

Peer Specialist Training and Certification Programs

A National Overview – 2014 Update



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Texas Institute for Excellence
in Mental Health

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Peer Specialist Training and Certification Programs:

A National Overview

The certified peer specialist workforce is relatively new in the behavioral health field, with state-recognized certification programs first emerging in 2001. Within this short timeframe, states have recognized the potential of peer specialists to improve consumer 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 March 2014, 38 states and the District of Columbia have established programs to train and certify peer specialists and 8 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. 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; 71% of these contacts replied to the review request. The information presented is up-to-date as of March 2014.

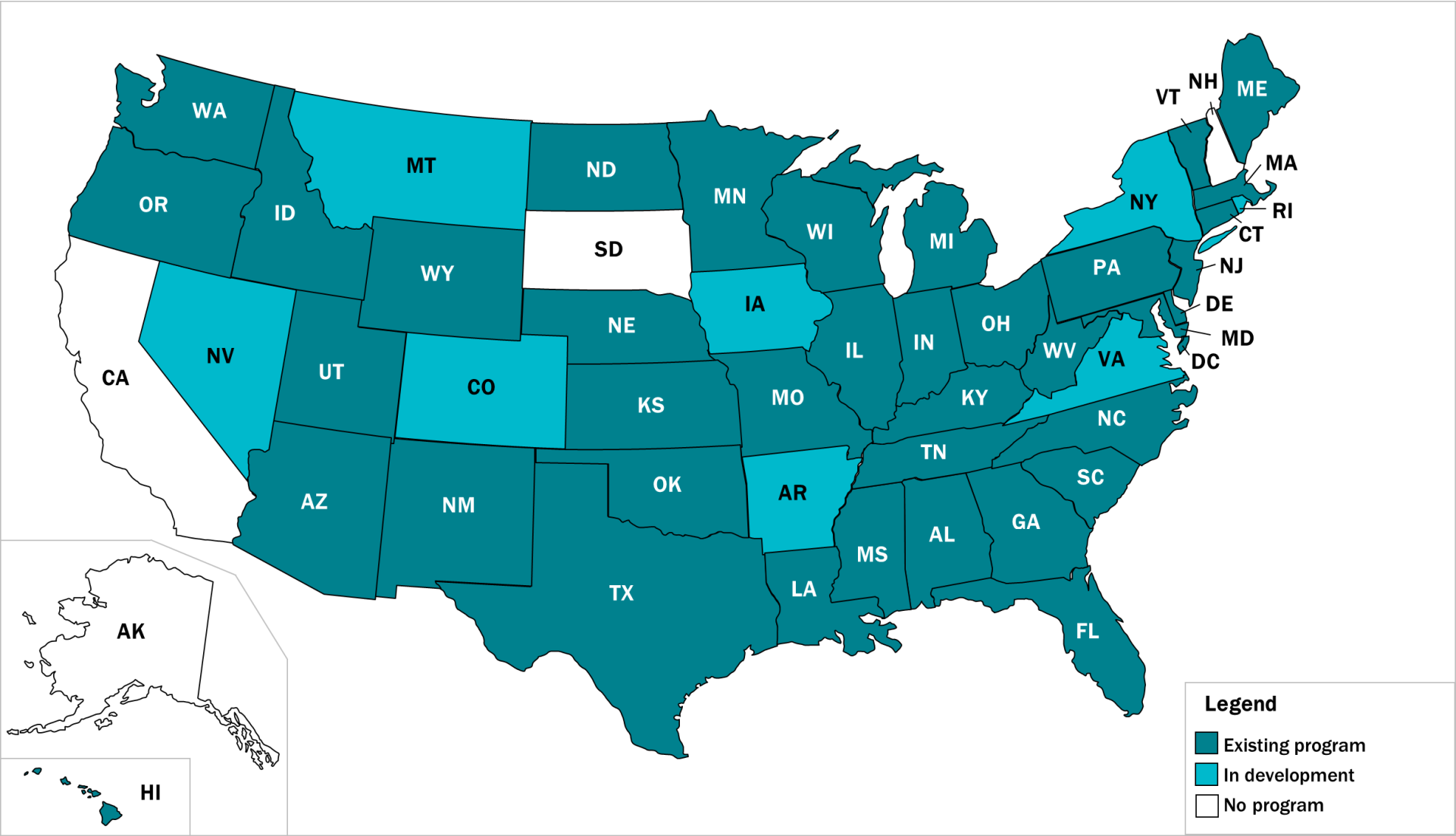
Information is not included for PSTC programs provided by private and not-for-profit entities that are not state-recognized. PSTC programs are evolving quickly and information may have changed since this review. For more information about the programs presented, please use the links provided in this review 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.

The map displayed on page 3 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 particular states' peer specialist training and certification program. To enhance usability, each page throughout the document includes a map icon, which can be clicked to redirect the user back to the map on page 3.

Table 1. Description of PSTC program information categories

Website(s)	Link to website
Mission/Purpose of Program	Brief description of mission or purpose of program
Certification or Licensure	Name of Certification (e.g., Peer Support Specialist, Recovery Support Specialist, etc.)
Program Administrator/ Credentialing Agency	Name of credentialing agency
General Screening	Requirements for acceptance into training
Training Criteria	Training content, length of training, additional training information
Exam Criteria	Requirements to take exam and information covered on exam
Certification Requirements	Requirements to obtain certification
Recertification/CEU's	Information related to recertification and continuing education
Employment	Job placement, potential places of employment, resource connected to program, job board
Medicaid	Does state/jurisdiction bill Medicaid for peer support services?
Fees	Cost associated with training, certification, exam, recertification, CEUs, etc.
Competencies	List of Competencies for Peer Specialists
Code of Ethics	Code of Ethics for Peer Specialists

Map of Peer Specialist Training and Certification Programs by State



Alabama

Website(s)	http://www.mh.alabama.gov/MI/consumers.aspx
Mission/Purpose of Program	The Office of Consumer Relations within the Alabama Department of Mental Health developed a certification program in order to expand peer support into community settings by making peer specialist services Medicaid billable.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Office of Consumer Relations, Alabama Department of Mental Health
General Screening	<ul style="list-style-type: none"> • Personal experience with mental illness; • In recovery from mental illness; • Open-minded and willing to share personal experiences with mental illness publicly; • High school graduate or have GED; and • Good communication skills (both written and oral).
Training Criteria	5 day intensive training from 8:30am-5:00pm. Training includes instruction, discussion, and role play.
Exam Criteria	May take certification exam upon completion of 5-day training program.
Certification Requirements	Attend all training sessions and pass the certification exam.
Recertification/CEU's	Continuing education program consists of 2 full day training sessions per year, with the requirement that one must attend at least 3 of the 4 sessions over a 2 year period to maintain certification. Currently, there is no plan in place for re-certification for those who let their certification lapse.
Employment	<p>Successful completion of Certified Peer Specialist Training is only one of the requirements of being hired as a Certified Peer Specialist and is not a guarantee of employment. Peer specialists are hired by individual providers and are subject to the provider's application and hiring process.</p> <p>Typical duties and responsibilities:</p> <ul style="list-style-type: none"> • Promoting recovery by sharing their personal experience with mental illness and personal recovery experience; • Helping consumers understand their experience with mental illness; • Assisting consumers in identifying barriers to their recovery and helping consumers identify their individual warning signs; and • Assisting consumers with developing communication and social skills, problem solving skills, skills in combating negative self-talk, self-help skills, and in developing support systems.
Medicaid	Yes
Fees	The training is currently free of charge to citizens of Alabama. Costs are covered by the Office of Consumer Relations.
Competencies	Currently there are no system wide competencies. On the job competencies are determined by CPS employers.
Code of Ethics	<ul style="list-style-type: none"> • CPS will maintain the highest standards of personal and professional conduct. • CPS is 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 to 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 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 HIPPA regulations.**
- **CPS should promote the value choice by the individuals they serve.**



Alaska

Website(s)	http://www.akpeersupport.org/Activities/TrainingsConference.aspx
Mission/Purpose of Program	The Alaska Peer Support Consortium 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.
Certification or Licensure	No certification at present
Program Administrator/ Credentialing Agency	*
General Screening	*
Training Criteria	The Consortium coordinates a number of evidenced-based trainings in Peer Support and wellness tools, but there is no consistent, standard training program at present.
Exam Criteria	*
Certification Requirements	*
Recertification/CEU's	*
Employment	*
Medicaid	Yes
Fees	*
Competencies	*
Code of Ethics	*

* Indicates no information available in this area



Arizona

<p>Website(s)</p>	<p>Several approved training programs exist in the state of Arizona. For information on statewide standards to provide guidance to behavioral health providers in implementing peer worker/recovery support services within their organizations: http://www.azdhs.gov/bhs/provider/sec9_2.pdf</p> <p>Approved Peer Support Employment Training Programs: http://www.hopetucson.org http://renaz.org http://www.nazcare.org/pet.html http://phxhope.org http://www.recoveryopportunity.com http://marccr.com http://communitybridgesaz.org http://www.lifewell.us http://www.ncadd-phx.org http://www.fcm.arizona.edu/workforce-development-program</p>
<p>Mission/Purpose of Program</p>	<ul style="list-style-type: none"> • To ensure that behavioral health providers and peers have the necessary knowledge and skills to successfully provide quality behavioral health services in the public behavioral health system. • To ensure that Peer Support Employment Training Certification Programs offer training and education that effectively prepares individuals for delivering behavioral health services, including Peer Support Services, as a peer. • To ensure that Peer Support Specialists/Recovery Support Specialists are certified to provide Peer Support Services, as described in the Arizona Department of Health Services/Division of Behavioral Health Services Covered Behavioral Health Services Guide.
<p>Certification or Licensure</p>	<p>Peer Support Specialist or Recovery Support Specialist</p>
<p>Program Administrator/ Credentialing Agency</p>	<ul style="list-style-type: none"> • Accreditation: Arizona Department of Health Services/Division of Behavioral Health Services (ADHS/DBHS) in collaboration with Regional Behavioral Mental Health Authorities • Credentialing: Agencies with accredited Peer Support Employment Training Programs
<p>General Screening</p>	<ul style="list-style-type: none"> • Self-disclose as an individual who is, or has been, a recipient of behavioral health services, with an experience of recovery to share; and • Meet requirements of a behavioral health: paraprofessional, technician, or professional and have: <ul style="list-style-type: none"> ○ An associate's degree; ○ A high school diploma; or ○ A high school equivalency diploma.
<p>Training Criteria</p>	<p>ADHS/DBHS accredits all Peer Support Employment Training Programs. All programs must contain, at a minimum, the following core elements: concepts of hope and recovery; advocacy and systems perspective; psychiatric rehabilitation skills; professional responsibilities of the peer support employee and self-care in the workplace. Training format varies by program. At the time of publication, there are currently 11 accredited Peer Support Training Employment Programs and 10 training agencies.</p>
<p>Exam Criteria</p>	<p>Each accredited program has its own comprehensive exam. An individual must complete training requirements before taking the program's exam. A</p>



	standardized test is available to individuals certified prior to the implementation of Arizona Provider Manual Section 9.2 and those certified in other states.
Certification Requirements	Completion of an accredited Peer Support Employment Training Program and passing the program's exam with a minimum score of 80%. Certification from an accredited Peer Support Employment Training Program is applicable statewide.
Recertification/CEU's	Individuals certified prior to the implementation of Arizona Provider Manual Section 9.2 or in other states are recertified through a standardized test. Testing for recertification is provided by the Regional Behavioral Health Authorities in their service areas. CEUs vary by programs.
Employment	Credentialed individuals may seek employment as a peer support specialist or recovery support specialist in any agency licensed to serve Medicaid members. Job duties may include assisting members with more effectively utilizing the service delivery system, or understanding and coping with the stressors of the person's situation (e.g., support groups), coaching, role modeling, and mentoring.
Medicaid	Yes
Fees	Training Medicaid members as Peer Support Specialists or Recovery Support Specialists is reimbursable by Arizona Health Care Cost Containment System. Agencies may choose to train out-of-pocket payers to cover non-reimbursable costs. There is no cost for recertification.
Competencies	<ul style="list-style-type: none"> • Concepts of Hope and Recovery <ul style="list-style-type: none"> ○ Instilling the belief that recovery is real and possible; ○ The history of recovery and the varied ways that behavioral health issues have been viewed and treated over time and in the present; ○ Knowing and sharing one's story of a recovery journey; how one's story can assist others in many ways; ○ Mind-Body-Spirit connection and holistic approach to recovery; and, ○ Overview of the individual service plan and its purpose. • Advocacy and Systems Perspective <ul style="list-style-type: none"> ○ Brief overview of behavioral health system infrastructure; ○ Stigma and effective stigma reduction strategies ○ Organizational change – how to utilize person-first language and energize one's agency around recovery, hope, and the value of peer support; ○ Creating a sense of community; ○ Brief overview of advocacy and effective strategies; and ○ Familiarization of the Americans with Disabilities Act. • Psychiatric Rehabilitation Skills <ul style="list-style-type: none"> ○ Strengths based approach; identifying one's own strengths and helping others identify theirs; ○ Distinguishing between sympathy and empathy; ○ Learned helplessness; what it is and how to assist others in overcoming its effects; ○ Overview of motivational interviewing; communication skills and active listening; ○ Healing relationships and creating mutual responsibility; ○ Combating negative self-talk; noticing patterns and replacing negative statements about one's self, using one's mind to boost self-esteem and relieve stress; ○ Group facilitation; and ○ Creating a safe and supportive environment; building trust. • Professional Responsibilities of the Peer Support Employee and Self Care in the Workplace



	<ul style="list-style-type: none"> ○ Professional boundaries & ethics – the varied roles of the helping professional; ○ Confidentiality; ○ Mandatory reporting requirements; ○ Understanding common symptoms of mental illness and substance use and orientation to commonly used medications; ○ Service documentation/billing and using recovery language throughout the documentation; and ○ Self-care and the use of ongoing supports; dealing with stress in the workplace.
<p>Code of Ethics</p>	<p>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. Separate codes of ethics for Peer Support Specialists and Recovery Support Specialists are often seen as discriminatory.</p>



Arkansas

Arkansas is in the process of developing a peer support accreditation and services program for adults. The program administrators requested that program-specific information not be presented at the time of publication. The Medicaid code for Peer Support Services (H0038) was included in the “Proposed Arkansas Medicaid Behavioral Health Rates.”



California

As of October 2013, there is no scope of practice, training standards, supervision standards, or state certification for Peer Support Specialists in California.

Source: <http://www.oshpd.ca.gov/HWDD/pdfs/wet/Mental-Health-Career-Pathway-Report-2013.pdf>



Colorado

At the time of publication, Colorado does not endorse any one training program and has not yet developed a certification program for peer specialists. A group of stakeholders is working on developing a statewide program. Colorado does allow peer specialists to bill Medicaid for services rendered.



Connecticut

Website(s)	http://www.mindlink.org/ed_recovery_university.html http://www.ct.gov/dmhas/lib/dmhas/oaswise/PeerSupport.pdf
Mission/Purpose of Program	*
Certification or Licensure	Recovery Support Specialists, Peer Delivered Services
Program Administrator/ Credentialing Agency	Recovery University of Advocacy Unlimited, Inc.
General Screening	<ul style="list-style-type: none"> • At least 18 years of age; • High school diploma or GED; and • Identifies as a person with a psychiatric and/or addiction history.
Training Criteria	60 hours of training
Exam Criteria	Attend 60-hour training offered by Recovery University
Certification Requirements	All applicants for certification as a Recovery Support Specialist must pass the Certification Exam with a score of 80% or higher.
Recertification/CEU's	60 hours of continuing education over three years is required for re-certification. Recovery Support Specialists will be notified 90 days prior to their recertification date to submit paperwork supporting their 60 hours of training.
Employment	This certification will allow people to apply for private or public Recovery Support Specialist positions throughout Connecticut.
Medicaid	Yes
Fees	Application processing fee: \$25.00 Certification exam fee: \$65.00
Competencies	<ul style="list-style-type: none"> • Effective, Empathetic Communication Skills • What is peer support and why it is important in the mental health system • The importance of language and engagement practice. • Legal and Ethical considerations • Human Rights and C/S/X movement • Introduction to Mental Health, Addictions and “Co-occurring” • Psychiatric Rehabilitation, Person Centered Recovery Planning • Introduction to Benefits • Using Your Recovery Story and the role of peer support on teams • Role challenges and conflict resolution • Wellness Tools and recovery programs • Introduction to Trauma • Documentation • Cultural Awareness
Code of Ethics	*

* Indicates no information available in this area



Delaware

Website(s)	http://www.dhss.delaware.gov/dhss/dsamh/recovery_resources.html
Mission/Purpose of Program	*
Certification or Licensure	Pending; certification training began in Summer 2011
Program Administrator/ Credentialing Agency	Delaware Health and Social Services, Division of Substance Abuse and Mental Health
General Screening	<ul style="list-style-type: none"> • Interview by peers; • High school diploma or some college work; • Previous work experience; and • Consumer of mental health services.
Training Criteria	Training is based on expectations of certification.
Exam Criteria	Exam for certification in development. Training has been developed based on the domains necessary for certification.
Certification Requirements	Pending; due to be complete by July 2014.
Recertification/CEU's	Pending recertification standards. Recertification and CEUS currently in development phase.
Employment	Peers employed in a variety of settings. Programs are continually increasing employment opportunities for peers. Working to move peers from part time work to full time with benefits.
Medicaid	No
Fees	At time of publication, there are no fees. Fees are expected to be established as soon as the certification program begins.
Competencies	*
Code of Ethics	Delaware uses a code of ethics similar to what is in place for social workers. While some of the code is based on this, there are many features specific to peers.

