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.</li> <li>• Peer Specialists shall request inactive status for medical reasons for so long as is necessary.</li> <li>• Peer Specialists will facilitate appropriate therapeutic closures prior to discontinuing services to a consumer.</li> <li>• 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.</li> </ul>



- 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.
- 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.
- 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.
- Peer Specialists will not provide peer services during the period of any denial, suspension, revocation, probation, or other restriction or discipline on certification.
- 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.
- Peer Specialists will report any violation of the Code of Ethics.



# Ohio

<b>Website(s)</b>	<a href="http://mha.ohio.gov/Default.aspx?tabid=712">http://mha.ohio.gov/Default.aspx?tabid=712</a>
<b>Program Description</b>	Ohio's Peer Supporter training includes a 40 hour in-person integrated peer training, 16 hours of E-Based Academy Courses, and a test. The integrated peer support curriculum was funded through a SAMHSA BRSS TACS grant in an effort to promote the widespread adoption of recovery-oriented supports, services, and systems for people in recovery from mental health and/or substance use disorders.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Recovery Supporter
<b>Program Administrator/ Credentialing Agency</b>	Ohio Mental Health and Addiction Services (OhioMHAS)
<b>General Screening</b>	Direct lived experience of mental health and/or substance use disorder who are in recovery
<b>Exam Criteria</b>	If you are interested in taking the Ohio Peer Recovery Supporter Certification Exam, please e-mail <a href="mailto:ohiopeersupport@mha.ohio.gov">ohiopeersupport@mha.ohio.gov</a> . OhioMHAS is working to get the exam online.
<b>Certification Requirements</b>	Complete the OhioMAS Certification Application including information for 2 references; Bureau of Criminal Investigations background check (ran within 30 days of submitting the application); proof of completion of a 40 hour in-person peer services training OR proof of 3 years work/volunteer experience; proof of completion of 16 hours of E-Based Academy Courses ( <a href="http://www.ebasedacademy.org/lms/">http://www.ebasedacademy.org/lms/</a> ); signed copy of Code of Ethics; pass Ohio Peer Supporter Exam
<b>Training Criteria</b>	40 hour in-person peer services training. Examples of approved training models include: <ul style="list-style-type: none"> <li>• Appalachian Consulting</li> <li>• OhioMHAS Peer Supporter Training</li> <li>• Connecticut Community for Addiction Recovery (CCAR)</li> <li>• InterNational Association of Peer Specialists (INAPS)</li> <li>• Pennsylvania Office of Mental Health and Substance Abuse Services Certified Peer Specialist training</li> <li>• Michigan Department of Community Health Peer Support Specialist Training</li> <li>• North Carolina Peer Support Specialists training</li> <li>• Arizona Peer Specialist Training</li> </ul>
<b>Recertification/CEU's</b>	Peer Recovery Support Certifications are good for a period of 2 years. Certified Peer Recovery Supporters will complete the re-certification application 60 days prior to the date the certification expires. Applicants will need to submit proof of completion of 30 hours of Continuing Education Credits (CEU) to include trainings on trauma informed care and ethics and boundaries. CEU hours that can count towards the recertification must be earned between the effective date of the certification and date the recertification application is submitted.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	No information available
<b>Employment</b>	OhioMHAS Peer Recovery Supporter caseload size should not exceed 20 individuals.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Peer Recovery Supporter Certification 101 Webinar Series: <a href="http://mha.ohio.gov/Portals/0/assets/Supports/PeerSupportedEmpl/Peer-Recovery-Supporter-Certification-101-Webinar-Series.pdf">http://mha.ohio.gov/Portals/0/assets/Supports/PeerSupportedEmpl/Peer-Recovery-Supporter-Certification-101-Webinar-Series.pdf</a>



<b>Fees</b>	Varies by training course. OhioMHAS has funds available to pay for training costs in areas of Ohio that have little or no capacity for peer support. Providers, organizations, or Mental Health and Recovery Boards interested in scheduling a training, please e-mail <a href="mailto:ohiopeersupport@mha.ohio.gov">ohiopeersupport@mha.ohio.gov</a> .
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	<p><b>Keep My Recovery First</b></p> <ul style="list-style-type: none"> <li>• My primary obligation and responsibility is my personal recovery.</li> </ul> <p><b>Sharing Personal Recovery Story to Help Others</b></p> <ul style="list-style-type: none"> <li>• I share my lived experiences to help others identify resources/supports that promote recovery.</li> </ul> <p><b>Deliver Services Respectfully</b></p> <ul style="list-style-type: none"> <li>• I affirm the rights and dignity of each person I serve.</li> <li>• The services I provide empower others to achieve their self-identified needs and goals.</li> <li>• I advocate for the integration of individuals with lived experience in self-selected recovery communities.</li> <li>• I will not discontinue services to an individual without his or her knowledge and will make a referral for continued services when appropriate.</li> <li>• I do not perform services outside of my area of training, competence, or scope of practice.</li> <li>• I provide recovery support services regardless of someone’s age, gender, race, ethnicity, national origin, sexual orientation, religion, marital status, political belief, language, criminal history, socioeconomic status or mental or physical condition.</li> </ul> <p><b>Honor Confidentiality</b></p> <ul style="list-style-type: none"> <li>• I respect the privacy of those I serve and I will abide by confidentiality guidelines as required by the law.</li> <li>• I will inform my supervisor and the local child/adult protective agency if I suspect or have reason to believe that a child, individual over the age of 62, or individual with a developmental disability has been abused or neglected or if I have knowledge of, or observe a child being subjected to, conditions that would reasonably result in harm to the child.</li> <li>• I will inform my supervisor immediately if an individual I am working with represents a substantial risk of physical harm to her/himself or another person.</li> </ul> <p><b>Appropriate Conduct</b></p> <ul style="list-style-type: none"> <li>• I act in accordance with the law.</li> <li>• I do not use physical force, verbal/emotional abuse; or make unwarranted promises of benefits.</li> <li>• I represent myself and my capabilities accurately.</li> <li>• I do not provide or accept gifts from people that I serve.</li> <li>• I never engage in sexual/intimate relations with peers that I serve/have served or their families.</li> <li>• I do not provide services to individuals with whom I have had a prior sexual relationship.</li> <li>• I will not promote any service which would result in my personal gain.</li> </ul> <p><b>Continue Personal Development</b></p> <ul style="list-style-type: none"> <li>• I will improve my recovery service knowledge/skills through ongoing education and training.</li> </ul>



# Oklahoma

<b>Website(s)</b>	<a href="http://ok.gov/odmhsas/Mental_Health/Certified_Peer_Recovery_Support_Specialist/index.html">http://ok.gov/odmhsas/Mental_Health/Certified_Peer_Recovery_Support_Specialist/index.html</a>
<b>Program Description</b>	<p>The Certified Peer Recovery Support Specialist (PRSS) fulfills a unique role in the support and recovery from mental illness and substance abuse disorders. A PRSS is a person in recovery from a mental illness and/or substance abuse disorder, who has been trained to engage and work with others on an individual path toward recovery and wellness.</p> <p>The training prepares the individual PRSS to use the tool of lived experience as a way to inspire hope in those they serve. A PRSS role models recovery and wellness to others in collaboration with clinical staff. There are many positive roles that a PRSS can fulfill in the organization based on their individual skills, experience, education, and desires. Examples include engagement, outreach and follow-up strategies, education and skill-based group facilitation, recovery and wellness planning, and resource navigation to name a few.</p>
<b>Application</b>	<p>The application for the training is available online. To access the online application, a user id and password must be created on the ODMHSAS website: <a href="http://ok.gov/odmhsas/Mental_Health/Certified_Peer_Recovery_Support_Specialist/index.html#Training">http://ok.gov/odmhsas/Mental_Health/Certified_Peer_Recovery_Support_Specialist/index.html#Training</a></p>
<b>Certification or Credential</b>	Peer Recovery Support Specialist (PRSS)
<b>Program Administrator/ Credentialing Agency</b>	Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS)
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Possess a High School Diploma or General Equivalency Diploma (GED);</li> <li>• Have demonstrated recovery from a mental illness, substance abuse disorder or both;</li> <li>• Be at least 18 years of age;</li> <li>• Be willing to self-disclose about their own recovery;</li> <li>• Be actively engaged in their own recovery and wellness.</li> </ul>
<b>Exam Criteria</b>	<p>After completion of the 5 day training, all participants will be expected to take and pass the exam with a 70% or better. If it is determined that you must retake the exam, you will be offered tutoring and a review. The test is a combination of true/false, multiple choice and essay questions.</p>
<b>Certification Requirements</b>	<ul style="list-style-type: none"> <li>• Obtain a National Provider Identification Number</li> <li>• Complete the online application</li> <li>• Mail in supporting documents such as;             <ul style="list-style-type: none"> <li>○ Application inventory</li> <li>○ Signed Code of Ethics</li> <li>○ Signed Verification of Employment or Volunteer Form</li> <li>○ Pay application fee of \$25</li> <li>○ Official College or High School transcript or General Equivalency Diploma (GED)</li> </ul> </li> </ul>
<b>Training Criteria</b>	<ul style="list-style-type: none"> <li>• In order to fulfill the certification training requirements, an applicant must attend and complete a forty (40) hour PRSS training block covering various concepts and skills associated with recovery, ethics, boundaries, mental health and substance abuse as specified by the Department.</li> <li>• Applicants must attend the entire forty (40) hour training block. Absences are excused only for emergencies. An absence lasting over one day shall cause the trainee to be subject to retaking the entire forty (40) hour training block at the next scheduled training course.</li> <li>• Applicants are responsible for completing homework during the forty (40) hour training block.</li> </ul>



<b>Recertification/CEU's</b>	To maintain your certification each year all Certified PRSS's are expected to have twelve (12) hours of continuing education units (CEU), three (3) of these hours must be in Ethics. To maintain your status as a Certified Peer Recovery Support Specialist you should complete the on-line Renewal process. It is the responsibility of each individual to maintain their own tracking sheets and to enter your CEU information into the database by the December 31st deadline each calendar year. The cutoff date for turning in your continuing education credits each year is December 31 at 5:00 p.m. midnight.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	400
<b>Employment</b>	<p>Mental Health: community health centers, advocacy agencies, psychiatric hospitals, crisis centers. All Community Mental Health Centers are required to have at least one FTE (Full Time Equivalent) RSS on staff.</p> <p>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, outpatient substance abuse settings, specialty court systems.</p>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	<p>There are specialized tracks that the PRSS can take after obtaining certification. Specialty tracks currently in development include:</p> <ul style="list-style-type: none"> <li>• Youth and Young Adult</li> <li>• Older Adults</li> <li>• Forensic</li> <li>• Tribal Nations</li> <li>• Veterans</li> <li>• LGBTQ</li> <li>• Child Welfare</li> </ul>
<b>Fees</b>	Application Fee of \$25.00. The PRSS training is free. Renewal fee \$15 Late fee \$25 added after Dec. 31 <sup>st</sup>
<b>Competencies</b>	<p>The Peer Recovery Support Specialist Certification Training Program will give the participants a full introduction to the following competencies:</p> <ul style="list-style-type: none"> <li>• Understanding possible PRSS job activities (which vary based on program type).</li> <li>• Understanding the meaning of peer support and the role of Peer Recovery Support Specialist in the treatment system.</li> <li>• A general understanding of common behavioral health diagnoses, their symptoms, and treatment.</li> <li>• Understanding the role trauma can play in wellness and recovery and how to provide trauma informed services.</li> <li>• Understanding recovery and supporting recovery oriented services.</li> <li>• Understanding the importance of wellness and holistic treatment in recovery.</li> <li>• Understanding the importance of one's own self-care in being an effective PRSS.</li> <li>• An overview of basic skills such as motivation interviewing, report writing, and group facilitating.</li> <li>• Understanding the role culture plays in behavioral health treatment interventions.</li> <li>• Developing skills necessary to be effective in the work place such as good conflict resolution, interpersonal, and problem solving skills.</li> <li>• Developing a basic understanding of consumers' rights, how to advocate on behalf of them, and how to address any breaches.</li> </ul>



	<ul style="list-style-type: none"> <li>• Developing a clear understanding of the PRSS Code of Ethics.</li> <li>• Being able to present your personal story in a way that empowers others to take action in their own life.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• Peer Recovery Support Specialists will maintain high standards of personal conduct and in a manner that supports his or her own recovery.</li> <li>• 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.</li> <li>• Peer Recovery Support Specialists will use their story as a source of support and empowerment for the people they serve.</li> <li>• Peer Recovery Support Specialists will at all times observe, respect, and promote the rights and dignity of those they serve.</li> <li>• Peer Recovery Support Specialists will never intimidate, threaten, harass, use undue influence, or perpetrate any kind of abuse towards the individuals they serve.</li> <li>• Peer Recovery Support Specialists will serve all consumers regardless of race, religion, gender, ethnicity, age, degree or type of disability, or sexual orientation. Discrimination of any kind is not tolerated.</li> <li>• Peer Recovery Support Specialists will advocate for those they serve but will promote autonomy by supporting consumers in making their own decisions in regards to treatment and life plans.</li> <li>• Peer Recovery Support Specialists will respect the privacy and confidentiality of those they serve.</li> <li>• 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.</li> <li>• Peer Recovery Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve.</li> <li>• Peer Recovery Support Specialists will never engage in sexual/intimate activities with the consumers they serve.</li> <li>• Peer Recovery Support Specialists will not accept gifts of significant value from those they serve.</li> <li>• Peer Recovery Supports Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.</li> </ul>



# Oregon

<b>Website(s)</b>	<a href="http://www.oregon.gov/oha/amh/pd/Pages/approved-training.aspx">http://www.oregon.gov/oha/amh/pd/Pages/approved-training.aspx</a>
<b>Program Description</b>	The Oregon Health Authority (OHA) and two of its programs work collaboratively to approve training programs for Peer Support Specialists (PSSs) and Peer Wellness Specialists (PWSs). The Programs are the Office of Equity and Inclusion (OEI) and the Health Systems Division (HSD). The training program approval process and certification process is under the guidance of the Traditional Health Workers (THWs) Commission. The other THWs are Community Health Workers, Personal Health Navigators and Doulas. Training programs must apply and be approved as training programs for a THW category of workers. The specific criteria are identified for each worker type in rule.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	The certification is Peer Support Specialist (PSS) and Peer Wellness Specialist (PWS) with a designation: Adult Mental Health Peer, Adult Addictions Peer, Family Support Specialist, or Youth Support Specialist.
<b>Program Administrator/ Credentialing Agency</b>	OHA through the Office of Equity and Inclusion with the collaboration of the Health Systems Division.
<b>General Screening</b>	<p>“Peer Support Specialist” means a person providing peer delivered services to an individual or family member with similar life experience. A peer support specialist must be:</p> <ul style="list-style-type: none"> <li>• A self-identified person currently or formerly receiving mental health services; or</li> <li>• A self-identified person in recovery from an addiction disorder, who meets the abstinence requirements for recovering staff in alcohol and other drug treatment programs; (Note: this is two years.)</li> <li>• A self-identified person in recovery from problem gambling; or</li> <li>• A family member of a child or young adult who is a current or former recipient of behavioral health services or an individual under the age of 30 who self-identifies as someone who is currently or formerly received behavioral health services.</li> <li>• The person must pass a criminal background check. All THWs must pass the OHA/State Background Check Unit’s (BCUs) screening. There is one exception and that is peers in recovery from addictions may choose to be certified with ACCBO. ACCBO’s background requirements are limited to six major crimes and they use a non-state background check organization.</li> </ul>
<b>Exam Criteria</b>	When OHA/OEI/HSD reviews a PSS or PWS training program they include their testing materials, process and completion criteria. Once the training program is approved, in order for the individual to become certified they must have successfully completed an approved program by meeting those approved standards. There is no single exam in Oregon.
<b>Certification Requirements</b>	<ul style="list-style-type: none"> <li>• Be at least 18 years of age.</li> <li>• You must not be listed on the Medicaid provider exclusion list.</li> <li>• You must identify as a peer under one or more of the following:             <ul style="list-style-type: none"> <li>○ A self-identified person currently or formerly receiving mental health services; or,</li> <li>○ A self-identified person in recovery from an addiction disorder, who meets the abstinence requirements for recovering staff in alcohol and other drug treatment programs (2 years); or,</li> <li>○ A self-identified person in recovery from problem gambling;</li> <li>○ A family member of a child or young adult who is a current or former recipient of behavioral health services or an individual under the age of</li> </ul> </li> </ul>



	<p>30 who self-identifies as someone who is currently or formerly received behavioral health services.</p> <ul style="list-style-type: none"> <li>• Successfully complete the required training offered by an OHA approved training program for Peer Support Specialist or successfully complete the required training offered by an OHA approved training program for Peer Wellness Specialist.</li> <li>• Complete the OHA application and send it to the Office of Equity and Inclusion: <a href="http://www.oregon.gov/oha/oei/Pages/THW-Certification-Applications.aspx">http://www.oregon.gov/oha/oei/Pages/THW-Certification-Applications.aspx</a></li> <li>• Pass a criminal history background check administered by the OHA background check unit (BCU).</li> </ul>
<b>Training Criteria</b>	<ul style="list-style-type: none"> <li>• The training criteria are established by rule.</li> <li>• The training hours for Peer Support Specialist are a minimum of 40 hours. There are 18 specific topic areas required in the PSS training programs. They include recovery, communication, trauma-informed, ethics, cultural considerations and self-care.</li> <li>• There are a minimum of 80 hours for Peer Wellness Specialist training programs. There are 33 topic areas for PWS training programs, they include 17 of those for PSSs and others including group facilitation skills, cultivating individual resilience and principles of Motivational Interviewing.</li> <li>• The training programs must be approved by the State, OHA/OEI/HSD.</li> <li>• If a training program is approved, it is approved for three years and must report to the OHA the names of those who successfully completed the program when a person applies for certification. The training hours for PSSs are a minimum of 40 hours and 80 hours for PWSs.</li> <li>• Currently, there are three approved Peer Wellness Specialist training program. The training announcements are on the HSD PDS webpage. List of approved trainings: <a href="http://www.oregon.gov/oha/amh/pd/Pages/approved-training.aspx">http://www.oregon.gov/oha/amh/pd/Pages/approved-training.aspx</a></li> </ul>
<b>Recertification/CEU's</b>	<p>A peer support specialists or peer wellness specialist receives their certificate for three years. In order to be recertified the PSS or PWS must:</p> <ul style="list-style-type: none"> <li>• Complete the recertification form with the State/OHA/OEI</li> <li>• Document 20 hours of approved continuing education units</li> <li>• Pass a background check covering the past three years</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	515
<b>Employment</b>	<ul style="list-style-type: none"> <li>• In Oregon, in order for an agency authorized to bill Medicaid for peer delivered services (PDS), the peer must be certified and registered with the State in the Office of Equity and Inclusion.</li> <li>• If the peer is providing Peer Delivered Services (PDS) in a HSD approved program such as a Community Mental Health Program, the peer must have completed an approved PSS/PWS training program and have the skills identified in the rule, which are, "Peer support specialists must demonstrate knowledge of approaches to support others in recovery and resiliency, and demonstrate efforts at self-directed recovery."</li> </ul>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Currently, there is no fee for certification for PSSs or PWSs in Oregon. The average fee being charged for the 40 hour approved Peer Support Specialist training programs is about \$500.00.



<p><b>Competencies</b></p>	<p>The competencies are indicated in the requirements for approved training programs. For this information, please see the THW rule posted on the OHA/HSD Peer Delivered webpage.</p>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• A certified or provisionally certified THW, pursuant to OAR 410-180-0305 must comply with Standards of Professional Conduct set forth in this rule. The violation of the standards may result in the denial of an application for certification or suspension or revocation of certification.</li> <li>• THWs must: <ul style="list-style-type: none"> <li>○ Acquire, maintain and improve professional knowledge and competence using scientific, clinical, technical, psychosocial, governmental, cultural and community-based sources of information;</li> <li>○ Represent all aspects of professional capabilities and services honestly and accurately;</li> <li>○ Ensure that all actions with community members are based on understanding and implementing the core values of caring, respect, compassion, appropriate boundaries, and appropriate use of personal power;</li> <li>○ Develop positive collaborative partnerships with community members, colleagues, other health care providers, and the community to provide care, services, and supports that are safe, effective, and appropriate to a community member's needs;</li> <li>○ Regardless of clinical diagnosis, develop and incorporate respect for diverse community member backgrounds including lifestyle, sexual orientation, race, gender, ethnicity, religion, age, marital status, political beliefs, socioeconomic status or any other preference or personal characteristic, condition or state when planning and providing services;</li> <li>○ Act as an advocate for community members and their needs;</li> <li>○ Support self-determination and advocate for the needs of community members in a culturally competent, trauma informed manner</li> <li>○ Base decisions and actions in support of empowerment and respect for community member's culture and self-defined health care goals using sound ethical reasoning and current principles of practice;</li> <li>○ Maintain individual confidentiality; and</li> <li>○ Recognize and protect an individual's rights as described in section (3) of this rule.</li> </ul> </li> <li>• Individuals being served have the right to: <ul style="list-style-type: none"> <li>○ Be treated with dignity and respect;</li> <li>○ Be free from theft, damage, or misuse of personal property;</li> <li>○ Be free from neglect of care, verbal, mental, emotional, physical, and sexual abuse;</li> <li>○ Be free from financial exploitation;</li> <li>○ Be free from physical restraints;</li> <li>○ Voice grievances or complaints regarding services or any other issue without discrimination or reprisal for exercising their rights;</li> <li>○ Be free from discrimination in regard to race, color, national origin, gender, sexual orientation, or religion; and</li> <li>○ Have their information and records confidentially maintained.</li> </ul> </li> </ul>



# Pennsylvania

<b>Website(s)</b>	<a href="http://www.mhrecovery.org/home">http://www.mhrecovery.org/home</a> <a href="http://www.riinternational.com">http://www.riinternational.com</a> <a href="http://www.papeersupportcoalition.org">http://www.papeersupportcoalition.org</a> <a href="http://www.parecovery.org/services_peer.shtml">http://www.parecovery.org/services_peer.shtml</a>
<b>Program Description</b>	<p>Pennsylvania's Office of Mental and Substance Abuse Services (OMHSAS) began implementation of Medicaid funded Peer Support Services in February 2007. OMHSAS contracted with two approved training vendors to provide Certified Peer Specialist Training throughout the Commonwealth. The two approved training vendors are the Institute for Recovery and Community Integration and RI International.</p>
<b>Application</b>	<a href="#">View application for the Institute for Recovery and Community Integration</a>
<b>Certification or Credential</b>	Certified Peer Specialist (CPS)
<b>Program Administrator/ Credentialing Agency</b>	<p>The Office of Mental Health and Substance Abuse Services (OMHSAS) licenses and maintains oversight of the peer provider agencies. The OMHSAS approved training vendors screen candidates to assure that they meet the eligibility requirements to sit for the training and provides a certificate of completion at the successful conclusion of the training.</p>
<b>General Screening</b>	<p>A CPS candidate is a self-identified individual who has received or is receiving state priority group services as defined in OMHSAS MH Bulletin OMH-94-04, Serious Mental Illness: Adult Priority Group, and who:</p> <ul style="list-style-type: none"> <li>• Has a high school diploma or general equivalency degree; and</li> <li>• Within the last three (3) years, has maintained at least 12 months of successful full or part-time paid or voluntary work experience or obtained at least 24 credit hours of post-secondary education.</li> </ul>
<b>Exam Criteria</b>	<p>Institute for Recovery and Community Integration: 2 exams; one oral, academically based, and one written or experiential, role-playing exam. RI International: An overall score of no less than 80% is required for successful completion of the course and Certification. There are 6 take home quizzes which overall compile the Mid-term Exam, and the Final Exam consists of 50% - graded skill based role play, 50% written exam.</p>
<b>Certification Requirements</b>	<p>In order to meet certification requirements, participants will:</p> <ul style="list-style-type: none"> <li>• Meet General Screening criteria</li> <li>• Meet the attendance requirement for the training</li> <li>• Successfully pass the exams</li> </ul> <p>Upon completion of the above requirements, participants are awarded a Certificate of Completion.</p>
<b>Training Criteria</b>	<p>OMHSAS has established a minimum 75 hour, 10-day training for Certified Peer Specialists, and has contracted with two approved training vendors to provide Certified Peer Specialist Training throughout the Commonwealth. Institute for Recovery and Community Integration: The classroom training has 10 sessions (8 hours each) with a three tier design: education, skill building and experiential. RI International: The classroom training has 15 Modules divided into 3 Thematic Sections including Knowing Ourselves (what do I have as an individual to bring to peer support); Turning Point - Connecting and utilization of my personal story in ways that support and inspire, hands-on Skill Building - Ethical Standards for Peer Support and developing employee/employment skill sets with value-added focuses on the Role of Peer Support in Integrated Care, documentation training.</p>
<b>Recertification/CEU's</b>	<p>For those CPS employed in Medicaid funded peer support services, OMHSAS requires 18 hours of continuing education annually, 12 of which must be specifically focused on peer support or recovery practices, or both in order to maintain peer specialist certification. OMHSAS does not require formal CEUs however trainings must have clear learning objectives. Annual requirements for</p>