* Indicates no information available in this area



District of Columbia

Website(s)	http://dmh.dc.gov/service/peer-specialist-certification-program
Mission/Purpose of Program	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.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Office of Consumer and Family Affairs, District of Columbia Department of Behavioral Health (DBH)
General Screening	<ul style="list-style-type: none"> • At least 18 years of age; • Reside within the District of Columbia; • High School Diploma or GED; • Current or former consumer of services within the DBH; • Ability to disclose as a person with a history or mental illness and/or substance use disorder and ability to role model self-recovery; • Willingness to create and follow a wellness plan; and • Submission to periodic drug testing.
Training Criteria	6 week training course
Exam Criteria	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.
Certification Requirements	<ul style="list-style-type: none"> • Completion of required classroom work; • Completion of an 80 hour, nonpaid field practicum with a District community based behavioral health provider; and • A score of a minimum of 85% on the certification examination.
Recertification/CEU's	*
Employment	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.
Medicaid	Yes
Fees	Each participant will receive a stipend of \$200.00.
Competencies	<ul style="list-style-type: none"> • Practical assessment skills and basic knowledge of mental health and substance use disorders • Supporting skills to assist a consumer to develop skills identified in the approved Individual Recovery Plan • Documentation of services provided including preparation of progress notes • Computer skills • Unique role of the peer, using self as a therapeutic presence • Ethics and professionalism • Recovery and Wellness Recovery Action Planning (WRAP) or similar planning • Advocacy skills, and • Cultural competency and sensitivity
Code of Ethics	<p>Certified Peer Specialists shall:</p> <ul style="list-style-type: none"> • Be responsible for helping fellow mental health consumers meet their own needs, wants and goals in personal recovery; • Maintain high standards of personal conduct in a manner that fosters their



	<p>own personal recovery;</p> <ul style="list-style-type: none"> • 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; • At all times, respect the rights and dignity of those they serve; • Never intimidate, threaten, harass, and use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve; • Not practice, condone, facilitate or collaborate in any form of discrimination in violation of federal or District law; • Respect the privacy and confidentiality of those they serve; • Advocate for the full integration of consumers into the communities of their choice and promote their inherent value to those communities; • Not enter into dual relationships or commitments that conflict with the interests of those they serve; • Comply with the Department's policies regarding the protection of consumers from abuse or neglect; • Not abuse substances; • Not work at a mental health agency where they are receiving mental health services; and • Not accept gifts of any value from consumers or family members of consumers they serve.
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* Indicates no information available in this area



Florida

Website(s)	http://flcertificationboard.org/certifications/certified-recovery-peer-specialist-adult-family-or-veteran/
Mission/Purpose of Program	<p>Mission: To protect the health, safety, and welfare of the citizens of Florida by regulating our certified professionals through experience, education, and compliance with professional and ethical standards.</p> <p>The purpose of a certification system for Certified Recovery Peer Specialist – Adult is to:</p> <ul style="list-style-type: none"> • Assure the public a minimum level of competency for quality services by Certified Recovery Peer Specialists. • Give professional recognition to qualified Certified Recovery Peer Specialists through a process that examines demonstrated work competencies. • Assure an opportunity for ongoing professional development for Certified Recovery Peer Specialist. • Promote professional and ethical practice by enforcing adherence to a Code of Ethics.
Certification or Licensure	Certified Recovery Peer Specialist - Adult
Program Administrator/ Credentialing Agency	Florida Certification Board
General Screening	<ul style="list-style-type: none"> • Consumer of public or private mental health services; • High School Diploma, General Equivalency Degree or higher; • 1,000 hours of formal work and/or volunteer experience related to mental health issues; and • 3 personal or professional letters of recommendation.
Training Criteria	<p>A total of 40 hours of training divided among the following content areas. A minimum of 2 hours must be earned for each content area.</p> <ul style="list-style-type: none"> • Effective advocacy; • Identification and treatment of mental health disorders; • Wellness management; • Recovery and resiliency; • Legal issues in mental health; • Stigma/discrimination issues in mental health; • Ethics/confidentiality/HIPAA; • Awareness and understanding of cross cultural/linguistic issues; • Interpersonal communication; and • Adult education/teaching skills.
Exam Criteria	<p>Applicants may only register for the written exam AFTER they have received formal notice from the Florida Certification Board that their Application Portfolio has been approved. In order to register for a test, individuals must submit a written request and the appropriate test fees. Applicants will be notified of scheduled test date and location at least 2 weeks prior to scheduled test date.</p>
Certification Requirements	<ul style="list-style-type: none"> • Submit Application Portfolio for Approval, which consists of the following: <ul style="list-style-type: none"> ○ Application for Certification in Peer Recovery; ○ Official copy of background report showing the disposition of case if criminal record indicated; ○ Experience Verification Form; ○ Training Verification Forms;



	<ul style="list-style-type: none"> ○ Recommendation for Certification Forms; ○ Assurance and Release Form; and, ○ Acknowledgement of the FCB Code of Ethics Form; ● Successfully complete certification exam.
Recertification/CEU's	10 CEU's each year to maintain certification; CEU documentation must be kept for a minimum of two years in case of a CEU audit (approximately 25% of the certified population will be audited each year)
Employment	*
Medicaid	Yes
Fees	Candidates must pay a one-time \$100 certification fee with the application portfolio. This fee is non-refundable and non-transferable.
Competencies	*
Code of Ethics	<ul style="list-style-type: none"> ● Professional Standards <ul style="list-style-type: none"> ○ A certified professional shall meet and comply with all terms, conditions, or limitations of any professional credential they hold. ○ A certified professional shall not perform services outside of their area of training, expertise, competence, or scope of practice. ○ 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. ○ 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. ○ 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. ● Criminal Activity <ul style="list-style-type: none"> ○ 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. ○ A certified professional shall not use, possess, or sell any unprescribed or illegal substance. ○ A certified professional shall comply with all federal and state laws. ● Sexual Misconduct <ul style="list-style-type: none"> ○ 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. ○ 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. ○ A certified professional shall not engage a supervisee in sexual misconduct during the period of time a supervisory relationship exists. ● Fraud-Related Conduct <ul style="list-style-type: none"> ○ 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.
- **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:



	<ul style="list-style-type: none"> ▪ 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. <ul style="list-style-type: none"> • A certified professional shall report any violation of the Rules by filing a formal Ethics Complaint with the FCB. <ul style="list-style-type: none"> ○ 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.
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* Indicates no information available in this area



Georgia

Website(s)	http://www.gacps.org/Home.html
Mission/Purpose of Program	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.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Georgia Certified Peer Specialist Project
General Screening	<ul style="list-style-type: none"> • Primary diagnosis of mental illness or a dual diagnosis of mental illness and addictive disease; • Strong desire to identify themselves as a person with mental illness; • GED or High school diploma; • Strong reading comprehension and written communication skills; • Demonstrated experience with leadership, advocacy, or governance; • Well-grounded in recovery (one year between diagnosis and application to training). <p>Candidates are selected for the training based on their employment status and the ability to meet the training guidelines. Consumers who are currently employed by a public or private provider of Medicaid billable services are considered for acceptance first. A peer who has distinguished 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.</p>
Training Criteria	2 week training; Peers who are interested in becoming a Certified Peer Specialist apply through the Georgia Certified Peer Specialist Project Manager.
Exam Criteria	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.
Certification Requirements	Attend training and pass exam.
Recertification/CEU's	12 hours of Continuing Education each calendar year; hours should be primarily direct skills training in CPS-specific topics or peer support specific topics. Training must specifically relate to a skill set that enhances a CPS' ability to partner with their peers in assisting them in obtaining personal recovery goals or in strengthening their ability to form and maintain peer relationships.
Employment	Under immediate to general supervision, the Certified Peer Specialist (CPS) provides peer support services; serves as a consumer advocate; provides consumer information and peer support for consumers in emergency, outpatient or inpatient settings. The CPS performs a wide range of tasks to assist consumers in regaining control over their own lives and over their own recovery process. The CPS will model competency in recovery and wellness.
Medicaid	Yes
Fees	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, individual may request that this fee is refunded). Hotel



<p style="text-align: center;">Competencies</p>	<p>accommodations and meals are included for the dates of the training only.</p>
	<p>A CPS should possess the following competencies:</p> <ul style="list-style-type: none"> • An understanding of their job and the skills to do that job: <ul style="list-style-type: none"> ○ Understand the basic structure of the state Mental Health System and how it works; ○ Understand the CPS job description and Code of Ethics within the state MHS; ○ Understand the meaning and role of peer support; ○ Understand the difference in treatment goals and recovery goals; ○ Be able to create and facilitate a variety of group activities that support and strengthen recovery; ○ Be able to do the necessary documentation required by the state; ○ Be able to support a consumer to combat negative self-talk, overcome fears, and solve problems; ○ Be able to support a consumer to articulate, set and accomplish his/her goals; ○ Be able to teach other consumers to create their own Wellness Recovery Action Plan; ○ Be able to teach other consumers to advocate for the services that they want; and ○ Be able to support a consumer to create a Person Centered Plan. • An understanding of the recovery process and how to use their own recovery story to support others: <ul style="list-style-type: none"> ○ Understand the five stages in the recovery process and what is helpful and not helpful at each stage; ○ Understand the role of peer support at each stage of the recovery process; ○ Understand the power of beliefs/values and how they support or work against recovery; ○ Understand the basic philosophy and principles of psychosocial rehabilitation; ○ Understand the basic definition and dynamics of recovery; ○ Be able to articulate what has been useful and what has not been useful in his/her own recovery; ○ Be able to identify beliefs and values a consumer holds that work against his/her recovery; and ○ Be able to discern when and how much of their recovery story to share with whom. • An understanding of and the ability to establish healing relationships: <ul style="list-style-type: none"> ○ Understand the dynamics of power, conflict and integrity in the workplace; ○ Understand the concept of 'seeking out common ground'; ○ Understand the meaning and importance of cultural competency; ○ Be able to ask open-ended questions that relate a person to his/her inner wisdom; ○ Be able to personally deal with conflict and difficult interpersonal relations in the workplace; ○ Be able to demonstrate an ability to participate in 'healing communication'; and ○ Be able to interact sensitively and effectively with people of other cultures. • An understanding of the importance of and have the ability to take care of oneself: <ul style="list-style-type: none"> ○ Understand the dynamics of stress and burnout; ○ Understand the role and parts of the Wellness Recovery Action Plan



	<p>(WRAP); and</p> <ul style="list-style-type: none"> ○ Be able to discuss his/her own tools for taking care of him/herself.
<p>Code of Ethics</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"> ● 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. ● 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

Website(s)	http://health.hawaii.gov/amhd/consumer/hcps/
Mission/Purpose of Program	*
Certification or Licensure	Hawaii Certified Peer Specialist (HCPS)
Program Administrator/ Credentialing Agency	Hawaii Adult Mental Health Division Office of Consumer Affairs (AMHD OCA)
General Screening	<ul style="list-style-type: none"> • 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; and • Demonstrated a minimum of 12 consecutive months in self-directed recovery in the last 2 years.
Training Criteria	AMHD OCA-recognized training program. Contact the Office of Consumer Affairs for more information on recognized trainings, facilitators, and training fees.
Exam Criteria	Successful completion of an AMHD OCA-approved Peer Specialist Training Program
Certification Requirements	Demonstration of mastery of HCPS competencies through testing and evaluation as required by a Peer Specialist Training Program recognized by the AMHA OCA.
Recertification/CEU's	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.
Employment	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. Hawaii's Peer Specialist Certification Program is not an offer of employment or job placement by the Hawaii Adult Mental Health Division.
Medicaid	Yes
Fees	*
Competencies	<ul style="list-style-type: none"> • An understanding of the basic skills and knowledge needed to provide direct peer-to-peer support service includes: <ul style="list-style-type: none"> ○ Knowledge of the structure of the State mental health system and how it works, ○ A thorough understanding of the HCPS Scope of Activities, ○ A thorough understanding of the HCPS Code of Ethics, ○ Knowledge of the meaning and role of providing direct peer-to-peer support services as a HCPS, ○ The ability to create and facilitate a variety of group activities that support and strengthen recovery, ○ The ability to document activities related to delivery of direct peer-to-peer support services, ○ The ability to help peers combat negative self-talk, overcome fears, and solve problems, ○ The ability to help peers articulate, set, and accomplish goals, ○ The ability to teach peers to create their own recovery plans, and ○ The ability to teach peers to work with mental health or co-occurring



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



	<ul style="list-style-type: none">• 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.
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* Indicates no information available in this area



Idaho

Website(s)	http://www.mtnstatesgroup.org/pages02/mhpeerspecial.htm
Mission/Purpose of Program	*
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Mountain States Group through a contract with Idaho Department of Health and Welfare
General Screening	Persons who have experienced mental illness
Training Criteria	5 day course teaches concepts and stages of recovery, the role of a peer specialist, skills in effective listening, goal setting, problem-solving, promoting whole health, peer specialist ethics, and other topics.
Exam Criteria	May take exam upon completion of the course
Certification Requirements	Those who complete the course are invited to take the certification exam.
Recertification/CEU's	*
Employment	Mountain States Group currently employs seven part-time Certified Peer Specialists. They are working within the Idaho Department of Health and Welfare's Regional Mental Health Programs throughout the state. Most of the Specialists are assisting clients as a part of a region's Assertive Community Treatment Team, and many work with clients involved in Idaho's District Mental Health Courts.
Medicaid	Yes
Fees	State funding covers the training of 14 people annually.
Competencies	*
Code of Ethics	*

* Indicates no information available in this area



Illinois

Website(s)	http://www.iaodapca.org/?page_id=534
Mission/Purpose of Program	To protect Illinois consumers of mental health recovery support services through the provision of competency-based credentialing of Certified Recovery Support Specialists (CRSS).
Certification or Licensure	Certified Recovery Support Specialist (CRSS)
Program Administrator/ Credentialing Agency	Illinois Alcohol and Other Drug Abuse Professional Certification Association, Inc.
General Screening	High School diploma or GED
Training Criteria	100 clock hours of training/education (40 hours CRSS Specific, 6 hours professional Ethics and Responsibility; 54 hours in core functions). Multiple training events are identified as approved through the IAODAPCA Training Center.
Exam Criteria	Written exam (pass/fail scoring system); 100 multiple choice questions; study guide available on IAODAPCA website.
Certification Requirements	<ul style="list-style-type: none"> • High school diploma or GED; • 2,000 hours (one year) paid/supervised work experience; • 100 hours supervision in the CRSS performance domains; • 100 hours training/education related to CRSS domains, professional ethics and responsibility, and other core functions; and • Successful completion of a written exam for CRSS.
Recertification/CEU's	<p>40 CEU's in 2 years.</p> <ul style="list-style-type: none"> • 15 hours must be specific to knowledge and skills related to mental health recovery and the role of peer support in the recovery process (i.e., advocacy, professional responsibility, or mentoring and recovery support) • 25 hours must be specific to knowledge and skills related to the core functions of CRSS professionals, but do not have to be specific to mental health recovery and peer support (i.e. EBP's, leaderships skills, communication skills, trauma-informed care, alternative therapies, conflict resolution, confidentiality, legal systems, crisis intervention, health and safety, roles/boundaries, relapse prevention, cultural competency and intervention)
Employment	*
Medicaid	Yes
Fees	\$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
Competencies	<ul style="list-style-type: none"> • Advocacy <ul style="list-style-type: none"> ○ Serve as the consumer's individual advocate. ○ Advocate within systems to promote consumer-centered recovery support services. ○ Assure that the consumer's choices define and drive the recovery planning process. ○ Promote consumer-driven recovery plans by serving on the consumer's recovery-oriented team. • Professional Responsibility <ul style="list-style-type: none"> ○ Respond appropriately to risk indicators to assure the consumer's welfare and physical safety. ○ Immediately report suspicions that the consumer is being abused or neglected.