	<p>training are counted by the hour. Training is credited hour for hour for time actually spent in training, not counting lunch and breaks. For peer specialists not employed by a Medicaid-funded peer support program continuing education is not required, but is strongly encouraged. Continuing education can be obtained from many sources including provider sponsored trainings, conferences, webinars to list a few. Peers can check online resources for listings of upcoming training opportunities.</p>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	4,300
<b>Employment</b>	<p>Peers are employed in a variety of settings including Medicaid funded peer support, case management, state hospitals, inpatient settings, psychiatric rehabilitation centers, intensive outpatient programs, consumer run organizations, advocacy organizations, residential settings, ACT, PACT or FACT teams, drop-in centers, federally qualified health centers, the VA, and senior housing.</p> <p>The Pennsylvania Peer Support Coalition maintains a Job Bank for Certified Peer Specialist job opportunities in the state:  <a href="http://www.papeersupportcoalition.org/employment/jobs.html">http://www.papeersupportcoalition.org/employment/jobs.html</a></p> <p>Certified Peer Specialists can take the state civil service exam if interested in employment opportunities as a civil service CPS. <a href="http://www.scsc.pa.gov/Job-Seekers/Open-Test-Announcements/Pages/default.aspx">http://www.scsc.pa.gov/Job-Seekers/Open-Test-Announcements/Pages/default.aspx</a></p>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Visit websites of training vendors for additional information.
<b>Fees</b>	A fee is charged for the Certified Peer Specialist training course. Certified Peer Specialist candidates may pay for the training through the following methods: County MH/ID administrative offices, behavioral health agencies within counties, the Office of Vocational Rehabilitation; behavioral health managed care organizations; employers, or self-pay. Please contact the training vendors for specific pricing.
<b>Competencies</b>	<p>Institute for Recovery and Community Integration:</p> <ul style="list-style-type: none"> <li>• Engagement and mutual trust</li> <li>• Communication</li> <li>• Social and cultural factors</li> <li>• Confidentiality</li> <li>• Minimizing stigma/prejudice and discrimination</li> <li>• Goals</li> <li>• Family and natural support system</li> <li>• Coordination of care</li> <li>• Crisis resolution</li> <li>• Rehabilitation</li> </ul> <p>RI International:</p> <ul style="list-style-type: none"> <li>• Recovery</li> <li>• The power of peer support</li> <li>• Developing self-esteem and managing self-talk</li> <li>• Community, culture and environment</li> <li>• Meaning and Purpose</li> <li>• Emotional Intelligence</li> <li>• Telling your personal story</li> </ul>



	<ul style="list-style-type: none"> <li>• Employment as a path to recovery and ethical values</li> <li>• Communication skills</li> <li>• Conflict resolution</li> <li>• Understanding trauma</li> <li>• Substance use challenges and co-occurring recovery</li> <li>• Integrated care and the role of peer support</li> <li>• Being with people in challenging situations</li> <li>• Peer support in action, partnering with other professionals</li> </ul>
<p><b>Code of Ethics</b></p>	<p>PA Peer Support Service Provider Agencies establish clear expectations for all employees regarding acceptable behavior and conduct standards if expectations are violated. Codes of Ethics provide assistance in the development of internal protocols, policies, trainings, and supervision.</p> <p>Institute for Recovery and Community Integration:</p> <ul style="list-style-type: none"> <li>• Help individuals I serve satisfy their needs and reach their self-determined goals.</li> <li>• Advocate for those I serve and encourage them to make their own decisions.</li> <li>• Advocate for the full integration of those I serve into the communities of their choice and the right to live in the least restrictive environment. Maintain high standards of personal conduct and at all times treat others with respect and dignity.</li> <li>• Respect the privacy of individuals I serve and maintain the confidentiality of any information I obtain in my work.</li> <li>• Keep current with emerging knowledge about peer support and recovery and incorporate this into my work.</li> <li>• Never enter into dual relationships or commitments with individuals I serve.</li> <li>• Never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to individuals I serve.</li> <li>• Never engage in sexual or intimate activities with individuals I serve.</li> <li>• Never practice or condone any form of discrimination on the basis of ethnicity, race, cultural affiliation, sex/sexual orientation, mental/physical disability, age, religion, national origin or any other preference or personal characteristic.</li> <li>• Never abuse substances under any circumstance, at any time.</li> <li>• Never accept gifts of significant value from individuals I serve.</li> </ul> <p>RI International: In order to promote the highest professional and personal standards of peer support service delivery as well as becoming an excellent employee and team member, there is a four hour robust peer support ethics and boundaries training as a core part of the curriculum. These standards mirror and support those set forth by SAMHSA and PRA.</p>



# Rhode Island

<b>Website(s)</b>	<a href="http://www.ricertboard.org">http://www.ricertboard.org</a>
<b>Program Description</b>	The Rhode Island Certification Board (RICB) is dedicated to public protection by offering competency-based credentials to professionals. RICB establishes, administers, and monitors credentials for professionals working with addictions, behavioral health, community health, and prevention. Professionals credentialed by RICB meet rigorous standards of education, training, experience, and testing and pledge to uphold the highest standard of ethical practice.
<b>Application on File</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Recovery Specialist
<b>Program Administrator/ Credentialing Agency</b>	Rhode Island Certification Board (RICB)
<b>General Screening</b>	High school diploma or GED; must live or work in Rhode Island at time of application
<b>Exam Criteria</b>	The 2-hour exam consists of 75 questions and 10 pre-test questions, which are offered in paper/pencil and online formats. The exam covers the following four performance domains: Advocacy; Ethical Responsibility; Mentoring and Education; and Recovery/Wellness Support.
<b>Examination Requirements</b>	Pass the examination for Certified Peer Recovery Specialist.
<b>Training Criteria</b>	46 hours of education relevant to domains, of which 10 are specific to Advocacy, 10 are specific to Mentoring/Education, 10 are specific to Recovery/Wellness Support and 16 are specific to Ethical Responsibility.
<b>Recertification/CEU's</b>	CPRS's must recertify every two years. To be recertified as a CPRS, an individual must: <ul style="list-style-type: none"> <li>• Hold a current and valid certificate issued by RICB;</li> <li>• Acquire 20 hours of RICB approved education, including six hours in ethics received within the 2-year recertification cycle;</li> <li>• Verify that you have reviewed, read and will uphold by practice the RICB Code of Ethical Conduct for professional behavior;</li> <li>• Complete an application and pay the recertification fee.</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	89
<b>Employment</b>	<ul style="list-style-type: none"> <li>• 500 hours of volunteer or paid experience specific to the domains.</li> <li>• Volunteer and part-time experience is acceptable if it is provided under direct supervision. Actual time spent in a supervised substance abuse internship, or practicum may be applied toward the employment requirement.</li> <li>• Supervised work experience must be in the four CPRS domains</li> </ul>
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	<ul style="list-style-type: none"> <li>• Certification: \$175</li> <li>• Retest: \$150</li> <li>• Exam Cancellation: \$150</li> </ul>
<b>Competencies</b>	No information available.
<b>Code of Ethics</b>	<a href="http://www.ricertboard.org/ethics.html">http://www.ricertboard.org/ethics.html</a>



# South Carolina

<b>Website(s)</b>	<a href="http://www.SCSHARE.com">http://www.SCSHARE.com</a>
<b>Program Description</b>	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.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Support Specialist (CPSS)
<b>Program Administrator/ Credentialing Agency</b>	Self Help Association Regarding Emotions (SC SHARE)
<b>General Screening</b>	A client in recovery from mental illness, the ability to demonstrate recovery expertise, one year of active participation in a local or national mental health client movement, well established in their own recovery, resilient, flexible, possess organizational skills, be self-motivated, possess strong interpersonal and communication (both written and verbal) skills, exercise good judgment, high school diploma/GED.
<b>Exam Criteria</b>	2 competency exams: one oral, one written.
<b>Certification Requirements</b>	Must complete training and pass exam. Certification is required in order to provide and bill the PSS service.
<b>Training Criteria</b>	All candidates must complete two weeks (40 hours) of intensive training and then pass a written competency exam. Certification is required in order to provide and bill the PSS Service at SCDMH and DADOAS. 40 hours of training on recovery goal setting, wellness recovery plans, problem solving, person-centered services, advocacy, Trauma Informed Care, and Co-occurring Disorders.
<b>Recertification/CEU's</b>	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.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	1000
<b>Employment</b>	Services are provided under the clinical supervision of a qualified mental health professional (MHP) or Designated Clinical Supervisor (DCS). <a href="http://www.state.sc.us/dmh/consumer_resources/peer_support/cpss.pdf">http://www.state.sc.us/dmh/consumer_resources/peer_support/cpss.pdf</a>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	<ul style="list-style-type: none"> <li>• SCDMH Mental Health Centers or Facilities for the CPSS Training are responsible for travel costs and making travel arrangements.</li> <li>• 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</li> <li>• There is a \$25.00 application processing fee. The fee is subject to change.</li> </ul>
<b>Competencies</b>	<p>A peer support candidate should be able to discuss the following about recovery:</p> <ul style="list-style-type: none"> <li>• Explain what it means to recover from a mental illness and/or addiction.</li> <li>• Explain what recovery from mental illness and/or addiction looks like in their life.</li> <li>• Explain in detail your recovery efforts and/or wellness plan.</li> </ul>



	<ul style="list-style-type: none"> <li>• Explain the symptoms of your illness, what triggers those symptoms, and what you do to keep yourself well.</li> <li>• Discuss how you deal with crisis, symptom recurrence and relapse.</li> <li>• Explain the role that a sense of hope and resiliency played in your life.</li> <li>• Discuss the types of community supports you have that help you deal with your mental illness.</li> <li>• Discuss how stigma has affected you and what you did to learned to deal with it.</li> <li>• Discuss what is meant by the “recovery movement.”</li> <li>• Discuss your experience and/or involvement with others in their efforts to recover from mental illness.</li> <li>• 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.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Certified Peer Support Specialists will, at all times, respect the dignity, privacy and confidentiality rights of the clients they serve.</li> <li>• Certified Peer Support Specialists will never engage in sexual/intimate activities with the clients they serve.</li> <li>• Certified Peer Support Specialists shall avoid being drawn into dual (friendships, business bartering etc.) relationships with clients while the support relationship is ongoing.</li> <li>• 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.</li> <li>• Certified Peer Support Specialists shall only provide service and support within the hours, days and locations that are sanctioned by the mental health center.</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• As state employees Certified Peer Support Specialists cannot accept personal gifts.</li> </ul>



# South Dakota

South Dakota does not currently have a peer specialist program.



# Tennessee

<b>Website(s)</b>	<a href="http://www.tn.gov/behavioral-health/topic/certified-peer-recovery-specialist-program">http://www.tn.gov/behavioral-health/topic/certified-peer-recovery-specialist-program</a>
<b>Program Description</b>	The Tennessee Department of Mental Health and Substance Abuse Services' Office of Consumer Affairs and Peer Recovery Services operates Tennessee's Certified Peer Recovery Specialist Program. The program provides State certification for trained individuals who provide peer support services to others diagnosed with mental illness, substance use, or co-occurring disorders.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Recovery Specialist (CPRS)
<b>Program Administrator/ Credentialing Agency</b>	Tennessee Department of Mental Health and Substance Abuse Services' Office of Consumer Affairs and Peer Recovery Services
<b>General Screening</b>	Self-identifies as someone who has lived experience with mental illness, substance use disorder, or co-occurring disorders or both; a minimum of 24 consecutive months of self-directed recovery; 18 years of age or older; high school diploma or equivalent; completed training application found here:
<b>Exam Criteria</b>	<p>Written exams are included after each section of the Certified Peer Recovery Specialist Training and require a score of 75% or higher to pass.</p> <p>Sections include history of mental illness and substance use disorder treatment, recovery, peer recovery specialists, values, communication, problem solving, conflict resolution, group facilitation, stigma, cultural competency, ethics and boundaries, trauma-informed care, co-occurring disorders, motivation and readiness, wellness, self-care, stress management, documentation, and supervision.</p> <p>Trainees must also demonstrate mastery in role-playing scenarios to the satisfaction of the training facilitators.</p>
<b>Certification Requirements</b>	Certificate of completion of the 40-hour Certified Peer Recovery Specialist Training; 75 hours of supervised direct peer support services; three letters of professional reference; signed acknowledgement of the CPRS Scope of Activities; signed acknowledgement of the CPRS Code of Ethics.
<b>Training Criteria</b>	<p>Tennessee's intensive, 40-hour Certified Peer Recovery Specialist training includes active participation with role plays, constructive feedback, group work, self-examination, comprehensive tests, and six hours devoted to ethics and boundaries.</p> <p>Topics covered include history of mental illness and substance use disorder treatment, recovery, peer recovery specialists, values, communication, problem solving, conflict resolution, group facilitation, stigma, cultural competency, ethics and boundaries, trauma-informed care, co-occurring disorders, motivation and readiness, wellness, self-care, stress management, documentation, and supervision.</p> <p>Successful completion of the training does not equal certification without taking the required next steps.</p> <p>View a 12 minute video overview about the training here: <a href="https://www.youtube.com/watch?v=oJabqNJL1zY&amp;feature=youtu.be">https://www.youtube.com/watch?v=oJabqNJL1zY&amp;feature=youtu.be</a></p>
<b>Recertification/CEU's</b>	<p>10 hours of continuing education are required annually to maintain certification and must be earned within the certification period.</p> <ul style="list-style-type: none"> <li>• 5 of the 10 hours may be completed online.</li> <li>• 1 of the 10 hours must be in ethics each year.</li> </ul>