	<ul style="list-style-type: none"> ○ Maintain confidentiality. ○ Communicate personal issues that impact one’s ability to perform job duties. ○ Assure that interpersonal relationships, services and supports, reflect the consumer’s individual differences and cultural diversity. ○ Document service provision as required by the employer. ○ Gather information regarding the consumer’s personal satisfaction with his/her progress toward recovery goals. ● Mentoring <ul style="list-style-type: none"> ○ Serve as a role model of a consumer in recovery. ○ Establish and maintain a “peer” relationship rather than a hierarchical relationship. ○ Promote social learning through shared experiences. ○ Teach consumers life skills. ○ Encourage consumers to develop independent behavior that is based on choice rather than compliance. ○ Assure that consumers know their rights and responsibilities. ○ Teach consumers how to self-advocate. ● Recovery Support <ul style="list-style-type: none"> ○ Serve as an active member of the consumer’s recovery-oriented team(s). ○ Assure that all recovery-oriented tasks and activities build on the consumer’s strengths and resiliencies. ○ Help the consumer identify options and participate in all decisions related to establishing and achieving recovery goals. ○ Help the consumer develop problem-solving skills so they can respond to challenges to their recovery. ○ Help the consumer access the services and supports that will help them attain their individual recovery goals.
Code of Ethics	<ul style="list-style-type: none"> ● Principle 1: Legal and Moral Standards <ul style="list-style-type: none"> ○ The welfare and dignity of persons served are to be protected and valued above all else. CRSS Professionals, in the practice of mental health recovery support services, show respect and regard for the laws of the communities in which they work. They recognize that violations of legal standards may damage their own reputation and that of the recovery support profession. ● Principle 2: ICB Certified CRSS Professionals/Consumer Relationships <ul style="list-style-type: none"> ○ In the provision of mental health recovery support services, ICB Certified CRSS Professionals shall establish and maintain professional/consumer relationships characterized by professionalism, respect, and objectivity. ● Principle 3: Non Discrimination <ul style="list-style-type: none"> ○ CRSS Professionals must not discriminate against individuals based on race, religion, age, sex, disability, ethnicity, national ancestry, sexual orientation or economic condition. ● Principle 4: Competence <ul style="list-style-type: none"> ○ The CRSS Professional’s responsibility is to provide competent professional services. ● Principle 5: Confidentiality <ul style="list-style-type: none"> ○ CRSS Professionals shall preserve, protect, and respect the right to confidentiality of the persons they serve. ● Principle 6: Inter-Professional Relationships <ul style="list-style-type: none"> ○ CRSS Professionals shall establish and maintain professional relationships



	<p>characterized by respect and mutual support.</p> <ul style="list-style-type: none"> • Principle 7.1: When making recommendation for positions, advancements, certification, etc., CRSS Professionals shall consider the welfare of the public and the profession above the needs of the individual concerned. • Principle 7.2: CRSS Professionals shall establish and maintain an employer/employee relationship characterized by professionalism and respect for the agency's rules of operation. • Principle 7.3: CRSS Professionals shall strive at all times to maintain high standards in the services they offer. • Principle 7.5: CRSS Professionals have an obligation to see that recovery support services are done by qualified, competent persons. Constructive efforts to achieve competent services, such as certification, deserve support. • Principle 7.6: In the conduct of research, CRSS Professionals should adhere to high standards and follow appropriate scientific procedures. • Principle 7.7: When CRSS Professionals accept the responsibility of teaching or of supervising CRSS professionals, they should discharge these responsibilities with the same regard for standards required of all other professional activities. • Principle 7.8: As authors or editors, CRSS Professionals shall adhere to high standards abiding by the traditions established in the academic arena. • Principle 8: Resolving Ethical Issues <ul style="list-style-type: none"> ○ CRSS Professionals shall take appropriate action when they possess information that raises doubts as to whether another CRSS professional is acting in an ethical manner.
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* Indicates no information available in this area



Indiana

Website(s)	http://www.chwcrs.org
Mission/Purpose of Program	*
Certification or Licensure	Certified Recovery Specialist
Program Administrator/ Credentialing Agency	Affiliated Service Providers of Indiana, Inc. (ASPIN)
General Screening	<ul style="list-style-type: none"> • Self-identify as having a mental health diagnosis; • Be over the age of 18; • Minimum of high school diploma or GED; • Resident of Indiana; and • Complete application and mental health treatment verification form.
Training Criteria	5 day, 30 hour training program http://www.chwcrs.org/files/6713/8436/8286/Schedule_of_Modules_.pdf
Exam Criteria	Electronic testing is required after completion of training. The test includes objective and essay questions. Passing threshold is 80%. Students may attempt the test twice. Highest scores apply to the passing criteria. Students may use manuals in completing the test.
Certification Requirements	To achieve dual certification as a Community Health Worker and Certified Recovery Specialist, individuals must submit an application, treatment verification form, and a fee of \$35.00. There is no tuition fee. Applicants are also interviewed prior to acceptance. They must also: <ul style="list-style-type: none"> • Be over the age of 18; • Have earned a high school diploma or GED at minimum; and • Be a resident of Indiana.
Recertification/CEU's	Each CRS must complete a total of 14 hours of continuing education CEUs per year. There are two ways in which a CRS may obtain CEUs: the first is through Category 1 CEU, and the second is through Category 2 CEU. Indiana CRS Training Documentation Form must be completed by an authorized Instructor or Administrator when obtaining Category 2 CEUs.
Employment	CRS 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.
Medicaid	Yes
Fees	\$35 fee for dual certification of Community Health Worker and Certified Recovery Specialist
Competencies	*
Code of Ethics	*

* Indicates no information available in this area



Iowa

Iowa is in the process of exploring a more formalized process for training and program administrators requested that authors wait until the program is in place before publishing information.



Kansas

Website(s)	http://www.trainingteams.org/TrainingTeams4.0/CertifiedPeerSpecialist/Cps_Home.aspx OR http://mentalhealth.socwel.ku.edu/cap
Mission/Purpose of Program	*
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	<p>One of the training programs is run by the Wichita State University Center for Community Support and Research, a statewide training and technical assistance center. It is funded and monitored by the Kansas Department of Aging and Disability Services. Wichita State University Center for Community Support & Research provides CPS Five Day Basic Training. All CCSR trainers are themselves Certified Peer Specialists.</p> OR The qualified person can complete the University of Kansas Consumers As Providers (CAP) training program. CAP graduates are encouraged to attend the CPS Five Day Basic Training, but are not required to do so.
General Screening	<ul style="list-style-type: none"> • Must be at least 18 years old, and have a high school diploma or GED equivalent. Additionally, the provider participant must be at least three years older than a consumer under the age of 18. • Must have certification in the State of Kansas to provide the service, which includes criminal, abuse/neglect registry and professional background checks, and completion of a state approved standardized basic training program. This is typically part of the Mental Health Center hiring process. • Must self-identify as a present or former primary consumer of mental health services.
Training Criteria	<p>Six day, 26 module training program. This training is divided into three sessions. A prerequisite seven hour CPS 101 class must be attended. This is followed by a three and then a two day, forty hour intensive course with homework most evenings. Participants are required to attend all six days and not miss more than three hours of the training for any reason; actively participate in discussions and role plays utilizing personal experiences as mental health consumers rather than clinical roles or training; complete all homework assignments.</p> OR The qualified person can complete the University of Kansas CAP training program.
Exam Criteria	In person, written exam one month after training; scored by a panel of at least 2 Certified Peer Specialists; graded as pass/fail.
Certification Requirements	<ul style="list-style-type: none"> • Must attend the full Basic Training including the introductory CPS 101 session and not miss more than three hours of the entire training for any reason; • Successful completion of the exam; and • Must create a user profile on www.trainingteams.org
Recertification/CEU's	Upon successful completion of certification exam, participants may attend advanced training recommended by the State of Kansas.
Employment	CPS will work in both one-on-one and group settings with consumers; participate as full members of treatment teams; If hired as a CPS, training completion and passing the examination must occur within six months of the date the trainee first bills Medicaid for Peer Support Services.
Medicaid	Yes



<p>Fees</p>	<p>For individuals already employed by a Medicaid provider, the cost of training, including transportation, meals and accommodations is supported by KDADS. Trainees not supported by KDADS may pay their own training related costs.</p> <p>OR</p> <p>The CAP program is free to Kansans who identify as consumers of mental health services.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • An understanding of their job and the skills to do that job • 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. • Understand the principles of the Strengths Model – and that all services are couched in the Strengths Model. • Understand expected CPS job activities and Code of Ethics • Understand the meaning of peer support and the role of peer specialists including managing ‘boundaries.’ • Understand the difference in treatment goals and recovery goals • Be able to create and facilitate a variety of group activities that support and strengthen recovery including starting and maintaining a support group • Be able to help a consumer combat negative self-talk, overcome fears, and solve problems • Be able to help a consumer articulate, set and accomplish his/her goals • Be able to teach other consumers to create their own Wellness Recovery Action Plan • Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports • Be able to help a consumer create a self-directed plan. • An understanding of the recovery process and how to use their own recovery story to help others • Understand the five stages in the recovery process and what is helpful and not helpful at each stage • Understand the role of peer support at each stage of the recovery process • Understand the power of beliefs/values and how they support or work against recovery • Understand the basic philosophy and principles of psychosocial rehabilitation • Understand the basic definition and dynamics of recovery • Be able to articulate what has been helpful and what not helpful in his/her own recovery • Be able to identify beliefs and values a consumer holds that works against his/her recovery • Be able to discern when and how much of their recovery story to share with whom • An understanding of and the ability to establish healing relationships • Understand the dynamics of power, conflict and integrity in the workplace • Understand the concept of ‘seeking out common ground’ • Understand the meaning and importance of cultural competency • Be able to ask open ended questions that relate a person to his/her inner wisdom including an introduction to motivational interviewing • Be able to personally deal with conflict and difficult interpersonal relations in the workplace • Be able to demonstrate an ability to participate in ‘healing communication’



	<ul style="list-style-type: none"> • Be able to interact sensitively and effectively with people of other cultures • Understand how human experience language or non-clinical language supports the peer relationship • Understand the unique needs of people aged 16 to 23 (transitional age) • An understanding of the importance of and have the ability to take care of oneself • Understand the dynamics of stress and burnout • Understand the role and parts of the Wellness Recovery Action Plan (WRAP) • Be able to discuss his/her own tools for taking care of him/herself • An understanding of the prevalence and impact of trauma in the lives of the majority of service recipients and throughout the public system • Understand the principles of Trauma Informed Care (TIC) as a culture shift impacting providers and service recipients • Understand how human experience language or non-clinical language aids the transformation to a Trauma Informed Care system • Understand the link between exposure to past and present traumatic events in staff burn out, staff turn-over and negative beliefs about capacity of individuals to recover
<p>Code of Ethics</p>	<ul style="list-style-type: none"> • 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. • 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. • 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. • CPSs will respect the privacy and confidentiality of those they serve. • CPSs will at all times, respect the rights and dignity of those they serve. • CPSs will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve. • 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. • CPSs will never engage in exploitive and/or sexual/intimate activities with the persons they serve. • 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. • CPSs will advocate for those they serve that they may make their own decisions in all matters, including when dealing with other professionals. • CSPs will advocate for the full integration of individuals into the communities of their choice and will promote the inherent value of these individuals to those communities. CPSs will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment. • CPSs will not enter into commitments that conflict with the interests of those they serve. • CPSs will not exchange gifts of significant monetary value with those they serve.



Kentucky

Website(s)	http://www.dbhdid.ky.gov/dbh/kpst.aspx
Mission/Purpose of Program	This 5-day training program is designed to prepare adults with behavioral health diagnoses to work as Peer Specialists in the Kentucky behavioral health system.
Certification or Licensure	Peer Specialist
Program Administrator/ Credentialing Agency	Kentucky Division of Behavioral Health
General Screening	<ul style="list-style-type: none"> • High school diploma or GED; • Diagnosis of mental health, substance use or co-occurring mental health and substance use disorder for which the individual has received treatment; • Must self-identify as a person with a behavioral health diagnosis; • Strong reading comprehension and written communication skills; • Demonstrated experience with leadership and advocacy in the field of behavioral health; and • Must have been in recovery for at least 2 years.
Exam Criteria	Written and oral exam
Certification Requirements	Complete training, pass exam
Training Criteria	5-day / 30-hour training program. Training materials are based on Appalachian Consulting Group curriculum.
Recertification/CEU's	Must receive and maintain documentation of at least six hours of continuing education per year
Employment	Certified individuals work as Peer Specialists in the Kentucky Behavioral Health System. Kentucky has currently trained over 300 individuals.
Medicaid	Yes
Fees	The training is free
Competencies	Core competencies currently in development
Code of Ethics	<p>The following principles will guide Kentucky Peer Specialists in their various roles, relationships and levels of responsibility in which they function professionally:</p> <ul style="list-style-type: none"> • The primary responsibility of Kentucky Peer Specialists is to help individuals achieve their own needs, wants, and goals. Kentucky Peer Specialists will be guided by the principle of self-determination for all. • Kentucky Peer Specialists will maintain high standards of personal conduct. Kentucky Peer Specialists will also conduct themselves in a manner that fosters their own recovery. • Kentucky 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. • Kentucky Peer Specialists will, at all times, respect the rights and dignity of those they serve. • Kentucky 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. • Kentucky 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.



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



Louisiana

Website(s)	*
Mission/Purpose of Program	The training is aimed at preparing individuals to develop skills needed to obtain competitive employment in the field of Peer Support.
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Recovery Innovations, Inc.
General Screening	<ul style="list-style-type: none"> • 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.
Exam Criteria	An 80% score is required on a comprehensive final exam and participants are further evaluated on acquired skills through role-plays.
Certification Requirements	Completion certificate requires 76 hours of classroom training
Training Criteria	Training is typically a 2-week/10-day training with, ideally, a minimum of 12 and maximum of 20 participants.
Recertification/CEU's	*
Employment	*
Medicaid	Yes
Fees	There is a fee for the training
Competencies	<p>Training includes a peer support skill competency manual.</p> <ul style="list-style-type: none"> • Describe key concepts involved in becoming a behavioral health paraprofessional including confidentiality, communication, attending skills, and developing rapport. • Describe workplace expectations of behavioral health paraprofessionals including roles, responsibilities, ethics, and boundaries in the mental health field. • Describe factors involved in the mental health recovery process for the peer behavioral health paraprofessional. • Demonstrate communication skills to include helpful versus unhelpful communication styles, active listening, and techniques of engagement. • 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. • Describe psychosocial rehabilitation including principals and strategies of psychiatric rehabilitation and how they relate to various philosophies of recovery. • Describe key concepts of conflict resolution. • Describe key factors in crises intervention. • 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. • Identify community support systems identifying agencies and their services to persons with mental illnesses. • Describe psychopharmacology to include medications, side effects, brain physiology, and medication supervision. • Explain co-occurring disorders and related treatment strategies and barriers to



	<p>treatment.</p> <ul style="list-style-type: none"> • Identify regulatory agency requirements for clinical documentation to include progress notes and treatment plans. • Describe principles of the recovery process for consumers, caregivers and society.
Code of Ethics	Training includes a module on Peer Support Ethics

* Indicates no information available in this area



Maine

Website(s)	http://www.maine.gov/dhhs/samhs/mentalhealth/wellness/intentional_peer.shtml
Mission/Purpose of Program	The training is a requirement for Peer Support Specialists working on the Maine Warmline, in Emergency Departments, in State Hospitals, on some ACT Teams, as PATH Peer Navigators, and as Behavioral Health Home peers.
Certification or Licensure	Certified Intentional Peer Support Specialist (CIPSS)
Program Administrator/ Credentialing Agency	Office of Substance Abuse and Mental Health Services Maine Department of Health and Human Services
General Screening	<ul style="list-style-type: none"> • Peer Support 101 • Application process • Web training (includes learning styles assessment) <p>Preference given to applicants who are already working in programs where the certification is required or have offers of employment. A committee of individuals who have previously completed the CIPSS training will evaluate applications.</p>
Exam Criteria	Completion of final test; if test is not completed, entire training must be repeated
Certification Requirements	Complete training, final test, quarterly co-reflection, two continuing education classes and 72 hours practicing Intentional Peer Support - must be met within one year of completing the Peer Support Specialist Training
Training Criteria	<ul style="list-style-type: none"> • 9-day classroom training (including homework) • Trainees 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. • Training is based on the trauma-informed curriculum Intentional Peer Support: An Alternative Approach. • Topics covered include: Creating Learning Environments, First Contact, Language, Listening Differently, Challenging Situations and Working in the System.
Recertification/CEU's	2 CEU classes/year, Quarterly Co-Reflection, 72 hours practicing Intentional Peer Support. In year two and thereafter a fidelity review must be completed.
Employment	Programs requiring CIPSS include: State-wide Warmline, Two Emergency Departments, State Hospitals, some ACT Teams, PATH Peer Navigators, Behavioral Health Home peers.
Medicaid	Yes
Fees	Training is provided at no cost.
Competencies	*
Code of Ethics	*

* Indicates no information available in this area



Maryland

Website(s)	http://mapcb.wordpress.com/cprs/
Mission/Purpose of Program	*
Certification or Licensure	Certified Peer Recovery Specialist (CPRS)
Program Administrator/ Credentialing Agency	Maryland Addictions Professional Certification Board (MAPCB)
General Screening	<ul style="list-style-type: none"> • Live or work in Maryland 51% of the year • 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). • Provide services to those with whom they have experiential expertise • Be knowledgeable of the integrated services provided by the behavioral health systems • Applicant must document two (2) years sustained recovery as defined in the literature (see page 15 of certification manual for definition). Documentation is required through a personal Peer Recovery Specialist statement.
Exam Criteria	<p>This credential requires successful completion of the International Certification & Reciprocity Consortium (IC&RC) exam which is offered as a computer-based exam. Two hours are permitted to complete the 75-question, multiple choice exam. The IC&RC Job Task Analysis for this credential identified domains which make up the questions in the exam. Within each domain are several identified tasks that provide the basis for questions in the exam. The IC&RC exam will be offered on demand at approved testing centers thereby allowing candidates to test on a date and time convenient for them.</p>
Certification Requirements	<ul style="list-style-type: none"> • Education - A minimum of a high school diploma or GED, verified via transcript. • Experience - 500 hours of specific paid or volunteer peer recovery support experience in a clinical or community setting in the last two years. Experience does not have to all occur in one setting, but it must occur in the context of working with peers with behavioral health or recovery support issues, coincide with the performance domains, and are documented by a supervisor. Experience may be concentrated in any of the following: substance use, mental health, co-occurring disorders, or trauma-informed care. • Supervision - Documentation of 25 hours of supervision, at least 5 hours in each of the domains. 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 (2) years' experience supervising peer recovery specialists in the behavioral health and/or recovery and crisis support field. This requirement is being waived until December 31, 2015. Supervision must be provided by an individual who has completed 6 hours of pre-approved Peer Recovery Specialist Supervisor Training (MD has over 100 approved supervisors). • References - The applicant must provide three recovery references with an acceptable score on each one. One reference must be from a sponsor, accountability partner or former counselor regarding the applicant's recovery experience; two must be from professionals (i.e., professor, instructor, former



	supervisor) who have had the opportunity to observe the applicant’s recovery or support skills and competencies. References must be returned directly to the Board by the raters.
Training Criteria	46 total hours of behavioral health specific training; 10 hours will each be in Advocacy; Mentoring and Education; Recovery and Wellness Support; and 16 hours 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. 27 free trainings were provided by the Danya Institute with BRSS TACS funding specific to the 4 domains and supervision.
Recertification/CEU's	20 hours of peer recovery specialist-specific continuing education earned every two years, six hours of which must be in ethics.
Employment	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.
Medicaid	No
Fees	Certification and Recertification: (includes application and exam fees) \$100 Grandfathering (time limited): (includes application and fee) \$50
Competencies	<p>Advocacy</p> <ul style="list-style-type: none"> • Relate to the individual as an advocate. • Advocate within systems to promote person - centered recovery/wellness support services. • Describe the individual's rights and responsibilities. • Apply the principles of individual choice and self-determination. • Explain importance of self - advocacy as a component of recovery/wellness. • Recognize and use person-centered language. • Practice effective communication skills. • Differentiate between the types and levels of advocacy. • Collaborate with individual to identify, link, and coordinate choices with resources. • Advocate for multiple pathways to recovery/wellness. • Recognize the importance of a holistic (e.g., mind, body, spirit, environment) approach to recovery/wellness. <p>Ethical Responsibility</p> <ul style="list-style-type: none"> • Recognize risk indicators that may affect the individual's welfare and safety. • Respond to personal risk indicators to assure welfare and safety. • Communicate to support network personal issues that impact ability to perform job duties. • Report suspicions of abuse or neglect to appropriate authority. • 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.



	<ul style="list-style-type: none"> • 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. <p>Mentoring/Education</p> <ul style="list-style-type: none"> • 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. <p>Recovery /Wellness Support:</p> <ul style="list-style-type: none"> • 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 und understand the impact of trauma.
<p>Code of Ethics</p>	<p>Applicants must sign a peer recovery specialist-specific code of ethics statement or affirmation statement.</p> <p>Gratitude & Service</p> <ul style="list-style-type: none"> • 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. <p>Personal Recovery</p>



- 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.

* Indicates no information available in this area



Massachusetts

Website(s)	http://www.transformation-center.org/training/cps/index.shtml
Mission/Purpose of Program	<p>The Transformation Center is working with the Massachusetts Department of Mental Health, Department of Public Health and other state partners to broaden the impact of CPS & Peer Services within the mental health field in a number of ways, including:</p> <ul style="list-style-type: none"> • Advocating for dedicated funding for CPS positions in DMH facilities & other mental health agencies • Advocating for Medicaid reimbursement for CPS services within and beyond mental health agencies • Requesting funding and support for continuing education for advanced study in supervision, trauma, veterans issues, etc.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	The Transformation Center, a state-wide agency governed and staffed by people in recovery
General Screening	<ul style="list-style-type: none"> • Must have experienced being diagnosed with a mental health condition; may have secondary (but not primary) experience with substance abuse issues • Must have high school diploma or GED • Strong reading comprehension and written communication skills • Demonstrated experience with leadership or advocacy • Well-grounded in recovery with at least one year experience working on one's own recovery
Exam Criteria	<p>The exam consists of 2 parts:</p> <ul style="list-style-type: none"> • 3 hour long written exam with 20 questions • 30 minute oral exam with 5 questions answered in front of a panel of 3 people <p>Questions require individuals to demonstrate knowledge of different tools, strategies and concepts discussed in classes, as well as the ability to apply this knowledge to specific situations.</p>
Certification Requirements	Must have 2 letters of recommendation, complete application (including an interview), attend CPS training class (required to attend all but three sessions of the class), and pass exam. Each person retesting for the CPS exam is eligible for up to two individual tutoring phone calls.
Training Criteria	Consumer-run course, takes place over a period of 13 weeks, set up in a combination of 6 day-long trainings and a 3-day retreat
Recertification/CEU's	No formal recertification/CEU process currently exists. The state DMH is exploring mechanisms to add in this requirement. All graduates are required, through the Code of Ethics, to stay current in their knowledge about the field.
Employment	Requirements for a CPS credential vary across settings. People working directly for the state are required, under union contracting, to have their CPS for peer specialist positions. Other positions, such as emergency services, require a CPS within 6 months, while large mental health agencies that have vendor agreements with the state are not required to have people who are certified fill the positions of peer or recovery specialist.
Medicaid	No
Fees	The CPS program is fully funded by the state Department of Mental Health. Seating priorities are for people currently working in peer specialist roles and for Massachusetts residents.



<p>Competencies</p>	<p>The Massachusetts CPS program focuses on three primary competency areas:</p> <ul style="list-style-type: none"> • Providing peer support; • Serving as a change agent; and • Working from the stance of being "in" but not "of" the system
<p>Code of Ethics</p>	<ul style="list-style-type: none"> • 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. • 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 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 5 years. • 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 provide services to another when under the influence of alcohol or when impaired by any substance, whether or not it is prescribed.



Michigan

Website(s)	http://www.michigan.gov/mdch/0,4612,7-132-2941_4871--,00.html
Mission/Purpose of Program	*
Certification or Licensure	Peer Support Specialist
Program Administrator/ Credentialing Agency	Michigan Department of Community Health, Behavioral Health and Developmental Disabilities Administration
General Screening	<ul style="list-style-type: none"> • High school diploma, GED or successful completion of an Academic Skills Assessment at a community college • More than one year since first diagnosed with a serious mental illness • Currently employed as a peer support specialist • Peers must be working at least 10 hours per week for 3-6 months, providing peer services, prior to applying for training • If there is a co-occurring diagnosis of substance abuse, must be more than one year since using any substances • Receive or 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 • Accept applications that meet criteria and are referred from Veteran's Administration or outpatient clinics. • A peer to peer telephone interview is required as part of the application process
Exam Criteria	Graduates attend a 1-day review and 3-hour written exam including short answer and essay questions
Certification Requirements	Successful completion of training and passing the written exam
Training Criteria	4-day training plus one additional day of training applied to Michigan best practices and Mental Health Code requirements
Recertification/CEU's	None at this time
Employment	Peer Support Specialists provide services through consumer-run drop-in centers, and other peer-directed service models, are members of Assertive Community Treatment teams, provide services in several evidence based practice areas including integrated dual diagnosis treatment, dialectical behavior therapy, supported employment and supported housing services. Other practice areas include mental health, and drug courts, health and wellness coaches, working in health homes and Federally Qualified Health Centers. In addition to providing peer support services, mental health consumers serve in an advisory capacity on many boards and committees at local, state and national levels. A significant number of consumers contribute to their local communities in many other ways through various forms of paid employment, and community service.
Medicaid	Yes
Fees	The \$600.00 registration fee plus travel to and from the training, follow-up trainings, and salary during training is expected to be covered by the agency for whom the trainee works.
Competencies	Yes
Code of Ethics	Yes

* Indicates no information available in this area



Minnesota

Website(s)	http://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&RevisionSelectionMethod=LatestReleased&dDocName=dhs16_149185 http://www.mhcsn.org/cps
Mission/Purpose of Program	Recovery Innovations' Peer Employment Training (PET) program is designed to provide a "hands-on" experience translating concepts and skills into practice.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	Minnesota Department of Human Services
General Screening	<ul style="list-style-type: none"> • Must be 21 years or older; • Must have High School Diploma or GED; • Must identify as a person who has direct personal experience living with mental illness and recovery; • Must have a primary diagnosis of a mental illness or dual diagnosis; • Must have had at least one year of experience working on recovery and be able to manage one's own wellness; and • Must agree to disclose that I have been diagnosed with a mental illness for the purpose of education, role modeling and providing hope to others about the reality of recovery.
Exam Criteria	Training includes a midterm and final exam. Passing the final exam demonstrates mastery of the concepts and methods learned in the course and readiness to become a Certified Peer Specialist.
Certification Requirements	Certification is awarded if participants meet all training requirements and receive a final grade of 80% or higher: 50% of grade is based on test scores, 25% based on attendance, 25% based on participation; complete all assignments; sign the Minnesota Certified Peer Specialist Code of Ethics.
Training Criteria	75-hour classroom training, with 3 to 5 hours of homework each night. Participants must attend and actively participate in the full 10 days of training and not miss more than 8 hours of training. They must also participate in discussion and role-plays utilizing personal experiences and sharing recovery story.
Recertification/CEU's	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 in areas of mental health recovery, mental health rehabilitative services, and peer support.
Employment	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. 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. Participants are not guaranteed employment or a volunteer position as a result of participating in the training.
Medicaid	Yes



Fees	The cost of training for CPSs will be shared by the trainee and the Department of Human Services.
Competencies	Competencies are currently being revised.
Code of Ethics	<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"> • 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. • CPS will maintain high standards of personal conduct. CPS will also conduct themselves in a manner that fosters their own recovery. • CPS will work towards establishing mutually empowered relationships that serve the persons needs and preferences. • 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. • 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. • 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. • 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. • 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. • 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.



- **CPS will respect the privacy and confidentiality of those they serve.**
- **CPS will advocate for the full integration of individuals into communities of their choice and will promote the inherent value of those individuals to those communities. CPS will be directed by the knowledge that all individuals have the right to live in the least restrictive and least intrusive environment.**
- **CPS will not abuse substances under any circumstance.**
- **CPS will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and consumers they serve.**
- **CPS will not accept gifts of significant value from those they serve.**



Mississippi

Website(s)	http://www.dmh.ms.gov
Mission/Purpose of Program	The mission of the Mississippi Certified Peer Support Specialist Program is to identify, train, certify and provide ongoing support and education to individuals receiving behavioral health services and family members, to provide peer support as part of the Mississippi mental health service system.
Certification or Licensure	Certified Peer Support Specialist (CPSS)
Program Administrator/ Credentialing Agency	Mississippi Department of Mental Health
General Screening	<ul style="list-style-type: none"> • Applicants Complete a CPSS Discovery Guide to help applicants decide if participating in the Peer Support Specialist Training is appropriate at that time. The “assessment” is not submitted to the Department of Mental Health. If, based on the Guide, the participant decides to continue with the process he/she completes the CPSS Application. • Applicants must be a resident of Mississippi. • Applicants must self-identify as current or former recipient of mental health and/or substance services. • Must be currently employed in Mississippi’s “mental health system.” For some applicants, employment may not occur until after successful completion of Peer Support Specialist Professional Training. • The applicant must provide documentation of a minimum of a high school diploma, GED certificate or be at least sixteen (16) years of age and enrolled in a GED program or enrolled in school. • Applicant must demonstrate proficiency in reading and writing.
Exam Criteria	A score of 75% is required for successful completion of the Peer Support Specialist Professional examination. Applicant must provide proof of completion.
Certification Requirements	<ul style="list-style-type: none"> • All applicants must read and abide by the DMH Peer Support Specialist Professional Principles of Ethical and Professional Conduct. It is the applicant’s responsibility to read these principles before signing and submitting the application. • Applicant must, within the last three years (not necessarily consecutively), 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 and/or substance abuse. • 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. • Applicant must submit two Reference Forms. The references must attest to the individual’s ability to perform the role of a Certified Peer Support Specialist Professional. • Successful completion of Certified Peer Support Specialist Professional Training, as prescribed by DMH.
Training Criteria	4-day training funded by the Mississippi Department of Mental Health
Recertification/CEU's	<ul style="list-style-type: none"> • Certification is renewable every four years • CPSS must complete all in-service training required by their employing agency • A minimum of at least 20 hours of educational trainings, seminars, workshops, or post-secondary courses must be completed each recertification period
Employment	Completion of training is not a guarantee of employment. As of May 2014, over



	60 CPSS are employed across the state in a variety of mental health programs including PACT, Mobile Crisis Response Teams, Residential Programs, Psychosocial Rehabilitation Programs, etc.
Medicaid	Yes
Fees	<ul style="list-style-type: none"> • Application Fee: \$30.00 <ul style="list-style-type: none"> ○ This fee is due with the submission of an initial application packet; this is a ONE-TIME fee. • Peer Support Specialist Training fee: As prescribed by DMH <ul style="list-style-type: none"> ○ DMH may prescribe appropriate, non-excessive fees for the web-based training component to cover administrative costs; this fee is subject to change. • Renewal Fee: \$40.00 (subject to change at renewal) <ul style="list-style-type: none"> ○ This fee is due with the submission of the renewal packet; this fee is subject to change at the time of renewal and is reflected in the current renewal notice. • Late Renewal Fee: \$25.00 <ul style="list-style-type: none"> ○ In addition to the renewal fee, this additional fee is assessed when an individual has allowed his/her certification to lapse after the prescribed renewal deadline but wishes to renew during a brief “late renewal” time period. • Certificate Replacement Fee: \$15.00 <ul style="list-style-type: none"> ○ If an individual makes more than one request for a replacement certificate, DMH reserves the right to impose the certificate replacement fee. Refer to Chapter Five for more information. • Reinstatement Fee: \$30.00 <ul style="list-style-type: none"> ○ This fee is assessed when an individual makes a request to reinstate his/her certification. • Mailing Label Fee: \$35.00 <ul style="list-style-type: none"> ○ This fee is due with the request for mailing labels. This fee is applicable per category of professional credentialing. Mailing label requests will be processed within 14 working days of receipt; DMH reserves the right to refuse any request for mailing labels. • Returned Check Fee: \$25.00
Competencies	<p>Utilizing unique recovery experiences, the Certified Peer Support Specialist Professional shall:</p> <ul style="list-style-type: none"> • Teach and model the value of every individual's recovery experience; • Model effective coping techniques and self-help strategies; • Encourage peers to develop independent behavior that is based on choice rather than compliance; and • Establish and maintain a peer relationship rather than a hierarchical relationship. <p>Utilizing direct peer-to-peer interaction and a goal-setting process, the Certified Peer Support Specialist Professional shall:</p> <ul style="list-style-type: none"> • Understand and utilize specific interventions necessary to assist peers in meeting their individualized recovery goals; • 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; • Teach relevant skills needed for self-management of symptoms; • Teach others how to overcome personal fears and anxieties; • Assist peers in articulating their personal goals and objectives for recovery;



	<ul style="list-style-type: none"> • Assist peers in creating their personal recovery plans (e.g., WRAP, Declaration for Mental Health Treatment, crisis plan, etc.); • Assist peers in setting up and sustaining self-help groups; and • Appropriately document activities provided to peers in either their individual records or program records. <p>The Certified Peer Support Specialist Professional 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"> • Reading books, current journals, and other relevant material; • Developing and sharing recovery-oriented material with other Certified Peer Support Specialist Professionals; and • Attending authorized or recognized seminars, workshops, and educational trainings. <p>The Certified Peer Support Specialist Professional shall serve as a recovery agent by:</p> <ul style="list-style-type: none"> • Providing and promoting recovery-based services; • Assisting peers in obtaining services that suit each peer’s individual recovery needs; • Assisting peers in developing empowerment skills through self-advocacy; • Assisting peers in developing problem-solving skills so they can respond to challenges to their recovery; • Sharing his or her unique perspective on recovery from mental illness with non-peer staff; and • Assisting non-peer staff in identifying programs and environments that are conducive to recovery.
<p>Code of Ethics</p>	<p>Applicant shall comply with the Peer Support Specialist Professional Principles of Ethical and Professional Conduct and the Department of Mental Health Operational Standards for Mental Health, Intellectual/Developmental Disabilities, and Substance Abuse Community Service Providers Ethical Conduct.</p> <ul style="list-style-type: none"> • 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. • 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. • 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

Website(s)	http://www.peerspecialist.org/PeerSpecialist1.0/
Mission/Purpose of Program	The Certified Missouri Peer Specialist (CMPS) initiative is a significant component of recovery oriented services in Missouri’s behavioral health system. Peer Support Services are person-centered with a recovery focus. Peer Support Services move the system to focus less on illness and disability and more on wellness. To accomplish this goal, Missouri has provided equal weight to expertise gained through the “lived experience” of recovery as is done with other credentials or knowledge base. Services allow individuals the opportunity to direct their own recovery and advocacy processes. Peer support promotes skills for coping with and managing symptoms while encouraging the use of natural supports and enhancement of community living skills.
Certification or Licensure	Certified Missouri Peer Specialist (CMPS)
Program Administrator/ Credentialing Agency	Missouri Department of Mental Health
General Screening	<ul style="list-style-type: none"> • Must have a job (paid or volunteer) commitment from a mental health agency, consumer operated service program, psychiatric hospital, Veteran’s program or other Department approved agency • Self-identify as a present or former primary consumer of mental health services • Be at least 21 years of age • Have a high school diploma or equivalent • Pass a background check or request an exception to the findings
Exam Criteria	<ul style="list-style-type: none"> • 23-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 within six months of training completion to pass the exam
Certification Requirements	Completion of 5-day basic training program and successfully pass a State of Missouri approved certification examination (70% or above).
Training Criteria	5-day basic training program (Georgia Model without whole health component)
Recertification/CEU's	Annual continuing education required.
Employment	A variety of settings including: administrative agents, affiliate agencies, inpatient psychiatric facilities, consumer operated service programs, Mental Health Courts, supportive housing programs and Veteran’s Administration.
Medicaid	Yes
Fees	There is no cost for the basic training. Currently, transitioning to a \$75 initial certification fee and \$35 renewal fee.
Competencies	<p>An understanding of their job and the skills to do that job</p> <ul style="list-style-type: none"> • Understand the basic structure of the state mental health system and how it works • Understand expected Certified Missouri Peer Specialist job activities and Code of Ethics • Understand the meaning of peer support and the role of Peer Specialists including an understanding of dual relationships • Understand the difference in treatment goals and recovery goals and how to promote recovery goals/personal life goals • Be able to help a consumer articulate, set and accomplish his/her personal life



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

- CMPS will respect the privacy and confidentiality of those they serve.
- CMPS will at all times, respect the rights and dignity of those they serve.
- CMPS will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve.
- 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.
- 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

Montana's Peer Specialist training and certification program is currently in development. Peer Specialist support services are not currently Medicaid billable in Montana.