	<p>Certification must be renewed annually by documenting continuing education plus 25 hours of supervised peer support services delivered each year.</p> <p>Information on obtaining Continuing Education Hours and a calendar showing approved webinars can be found here:  <a href="http://www.recoverywithinreach.org/educationandemployment/cehs_for_cprs">http://www.recoverywithinreach.org/educationandemployment/cehs_for_cprs</a></p>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	557
<b>Employment</b>	<p>Programs that employ Certified Peer Recovery Specialists include Peer Support Centers, Crisis Stabilization Units, Recovery Courts, licensed alcohol and drug abuse treatment centers and recovery support centers, detoxification centers, psychosocial rehabilitation programs, inpatient hospital settings, community mental health agencies, and veteran’s hospitals, among others.</p> <p>Tennessee’s Certified Peer Recovery Specialist Program is not an offer of employment or job placement by the Tennessee Department of Mental Health and Substance Abuse Services. However, Certified Peer Recovery Specialist job opportunities at other agencies are listed here:  <a href="http://www.recoverywithinreach.org/educationandemployment/jobortunityboard">http://www.recoverywithinreach.org/educationandemployment/jobortunityboard</a></p>
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	There is no fee for certification or recertification. The Certified Peer Recovery Specialist Training does not include a registration fee or exam fee; each participant is responsible for his or her own travel costs. Continuing education is the responsibility of each CPRS. Many free options are available.
<b>Competencies</b>	<p>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.</p> <ul style="list-style-type: none"> <li>• Knowledge of the structure of the State mental health system and how it works.</li> <li>• A thorough understanding of the CPRS Scope of Activities.</li> <li>• A thorough understanding of the CPRS Code of Ethics.</li> <li>• Knowledge of the meaning and role of providing direct peer-to-peer support services as a CPRS.</li> <li>• The ability to create and facilitate a variety of group activities that support and strengthen recovery.</li> <li>• The ability to document activities related to delivery of direct peer-to-peer support services.</li> <li>• The ability to help peers combat negative self-talk, overcome fears, and solve problems.</li> <li>• The ability to help peers articulate, set, and accomplish goals.</li> <li>• The ability to teach peers to create their own recovery plans.</li> <li>• The ability to teach peers to work in mental health or co-occurring disorder professionals in order to obtain the services they want.</li> </ul> <p>An understanding of the recovery and resiliency process and the ability to use one’s personal recovery story to help others, including:</p> <ul style="list-style-type: none"> <li>• The stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• The role of direct peer-to-peer support at each stage of the recovery process.</li> <li>• The ability to identify the power of a peer’s beliefs and values and how they support or work against recovery.</li> </ul>



	<ul style="list-style-type: none"> <li>• The basic philosophy and principles of psychosocial rehabilitation.</li> <li>• The basic definition and dynamics of recovery.</li> <li>• The ability to articulate what has been helpful and what has not been helpful in their own personal recovery.</li> <li>• The ability to discern when and how much of one’s personal recovery story to share and with whom.</li> </ul> <p>An understanding of healing and collaborative relationships and the ability to establish such relationships with other peers</p> <ul style="list-style-type: none"> <li>• The dynamics of power, conflict, and integrity in the workplace.</li> <li>• The concept of “seeking out common ground.”</li> <li>• The ability to ask open-ended questions that relate a person to his or her inner wisdom.</li> <li>• The ability to deal with conflict and difficult interpersonal relations in the workplace.</li> <li>• The ability to participate in “healing communication.”</li> <li>• The ability to interact sensitively and effectively with people of other cultures and beliefs.</li> </ul> <p>An understanding of the importance of taking care of oneself and the ability to do it.</p> <ul style="list-style-type: none"> <li>• The dynamics of stress and burnout.</li> <li>• The role of a personal recovery plan.</li> <li>• The ability to discuss one’s own tools for taking care of oneself.</li> <li>• The ability to develop and utilize a personal support network related to both recovery and professional activities.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• The primary responsibility of Certified Peer Recovery Specialists is to help peers achieve their own needs, wants, and goals.</li> <li>• Certified Peer Recovery Specialists will maintain high standards of personal and professional conduct.</li> <li>• Certified Peer Recovery Specialists will conduct themselves in a manner that fosters their own recovery.</li> <li>• Certified Peer Recovery Specialists will openly share with peers, other CPRS’s and non-peers their recovery stories from mental illness, substance abuse, or co-occurring disorders as appropriate for the situation in order to promote recovery and resiliency.</li> <li>• Certified Peer Recovery Specialists at all times will respect the rights and dignity of those they serve.</li> <li>• Certified Peer Recovery 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.</li> <li>• Certified Peer Recovery Specialists will not practice, condone, facilitate, or collaborate in any form of discrimination or harassment based on ethnicity, race, color, pregnancy, creed, veteran’s status, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other category protected by state and/or federal civil rights laws.</li> <li>• Certified Peer Recovery Specialists will promote self-direction and decision making for those they serve.</li> <li>• Certified Peer Recovery Specialists will respect the privacy and confidentiality of those they serve.</li> <li>• Certified Peer Recovery Specialists will promote and support services that foster full integration of individuals into the communities of their choice.</li> </ul>



- Certified Peer Recovery Specialists will be directed by the knowledge that all individuals have the right to live and function in the least restrictive and least intrusive environment.
- Certified Peer Recovery Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve.
- Certified Peer Recovery Specialists will never engage in sexual or other inappropriate activities with peers they serve.
- Certified Peer Recovery Specialists will not use illegal substances, misuse alcohol, or other drugs (including prescription medications).
- Certified Peer Recovery Specialists will keep current with emerging knowledge relevant to recovery and will share this knowledge with other Certified Peer Recovery Specialists.
- Certified Peer Recovery Specialists will not accept gifts of significant value from those they serve.
- Certified Peer Recovery Specialists will not provide services, either for employment or on a volunteer basis, without supervision from a behavioral health professional.
- Certified Peer Recovery Specialists will not provide services beyond their qualifications. This includes diagnosing an illness, prescribing medications, or providing clinical services.
- Certified Peer Recovery Specialists shall only provide services and support within the hours, days and locations that are authorized by the TDMHSAS-approved agency with which they work.



# Texas

<b>Website(s)</b>	<a href="http://www.viahope.org/programs/peer-specialist-training-and-certification/">http://www.viahope.org/programs/peer-specialist-training-and-certification/</a>
<b>Program Description</b>	Via Hope Texas Mental Health Resource is an organization funded primarily by grants from the Texas Department of State Health Services (DSHS) and the Hogg Foundation for Mental Health. It is an education, training, and consulting center created as part of Texas' Mental Health Transformation project. Via Hope trains and certifies peer specialists in the state of Texas. A Via Hope Certified Peer Specialist (CPS) is an individual in recovery who has been trained to effectively use their recovery story to help other individuals with their recovery.
<b>Application</b>	Application for the training is posted on the Via Hope website approximately 9 weeks prior to the training start date.
<b>Certification or Credential</b>	Certified Peer Specialist (CPS)
<b>Program Administrator/ Credentialing Agency</b>	Via Hope, Texas Mental Health Resource
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Individuals must be age 18 or older with a diagnosis of a mental illness and current or prior use of mental health services. A desire to use her/his experiences to help others with their recovery is also necessary.</li> <li>• Individuals must be willing to publicly identify as a person living with a mental illness in order to model the reality of recovery.</li> <li>• Individuals must be a high school graduate or have completed a G.E.D.</li> <li>• Individuals must be currently working (or looking for work) in Texas.</li> </ul>
<b>Exam Criteria</b>	The exam is all multiple choice questions, designed to test knowledge of the competencies that a newly certified, entry level peer specialist should have. It is administered the morning after the training ends, and scores are usually available in about one week. 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.
<b>Certification Requirements</b>	Completed application in its entirety; attend and actively participate in 5½ days (43 hours) of training (includes discussion and role-play utilizing personal stories as individuals with lived experience rather than clinical roles and training); pass a written certification examination immediately following completion of training.
<b>Training Criteria</b>	<p>The basic Via Hope Peer Specialist Training requires pre-training readings and videos and 43 hours of training over six days. The curriculum is structured to train Texas peer specialists in skills and content universal to peer support issues as well as to provide an understanding of the resources and systems unique to our state. The Texas Certified Peer Specialist Program Policy and Procedure Manual can be accessed here:</p> <p><a href="http://www.viahope.org/images/uploads/CPS_Policy_and_Procedure_Manual_9-1-2013.pdf">http://www.viahope.org/images/uploads/CPS_Policy_and_Procedure_Manual_9-1-2013.pdf</a></p> <ul style="list-style-type: none"> <li>• You must attend all six days of training. If you miss four class hours or more for any reason, you will have to retake the entire class.</li> <li>• Training is highly interactive and requires activities that involve working in small groups and role playing.</li> <li>• You will be expected to participate in discussions and role play exercises using elements of your own recovery story.</li> <li>• You need to be comfortable sharing your recovery story with others. You will also be listening to the recovery stories of others.</li> <li>• If you do not live in the location of the training, you will be out of town for six days and nights.</li> </ul>
<b>Recertification/CEU's</b>	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. The application for recertification is sent by Via Hope approximately 60



	<p>days prior to the end of the certification period. Via Hope maintains a list of pre-approved training events. The current list may be requested by sending an email to <a href="mailto:info@viahope.org">info@viahope.org</a>.</p> <p>Certified Peer Specialists are encouraged to earn their CEUs by taking additional specialized training referred to as endorsements. Current areas of endorsement include: WRAP Facilitator, Peer Support Whole Health and Resiliency, Trauma Informed Peer Support, Co-Occurring Challenges (mental health and substance use), eCPR, ASIST, Advanced Practices in Peer Support, Intentional Peer Support, and Next Steps.</p> <p>Via Hope has a CPS Advisory Council which is currently developing standards for Advanced Peer specialist and Masters Level Peer Specialist designations.</p>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	750
<b>Employment</b>	Most of the Certified Peer Specialists trained by Via Hope work for community mental health services, state hospitals, and Consumer Operated Service Providers. Others work for managed care organizations, veteran's groups, advocacy organizations, and private mental health provider organizations. Via Hope does not offer job placement. However, a job board is available for peer specialists to view at <a href="http://www.viahope.org/jobs">http://www.viahope.org/jobs</a> .
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Texas created a peer specialist classification in the state personnel system which only applies to state hospitals for now, but is also expected to be adopted by LMHAs (Local Mental Health Authorities).
<b>Fees</b>	The registration fee for Certified Peer Specialist training is currently \$750 per person, although that amount is subject to change. This represents about 65% of the full cost to Via Hope to provide the training. The difference between the full cost of the training and the registration fee is provided through grant funding from the Department of State Health Services and The Hogg Foundation for Mental Health. The registration fee includes all class supplies and materials, as well as breakfast, lunch and hotel accommodations each day of the training.
<b>Competencies</b>	<p>An understanding of the job and the skills needed to perform that job.</p> <ul style="list-style-type: none"> <li>• Understand the basic structure of the state's mental health system and how it works.</li> <li>• Understand the Certified Peer Specialist (CPS) job description and Code of Ethics within the state's mental health system.</li> <li>• Understand the meaning and role of peer support.</li> <li>• 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,</li> <li>• Be able to help other consumers to combat negative self-talk, overcome fears and solve problems.</li> <li>• Be able to help a consumer articulate, set and accomplish his/her goals, including whole health and wellness goals/</li> <li>• Be able to teach other consumers to advocate for the services that they want.</li> <li>• Be able to help a consumer create a Person Centered Plan.</li> </ul> <p>An understanding of the recovery process and how to use their own recovery story to help others.</p> <ul style="list-style-type: none"> <li>• Understand five stages in the recovery process and what is helpful and not helpful at each stage.</li> <li>• Understand the role of peer support at each stage of the recovery process.</li> </ul>



	<ul style="list-style-type: none"> <li>• Understand the power of beliefs/values and how they support or work.</li> <li>• Understand the basic philosophy and principles of psychosocial rehabilitation.</li> <li>• Understand the basic definition and dynamics of recovery.</li> <li>• Be able to articulate what has been helpful and what was not helpful in his/her own recovery.</li> <li>• Be able to identify the beliefs and values a consumer holds that works against his/her own recovery.</li> <li>• Be able to discern when and how much of their recovery story to share, and with whom.</li> </ul> <p>An understanding of, and the ability to establish healing relationships.</p> <ul style="list-style-type: none"> <li>• Understand the dynamics of power, conflict and integrity in the workplace.</li> <li>• Understand the concept of ‘seeking out common ground.’</li> <li>• Understand the meaning and importance of cultural competency.</li> <li>• Be able to ask open ended questions that relate a person to his/her inner wisdom.</li> <li>• Be able to personally deal with conflict and difficult interpersonal relations in the workplace.</li> <li>• Be able to demonstrate an ability to participate in ‘healing communication.’</li> <li>• Be able to interact sensitively and effectively with people of other cultures.</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Certified Peer Specialists maintain high standards of personal conduct. Certified Peer Specialists will also conduct themselves in a manner that fosters their own recovery.</li> <li>• Certified Peer Specialists openly share with service users and colleagues their recovery stories and will likewise be able to identify and describe the supports that promote their recovery.</li> <li>• Certified Peer Specialists, at all times, respect the rights and dignity of those they serve.</li> <li>• 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.</li> <li>• 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.</li> <li>• Certified Peer Specialists advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals.</li> <li>• Certified Peer Specialists respect the privacy and confidentiality of those they serve.</li> <li>• Certified Peer Specialists 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.</li> <li>• Certified Peer Specialists do not enter into dual relationships or commitments that conflict with the interests of those who serve.</li> <li>• Certified Peer Specialists never engage in sexual/intimate activities with the individuals they serve.</li> <li>• Certified Peer Specialists do not abuse substances under any circumstance.</li> </ul>