Nebraska

Website(s)	http://dhhs.ne.gov/behavioral_health/Documents/Nebraska%20Peer%20Support%20Certification%20Study.pdf
Mission/Purpose of Program	*
Certification or Licensure	Peer Support and Wellness Specialist
Program Administrator/ Credentialing Agency	Department of Health and Human Services, Office of Consumer Affairs
General Screening	Lived experience with mental health conditions, addictions, and/or trauma experiences is required. Priority is given to people with employment pending training or who are currently working. Volunteering and community leadership is also valued. Anyone who wants to gain skills is encouraged to apply.
Exam Criteria	After training, oral and written examinations are offered to qualify for certification. The 34-item written test assesses knowledge about the Competencies and the statewide Code of Ethics for Peer Support & Wellness Specialists. The test takes approximately 30 minutes to complete. The exam has a 74% pass rate (approximate). Individuals must also participate in an interview with three reviewers and answer seven oral questions.
Certification Requirements	Individuals who have completed 40 hours of any peer support training are eligible for certification. Certification requires successful completion of the oral and written exam. Trainees receive a certificate of completion for attending the entire training.
Training Criteria	5-day, 40-hour training focused on Nebraska specific training from Focus on Recovery United, Shery Mead Consulting, and Yale University as well as important components from statewide peer leadership.
Recertification/CEU's	Continuing education and ongoing co-supervision are recommended, but not required.
Employment	Training does not guarantee employment in a paid or volunteer position.
Medicaid	No
Fees	The training is always offered without cost to the participant.
Competencies	<p>The Competencies were authored by the creators of the training and evolved from matching to a list of training competencies developed from a focus-group of Nebraskans that resulted in their selection.</p> <ul style="list-style-type: none"> • Skills and Knowledge Supporting Recovery • Skills and Knowledge Regarding Mutuality and Ethics • Skills and Knowledge in Partnering with Organizations/Supervisors • Skills and Knowledge in Effective Advocacy • Skills and Knowledge in Cultural Competency
Code of Ethics	<ul style="list-style-type: none"> • Peer Support Staff respect the dignity and worth of all people. • 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 persona 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 person at risk of exploitation or harm.
- Peer Support Staff will work to keep their environments physically and emotionally safe for others. Peers never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the people that utilize peer support services.
- Peer Support Staff will strive to understand variables 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.

* Indicates no information available in this area



Nevada

Nevada's Peer Specialist training and certification program is currently in development and is expected to be implemented in July 2014. Peer Specialist 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 brief description of the New Hampshire peer support system can be found here: <http://www.dhhs.state.nh.us/dcbcs/bbh/peer.htm>

Peer support services are not Medicaid billable in New Hampshire.



New Jersey

Website(s)	www.certbd.org www.mhanj.org/consumer-connections
Mission/Purpose of Program	Consumer Connections is a nationally recognized program which recruits, trains, and supports consumers of mental health services working to become providers of mental health services.
Certification or Licensure	Certified Recovery Support Practitioner (CRSP) Also available is the Certified Co-occurring Disorders Professional (CCDP), which requires 16 additional hours of education and 1,500 additional hours of work experience.
Program Administrator/ Credentialing Agency	The Certification Board of New Jersey, Inc. www.certbd.org
General Screening	<ul style="list-style-type: none"> • Consumer of mental health or co-occurring services; • New Jersey State resident; • Possess a driver's license with less than 6 points; • Desire to work in the mental health and/or co-occurring field as a peer ; • Able to benefit from a classroom learning environment; • Have belief and practice in personal recovery; and • 2 years sobriety if you have a co-occurring disorder.
Exam Criteria	No exam for NJ State CRSP status; International exam is required for those desiring Inter-state or International reciprocity status. CCDP has no exam requirement.
Certification Requirements	Completion of MHANJ Consumer Connections 156 hour CORE (Consumer Oriented Recovery Education) Training program and additional 18 hour Wellness Recovery Action Plan class. Additional 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. The CCDP requires individuals first obtain the CRSP, as well as satisfy the criteria noted above.
Training Criteria	Each CORE Training series consists of 2 classes per week over a 13-week period for a total of 26 classes. Class days are 6 hours in length, for a total of 156 hours, in addition to the 18 hours of WRAP. Examples of CORE classes include: Basic Helping Skills, Group Facilitation Skills, The Role of Medication in Recovery, The Impact of Co-occurring Disorders on Recovery, Ethical & Legal Issues for the Helping Professional, Documentation Skills, Case & Care Management, Treatment & Recovery Planning.
Recertification/CEU's	24 hours of Peer related course work every two years. Hours must fall within the two-year period between re-certifications.
Employment	The program offers Employer Fairs at the end of each CORE Training series. Employers representing a possible pool of 65 mental health 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. Tracking indicates an employment retention rate of over 90% during 18 month follow ups from the attainment of employment.
Medicaid	*
Fees	Certification and recertification both require \$175 non-refundable review fee. Trainings are provided through funding from the New Jersey Division of Mental Health Services so there is no cost to the participants. However, participants are



	<p>responsible for their own transportation to classes.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • Instill hope that change and recovery are possible • Develop a collaborative relationship with the consumer as part of a treatment team • Help other consumers establish personally meaningful goals toward which to strive • Provide other consumers information about mental illness and treatment options • Help other consumers develop skills for reducing relapses, dealing with stress, and coping with symptoms • Provide information about where to obtain needed resources • Help other consumers develop and enhance natural supports for managing their illness and pursuing goals
<p>Code of Ethics</p>	<p>Principle 1: Non-Discrimination</p> <ul style="list-style-type: none"> • The credential holder shall not discriminate against clients or professionals based on race, religion, age, gender, disability, national ancestry, sexual orientation or economic condition. <p>Principle 2: Responsibility</p> <ul style="list-style-type: none"> • The credential holder shall espouse objectivity and integrity, and maintain the highest standards in the services the member offers. <p>Principle 3: Competency</p> <ul style="list-style-type: none"> • 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. <p>Principle 4: Legal and Moral Standards</p> <ul style="list-style-type: none"> • The credential holder shall uphold the legal and accepted moral codes which pertain to professional conduct. <p>Principle 5: Public Statements</p> <ul style="list-style-type: none"> • The credential holder shall honestly respect the limits of present knowledge in public statements concerning matters addressed by consumer mentor. <p>Principle 6: Publication Credit</p> <ul style="list-style-type: none"> • 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. <p>Principle 7: Client Welfare</p> <ul style="list-style-type: none"> • 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. <p>Principle 8: Confidentiality</p> <ul style="list-style-type: none"> • 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. <p>Principle 9: Client Relationships</p> <ul style="list-style-type: none"> • It is the responsibility of the credential holder to safeguard the integrity of the consumer mentor relationship and to ensure that the client has reasonable access to effective treatment. The credential holder shall provide the client and/or guardian with accurate and complete information regarding the extent of the potential professional relationship. <p>Principle 10: Interprofessional Relationships</p>



	<ul style="list-style-type: none"> • The credential holder shall treat colleagues with respect, courtesy, fairness, and good faith and shall afford the same to other professionals. <p>Principle 11: Remuneration</p> <ul style="list-style-type: none"> • The credential holder shall establish financial arrangements in professional practice and in accord with the professional standards that safeguard the best interests of the client first, and then of the counselor, the agency, and the profession. <p>Principle 12: Societal Obligations</p> <ul style="list-style-type: none"> • The credential holder shall to the best of their ability actively engage the legislative processes, educational institutions, and the general public to change public policy and legislation to make possible opportunities and choice of service for all human beings of any ethnic or social background.
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* Indicates no information available in this area



New Mexico

Website(s)	http://www.bhc.state.nm.us/BHConsumers/OCACertPeerSpecialistTraining.html
Mission/Purpose of Program	The primary purpose of Certification of Peer Support Workers by the State of New Mexico is to allow Certified Peer Support Workers (CPSW) to work within a certified agency under the supervision of an independently licensed behavioral health professional within the agency's Comprehensive Community Support Services (CCSS) or Assertive Community Treatment (ACT) programs, providing Medicaid-covered services.
Certification or Licensure	Certified Peer Support Worker (CPSW)
Program Administrator/ Credentialing Agency	New Mexico Human Services Department, Behavioral Health Services Division, Office of Peer Recovery & Engagement (OPRE)
General Screening	<ul style="list-style-type: none"> • 18 years of age or older; • Self-identify as a current or former recipient of mental health and/or substance use treatment services; • Two years' demonstrated recovery ; • Minimum high school diploma or GED; • No convictions for domestic violence, sexual offenses, or other serious crimes against persons; • Have a valid New Mexico mailing address; and • Be able to manage one's own wellness in stressful situations.
Exam Criteria	The certification examination is provided quarterly. It is a 60-question exam, and a score of at least 75% is required to pass.
Certification Requirements	Completed application, proof of education, Code of Ethics and Statement of Understanding agreement, ability to pass exam, \$120 fee. Upon successful completion of the training, the applicant must successfully complete the certification examination. Upon successful completion of the certification examination the Peer Support Specialist will be mailed a certification document.
Training Criteria	40 hours of classroom time over five days covers topics such as ethics, components of recovery and resiliency, mental health and substance abuse disorders, building communication skills, stress management, and professionalism. The initial qualification process includes a written application and telephone interview.
Recertification/CEU's	Certification is for a period of two years. To maintain certification, 40 hours of continuing education (CE) contact hours during the 2-year certification period are required. Six hours of Ethics and six hours of Cultural Competency must be part of the 40 CEUs.
Employment	Certified Peer Support Workers work in State-approved agencies providing Medicaid-covered services. They also work in peer-run wellness centers, for Federal grant projects such as SBIRT and MHTG, for Medicaid Managed Care Organizations in a variety of positions, and in other venues.
Medicaid	Yes
Fees	There currently is no charge for the training. There is a \$120 exam fee.
Competencies	None at this time
Code of Ethics	<p>The CPSW Code of Ethics encompasses the following Standards and Principles:</p> <p>Competence</p> <ul style="list-style-type: none"> • The Certified Peer Support Worker shall provide competent professional service to all in keeping with the standards of the CPSW training. Competent professional services require:



- Thorough knowledge of peer support work;
- Skills in assisting individuals develop their recovery plan;
- Willingness to maintain current and relevant knowledge through ongoing professional education.
- The Certified Peer Support Worker shall assess personal competence, recognize personal boundaries and limitations and not offer services that exceed his/her skill or training level.
- The Certified Peer Support Worker shall maintain the highest professional standards and:
 - Shall not claim either directly or by implication, professional knowledge, qualifications or affiliations that they do not possess;
 - Shall neither lend his/her name nor participate in any professional or business relationship, which may knowingly misrepresent or mislead the public in any way;
 - Shall not misrepresent his/her certification/credential to the public or make false statements regarding his /her qualifications;
 - Must not misrepresent the work of others;
 - Must not represent one's own work for personal or professional recognition, funding or other gain.

Non-Discrimination

- The Certified Peer Support Worker shall not participate in discrimination on the basis of race, religion, age, gender, national ancestry, sexual orientation, socioeconomic status, marital status, political belief, HIV/AIDS status, or physical/mental disability.
- The Certified Peer Support Worker shall broaden his/her understanding and acceptance of cultural and individual differences, in order to render services and provide information sensitive to those differences.

Confidentiality

- The Certified Peer Support Worker shall possess knowledge of and comply with all applicable state and federal guidelines, statutes, and agency policies regarding confidentiality.

Public Advocacy

- The Certified Peer Support Worker shall advocate for consistent health promotion and awareness messages to the general public.
- The Certified Peer Support Worker shall provide factual, and current information to the individuals they serve.
- The Certified Peer Support Worker shall advocate for public policy that help strengthen the overall health and wellbeing of the community they serve.

Integrity

- The Certified Peer Support Worker shall not misrepresent directly or by implication his/her credential, qualification or affiliations.
- The Certified Peer Support Worker shall not knowingly make any false statement to the licensing/credentialing board or disciplinary authority.
- The CPSW shall not practice under a false name or a name other than the name under which his/her credential is held.
- The Certified Peer Support Worker shall not subordinate service and public trust for personal gain and advantage.
- The Certified Peer Support Worker shall promptly alert a colleague to potentially unethical behavior.
- The Certified Peer Support Worker shall report violations of professional conduct by other Certified Peer Support Workers to the appropriate



	<p>licensing/credentialing authority when there is knowledge that the said professional has violated professional standards.</p> <ul style="list-style-type: none"> • Integrity can accommodate the inadvertent error and honest difference of opinion; it cannot accommodate the deceit or subordination of principle. • The Certified Peer Support Worker should not be associated directly or indirectly with any services or products in a way that is misleading or incorrect. • The Certified Peer Support Worker shall respect the integrity and protect the welfare of the individuals they serve and shall not engage in any action that violates the civil and legal rights of the individuals they serve. <p>Nature of Services</p> <ul style="list-style-type: none"> • Above all, the Certified Peer Support Worker shall DO NO HARM to the individuals they serve; <ul style="list-style-type: none"> ○ The CPSW shall be respectful and non-exploitive. ○ The CPSW shall protect the individuals they serve from harm. ○ The CPSW shall not place an individual in any activity or setting where such participation could cause harm to the individual or to others. • The Certified Peer Support Worker shall comply with all laws, codes, rules and regulations, which apply to professional conduct. • The Certified Peer Support Worker shall report any instance of abuse to appropriate authorities according to state and federal regulations (CFR42). • The Certified Peer Support Worker shall maintain an objective and non-possessive relationship with those he/she services, and shall not exploit them sexually, emotionally, financially, or otherwise.
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* Indicates no information available in this area



New York

New York State Office of Mental Health (OMH) is developing a Peer Specialist Certification process in conjunction with peer leaders. The NYS OMH website can be accessed here: <http://www.omh.ny.gov/index.html>

Information regarding the Academy of Peer Services can be accessed here:

http://www.academyofpeerservices.org/pluginfile.php/3647/mod_resource/content/1/CPS%20Webinar%20May%202014.pdf



North Carolina

Website(s)	http://pss-sowo.unc.edu
Mission/Purpose of Program	The program helps to prepare peer specialists for work in the North Carolina mental health and substance use disorder (MH/SUD) service system.
Certification or Licensure	Peer Support Specialist (PSS)
Program Administrator/ Credentialing Agency	The Division of Mental Health, Developmental Disabilities and Substance Abuse Services along with The University of North Carolina School of Social Work Behavioral Healthcare Resource Program is solely responsible for approving course content as presented by the course owners and trainers. Course owners are responsible to hire and supervise the training processes and their approved trainers. Approved courses are found here: http://pss-sowo.unc.edu/index.php?q=node/267
General Screening	<ul style="list-style-type: none"> • 18 years old; • Current or former consumer of mental health and/or substance abuse services; • Minimum one year current or continuous recovery prior to submitting application for certification; and • High school diploma or GED.
Training Criteria	40-hour state approved PSS core training. 20 additional hours of general training that will help the peer specialist in their roles. Trainings include but are not limited to WRAP, Person Centered Thinking, Personal Assistance in Community Existence (PACE), Crisis Prevention, Veteran supports and interventions, etc.
Exam Criteria	No exam
Certification Requirements	<ul style="list-style-type: none"> • Completed application form • Brief job history and statement of employment goals • Two completed personal reference forms • Certificates verifying training /training log form
Recertification/CEU's	Certified PSSs are required to renew their certification every two years. In order to qualify for recertification, applicants are requested to have obtained 20 hours of training (continuing education and/or in-service) pertaining to skills development and delivery of services and have evidence of continuous or current recovery as demonstrated by having two individuals complete and submit personal reference forms.
Employment	The program does not guarantee the individual's job qualifications or employment skills. PSSs work in state and local mental health and substance abuse programs. Job openings for Certified PSS's can be found at: http://pss.unc.edu/pssjobs
Medicaid	Yes
Fees	Cost of certification is \$15.00. Course/Trainers set the Training costs.
Competencies	Core Concepts established in a January 2007 role delineation study (in process of being updated): <ul style="list-style-type: none"> • Commitment to Personal Recovery (6 defined concepts) • Relationship Building (9 defined concepts) • Peer Support Interaction (13 defined concepts) • Systems Competencies (8 defined concepts)
Code of Ethics	<ul style="list-style-type: none"> • Attention to self-recovery is critical to the performance of duties as a PSS.