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|  | <ul style="list-style-type: none"><li>• <b>Certified Peer Providers keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.</b></li><li>• <b>Certified Peer Specialists do not accept gifts of significant value from those they serve.</b></li></ul> |
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# Utah

<b>Website(s)</b>	<a href="http://dsamh.utah.gov/certified-peer-support-specialist-information-page/">http://dsamh.utah.gov/certified-peer-support-specialist-information-page/</a>
<b>Program Description</b>	The Certified Peer Support Specialist Training Program is operated by the Division of Substance Abuse and Mental Health within the State of Utah's Department of Human Services, with the first training class occurring in 2010. It is an integrated, skills-based training that certifies Peer Support Specialists for the mental health and substance use disorder field.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Support Specialist (CPSS)
<b>Program Administrator/ Credentialing Agency</b>	State of Utah Division of Substance Abuse and Mental Health (DSAMH)
<b>General Screening</b>	High school diploma or equivalent; self-identified as current, former, or eligible individual in recovery from mental health and/or substance use disorder; be at least 18 years or older; be well-grounded in their own recovery for at least one year.
<b>Exam Criteria</b>	Pass examination with a score of at least 70%
<b>Certification Requirements</b>	To become certified, applicants must complete 40 hours of class time, then pass the exam with a score of 70% or better within two months of completing the 40 hours of training.
<b>Training Criteria</b>	Training covers the following topics: etiology (Causes) of mental health and substance use disorders and a review of related problems; the stages of recovery from mental health and substance use disorders; the relapse prevention process; combating negative self-talk; the role of Peer Support in the recovery process and using your recovery story as a recovery tool; dynamics of change; strengthening the PSS's recovery; Ethics of Peer Support (integrated with DSAMH approved PSS Code of Ethics); professional relationships, boundaries and limits; scope of Peer Support; cultural competence: self-awareness - cultural identity; stigma and labeling; community resources to support individuals in recovery; assisting individuals in accomplishing recovery goals; coach, mentor, and role model recovery; assist in identification of natural, formal and informal supports; stress management techniques; assisting individuals in reaching educational and vocational goals; crisis prevention; assist in promoting physical health and wellness; and self-care in the supportive role.
<b>Recertification/CEU's</b>	Recertification requires 20 hours of CEU credits every two years. CEUs must include at least 6 hours of Peer Support Training, 2 hours of Ethics, 1 hour of Suicide Prevention and up to 11 hours of general mental health and/or substance use disorder training. Support training is obtainable at various conferences, trainings, supervised self-study and through online resources. In addition, CPSS track their own CEUs and provide this information to the Division of Substance Abuse and Mental Health only if audited.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	346
<b>Employment</b>	Certified Peer Support Specialists are employees of community mental health/substance abuse centers and their subcontractors, as well as at various other entities and programs. CPSS 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 practiced by the agency they work for. They must also receive all benefits, incentives, protections, and advancements that other employees in the agency receive. Peer Support Specialist certification does not guarantee employment.
<b>Medicaid</b>	Yes



<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Fees vary based on the provider of the training and range from free up to \$500.00.
<b>Competencies</b>	No information available
<b>Code of Ethics</b>	<p>The primary role of the Peer Support Specialist is to help individuals achieve their own needs, wants, and goals. Peer Support Specialists will be guided by the principle of self-determination for all.</p> <p><b>A Peer Support Specialist will:</b></p> <ul style="list-style-type: none"> <li>• Maintain high standards of personal conduct. Peer Support Specialists will also conduct themselves in a manner that fosters his or her own recovery.</li> <li>• Appropriately share with the people they serve, peers 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.</li> <li>• At all times, respect the rights and dignity of those they serve.</li> <li>• Promote self-direction and decision making for those they serve.</li> <li>• Strictly respect the privacy and confidentiality of those they serve.</li> <li>• 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.</li> <li>• Be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.</li> <li>• Keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.</li> </ul> <p>Peer Support Specialists should not dictate their idea of recovery to those they serve, but should assist them in determining their own definition of recovery.</p> <p><b>Peer Support Specialists will never:</b></p> <ul style="list-style-type: none"> <li>• Intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve.</li> <li>• Engage in sexual/intimate activities with those they serve.</li> </ul> <p><b>Peer Support Specialists will not:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Enter into dual relationships or commitments that conflict with the interests of those they serve.</li> </ul>



# Vermont

Vermont does not currently have a statewide training and certification process for peer specialists. However, the state does offer training opportunities in Wellness Recovery Action Planning (WRAP) and Intentional Peer Support (IPS).



# Virginia

<b>Website(s)</b>	<a href="http://www.dbhds.virginia.gov/individuals-and-families/recovery-for-individuals">http://www.dbhds.virginia.gov/individuals-and-families/recovery-for-individuals</a> <a href="http://www.vacertboard.org/cprs.html">http://www.vacertboard.org/cprs.html</a>
<b>Program Description</b>	The Certified Peer Recovery Specialist (CPRS) credential is designed for individuals with personal, lived experience in their own recovery. Peer services are an important component in recovery oriented systems of care. The credentialing process was developed through a collaboration between the Department of Behavioral Health and Developmental Services and the Virginia Certification Board
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Recovery Specialist (CPRS)
<b>Program Administrator/ Credentialing Agency</b>	The Virginia Certification Board
<b>General Screening</b>	High school diploma, GED, or high school equivalency diploma; ability to demonstrate one year of recovery in order to role model the reality of recovery; signed Code of Ethics; 500 supervised paid or volunteer experience hours in the 3 years prior to applying (Supervisor's written verification will be required); 25 of the 500 hours of experience must include supervised structured review of the person's experience, progress, expertise and delivery of peer services within the domain of Advocacy, Mentoring, Recovery/Wellness support and the delivery of ethically responsible services; applicant must have lived and worked or volunteering in the State of Virginia during these 500 hours; if more than one supervisor provided wither of the 500 or 25 hours, each supervisor must verify the hours they provided.
<b>Exam Criteria</b>	Completion of an approved training and successful completion of the CPRS examination
<b>Certification Requirements</b>	Completion of approved training, CPRS examination, and a signed Code of Ethics
<b>Training Criteria</b>	A minimum of 46 hours of Peer Specialist or Recovery Coach training from a Virginia Department of Behavioral Health approved training program. A list of approved training programs can be found on the following webpage: <a href="http://www.vacertboard.org/uploads/2/4/5/3/24535823/approved_trainings_list_by_title.pdf">http://www.vacertboard.org/uploads/2/4/5/3/24535823/approved_trainings_list_by_title.pdf</a>
<b>Recertification/CEU's</b>	Certification must be renewed every two years with written documentation of successful completion of 20 contact hours of education that include six hours in ethics plus any training in the content areas listed, which can be found on the following webpage by clicking on the "Peer Recovery Support Certification" link: <a href="http://www.dbhds.virginia.gov/individuals-and-families/recovery-for-individuals">http://www.dbhds.virginia.gov/individuals-and-families/recovery-for-individuals</a>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	97
<b>Employment</b>	No information available
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	\$100 application fee; The Virginia Department of Behavioral Health & Developmental Services is offering a \$75 scholarship for the first 500 CPRS applicants. Applicants are required to submit \$25 at the time of submission of their application.
<b>Competencies</b>	Curriculum must meet Virginia Certification Board criteria and have minimally taught in the following topic areas: <ul style="list-style-type: none"> <li>• Current Body of MH/SA Knowledge</li> <li>• Recovery Process - Promoting Services, Supports, and Strategies</li> </ul>



	<ul style="list-style-type: none"> <li>• Crisis Intervention</li> <li>• Values for Role of Recovery Support Specialist</li> <li>• Basic Principles Related to Health and Wellness</li> <li>• Stage Appropriate Pathways in Recovery Support</li> <li>• Ethics &amp; Boundaries</li> <li>• Cultural Sensitivity and Practice</li> <li>• Trauma and Impact on Recovery</li> <li>• Community Resources</li> <li>• Delivering Peer Services Within Agencies and Organizations</li> </ul>
<p><b>Code of Ethics</b></p>	<p><b>Recovery First</b></p> <ul style="list-style-type: none"> <li>• My primary obligation and responsibility is my recovery. I will immediately seek outside counsel and if applicable, notify my supervisor if alcohol, drug use, mental illness or anything else gets in the way of my recovery.</li> </ul> <p><b>Sharing Personal Recovery Story</b></p> <ul style="list-style-type: none"> <li>• I will share my lived experiences to help others identify resources and supports that promote recovery and resilience.</li> </ul> <p><b>Service Approach</b></p> <ul style="list-style-type: none"> <li>• I affirm the rights and dignity of each person that I serve.</li> <li>• The services I provide will be guided by the principle of self-determination to assist others in achieving their needs and goals. This includes advocating for the decisions of the peers regarding professional and other services.</li> <li>• I will advocate for the right of peers to self-select their own recovery pathways and recovery communities and will promote the individual's inherent value to those communities and pathways.</li> </ul> <p><b>Confidentiality</b></p> <ul style="list-style-type: none"> <li>• I respect the privacy of those I serve and I will abide by confidentiality guidelines as required by the law.</li> </ul> <p><b>Non-Discrimination</b></p> <ul style="list-style-type: none"> <li>• I provide recovery support services regardless of someone's age, gender, race, ethnicity, national origin, sexual orientation, religion, marital status, political belief, language, socioeconomic status or mental or physical condition. If differences that impact the motivation for recovery occur, I seek consultation and, if necessary, make referral to another Certified Peer Specialist.</li> </ul> <p><b>Conduct</b></p> <ul style="list-style-type: none"> <li>• I act in accordance with the law.</li> <li>• I never use physical force, verbal or emotional abuse; intimidate, threaten, harass, or make unwarranted promises of benefits.</li> <li>• I will fairly and accurately represent myself and my capabilities to the peer and the community.</li> <li>• I will not accept money or items of significant value from people that I serve.</li> <li>• I will not lend or borrow from the peers that I serve.</li> <li>• I will not engage in sexual activities or intimate relations with peers that I serve.</li> <li>• I will not engage in sexual activities or sexual contact with former clients within a minimum of two years after terminating services.</li> <li>• I will not provide services to individuals with whom I have had a prior sexual or intimate relationship.</li> </ul>



**Integrity**

- I will not discontinue services to a peer without his or her knowledge and will make a referral for continued services when appropriate.
- I will report violations of the Code of Ethics by other Certified Peer Recovery Support Specialists to the appropriate certifying entity.

**Conflict of Interest**

- I will not use my role as a CPRSS to promote any treatment, procedure, product or service, which would result in my personal gain.

**Scope of Practice**

- I will not perform services outside of my area of training, expertise, competence, or scope of practice.

**Personal Development**

- I will improve my recovery service knowledge and skills through ongoing education, training and supervision.



# Washington

<b>Website(s)</b>	<a href="https://www.dshs.wa.gov/bha/division-behavioral-health-and-recovery/peer-support">https://www.dshs.wa.gov/bha/division-behavioral-health-and-recovery/peer-support</a>
<b>Program Description</b>	Washington State's Peer Support Program has trained and qualified mental health consumers as Certified Peer Counselors since 2005. A "consumer" is someone who has applied for, is eligible for, or who has received mental health services. This also includes parents and legal guardians when they have a child under the age of 13, or a child 13 or older and they are involved in their treatment plan. The peer support program is managed by the Office of Consumer Partnerships (OCP). The OCP is guided by adult, youth, and family representatives with behavioral health concerns.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Counselor
<b>Program Administrator/ Credentialing Agency</b>	The Office of Consumer Partnerships within the Division of Behavioral Health and Recovery of the Behavioral Health and Service Integration Administration
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Identify as a consumer of mental health services, which is defined as someone who has applied for, is eligible for, or who has received mental health services or parents or legal guardians of a child under the age of 13, or for a child age 13 or older if parents or legal guardians are involved in the treatment plan.</li> <li>• Be age 18 or older.</li> <li>• Complete a high school diploma or hold a GED (This requirement may be waived or delayed in some circumstances).</li> <li>• Be in mental health recovery for at least one year.</li> <li>• Demonstrate qualities of leadership.</li> <li>• Demonstrate proficiency in reading comprehension and writing skills.</li> </ul> <p>When trainings are scheduled, participants are invited using various criteria, such as those already employed, those living in the area of the training, or those scoring highly on their applications. Applicants must be interested in becoming Certified Peer Counselors for Medicaid-billing agencies, as our funding usually does not allow training for other professional development or personal growth.</p>
<b>Exam Criteria</b>	In person test consists of two parts: a written portion with true/false and multiple choice questions (75% of score), an oral portion (25% of score)
<b>Certification Requirements</b>	<p>The certification has three steps:</p> <ul style="list-style-type: none"> <li>• Apply and be accepted to a training;</li> <li>• Successfully complete a 40-hour approved training; and</li> <li>• Pass the state exam.</li> </ul>
<b>Training Criteria</b>	40 hour standard peer support training or youth/family training, both which require completion of a 9 module pre-requisite online course. The standard training is integrated, designed to prepare both mental health and substance use disorder peers. The standard training and online curriculum have been revised/created in 2016 and will be piloted during the year. Training modules include: an overview of certified peer counseling; the Washington State mental health system; core principles of recovery and resilience; the recovery process; overview of interpersonal skills; establishing a relationship; effective communication; discovering strengths; modeling recovery and resilience; working with groups; promoting self-advocacy; natural supports; formal supports; goal-setting; employment goals in recovery; spirituality; letting go at the right time; working with parents and families; documentation; maintaining your personal safety; cultural awareness; ethics; being a recovery ambassador; resources on the job; and next steps to employment.