When changes in recovery occur, the PSS will take personal responsibility to seek support.

- PSS are honest in their interactions; keeping it simple, keeping it real.
- PSS relationships are mutual learning experiences.
- PSS have a responsibility to help individuals find their own voices and to advocate for the principles of human dignity, self-determination, and empowerment.
- PSS honor commitments made to peers.
- In working 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.
- PSS support people to make their own choices, honoring self-determination. The PSS does not put his/her agenda ahead of the peer's agenda.
- PSS negotiate within the relationship with peers in order to facilitate peer choice and shared power.
- PSS avoid power struggles and favoritism.
- PSS will not exploit, devalue, manipulate, abuse, neglect, or ignore a peer.
- PSS and peers will not loan or borrow anything from each other; especially not money.
- PSS will not establish romantic relationships with peers and will refrain from intimate or sexual activity with peers.
- PSS avoid dual relationships; when they are unavoidable, appropriate boundaries are established within the relationship with the support of the supervisor.
- PSS will not violate a peer's confidentiality except when required by law.
- Accepting or giving gifts, if allowed by the agency, must be clearly related to the peer's recovery process.
- PSS do not take peers to their homes; any exception to this must have written agency approval.
- PSS do not hire peers to work for them if they are currently receiving services from their agency.
- PSS's documentation in the agency record is person-centered and done with the peer whenever possible.
- PSS take responsibility for their own professional development and are proactive about expanding their knowledge and honing their skills with continuing education and training.
- PSS have a responsibility to educate themselves about available community resources and to establish helpful contacts in the community.
- PSS do not make medical diagnoses.



North Dakota

Website(s)	*
Mission/Purpose of Program	The Peer Specialist Certification process provides certification for individuals in the State of North Dakota who provide direct peer-to-peer services to others diagnosed with mental illness. This program is sponsored by the Division of Mental Health and Substance Abuse of the Department of Human Services.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	North Dakota's Division of Mental Health and Substance Abuse of the Department of Human Services
General Screening	<ul style="list-style-type: none"> • Strong verbal, reading and writing skills • High school diploma or GED is not a requirement • 100 hours of employment/internship experience related to the mental health field • Self-identify as an individual with life experience having a mental illness
Exam Criteria	Written examination
Certification Requirements	<ul style="list-style-type: none"> • Complete the DMHSA Certification Training Requirements • 2 personal letters of recommendation for certification • Signed statement agreeing to follow Code of Ethics • Satisfactory completion of the exams/quizzes included in the required training modules • Background check process completed through employing agency
Training Criteria	<p>Completion of 12 online training modules:</p> <ul style="list-style-type: none"> • Recovery is Real • Self-determination Fuels Recovery • The Language of Recovery • Planning that Promotes Recovery • Let's Start Living Large • The Resiliency Factor • Peer Specialists 101: Research, Core Competencies and Ethics • The Five Stages in Recovery and the Role of Peer Specialists • Using your Recovery Story • Effective Supervision of Peer Specialists • Mental Illness: An Illness Like Any Other, Part 1 • Mental Illness: An Illness Like Any Other, Part 2
Recertification/CEU's	<p>10 CEUs annually; each hour of attendance at the Clinical Forum, Consumer Conference, or other training relevant to Mental Health, Recovery or Peer Support will count as 1 CEU</p> <p>To renew certification, the certified individual must submit the completed Continuing Education Unit (CEU) Documentation form to the DMHSA annually, within 30 days following the completion of a 12-month time period beginning with the date of your initial certification or subsequent renewal date. Failure to provide the CEU Documentation may result in immediate termination of certification.</p>
Employment	The Peer Specialist Certification Process is not an offer of employment or job placement by the North Dakota Department of Human Services. The certification in no way guarantees employment. Each person certified as a Peer Specialist is responsible for seeking and obtaining employment in his or her community.



Medicaid	No
Fees	There are no fees associated with the training or certification.
Competencies	<p>The 7th training module addresses the following Core Competencies:</p> <ul style="list-style-type: none"> • Understand the recovery process and how to use your own recovery story to help others • Understanding of, and the ability to establish, healing relationships • An understanding of the importance of taking care of yourself
Code of Ethics	<ul style="list-style-type: none"> • Peer Specialists believe that every individual has strengths and the ability to learn and grow. • Peer Specialists respect the rights and dignity of those they serve. • Peer Specialists openly share their personal recovery stories with colleagues and those they serve. • Peer Specialists seek to role-model recovery. • 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. • 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. • Peer Specialists maintain high standards of personal conduct. • Peer Specialists conduct themselves in a manner that fosters their own recovery, maintaining healthy behaviors. • Peer Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve. • Peer Specialists never engage in sexual/intimate activities with colleagues or those they serve. • Peer Specialists do not accept or give gifts of significant value from those they serve. • Peer Specialists keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues and those they serve. • Peer Specialists meet and comply with all terms, conditions, or limitations of the certification they hold. • Peer Specialists do not perform services outside of their area of training, expertise, competence, or scope of practice. • 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. • Peer Specialists shall request inactive status for medical reasons for so long as is necessary. • Peer Specialists will facilitate appropriate therapeutic closures prior to discontinuing services to a consumer. • 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. • 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



	<p>fail to take timely essential entries into the consumer records and will follow all Federal and State regulations regarding consumer records.</p> <ul style="list-style-type: none"> • 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.
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* Indicates no information available in this area



Ohio

Website(s)	http://www.ohioempowerment.org/default.asp
Mission/Purpose of Program	The Ohio Empowerment Coalition, Inc. is a consumer-operated organization that consists of members statewide who are united to provide a platform for the voice of people with mental illness; to support persons and groups working to transform systems, and to promote wellness, mental health recovery, and resilience.
Certification or Licensure	Certified Peer Supporter
Program Administrator/ Credentialing Agency	Ohio Empowerment Coalition
General Screening	This training is for individuals with lived experience of (and have at least 2 years of continuous recovery from) addiction to alcohol and other drugs, and/or a mental health challenge.
Training Criteria	The training consists of 12 hours of pre-course work and 5 days/40 hours of in-person training. Attendance for all 52 hours of training is mandatory for certification. No opportunities to make-up work are offered.
Exam Criteria	A score of 70% or higher on the Ohio Certified Peer Supporter Examination.
Certification Requirements	Fill out and submit an application. Take the Ohio Certified Peer Supporter Training. Take the Ohio Certified Peer Supporter Examination and receive a score of 70% or higher.
Recertification/CEU's	30 CEUs required every two years. CEUs must be completed before your certificate expires. <ul style="list-style-type: none"> You must keep track of your hours and certificates of attendance. 30 days before your certificate expires, you must fill out a re-certification form and mail/fax/email that along with copies of your CEU verifications.
Employment	<ul style="list-style-type: none"> Crisis Services Community Mental Health Centers Peer Run Programs / Consumer Operated Services In and Outpatient Care Veteran's Hospitals Federally Qualified Health Clinics Supported Living Arrangements Prisons and Forensic Areas CRS-Community Recovery Services Homeless Shelters Community Resource Centers Drop In Centers and Clubhouses CSP-Community Support Program CCS-Comprehensive Community Services ADRC's-Aging and Disability Resource Center Independent Living Centers Family Care
Medicaid	No
Fees	The training costs vary depending on multiple regional factors. Thus far, the trainings have ranged from \$200 to \$500. There is a sliding scale for nonprofits, and every individual (not affiliated with an organization funding their training) is automatically considered for a scholarship - no paperwork necessary.
Competencies	*
Code of Ethics	Ten Principles



	<ul style="list-style-type: none">• Recovery First• Sharing Personal Recovery Story• Service Approach• Confidentiality• Non-Discrimination• Conduct• Recoveree Protections• Conflict of Interest• Scope of Practice• Personal Development
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* Indicates no information available in this area



Oklahoma

Website(s)	http://www.ok.gov/odmhsas/Mental_Health_/Certifications,_Credentialing_and_Training/Recovery_Support_Specialist/ http://ok.gov/odmhsas/Mental_Health_/Certifications,_Billing_Designations_and_Training/Peer_Recovery_Support_Specialist/
Mission/Purpose of Program	<p>The Recovery Support Specialist (RSS) fulfills a unique role in the support and recovery from mental illness and substance abuse disorders. An RSS is a person in recovery from a mental illness and/or substance abuse disorder, who has been trained to work with others on his/her individual road to recovery. This training incorporates the RSS's recovery experience as a means of inspiring hope in those they serve, as well as providing a positive role model to others. An RSS works in collaboration with the people we serve as well as clinical staff in the best interests of the individual's recovery process.</p>
Certification or Licensure	Certified Peer Recovery Support Specialist (CPRSS)
Program Administrator/ Credentialing Agency	Mental Health Recovery Division of the Oklahoma Department of Mental Health and Substance Abuse Services
General Screening	<ul style="list-style-type: none"> • Have demonstrated recovery from a mental illness, substance abuse disorder or both • Be at least 18 years of age • Be willing to self-disclose about their own recovery • Be employed by or volunteer with the state, a behavioral service provider or an advocacy agency contracting with the state to provide behavioral health services, or an agency that is certified by ODMHSAS • Possess good moral character • Not be engaged in any practice or conduct with would be grounds for denying, revoking or suspending a certification • Agree to respect and observe the PRSS Code of Ethics which must be signed and mailed with their Application Inventory Form to ODMHSAS before being assigned to a training • Must complete the application process 6 months after submitting online application
Training Criteria	<p>5 days/40 hours on the following competencies: An understanding of the:</p> <ul style="list-style-type: none"> • Skills to provide recovery support to peers; • Recovery process and how to use their own recovery story to help others; • Ability to establish healthy relationships; and • Importance of and the ability to take care of oneself.
Exam Criteria	<p>Testing occurs on the final day of the training week. Participants must attend all the modules in order to test. The test is pass or retake with passing score of at least 75% and includes a combination of true/false, multiple choice and essay questions. Tutoring and a review are offered for participants retaking the test. It is reasonable to expect there will be some application questions on the exam.</p>
Certification Requirements	<p>Pass an examination within 6 months of application based on standards promulgated by ODMHSAS after completing the training.</p>
Recertification/CEU's	<p>12 hours CEU's annually (3 must be in Ethics); completion of online renewal form. Individual must maintain their own tracking sheets and turn in by the due date each calendar year. List of CEU opportunities: http://www.ok.gov/odmhsas/Mental_Health_/Certifications,_Credentialing_and_Training/Recovery_Support_Specialist/Recovery_Support_Specialist_CEU_Opport</p>



	unities.html
Employment	<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 with mental illness, outpatient substance abuse settings, and specialty court systems. Access to Recovery Grant has been used to fund RSS substance abuse services.</p>
Medicaid	Yes
Fees	The application fee shall not exceed \$50.00. The renewal fee shall not exceed \$25.00. You will be expected to provide your own lunch each day and any lodging that you may require.
Competencies	<p>An understanding of the skills to provide recovery support to their peers.</p> <ul style="list-style-type: none"> • Understand possible RSS job activities (which vary based on where you are employed). • A clear understanding of the RSS Code of Ethics. • Understand the meaning of peer support and the role of Credentialed Recovery Support Specialists including an understanding of dual relationships. • Understand the difference in treatment goals and recovery goals and promote recovery goals and personal life goals. • Be able to facilitate a variety of activities that support and strengthen recovery including starting and maintaining self-help/mutual support groups. • Be able to help problem-solve and help a person learn to self-advocate, the meaning of self-determination, teach others to advocate for the services that they want and to use naturally occurring community supports. • Be able to help a person served articulate, set and accomplish his/her personal life goals. • Be able to assist in the facilitation of recovery plans and plans of action, i.e. WRAP, Psychiatric Advanced Directives <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"> • Understand the recovery process and what is helpful and not helpful. • Understand the role of peer support in the recovery process. • Understand the power of beliefs/values and how they support or work against recovery. • Understand the basic definition and dynamics of empowerment and self-directed recovery. • Be able to articulate what has been helpful and what is not helpful in his/her own recovery in services and interventions. • Be able to use their recovery story as it relates to the peer relationship as well as the needs of the mental health system in the provision of services. <p>An understanding of and the ability to establish healing relationships.</p> <ul style="list-style-type: none"> • Understand the meaning and importance of cultural competency and spirituality in the recovery environment. • Be able to interact thoughtfully and successfully with people of other cultures and belief systems. • Be able to personally cope with conflict and difficult interpersonal relations in the workplace. • Be able to identify ways to help make the environment more recovery oriented



	<p>and comforting to the people served.</p> <p>An understanding of the importance of and the ability to take care of oneself.</p> <ul style="list-style-type: none"> • Understand the dynamics of stress and compassion fatigue • Be able and willing to discuss his/her own tools for taking care of him/herself.
<p>Code of Ethics</p>	<ul style="list-style-type: none"> • 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. • Peer Recovery Support Specialists will maintain high standards of personal conduct. Peer Recovery Support Specialists will also conduct themselves in a manner that fosters his or her own recovery. • Peer Recovery Support Specialists will openly share with the people they serve, consumers and colleagues their recovery stories from mental illness, co-occurring disorders, and substance abuse and will likewise be able to identify and describe the supports that promote his or her recovery. • Peer Recovery Support Specialists will, at all times, respect the rights and dignity of those they serve. • Peer Recovery Support Specialists will never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the individuals they serve. • Peer Recovery Support Specialists will not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state. • Peer Recovery Support Specialists will advocate for those they serve that they may make their own decisions in all matters when dealing with other professionals. • Peer Recovery Support Specialists will respect the privacy and confidentiality of those they serve. • 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. • Peer Recovery Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. • Peer Recovery Support Specialists will never engage in sexual/intimate activities with the consumers they serve. • Peer Recovery Support Specialists will not abuse substances under any circumstance. • Peer Recovery Supports Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues. • Peer Recovery Support Specialists will not accept gifts of significant value from those they serve.



Oregon

<p>Website(s)</p>	<p>http://www.oregon.gov/oha/amh/pages/peer.aspx http://www.oregon.gov/oha/oei/Pages/THW-Certification-Applications.aspx http://www.oregon.gov/oha/amh/pages/peer-training.aspx</p>
<p>Mission/Purpose of Program</p>	<p>The Oregon Health Authority (OHA) and two of its programs (the Office of Equity and Inclusion and the Addictions and Mental Health Division) work collaboratively to approve training programs for Peer Support Specialists (PSSs) and Peer Wellness Specialists (PWSs). 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, Patient 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. 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.</p>
<p>Certification or Licensure</p>	<p>Peer Support Specialist</p> <p>If the peer is providing peer delivered services in an AMH approved program such as a Community Mental Health Program, the peer must have completed an approved PSS 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.”</p>
<p>Program Administrator/ Credentialing Agency</p>	<p>OHA through the Office of Equity and Inclusion with the collaboration of the Addictions and Mental Health Division. If the peer is a person in addiction recovery, including problem gambling, they may choose to be certified by the Addictions Counselor Certification Board of Oregon (ACCBO) but they must still be listed on the State registry. They may do that by completing the application or allowing ACCBO to release the necessary information to OHA/OEI.</p>
<p>General Screening</p>	<p>“Peer Support Specialist” means a person providing peer delivered services to an individual or family member with similar life experience.</p> <p>A peer support specialist must be a:</p> <ul style="list-style-type: none"> • Self-identified person currently or formerly receiving mental health services; or, • 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.) • Self-identified person in recovery from problem gambling; or • Family member of an individual who is a current or former recipient of addictions or mental health services. <p>The person must pass a criminal background check. All THWs must pass the OHA/State Background Check Unit’s (BCUs) investigation. There is one exception and that is peers in recovery from addictions may choose to be certified with ACCBO. ACCBOs background requirements are limited to six major crimes and they use a non-state background check organization.</p>
<p>Training Criteria</p>	<ul style="list-style-type: none"> • The training criteria are established by rule. The training hours for Peer Support Specialist are a minimum of 40 hours. There are 19 specific topic areas required in the PSS training programs. They include recovery, communication, trauma-informed, ethics, cultural considerations and self-care. • The terminology “peer wellness specialist” is defined by peer support specialists



	<p>who seek to expand the role from services focused on behavioral health and addictions recovery to include physical health promotion, and disease prevention and intervention activities for individuals and their families who experience mental health and substance abuse challenges. Peer wellness specialists receive training focused specifically on reducing the levels of co-morbidity and shortened lifespan that are endemic among persons with behavioral health issues, and be active participants on primary care health teams.</p> <ul style="list-style-type: none"> • There are a minimum of 80 hours for Peer Wellness Specialist training programs. There are 33 topic areas for PWS training programs, they include 18 of those for PSSs and others including group facilitation skills, cultivating individual resilience and principles of Motivational Interviewing. • The training programs must be approved by the State, OHA/OEI/AMH. There are currently 16 approved Peer Support Specialist Training Programs and one approved Peer Wellness Specialist Training Programs. • Contact Shawn Clark, Peer Delivered Services Coordinator for the Oregon Health Authority/Addictions and Mental Health Division at Shawn.Clark@state.or.us or 503-945-9720. • Contact April Johnson, Equity Workforce Manager for the Oregon Health Authority/Office of Equity and Inclusion at April.R.Johnson@state.or.us or 971-673-3389 (Desk) 503-621-4043 (Cell).
Exam Criteria	<p>When OHA/OEI/AMH, 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.</p>
Certification Requirements	<ul style="list-style-type: none"> • Be at least 18 years of age • You must not be listed on the Medicaid provider exclusion list • You must identify as a peer under one or more of the following: <ul style="list-style-type: none"> ○ A self-identified person currently or formerly receiving mental health services; or, ○ 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 (two years); or, ○ A self-identified person in recovery from problem gambling; or, ○ A family member of an individual who is a current or former recipient of addictions or mental health services. • Successfully complete the required training offered by an OHA approved training program for Peer Support Specialist • Complete OHA application and send it to the Office of Equity and Inclusion http://www.oregon.gov/oha/oei/Pages/THW-Certification-Applications.aspx • Pass a criminal history background check administered by the OHA background check unit (BCU)
Recertification/CEU's	<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"> • Complete the recertification form with the State/OHA/OEI • Document 20 hours of approved continuing education units • Pass a background check covering the past three years
Employment	*
Medicaid	Yes



<p>Fees</p>	<p>Currently, there is no fee for certification for PSSs or PWSs in Oregon. If, as a peer in recovery from addictions, you choose to be certified by ACCBO, the current fee and recertification fee is \$100.00 (the certification is for two years). The average fee being charged for the 40 hour approved Peer Support Specialist training programs is about \$500.00. Currently, there is only one approved Peer Wellness Specialist training program. The training announcements are on the AMH PDS webpage. http://www.oregon.gov/oha/amh/pd/Pages/approved-training.aspx</p>
<p>Competencies</p>	<p>The competencies are indicated in the requirements for approved training programs. If you want that information, see the THW rule posted on the OHA/AMH Peer Delivered webpage.</p>
<p>Code of Ethics</p>	<p>In the THW rule, there is a list of Standards of Conduct, which guide PSSs and PWSs in Oregon (see below). There are a variety of Peer Codes of Ethics taught by the various approved PSS and PWS training programs. If the individual in recovery from addictions chooses to be certified by ACCBO, they have a code of ethics that can be found at www.acco.com.</p> <p>Standards of Professional Conduct</p> <ul style="list-style-type: none"> • 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. • THWs must: <ul style="list-style-type: none"> ○ Acquire, maintain and improve professional knowledge and competence using scientific, clinical, technical, psychosocial, governmental, cultural and community-based sources of information; ○ Represent all aspects of professional capabilities and services honestly and accurately; ○ 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; ○ 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; ○ 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; ○ Act as an advocate for community members and their needs; ○ Support self-determination and advocate for the needs of community members in a culturally competent, trauma informed manner; ○ 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; ○ Maintain individual confidentiality; and ○ Recognize and protect an individual's rights as described in section (3) of this rule. • Individuals being served have the right to: <ul style="list-style-type: none"> ○ Be treated with dignity and respect;



	<ul style="list-style-type: none">○ Be free from theft, damage, or misuse of personal property;○ Be free from neglect of care, verbal, mental, emotional, physical, and sexual abuse;○ Be free from financial exploitation;○ Be free from physical restraints;○ Voice grievances or complaints regarding services or any other issue without discrimination or reprisal for exercising their rights;○ Be free from discrimination in regard to race, color, national origin, gender, sexual orientation, or religion; and○ Have their information and records confidentially maintained.
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* Indicates no information available in this area



Pennsylvania

Website(s)	http://www.mhrecovery.org/services/peer.php http://www.papeersupportcoalition.org/education/qualifications.html http://www.parecovery.org/services_peer.shtml
Mission/Purpose of Program	<p>The mission of The Institute for Recovery and Community Integration, a program of the Mental Health Association of Southeastern Pennsylvania, is to introduce and advance the principles of mental health recovery, peer support and community integration as the catalyst for transforming individual lives and also local, state, and national mental health systems. The Institute seeks to establish personal empowerment, attitudinal change, skill building, self-determination, self-help, peer support, and community integration as the foundations of mental health treatment that emphasizes hope, affirmation, participation, and productivity for consumers of mental health services in a culturally competent manner.</p>
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	<p>The Institute for Recovery and Community Integration offers the Peer Specialist Certificate Program. Recovery Innovations of Arizona is also an approved vendor of CPS and supervisor training in Pennsylvania. See Arizona for description.</p>
General Screening	<ul style="list-style-type: none"> • Received mental health services for a serious mental health condition • High school diploma or GED • Maintained a job or volunteer position for at least 12 months within the past 3 years OR has earned 24 post-secondary education credits
Training Criteria	10 sessions (8 hours each) with a three tier design: education, skill building and experiential.
Exam Criteria	2 exams: one oral, academically based, and one written or experiential, role-playing exam
Certification Requirements	Upon completion of the training course, participants are awarded a Certificate of Achievement and Completion. To be credentialed, participants must also meet education/employment standards set forth by the program and pass the oral and written exams.
Recertification/CEU's	<p>To keep their Medicaid-funded status current, Certified Peer Specialists must complete 18 CEUs annually, 12 of which must be recovery-based. Continuing education is not required, but is strongly encouraged, for peer specialists not employed by a Medicaid-funded peer support program. The Institute for Recovery and Community Integration offers the WRAP Seminar I and II; environmental readiness training, support and technical assistance for providers; CPS supervisor training; Continuing Education training; and technical assistance to peers and supervisors. IRCI CPS training is approved for 10 credits by the Community College of Philadelphia; and participants who complete the CPS supervisor training qualify to earn 13.5 social worker CEUs.</p> <p>For opportunities for online continuing education, go to http://www.mhrecovery.org and http://www.mhselfhelp.org/roles-of-peer-specialists-webi/</p> <p>Some additional online continuing education trainings for Peer Specialists in Pennsylvania are listed on the following webpages: http://www.papeersupportcoalition.org/education/ceu.html http://www.mhselfhelp.org/roles-of-peer-specialists-webi/</p>



<p>Employment</p>	<p>The Mental Health Association in Pennsylvania (MHAPA) http://www.openmindsopendoors.com/ campaign has launched part of its site devoted to employers and employees of peer services. The Pennsylvania Peer Support Coalition maintains a Job Bank for Certified Peer Specialist job opportunities in the state: http://www.papeersupportcoalition.org/employment/jobs.html</p>
<p>Medicaid</p>	<p>Yes</p>
<p>Fees</p>	<p>A fee is charged for the Certified Peer Specialist training course. For a specific quote, contact the Institute for Recovery and Community Integration. Trainees may pay for the training through the following methods: county administrative offices, behavioral health agencies within counties, the Office of Vocational Rehabilitation; behavioral health managed care organizations; employers, or self-pay.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • Engagement and mutual trust • Communication • Social and cultural factors • Confidentiality • Minimizing stigma/prejudice and discrimination • Goals • Family and natural support system • Coordination of care • Crisis resolution • Rehabilitation
<p>Code of Ethics</p>	<p>The following principles will guide Certified Peer Specialists (CPSs) in their professional roles and relationships.</p> <ul style="list-style-type: none"> • Help individuals I serve satisfy their needs and reach their self-determined goals. • Advocate for those I serve and encourage them to make their own decisions. • 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. • Respect the privacy of individuals I serve and maintain the confidentiality of any information I obtain in my work. • Keep current with emerging knowledge about peer support and recovery and incorporate this into my work. • Never enter into dual relationships or commitments with individuals I serve. • Never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to individuals I serve. • Never engage in sexual or intimate activities with individuals I serve. • 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. • Never abuse substances under any circumstance, at any time. • Never accept gifts of significant value from individuals I serve.



Rhode Island

Rhode Island's Peer Specialist training and certification program is currently in development.



South Carolina

Website(s)	http://www.state.sc.us/dmh/client_affairs/peer_support.htm
Mission/Purpose of Program	The SC Department of Health and Human Services (DHHS) and the Education and Training Advisory Steering Committee for PSS at SCDMH was established to promote the peer support service and develop/clarify implementation and continuing education guidelines for certified peer support specialists.
Certification or Licensure	Certified Peer Support Specialist
Program Administrator/ Credentialing Agency	South Carolina Department of Mental Health
General Screening	<ul style="list-style-type: none"> • A high school degree or GED equivalent • A current or former client of services as defined by the authorizing CMH service provider and meet at least one of the following criteria: <ul style="list-style-type: none"> ○ Have had a serious mental illness or co-occurring (mental illness and addiction) disorder, which meets the federal definition and received treatment for it; or, ○ Self-identify as a current or former client of mental health treatment and/or mental health treatment and addiction treatment; or, ○ Self-identify as having had a serious mental illness or a mental illness and substance use disorder and be in dual recovery. • Being well established in your own recovery and resiliency • Ability to demonstrate recovery expertise • One year of active participation in a local or national mental health client movement, or alcohol/drug addiction movement, which is evidenced by previous volunteer or work experience • Flexible and have good organizational skills • Be self-motivated with the ability to work well independently and in groups • Possess good inter-personal and communication (verbal & written) skills • Exercise good judgment
Training Criteria	<p>All candidates must complete (40 hours) of intensive training and then pass a written competency exam.</p> <ul style="list-style-type: none"> • 4 hours - submit written and documentation of public presentation of candidates recovery story (completed prior to training guidelines on application) • 30 hours of classroom training • 6 hours of self-paced study <p>Written certification exam (certification is required in order to provide and bill the PSS Service at SCDMH)</p> <p>The Certified Peer Support Specialist Training information packet can be accessed here: http://www.state.sc.us/dmh/client_affairs/pss_training_pack.pdf</p> <p>The peer support training calendar can be accessed here: http://www.state.sc.us/dmh/client_affairs/client_home.htm</p>
Exam Criteria	2 competency exams: one oral, one written
Certification Requirements	Must complete training and pass exam. Certification is required in order to provide and bill the PSS service.
Recertification/CEU's	To maintain certification to bill Medicaid at SCDMH and/or at Addiction Treatment Centers the Peer Support must complete the following training



	<p>hour/continuing education requirements for Certified Peer Support Specialists. Twenty hours yearly are required to maintain billing certification. Of those:</p> <ul style="list-style-type: none"> • A minimum of 12 face-to-face hours are required; approved SCDMH and/or SC SHARE training. • The remaining 8 hours can be accomplished through video-conferencing, non-mandatory Pathlore computer training (for SCDMH employees only) and/or approved conference attendance. <p>Complete details on recertification can be found at http://www.state.sc.us/dmh/client_affairs/recertification_procedure.pdf</p>
Employment	<p>Services are provided under the clinical supervision of a qualified mental health professional (MHP) or Designated Clinical Supervisor (DCS).</p> <p>Information regarding Certified Peer Support Specialists jobs can be found here: http://www.state.sc.us/dmh/consumer_resources/peer_support/cpsp.pdf</p>
Medicaid	Yes
Fees	<ul style="list-style-type: none"> • No Cost - There are no costs to SCDMH Mental Health Centers or Facilities for the CPSS Training or materials for candidates they hire. Centers are responsible for travel costs and making travel arrangements. • In-State Rate – Individuals wanting to attend the CPSS Training but who have not been hired by a mental health center or facility and who live in South Carolina may attend the training for \$25.00. The fee covers material costs and is subject to change. • Out-of-State Rate - Individuals wanting to attend the CPSS Training and who do not live in South Carolina may attend the training for \$75.00. The fee covers material costs and is subject to change.
Competencies	*
Code of Ethics	http://www.state.sc.us/dmh/client_affairs/establishing_boundaries.ppt

* Indicates no information available in this area



South Dakota

South Dakota does not currently have a peer specialist program.



Tennessee

Website(s)	http://www.tn.gov/mental/recovery/oca3.shtml http://www.tn.gov/mental/recovery/PeerSupSpecCert/CertificationHandbookApril12.pdf
Mission/Purpose of Program	<p>The Tennessee Department of Mental Health, Office of Consumer Affairs (OCA) operates Tennessee's Certified Peer Specialist Program in conjunction with the Tennessee Certified Peer Specialist (TCPS) Advisory Committee. The program provides State certification for individuals who provide direct peer-to-peer support services to others diagnosed with mental illness or co-occurring disorders.</p>
Certification or Licensure	Tennessee Certified Peer Specialist
Program Administrator/ Credentialing Agency	Tennessee Department of Mental Health and Substance Abuse Services and Office of Consumer Affairs
General Screening	<ul style="list-style-type: none"> • 18 years of age or older; • High school diploma or GED; • Have a primary diagnosis of mental illness or co-occurring disorder (a single diagnosis of substance use disorder does not meet requirements); • Self-identify as a person who has received or is receiving mental health of co-occurring services as part of his or her personal recovery process; and • Have at least 24 consecutive months of recovery from a mental illness, substance abuse, or co-occurring disorder.
Training Criteria	<p>Provide documentation of successful completion of one of four evidence-based or best practice Peer Specialist Training Programs recognized by the Tennessee Certified Peer Specialist program listed below:</p> <ul style="list-style-type: none"> • Recovery Innovations, Inc.'s Peer Employment Training taught by a Certified Facilitator (this course is available in Tennessee at Peninsula); or, • Illness Management and Recovery (IMR) taught by Jennifer Jones plus Introduction to Recovery & WRAP (WRAP I) taught by a certified WRAP trainer; or, • Wellness Recovery Action Plan (WRAP II) Facilitator Training by a certified WRAP Trainer; or, • All three (3) of the following trainings: <ul style="list-style-type: none"> ○ BRIDGES Teacher Training (applicant must have taught at least one complete class annually since receiving certificate of completion), and ○ BRIDGES Support Group Facilitator Training, and ○ Peer Counselor Training Program (this course is available in Tennessee at TMHCA). <p>For information on recognized trainings and/or facilitators, contact the Office of Consumer Affairs toll-free at 1-800-560-5767.</p> <p>Other evidence-based or best practice Peer Specialist Training Programs may be considered if appropriate documentation related to the program's curriculum, requirements and competencies are submitted to the TCPS Advisory Committee.</p>
Exam Criteria	<p>Successfully demonstrate mastery of the core competencies through testing and evaluation as required by one of the evidence-based or best practice Peer Specialist Training Programs recognized by the Office of Consumer Affairs.</p>
Certification Requirements	<ul style="list-style-type: none"> • Completed application • Copy of high school diploma or General Equivalency Degree (GED) (verification upon request) • Certificates of completion from one of the four evidence-based or best practice



	<p>peer specialist training programs recognized by TDMH</p> <ul style="list-style-type: none"> • A minimum of 75 hours of supervised paid or volunteer work providing peer recovery services with individuals who have mental illness, substance abuse, or co-occurring disorders • Signed acknowledgement of the TCPS Scope of Activities • Signed acknowledgement of the TCPS Code of Ethics • Three completed professional reference forms (Applicants should make two copies of the form and ask the three references to return the completed form to you in a sealed envelope)
Recertification/CEU's	<p>Recertification: Each CPS must complete and submit an application for renewal annually, provide documentation of continuing education as approved by TDMHSAS, provide a minimum 25 hours of peer recovery services per year, as evidenced by the supervisor's report in the employment summary or volunteer service summary, have no reports of violation of the TCPS Code of Ethics, and submit any other documents required by the Office of Consumer Affairs and Peer Recovery Services. To obtain a Renewal Application, contact the Office of Consumer Affairs and Peer Recovery Services at 1-800-560-5767 or visit http://www.tn.gov/mental/recovery/oca3.shtml</p> <p>CEU'S: 10 hours of continuing education trainings, seminars, workshops, or college courses. TDMHSAS approved on-line trainings are limited to 5 hours out of the 10 hours required. A minimum of 1 hour of continuing education per year must be in ethics.</p>
Employment	Programs in which Certified Peer Specialist can be utilized include, but are not limited to, peer support centers, crisis stabilization units, case management, psychosocial rehabilitation, and inpatient hospital settings.
Medicaid	Yes
Fees	For information on recognized trainings or facilitators, contact the Office of Consumer Affairs toll-free at 1-800-560-5767.
Competencies	<ul style="list-style-type: none"> • An understanding of the basic skills and knowledge needed to provide direct peer-to-peer support services and the ability to apply basic skills to routine tasks. <ul style="list-style-type: none"> ○ Knowledge of the structure of the State mental health system and how it works ○ A thorough understanding of the TCPS Scope of Activities ○ A thorough understanding of the TCPS Code of Ethics ○ Knowledge of the meaning and role of providing direct peer-to-peer support services as a TCPS ○ The ability to create and facilitate a variety of group activities that support and strengthen recovery ○ The ability to document activities related to delivery of direct peer-to-peer support services ○ The ability to help peers combat negative self-talk, overcome fears, and solve problems ○ The ability to help peers articulate, set, and accomplish goals ○ The ability to teach peers to create their own recovery plans ○ The ability to teach peers to work in mental health or co-occurring disorder professionals in order to obtain the services they want. • An understanding of the recovery and resiliency process and the ability to use one's personal recovery story to help others, including: <ul style="list-style-type: none"> ○ The stages in the recovery process and what is helpful and not helpful at