<b>Recertification/CEU's</b>	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. Two-day Introduction to WRAP classes are offered in various areas of the state, sponsored by Regional Support Networks (RSNs) and agencies. Check with your RSN about training opportunities. The following agencies offer these trainings regularly: Passages Family Support (Spokane); Capital Recovery Center (Olympia); Optum Pierce RSN (Pierce County residents only); Consumer Voices Are Born (Vancouver).
<b>Total Number of Certified Peer Specialists as of April 2016</b>	2,500
<b>Employment</b>	DBHR provides entry level training for Certified Peer Counselors, but training is not a guarantee of employment. Individuals must have the knowledge, skills, and abilities needed by employers for specific jobs. Positions also require lived experience, sometimes in specific areas such as Veterans, homelessness, or family experiences. Although opportunities for employment are increasing, they can be limited depending on the region. The DBHR Office of Consumer Partnership maintains a distribution list for information about available positions, but positions are more often advertised locally and on internet job search sites. Employment opportunities are expected to continue to increase.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	Washington State Certified Peer Counselor Training Manual: <a href="https://www.dshs.wa.gov/sites/default/files/BHSIA/dbh/documents/WACertifiedPeerCounselorManualApr2012FINAL.pdf">https://www.dshs.wa.gov/sites/default/files/BHSIA/dbh/documents/WACertifiedPeerCounselorManualApr2012FINAL.pdf</a>
<b>Fees</b>	There is no cost for peer counseling training, training materials, or the test. Trainings that are offered regionally provide snacks and lunch, while statewide trainings also provide lodging and all meals.
<b>Competencies</b>	Skill checks are part of the standard peer support training and a 100% pass rate is required to receive a completion certificate.
<b>Code of Ethics</b>	The State of Washington does not mandate a specific code of ethics. Within the ethics objective of the training, the following topics are covered: confidentiality, boundaries, honesty, self-disclosure, professionals as peers, HIPAA, and mandatory reporting.



# West Virginia

<b>Website(s)</b>	<a href="http://www.dhhr.wv.gov/bhhf/Sections/programs/ConsumerAffairsCommunityOutreach/Pages/default.aspx">http://www.dhhr.wv.gov/bhhf/Sections/programs/ConsumerAffairsCommunityOutreach/Pages/default.aspx</a>
<b>Program Description</b>	The West Virginia Mental Health Consumers Association began training Peer Support Specialist prior to joining in a partnership with Kanawha Valley Community and Technical College (now BridgeValley). BridgeValley Community and Technical College now offers a Peer Support Specialist Skill Set Certificate complete with college credit for successful completion. In addition, the Office of Consumer Affairs, West Virginia Bureau for Behavioral Health and Health Facilities and other community partners offers the Recovery Coach Academy as a training program for peers wishing to become Recovery Coaches.
<b>Application</b>	No information available
<b>Certification or Credential</b>	A tiered, state recognized certification is in development and will be made available in 2016 and will include various entry levels into the tier such as Peer Coach, Peer Support, and Peer Advocate
<b>Program Administrator/ Credentialing Agency</b>	For Certification and Recovery Coach Academy: Office of Consumer Affairs, West Virginia Bureau for Behavioral Health and Health Facilities  For Peer Support Specialist Training: Bridge Valley Community and Technical College
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Must have a high school diploma or its recognized equivalent</li> <li>• Must have lived experience with behavioral health challenge(s)</li> <li>• Must be involved with a personal support and/or recovery system of own choosing</li> <li>• Must reside in stable, recovery-oriented housing the last 6 months</li> <li>• No legal involvement within the last 6 months</li> <li>• No intensive behavioral health treatment within the last 6 months</li> </ul>
<b>Exam Criteria</b>	Currently being developed
<b>Certification Requirements</b>	Meet all general screening requirements; complete all education requirements including CORE 101 orientation, and pass certification exam.
<b>Training Criteria</b>	Minimum of 40 hours of training in identified peer competencies.
<b>Recertification/CEU's</b>	30 hours of continuing education required every two years. The 30 hours must include a workshop on ethics specific to peer support.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	No information available
<b>Employment</b>	Successful completion of Peer Specialist Training and the Certification process is only a step toward being hired as a Certified Peer Specialist and is not a guarantee of employment. Peer Support Specialists are hired by individual providers and are subject to the provider's application and hiring process.
<b>Medicaid</b>	No
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	Financial Aid may be available for the Peer Support Specialist training program at Bridge Valley Community and Technical College. The state certification will initially be available free of charge. The Recovery Coach Academy Training is available free of charge through the Office of Consumer Affairs, WV Bureau for Behavioral Health and Health Facilities.
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Knowledge of Evidence Based Programs, Policies, and Practices</li> <li>• Professional Growth and Responsibility</li> <li>• Cultural Awareness and Sensitivity</li> <li>• Crisis Resolution and Referral</li> </ul>



	<ul style="list-style-type: none"><li>• Communication Skills</li><li>• Partnerships and Networking</li><li>• Guiding Principles</li><li>• Planning and Evaluation</li></ul>
<b>Code of Ethics</b>	Currently considering using the International Association of Peer Supporters National Ethical Guidelines and Practice Standards for Peer Supporters available at <a href="http://na4ps.files.wordpress.com/2012/09/nationalguidelines1.pdf">http://na4ps.files.wordpress.com/2012/09/nationalguidelines1.pdf</a>



# Wisconsin

<b>Website(s)</b>	<a href="http://www.wicps.org">http://www.wicps.org</a> <a href="http://uwm.edu/sce/program_area/human-services/wisconsin-mental-health-peer-specialist-certification/">http://uwm.edu/sce/program_area/human-services/wisconsin-mental-health-peer-specialist-certification/</a>
<b>Program Description</b>	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 2010. In 2009, the Wisconsin Department of Health Services, Division of Mental Health and Substance Abuse Services agreed to hold the certification for Peer Specialists.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Certified Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	The Division of Mental Health and Substance Abuse Services oversees the certification of Certified Peer Specialists which allows individuals to work within programs to provide peer support. The University of Wisconsin-Milwaukee maintains the Certification Exam and Recertification database, exam application processing and test dates.
<b>General Screening</b>	18 years old; high school diploma or GED certificate. "Education waiver request letter" may be submitted if GED/HS diploma is not in place
<b>Exam Criteria</b>	Online, proctored, 3-hour exam comprised of approximately 62 multiple choice questions. The passing score is 85%. Once a person has completed training and passed the training exam, they are eligible to take the Certification Exams.
<b>Certification Requirements</b>	The Peer Specialist applicant must have successfully completed a training program approved by the Wisconsin Peer Specialist Committee of the Recovery Implementation Task Force and obtained a passing score on the certification exam.
<b>Training Criteria</b>	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. NOTE: In 2017, there will be only one state-approved curriculum that is being developed to qualify individuals to take the Wisconsin Peer Specialist Certification Exam. Training competencies include: values; personal attributes; knowledge; skills
<b>Recertification/CEU's</b>	Certification is valid for two years, in this 2-year 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; peer support skill development; substance use disorder. You must have a minimum of 1.5 hours in each of the above areas. Certified Peer specialists may choose any other continuing education courses they wish related to the peer Specialist field, and must have a minimum of 20 hours total of continuing education based on the Wisconsin Peer Specialist Core Training Competencies. The recertification renewal fee is \$50 every two years. There are several ways to fulfill your continuing education hours (CEH's) requirements. You can attend workshops at conferences, conventions or that are sponsored by agencies or organizations. Taking webinars and participating in teleconferences are also ways to gain CEH's. You can attend classes at colleges and/or universities and



	continuing adult education are offered at both. If your employer offers training and continuing education that is another option.
<b>Total Number of Certified Peer Specialists as of April 2016</b>	428
<b>Employment</b>	Peer Specialists are employed at emergency rooms, crisis services, in 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
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	\$50 Certification Fee; \$50 recertification renewal fee every two years.
<b>Competencies</b>	<p><b>Domain 1: Values</b></p> <ul style="list-style-type: none"> <li>• Believes that recovery is an individual journey with many paths and is possible for all</li> <li>• Believes in and respects people's rights to make informed decisions about their lives</li> <li>• Believes that personal growth and change are possible</li> <li>• Believes in the importance of empathy and listening to others</li> <li>• Believes in and respects all forms of diversity (As included in Wisconsin State Council on Alcohol and Other Drug Abuse Cultural Diversity Committee's definition of Cultural Competency: <a href="http://scaoda.state.wi.us/docs/main/CulturalCompetencyDefinition.pdf">http://scaoda.state.wi.us/docs/main/CulturalCompetencyDefinition.pdf</a>)</li> <li>• Believes in the importance of self-awareness and self-care</li> <li>• Believes in lifelong learning and personal development</li> <li>• Believes that recovery is a foundation of well-being</li> <li>• Believes that recovery is a process</li> <li>• Believes in the healing power of healthy relationships</li> <li>• Believes and understands there are a range of views regarding mental health and substance use disorders and their treatment, services, supports, and recovery</li> </ul> <p><b>Domain 2: In-depth knowledge of recovery</b></p> <ul style="list-style-type: none"> <li>• Knowledge of SAMHSA's definition of recovery: "A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential." <a href="http://blog.samhsa.gov/2012/03/23/defintion-of-recovery-updated/">http://blog.samhsa.gov/2012/03/23/defintion-of-recovery-updated/</a></li> <li>• Knowledge of mental health and substance use disorders and their impact on recovery</li> <li>• Knowledge of the basic neuroscience of mental health and addiction</li> <li>• Knowledge of stages of change and recovery</li> <li>• Knowledge that recovery and wellness involves the integration of the whole person including spirituality; physical, vocational, and emotional health; sexuality; gender identity; and community</li> <li>• Knowledge of trauma and its impact on the recovery process</li> <li>• Knowledge of person-centered care principles</li> <li>• Knowledge of strengths-based planning for recovery</li> <li>• Knowledge of the impact of discrimination, marginalization, and oppression</li> <li>• Knowledge of the impact of internalized stigma and shame</li> </ul>



	<p><b>Domain 3: Roles and Responsibilities of a Certified Peer Specialist</b></p> <ul style="list-style-type: none"> <li>• Knowledge of the rights of peers seeking support, such as state and federal law regarding client rights, civil rights, and the Americans with Disabilities Act (ADA)</li> <li>• Knowledge of ethics and boundaries</li> <li>• Knowledge of the scope of practice of a Certified Peer Specialist</li> <li>• Knowledge of confidentiality standards</li> <li>• Knowledge of ways to encourage safe, trauma-sensitive environments, relationships, and interactions</li> <li>• Knowledge of appropriate use of self-disclosure</li> <li>• Knowledge of cultural competency (As defined by Wisconsin State Council on Alcohol and Other Drug Abuse Cultural Diversity Committee: <a href="http://scaoda.state.wi.us/docs/main/CulturalCompetencyDefinition.pdf">http://scaoda.state.wi.us/docs/main/CulturalCompetencyDefinition.pdf</a>)</li> </ul> <p><b>Domain 4: Skills</b></p> <ul style="list-style-type: none"> <li>• Ability to bring an outlook on peer support that inspires hope and recovery</li> <li>• Ability to be self-aware and embrace and support own recovery</li> <li>• Ability to problem-solve</li> <li>• Ability to assist people in exploring life choices, and the outcomes of those choices</li> <li>• Ability to identify and support a person in crisis and know when to facilitate referrals</li> <li>• Ability to listen and understand with accuracy the person’s perspective and experience</li> <li>• Effective written and verbal communication skills</li> <li>• Ability to draw out a person’s perspective, experiences, goals, dreams, and challenges</li> <li>• Ability to recognize and affirm a person’s strengths</li> <li>• Ability to foster engagement in recovery</li> <li>• Ability to locate appropriate recovery resources, including basic needs, medical, mental health and substance use disorder care; supports, including social support and mutual aid groups; and to facilitate referrals</li> <li>• Ability to facilitate and support a person to find and utilize resources</li> <li>• Ability to work collaboratively and participate on a team</li> <li>• Ability to know when to ask for assistance and/or seek supervision</li> <li>• Ability to set, communicate, and respect personal boundaries of self and others</li> <li>• Ability to utilize own recovery experience and skillfully share to benefit others</li> <li>• Ability to balance own recovery while supporting someone else’s</li> <li>• Ability to foster the person’s self-advocacy and provide advocacy when requested by the person</li> <li>• Ability to advocate for self in the role of a Certified Peer Specialist</li> </ul>
<p><b>Code of Ethics</b></p>	<ul style="list-style-type: none"> <li>• I understand that my primary responsibility is to help peers understand recovery and achieve their own recovery needs, wants, and goals. I will be guided by the principle of self-determination for each peer.</li> <li>• I will conduct myself in a manner that fosters my own recovery and I recognize the many ways in which I may influence peers, and others in the community, as I serve as a role model.</li> <li>• I will be open to share with peers and coworkers my stories of hope and recovery and will likewise be able to identify and describe the supports that promote my recovery and resilience.</li> <li>• I have a duty to inform peers when first discussing confidentiality that intended serious harm to self or others cannot be kept confidential. I have a</li> </ul>



duty to accurately inform peers regarding the degree to which information will be shared with other team members, based on my agency policy and job description. I have a duty to inform appropriate staff members immediately about any intended serious harm to self or others or abuse from caregivers.

- I will never intimidate, threaten, harass, unduly influence, physically force or restrain, verbally abuse, or make unwarranted promises of benefits to the peers I support.
- I will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, gender identity, age, religion, national origin, marital status, political belief, disability, or any other preference or personal characteristic, condition or state.
- I will advocate with peers so that individuals may make their own decisions when partnering with professionals.
- I will never engage in any sexual/intimate activities with peers I support. While a peer is receiving services from me, I will not enter into a relationship or commitment that conflicts with the support needs of the peer.
- I will keep current with emerging knowledge relevant to recovery and openly share this knowledge with my coworkers and peers. I will refrain from sharing advice or opinions outside my scope of practice with peers.
- I will utilize supervision and abide by the standards for supervision established by my agency. I will seek supervision to assist me in providing recovery-oriented services to peers.
- I will not accept gifts of money or items of significant value from those I serve. I will not loan or give money to peers.
- I will protect the welfare of all peers by ensuring that my conduct will not constitute physical or psychological abuse, neglect, or exploitation. I will practice with trauma awareness at all times.
- I will, at all times, respect the rights, dignity, privacy and confidentiality of those I support.
- As a professional, if I find that my own recovery journey is compromised and interferes with my ability to provide support to my peers, I will engage in my own self-care until such time that I am once again capable of providing professional care.



# Wyoming

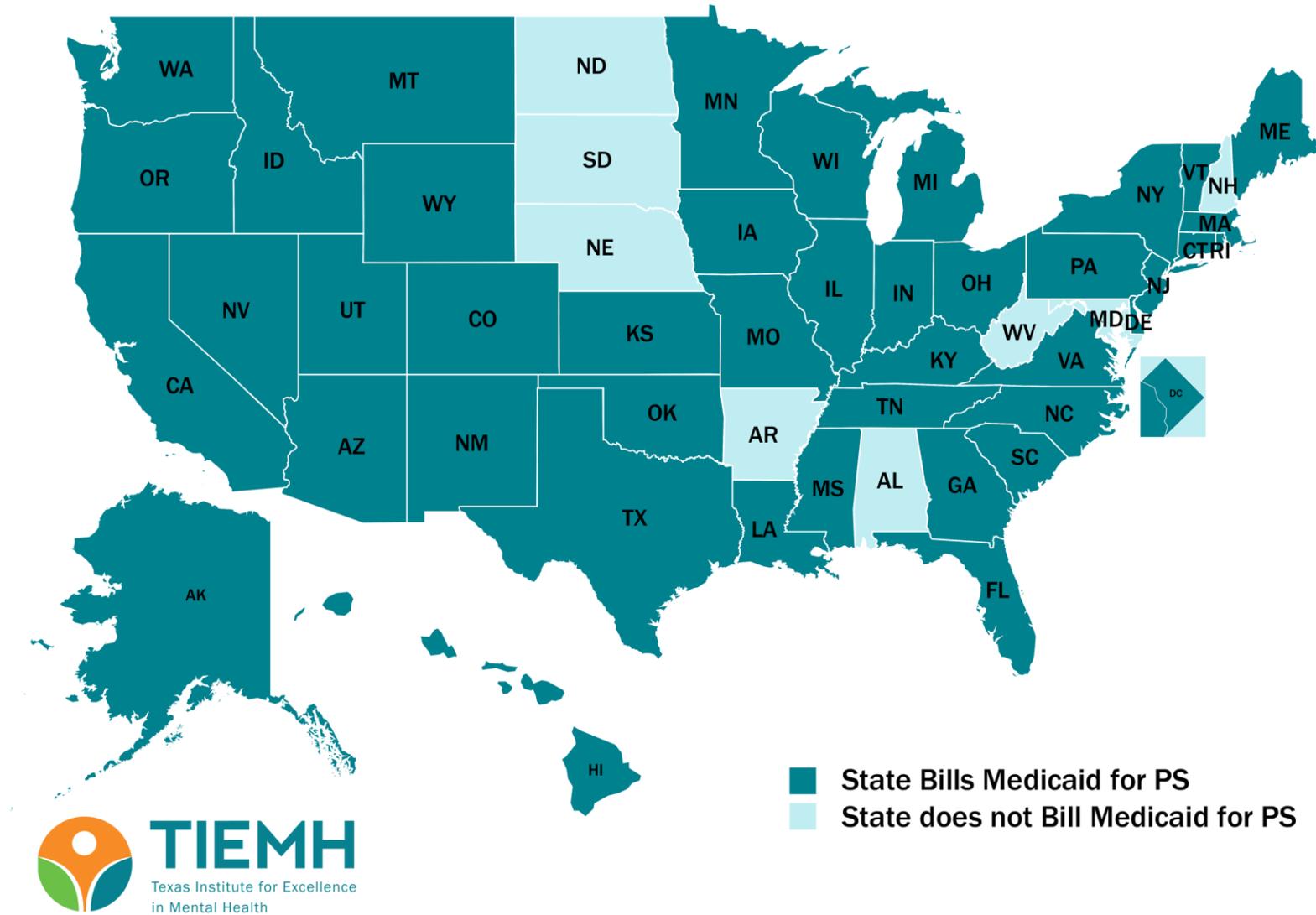
<b>Website(s)</b>	<a href="https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/">https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/</a>
<b>Program Description</b>	A person who is or has been a recipient of mental health services for severe and persistent mental illness and/or substance abuse/addiction treatment services holds the position of a Peer Specialist. Peer Specialists serving families whose children have experienced system challenges related to their child’s emotional, behavioral, substance use, and/or mental health challenges may be persons with their own experience as a parent of a child who has experienced these challenges. Peer Specialists are uniquely qualified through their life experience with recovery, stability within the community, and demonstration of self-sufficiency. Peer specialists provide expertise and consultation to the organization’s entire team to promote a culture in which each client’s point of view and preferences are recognized, understood, respected, and integrated. As fully integrated team members of a treatment provider or recovery organization, peer specialists assist a client to direct their own recovery and advocacy process; to utilize client self-determination and decision-making; to teach and support the acquisition and exercise of recovery skills needed for management of symptoms and for navigating systems; to create self-determined recovery and maintenance plans; and to utilize natural resources within the community.
<b>Application</b>	<a href="#">View application</a>
<b>Certification or Credential</b>	Peer Specialist
<b>Program Administrator/ Credentialing Agency</b>	Wyoming Department of Health Services; Behavioral Health Division
<b>General Screening</b>	<ul style="list-style-type: none"> <li>• Identify as former or current consumer of mental health or dual diagnoses services or substance abuse addiction services</li> <li>• Be employed as a peer specialist within an organization that contracts with the Wyoming Department of Health to provide community mental health services and/or substance abuse treatment services and/or other similar programs (Employer)</li> <li>• Be well-grounded in their own recovery</li> <li>• Hold a high school diploma or equivalence</li> <li>• Be 21 years old or older</li> </ul>
<b>Exam Criteria</b>	No exam
<b>Certification Requirements</b>	For new Peer Specialists, within six months of employment they must have completed “New Hire Qualifications” (i.e. complete their own WRAP, and employer orientation); complete a 32 hour introductory training; attend at least two local, one hour trainings.
<b>Training Criteria</b>	<p>Introductory training must include competency in the following domains:</p> <ul style="list-style-type: none"> <li>• The recovery process</li> <li>• How Peer Specialists use their own recovery stories to promote recovery</li> <li>• The meaning and role of peer support</li> <li>• Skills for establishing healing relationships and support systems</li> <li>• The role of the Wellness Recovery Action Plan</li> <li>• Self-determination and consumer self-direction</li> </ul> <p>Other requirements are available here:  <a href="http://www.health.wyo.gov/mhsa/recovery/CACertandtraining.html">http://www.health.wyo.gov/mhsa/recovery/CACertandtraining.html</a></p>
<b>Recertification/CEU's</b>	CPS and FSPS who have completed the requirements above must do these annually. Complete training in these three areas:



	<ul style="list-style-type: none"> <li>• <b>Peer Specialist Annual Training:</b> Annually, attend the Peer Specialist training provided by the BHD with completion of at least six contact hours of training from the Approved Topics List. This requirement usually includes travel.</li> <li>• <b>Statewide/Regional Training:</b> Annually, attend one statewide, regional, or national training/conference with at least twelve contact hours with at least four contact hours of training from the Approved Topics List.</li> <li>• <b>Local Training:</b> Annually, attend at least five local trainings—within the community mental health center or within the community—with each training including at least one hour of information related to the advancement of proficiencies related to peer specialist services. You must do this training with another person also attending the same training in the same room.</li> </ul>
<b>Total Number of Certified Peer Specialists as of April 2016</b>	56
<b>Employment</b>	Currently only includes Community Mental Health Centers, the Veteran’s Hospital, the Department of Corrections, the Wind River Indian Reservation, and the Wyoming State Hospital. There are very few positions open each year.
<b>Medicaid</b>	Yes
<b>Other Resources or Information</b>	No information available
<b>Fees</b>	The Mental Health and Substance Abuse Services Division shall assess no fee for processing applications credentialing. There may be costs associated with training.
<b>Competencies</b>	<p>The Core Competency Domains for Wyoming’s Peer Specialists include the following: Knowledge of Mental Health/Substance Use Conditions and Treatments; Clients Rights/Confidentiality/Ethics/Roles; Basic Work Competencies; Resources; Interpersonal Skills; Resiliency, Recovery and Wellness; Self-care; Facilitate Life and Recovery Skills; and Trauma-Informed Support</p> <p>A complete list of the competencies is available here:  <a href="https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/">https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/</a></p>
<b>Code of Ethics</b>	<ul style="list-style-type: none"> <li>• The Code of Ethics Domains for Wyoming’s Peer Specialists include the following: <ul style="list-style-type: none"> <li>• Peer Specialists are advocates</li> <li>• Peer Specialists are hopeful</li> <li>• Peer Specialists are open-minded</li> <li>• Peer Specialists are empathetic</li> <li>• Peer Specialists are respectful</li> <li>• Peer Specialists promote personal recovery</li> <li>• Peer Specialists are honest and direct</li> <li>• Peer Specialists facilitate change</li> <li>• Peer Specialists are mutual and reciprocal</li> <li>• Peer Specialists are transparent</li> <li>• Peer Specialists are person-driven</li> <li>• Peer Specialists maintains appropriate relationships</li> </ul> </li> </ul> <p>A complete list of the code of ethics is available here:  <a href="https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/">https://health.wyo.gov/behavioralhealth/mhsa/initiatives/peer-specialists/</a></p>



# Appendix: Medicaid Reimbursement for Peer Services



State or District	Medicaid reimbursable	Additional information
Alabama	No	The Alabama Department of Mental Health (ADMH) has been working closely with the Alabama Medicaid Agency (AMA) to add Certified Peer Specialist as a provider type. Contingent on that, ADMH has requested that AMA allow the billing of stand-alone Certified Peer Services. It is anticipated that Certified Peer Services will also be provided by Certified Peer Specialists within other contexts such as Adult In-Home Intervention, Children and Adult In-Home Intervention, Supported Employment, etc. ADMH is also working toward including Certified Peer Services in the state Medicaid Plan under the Rehab Option. Currently peer services are funded only by ADMH through funds provided by the SAMHSA Mental Health Block Grant.
Alaska	Yes	
Arizona	Yes	There are many HCPT codes available. Now, with integrated care, there are even more billable codes which can be used. Medicaid Psycho-social Rehabilitation are the main codes. Under the Rehab option, Peer providers may also bill for case management, if the service provided was case management (case management and peer support are reimbursed at the same rate).
Arkansas	No	Proposed in 1915i SPA
California	Yes	Some counties may bill under the Rehab option for peer support (Riverside County and Kern County). Otherwise, peer support services in California are conducted through MHSa funding that comes from each County, as counties have control over services. In California, the Rehab option is used to bill Medicaid, and MHSa funding supports peer employment as an innovative service.
Colorado	Yes	Waiver only
Connecticut	Yes	
Delaware	Yes	
District of Columbia	Yes	H0038 15 minutes \$21.97 - Self-Help Peer Support H0038HQ 15 minutes \$6.65 -Self-Help Peer Support Group H0038HK 15 minutes \$29.66 - Self-Help Peer Support H0038HQHK 15 minutes Support \$8.98 -Self-Help Peer Support Group
Florida	Yes	Waiver Section 1915b
Georgia	Yes	Peer Support Services – H0038 Psychosocial Rehabilitation Services – H2017 Community Support – Individual (CSI) – H2015 Assertive Community Treatment (ACT) – H0039
Hawaii	Yes	State Plan Amendment
Idaho	Yes	Peer Services are provided under Medicaid’s Managed Care contractor, Optum Idaho. They are not billed as Medicaid Rehab, but as stand-alone Peer Services under Idaho’s managed care contract. Although Certified Peer Support Specialists and Certified Family Support Partners perform Peer Services, the codes fall under a licensed clinician who is seeing the individual in therapy.
Illinois	Yes	State Plan Amendment
Indiana	Yes	Under the Rehab option, peers employed in community mental health centers may bill for individual, face-to-face interaction with adult clients only. Activities that may be billed are those that promote socialization, recovery, self-advocacy, development of natural supports, and maintenance of community living skills. Peer services are not billed as a separate provider type or service. The State also uses block grants and SAMHSA grants obtained by peer support organizations to support peer services.
Iowa	Yes	

State or District	Medicaid reimbursable	Additional information
<b>Kansas</b>	Yes	<p>Peer services are one of several services billed under rehabilitation codes, along with psychosocial rehab, crisis intervention and community support and treatment. Peer support is mostly focused on developing coping skills and community living skills. Peer support service components (from the Provider Manuals):</p> <ul style="list-style-type: none"> <li>· Help the beneficiary to develop a network for information and support from others who have been through similar experiences.</li> <li>· Assist the beneficiary with regaining the ability to make independent choices and to take a proactive role in treatment including discussing questions or concerns about medications, diagnoses, or treatment with his or her clinician.</li> <li>· Assist the beneficiary to identify and effectively respond to or avoid identified precursors or triggers that result in functional impairments.</li> </ul> <p>The written policies regarding peer services are unclear or non-existent. It is generally understood that peer services are simply one of many rehabilitation options available only through a community mental health center, though this is not a written rule in the Medicaid plan. Work is under way to clarify this and to make consumer-run organizations separate providers of stand-alone, Medicaid-reimbursable peer services. Peer support has stand-alone billing codes for 1:1 and group services.</p> <p>Some state general funds are used to support the development of a trained peer work force and the operations of Kansas consumer-run organizations. Occasionally, other funds from a variety of federal grant sources (e.g. SAMHSA, Department of Justice) are allocated by the state for developing or implementing peer services outside of the traditional behavioral health system.</p>
<b>Kentucky</b>	Yes	
<b>Louisiana</b>	Yes	
<b>Maine</b>	Yes	Behavioral Health Homes (CIPSS as part of integrated care team)
<b>Maryland</b>	No	<p>Maryland is not currently able to bill for peer support services under any Medicaid option. Our hope is that once we are able to bill Medicaid for peer support services, they will be a separate billable service.</p> <p>Peer support and wellness and recovery centers are currently funded through state general revenue dollars and grant funding.</p>
<b>Massachusetts</b>	Yes	<p>HCBS PRTF Waiver only</p> <p>Senate Bill introduced that would require MassHealth to cover mental health certified peers specialists services, provided that said certified peer specialist has completed training as certified by the department of mental health.</p>
<b>Michigan</b>	Yes	1915 b(3) Medicaid Specialty Services Waiver
<b>Minnesota</b>	Yes	<p>In 2007 the Minnesota Legislature established the Medicaid-covered Certified Peer Specialist role. Medicaid Rehabilitation Services include:</p> <ul style="list-style-type: none"> <li>• Adult Rehabilitative Mental Health Services (ARMHS) certified by DHS</li> <li>• Assertive Community Treatment (ACT) teams approved by DHS</li> <li>• Crisis Response -Stabilization providers certified by DHS</li> <li>• Intensive Residential Treatment Services (IRTS) providers licensed by DHS</li> </ul> <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>

State or District	Medicaid reimbursable	Additional information
		<p>Procedure Code Description &amp; Rate</p> <p>H0038: Self-Help/Peer Services The lower of the submitted charge or \$11.38 per 15-minute unit</p> <p>H0038-Modifier=U5: Self Help/Peer Services Specialist Level II The lower of the submitted charge or \$13.01 per 15-minute unit</p> <p>H0038-Modifier=HQ: Self Help/Peer Services in a Group Setting In a group setting, the lower of the submitted charge or \$5.72 per 15-minute unit</p>
Mississippi	Yes	<p>Peer Support services are billed under the Medicaid Rehab option. Peer Support Services are person-centered activities with a rehabilitation and resiliency/recovery focus that allow consumers of mental health services and their family members the opportunity to build skills for coping with and managing psychiatric symptoms and challenges associated with various disabilities while directing their own recovery. Natural resources are utilized to enhance community living skills, community integration, rehabilitation, resiliency and recovery. Peer Support is a helping relationship between peers and/or family members that is directed toward the achievement of specific goals defined by the individual. It may also be provided as a family partner role. Peer Support Services include a wide range of structured activities that are provided face to face to assist individuals in their recovery/resiliency process. Activities should support goals of the individual's documented Individual Service Plan and/or Wellness Recovery Action Plan (WRAP) that may include the following: Individual wellness and recovery/resiliency; Education and employment; Crisis Support; Housing and community living; Social networking; Development of natural supports; Self-determination; and Self-advocacy.</p> <p>Peer services are not billed as a provider type or stand-alone service in the state Medicaid plan.</p> <p>General revenue-supported grants are provided to the Community Mental Health Centers to provide Mobile Crisis Response Services and Programs of Assertive Community Treatment. Peer Support Services are a required component of these services. A pilot project is also being funded with state general revenue for a Peer Bridger Project, which places a Peer provider at four community mental health centers and one Peer provider at one state psychiatric hospitals to support the transition of individuals being discharged back into the community.</p>
Missouri	Yes	<p>The Medicaid reimbursement rate was increased to incentivize the hiring of Peer Specialists in the CMHCs. The rate is comparable to the community support worker rate.</p>
Montana	Yes	<p>Medicaid Waivers, such as the one for Severe and Disabling Mental Illness, allow the person in services to choose from a menu of services. Peer support, Wellness Recovery and Action Plan, and Illness Management and Recovery are all available to be provided by a peer. The peer provider can be reimbursed as an individual contractor.</p>
Nebraska	No	
Nevada	Yes	
New Hampshire	No	<p>New Hampshire does not currently bill Medicaid for Peer services but are in the process of developing those rules. It is most likely that peer services will be a distinct type of service. Peer services will initially be provided as part of Assertive Community Treatment teams, funded in part by general revenue.</p>

State or District	Medicaid reimbursable	Additional information
New Jersey	Yes	Peer specialists are included as team members in the bundled rate for Program for Assertive Community Treatment (PACT) teams
New Mexico	Yes	Waiver Section 1115. Comprehensive Community Support Services (CCSS) or Assertive Community Treatment (ACT) programs
New York	Yes	Peer services in New York are not billed under a Medicaid Rehab option. Peer providers are a designated provider type for Peer Support Services under New York's Medicaid waiver. New York has the 1115 authority to embed HCBS services into its managed care program. Peer providers are allowed under this waiver. New York State also provides state funds to support peer services.
North Carolina	Yes	
North Dakota	No	
Ohio	Yes	
Oklahoma	Yes	<p>All outpatient services are covered under the state plan "Medicaid rehab option." Peer services are a separate provider type/service covered under the Medicaid rehab option in the Medicaid state plan.</p> <p>Adult Peer Services are described as follows:  Community Recovery Support – Community recovery support is a service delivery role in the ODMHSAS public and contracted provider system throughout the mental health care system where the provider understands what creates recovery and how to support environments conducive to recovery. The provider works from the perspective of their experiential expertise and specialized credential training. Each provider must successfully complete over 40 hours of specialized training, demonstrate integration of newly acquired skills and pass a written exam in order to become credentialed. Services include but are not limited to: teach and mentor the value of every individual's recovery experience; assist members in determining objectives and how to articulate to reach recovery goals; assist in creating a crisis plan; facilitate peer support groups; and utilize and teach problem solving techniques with patients.</p>
Oregon	Yes	<p>Peer delivered services are billed to Medicaid in Oregon. Peer Support Specialists and Peer Wellness Specialists are a provider type and will need to get a national provider number beginning March 1, 2016.</p> <p>Oregon also designates a variety of funds for Peer Delivered Services (PDS). The following is a partial list:</p> <ul style="list-style-type: none"> <li>• Beer and wine tax funds are used to pay for peer support for people in substance use disorder (SUDs) recovery with involvement in the criminal justice system, including youth,</li> <li>• General funds are used to support the development of Centers of Excellence for PDS in addiction recovery and direct service ,</li> <li>• Lottery funds are being used to support the delivery of peer services for people with problem gambling,</li> <li>• Oregon has an Access to Recovery(ATR) Grant from SAMHSA which supports PDS</li> <li>• Block grant funds are used to support PDS including young adults (18-25) and their families</li> <li>• Marijuana tax funds will be used to pay for peer support and prevention for youth/young adults addressing substance use disorder (SUDs) recovery or using marijuana</li> </ul>

State or District	Medicaid reimbursable	Additional information
<b>Pennsylvania</b>	Yes	<p>Peer services are Medicaid reimbursable under the Rehab option in the Pennsylvania State Plan.</p> <p><b>PEER SUPPORT SERVICES ACTIVITIES GUIDELINES</b> of the Pennsylvania standards for Peer Support provides examples of services that are reimbursable:  Crisis support  Development of community roles and natural supports  Individual advocacy  Self help  Self-improvement  Social network</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> <p>Pennsylvania has a county based mental health system. Counties can designate block grant funds or general funds for individuals that are not eligible for Medicaid peer services if they choose.</p>
<b>Rhode Island</b>	No	
<b>South Carolina</b>	Yes	
<b>South Dakota</b>	No	
<b>Tennessee</b>	Yes	<p>Only agencies that have included peer recovery services in their contracts with the health plans, also called Managed Care Organizations (MCOs), can bill for a Certified Peer Recovery Specialist's services to TennCare members and only when deemed medically necessary. Individual Certified Peer Recovery Specialists cannot bill TennCare (Medicaid).</p>
<b>Texas</b>	Yes	<p>The Texas Medicaid State Plan includes the Rehabilitation Option, which enables CMHCs to bill Medicaid for rehab services provided by a Peer Provider (i.e. a CPS). 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> <p>Peer providers may provide psychosocial rehabilitation services, skills training and development services, medication training and support services to an adult, and day programs for acute needs. There is no limits on the activities an employer may request a peer specialist to perform. However, if the employer is a Medicaid provider and wants to bill Medicaid for the peer support services provided by a peer specialist, the Texas Medicaid rules must be followed.</p>
<b>Utah</b>	Yes	<p>H0038 – Individual Peer Support Services - per 15 minutes  H0038 with HQ modifier - Group Peer Support Services - per 15 minutes per Medicaid client</p>
<b>Vermont</b>	Yes	<p>Vermont pays for most of its peer services through a Global Commitment to Health Medicaid waiver rather than through fee-for-service reimbursement.</p>
<b>Virginia</b>	Yes	<p>Reimbursable under Magellan of Virginia Peer Bridger Support demonstration project</p>
<b>Washington</b>	Yes	<p>After individuals complete certification, they must become employed by a state contracted agency before applying for the credential of Agency Affiliated Counselor. This credential is required for Medicaid billing.</p>

State or District	Medicaid reimbursable	Additional information
		Peer Support is currently included in the capitation rate (Medicaid) payment to the Regional Support Networks (RSNs). Parent peer counselor services are also Medicaid billable.
West Virginia	No	West Virginia Peer Services are not currently reimbursable through Medicaid fee-for-service. West Virginia's Peer Services are currently funded by two streams of grant funds. The federal mental health and substance abuse block grant and a grant from the center for Medicaid and Medicare services.
Wisconsin	Yes	The services of Certified Peer Specialists may be reimbursable, depending on the program a consumer is served by, as well as by the consumer's insurance type. County-run benefits such as Crisis Intervention, Community Support Programs (CSP), Comprehensive Community Services (CCS), or Community Recovery Services (CRS) all offer opportunities to bill Medicaid for CPS services if the consumer is Medicaid enrolled. CPS services may also be covered by Medicaid HMOs as "in lieu of services". The specific benefit serving the consumer will determine how/what can be billed.
Wyoming	Yes	<p>EqualityCare 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. Consistent with the Center for Medicare and Medicaid Services (CMS) clarifying guidance on peer support services policy, dated May 1, 2013, parent/legal guardians of Medicaid-eligible children, 17 and younger, can also receive Peer Support services when the service is directed exclusively toward the benefit of a Medicaid-eligible child.</p> <p>Certified Peer Specialists services can be billed under Skills Training (billing code: H2014) / The following codes may be used to bill for Peer Specialist services:  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> <p>These codes will be billed on the CMS 1500 claim form using the Community Mental Health Center or Substance Abuse Center provider number. Please refer to the EqualityCare website for billing guidelines, covered services, fee schedules, etc.</p>