	<p>each stage</p> <ul style="list-style-type: none"> ○ The role of direct peer-to-peer support at each stage of the recovery process ○ The ability to identify the power of a peer's beliefs and values and how they support or work against recovery ○ The basic philosophy and principles of psychosocial rehabilitation ○ The basic definition and dynamics of recovery ○ The ability to articulate what has been helpful and what has not been helpful in their own personal recovery ○ The ability to discern when and how much of one's personal recovery story to share and with whom <ul style="list-style-type: none"> ● An understanding of healing and collaborative relationships and the ability to establish such relationships with other peers. <ul style="list-style-type: none"> ○ The dynamics of power, conflict, and integrity in the workplace ○ The concept of "seeking out common ground" ○ The ability to ask open-ended questions that relate a person to his or her inner wisdom ○ The ability to deal with conflict and difficult interpersonal relations in the workplace ○ The ability to participate in "healing communication" ○ The ability to interact sensitively and effectively with people of other cultures and beliefs ● An understanding of the importance of taking care of oneself and the ability to do it. <ul style="list-style-type: none"> ○ The dynamics of stress and burnout ○ The role of a personal recovery plan ○ The ability to discuss one's own tools for taking care of oneself ○ The ability to develop and utilize a personal support network related to both recovery and professional activities
Code of Ethics	http://www.tn.gov/mental/recovery/PeerSupSpecCert/CPRS%20Code%20of%20Ethics.pdf



Texas

<p>Website(s)</p>	<p>http://www.viahope.org/peer_certification.asp</p> <p>The Texas Certified Peer Specialist Program Policy and Procedure Manual can be accessed here: http://www.viahope.org/images/uploads/CPS_Policy_and_Procedure_Manual_9-1-2013.pdf</p>
<p>Mission/Purpose of Program</p>	<p>Via Hope Texas Mental Health Resource is a program funded by grants from the Texas Department of State Health Services (DSHS) and the Hogg Foundation for Mental Health. It is a training, technical assistance, and consulting center created as part of Texas' Mental Health Transformation project. Its' mission is to provide education, training, and consultation to empower individuals, families, and youth to develop resilience, achieve recovery, and further mental health system transformation. Via Hope was created to further the transformation goal of making the mental health system more recovery focused and peer-driven. Via Hope is the only statewide training and certification program for Peer Specialists authorized by DSHS, the State's behavioral health agency.</p>
<p>Certification or Licensure</p>	<p>Certified Peer Specialist (CPS)</p>
<p>Program Administrator/ Credentialing Agency</p>	<p>Via Hope, Texas Mental Health Resource</p>
<p>General Screening</p>	<p>Applicants must be:</p> <ul style="list-style-type: none"> • 18 or older with a primary diagnosis of a mental illness or dual diagnosis (rather than just substance abuse) and current or prior use of mental health services, who have a desire to use their experiences to help others with their recovery; • Willing to publicly identify as a person living with a mental illness in order to model the reality of recovery; • High school diploma or GED; and • Be far enough along in his or her recovery to undertake the stress of training for and working as a CPS. <p>Applicants must complete a written application, submit two letters of recommendation, and participate in a telephone interview process in order to assess applicant's interpersonal skills.</p> <p>Enrollment is limited to a class size of 20-25 participants. Applications typically exceed class size, so participants are selected using a scoring system weighted towards current employment status. The highest scores are given to applicants who are currently working in a paid or volunteer peer support position. The next highest scores are given to applicants who have an offer of employment pending successful completion of the certification class. The scoring system also takes into account the length of time an individual has been working and the number of hours worked per week. Applicants who do not have an employment offer or are not looking for work as a peer specialist do not receive points for this section of the application. The scoring system also considers applicants' previous mental health training, leadership, and peer support experience.</p>
<p>Training Criteria</p>	<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</p>



	<p>state.</p> <ul style="list-style-type: none"> • 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. • Training is highly interactive and requires activities that involve working in small groups and role playing. • You will be expected to participate in discussions and role play exercises using elements of your own recovery story. • You need to be comfortable sharing your recovery story with others. You will also be listening to the recovery stories of others. • If you do not live in the location of the training, you will be out of town for six days and nights. • The course is designed to include frequent, short breaks, but is very intensive and requires considerable energy to stay focused and alert.
Exam Criteria	<p>The exam is all multiple choice questions, designed to test 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.</p> <p>Individuals who do not pass the exam the first time may retake the exam the next time it is offered. Individuals who do not pass the exam in two attempts may reapply to take the certification training.</p>
Certification Requirements	<p>Completed application in its entirety; attend and actively participate in 5 ½ 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.</p>
Recertification/CEU's	<p>Certification is valid for 24 months from the date the certification is issued; during that period, the peer specialist is required to acquire a minimum of 20 CEU credits. Via Hope maintains a list of pre-approved training events. The current list may be requested by sending an email to info@viahope.org. Prior approval is not required to obtain credit for events on the pre-approved list. To receive CEU credit for a training event the peer specialist must obtain a certificate of attendance from the event organizers. A Certified Peer Specialist who is interested in participating in a training, conference, or other event that is not on the pre-approved list must submit a Request for Training Approval form a minimum of thirty business days prior to the start of the training. The form can be requested by calling Via Hope at 877-482-8550 or sending an email to info@viahope.org. 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 Disorders (mental health and substance abuse), eCPR, ASIST, Advanced Practices in Peer Support, and Intentional Peer Support.</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>
Employment	<p>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, veterans groups, advocacy organizations, and private mental health provider organizations.</p>
Medicaid	Yes
Fees	The registration fee for the Certification training is equal to approximately one



	<p>half the cost of providing the training (currently \$475). Training is usually conducted in a hotel, and Via Hope provides lodging starting the night before the training (for individuals traveling more than 30 miles), breakfast (provided by the hotel), lunch, breaks, and training materials. Individuals are responsible for arranging and paying for their own transportation to the training site and their own evening meals.</p> <p>For endorsement trainings conducted by Via Hope, the registration fee is equal to 25% of the cost. For both certification and endorsement training, some scholarship assistance is available for individuals that do not have an employer to cover the remaining expenses.</p>
<p>Competencies</p>	<ul style="list-style-type: none"> • An understanding of the job and the skills needed to perform that job <ul style="list-style-type: none"> ○ Understand the basic structure of the state’s mental health system and how it works ○ Understand the Certified Peer Specialist (CPS) job description and Code of Ethics within the state’s mental health system ○ Understand the meaning and role of peer support ○ Understand the difference between treatment goals and recovery goals, and be able to create and facilitate a variety of group activities that support and strengthen recovery ○ Be able to help other consumers to combat negative self-talk, overcome fears and solve problems ○ Be able to help a consumer articulate, set and accomplish his/her goals, including whole health and wellness goals ○ Be able to teach other consumers to advocate for the services that they want ○ Be able to help a consumer create a Person Centered Plan • An understanding of the recovery process and how to use their own recovery story to help others <ul style="list-style-type: none"> ○ Understand the five stages in the recovery process and what is helpful and not helpful at each stage ○ Understand the role of peer support at each stage of the recovery process ○ Understand the power of beliefs/values and how they support or work ○ Understand the basic philosophy and principles of psychosocial rehabilitation ○ Understand the basic definition and dynamics of recovery ○ Be able to articulate what has been helpful and what not helpful in his/her own recovery ○ Be able to identify the beliefs and values a consumer holds that works against his/her own recovery ○ Be able to discern when and how much of their recovery story to share, and with whom • An understanding of, and the ability to establish healing relationships <ul style="list-style-type: none"> ○ Understand the dynamics of power, conflict and integrity in the workplace ○ Understand the concept of ‘seeking out common ground’ ○ Understand the meaning and importance of cultural competency ○ Be able to ask open ended questions that relate a person to his/her inner wisdom ○ Be able to personally deal with conflict and difficult interpersonal relations in the workplace ○ Be able to demonstrate an ability to participate in ‘healing communication’ ○ Be able to interact sensitively and effectively with people of other cultures





Utah

Website(s)	http://hsemployee.utah.gov/dsamh/cps/ http://dsamh.utah.gov/
Mission/Purpose of Program	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.
Certification or Licensure	Certified Peer Support Specialist (CPSS)
Program Administrator/ Credentialing Agency	State of Utah Division of Substance Abuse and Mental Health (DSAMH)
General Screening	<ul style="list-style-type: none"> • 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
Training Criteria	<ul style="list-style-type: none"> • 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.
Exam Criteria	Pass examination with score of at least 70%
Certification Requirements	To become certified, applicants must complete 40 hours of class time, then pass the exam with a score of 70% or better.
Recertification/CEU's	Recertification requires 40 hours of CEU credits every two years (includes 24 hours of general mental health and/or substance use disorder training and 16 hours of Peer Support training); obtainable at various conferences, trainings, and through online resources.
Employment	Certified Peer Specialists are employees of community mental health/substance



	abuse centers and their subcontractors, as well as various at various other entities and programs. CRPS 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 are also subject to all benefits, incentives, protections, and advancements as any other employee in the agency.
Medicaid	Yes
Fees	Fees may vary based on the provider of the training
Competencies	Please refer to the code of ethics.
Code of Ethics	<ul style="list-style-type: none"> • 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. • Peer Support Specialists will maintain high standards of personal conduct. Peer Support Specialists will also conduct themselves in a manner that fosters his or her own recovery. • Peer Support Specialists will 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. • 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. • Peer Support Specialists will, at all times, respect the rights and dignity of those they serve. • 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. • Peer Support 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. • Peer Support Specialists will promote self-direction and decision making for those they serve. • Peer Support Specialists will work within the limits of their experience and training. • Peer Support Specialists will strictly respect the privacy and confidentiality of those they serve. • 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. • 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. • Peer Support Specialists will not enter into dual relationships or commitments that conflict with the interests of those they serve. • Peer Support Specialists will never engage in sexual/intimate activities with those they serve. • Peer Support Specialists will not misuse substances. • Peer Support Specialists will keep current with emerging knowledge relevant to recovery, and openly share this knowledge with their colleagues.



- Peer Support Specialists will not accept gifts of significant value from those they serve.



Vermont

Website(s)	www.wwcvt.org (website is currently under construction)
Mission/Purpose of Program	In 2012, Vermont established the Wellness Workforce Coalition (WWC), a statewide membership-based network of peer-run organizations which supports training and advocacy for Vermont's peer workforce while preserving the autonomy, character, and contributions of each member organization. The WWC works to unite peers across both mental health and addiction recovery. The WWC coordinates many trainings statewide for peer support workers or those interested in becoming peer support workers. In addition, other organizations also coordinate and provide access to trainings around the state.
Certification or Licensure	There is no statewide certification at this time though successful completion of certain trainings can lead to certification in that particular practice. In addition, some peer support workers have earned peer specialist certification in other states.
Program Administrator/ Credentialing Agency	There is no credentialing agency at this time.
General Screening	Requirements for participation in trainings vary.
Training Criteria	Vermont has statewide training plans for specific practices such as WRAP and IPS which result in certification for participants and provide for mentoring and supervision. Vermont is also working with each of these practice providers to design programs that best suit the needs of Vermont's peer support workforce.
Exam Criteria	There is no statewide exam at this time.
Certification Requirements	There is no statewide certification at this time.
Recertification/CEU's	Recertification is available for some trainings and is required in specific practices such as WRAP and IPS.
Employment	Peer support workers are employed in a range of settings, from peer-run programs to local community mental health agencies. Jobs are posted in local print media as well as social media. Vermont pays for most of its peer services through a Global Commitment to Health Medicaid waiver rather than through fee-for-service reimbursement
Medicaid	No
Fees	Many of the trainings offered through the WWC are free to member organizations. Costs for other trainings vary. Scholarships are available to peers and peer volunteers not employed as peer support workers.
Competencies	Member organizations of the Wellness Workforce Coalition and other peer-run programs develop their own list of competencies that reflect the needs and culture of their particular organization or program. In addition, particular trainings often have their own competencies (for example, IPS).
Code of Ethics	There is no single statewide Code of Ethics. Many WWC member organizations and other peer-run programs have adopted a Code of Ethics. Each training offered by the WWC has an ethics component; in addition, specific ethics trainings are offered on a regular basis.



Virginia

Virginia's Peer Specialist certification program is currently in development. Additional information regarding this process can be found here:

<http://www.dbhds.virginia.gov/CreatingOpportunities/12%2020%2013%20Peer%20Specialist%20Certification%20-%20DBHDS%20Creating%20Opportunities%20.pdf>



Washington

Website(s)	http://depts.washington.edu/washinst/Training/Peer%20Certification%20Test_rev.html http://depts.washington.edu/washinst/Training/Peer%20Support%20Training_rev.html
Mission/Purpose of Program	<p>The state of Washington's Peer Support Program contracts currently with Washington Institute for Mental Health Research and Training (WIMHRT) to provide the state-approved 40-hour Certified Peer Counselor Training and the corresponding exam. The peer support program currently contracts for State trainings through a peer-run agency. Regional Support Networks, (large Medicaid Contractors), may also provide or contract for the trainings following State guidelines. The State exam is administered through Washington State University (WSU). Washington is currently undergoing multiple changes to the peer counseling program.</p>
Certification or Licensure	Certified Peer Counselor
Program Administrator/ Credentialing Agency	Division of Behavioral Health and Recovery, Office of Consumer Partnerships
General Screening	<ul style="list-style-type: none"> • Eligible applicants must be self-disclosed consumers of mental health services (including parents or legal guardians of children receiving mental health treatment); • Be 18 or older; • Demonstrate that they are well grounded in their own mental health recovery for at least one year when they apply; • Demonstrate qualities of leadership, including governance, advocacy, creation, implementation or facilitation of peer to peer groups or activities; and • Have a high school diploma or GED. Individuals may apply for exemptions for the education requirement.
Training Criteria	<p>40-hour Peer Support training course offered by WIMHRT</p> <ul style="list-style-type: none"> • Principles of recovery & resilience • Communication skills • Discovering strengths • Sharing your story • Promoting self-advocacy • Goal-setting • Developing natural supports • Working with families • Group facilitation skills • Cultural awareness • Ethics and boundaries • Specific skills for working in a mental health agency setting
Exam Criteria	<p>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)</p> <p>For the oral portion of the test, examinees randomly draw 2 questions and choose one to answer. Examinees are given 5 minutes to think about this question and formulate thoughts, including the opportunity to write some notes. Then examinees present answers to a panel of 3 reviewers.</p>
Certification Requirements	Successful completion of an approved 40-hour Peer Support training course



	offered by a DBHR Contractor or RSN. A general training and a more specialized Youth/Family training are offered.
Recertification/CEU's	Once a person becomes certified in the State of Washington to be a peer counselor there are no further requirements to maintain their peer counselor status.
Employment	Individuals seek their own employment avenues after becoming a peer counselor. There are various networks to advertise peer support positions, as well as the agency advertising. It is important to understand that qualification as a certified peer counselor does not guarantee employment.
Medicaid	Yes
Fees	Tuition, training materials, all meals and lodging at the hotel (double occupancy) are provided at no cost to the participant at several statewide trainings. Each participant is responsible for their own transportation to and from the training site, and an additional room charge if single occupancy is requested. At regional or RSN trainings, only materials are provided.
Competencies	*
Code of Ethics	The State of Washington does not mandate a specific code of ethics.

* Indicates no information available in this area



West Virginia

Website(s)	http://www.dhhr.wv.gov/bhhf/Sections/programs/ConsumerAffairsCommunityOutreach/Pages/default.aspx
Mission/Purpose of Program	<p>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 Bridge Valley). Bridge Valley Community and Technical College now offers a Peer Support Specialist Skill Set Certificate complete with college credit for successful completion.</p> <p>In addition the Office of Consumer Affairs, WV 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.</p>
Certification or Licensure	A tiered, state recognized certification is in development and will be made available in 2014 and will include various entry levels into the tier such as Peer Coach, Peer Support, and Peer Advocate
Program Administrator/ Credentialing Agency	<p>For Certification and Recovery Coach Academy: Office of Consumer Affairs, WV Bureau for Behavioral Health and Health Facilities</p> <p>For Peer Support Specialist Training: Bridge Valley Community and Technical College</p>
General Screening	<ul style="list-style-type: none"> • Must have a high school diploma or its recognized equivalent; • Must have lived experience with behavioral health challenge(s); • Must be involved with a personal support and/or recovery system of own choosing; • Must reside in stable, recovery-oriented housing the last 6 months; • No legal involvement within the last 6 months; and • No intensive behavioral health treatment within the last 6 months.
Training Criteria	Minimum of 40 hours of training in identified peer competencies.
Exam Criteria	Currently being developed
Certification Requirements	Meet all general screening requirements; complete all education requirements including CORE 101 orientation, and pass certification exam.
Recertification/CEU's	30 hours of continuing education required every two years. The 30 hours must include a workshop on ethics specific to peer support.
Employment	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.
Medicaid	No
Fees	Peer Support Specialist Training fees are set by Bridge Valley Community and Technical College. Financial Aid may be available. 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.
Competencies	<ul style="list-style-type: none"> • Knowledge of Evidence Based Programs, Policies, and Practices • Professional Growth and Responsibility • Cultural Awareness and Sensitivity • Crisis Resolution and Referral • Communication Skills



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



Wisconsin

Website(s)	http://www.wicps.org/index.html
Mission/Purpose of Program	In December 2006, work began to develop and implement a Wisconsin Peer Specialist Certification for mental health. The Peer Specialist Advisory Committee was formed by the Wisconsin Recovery Implementation Task Force (RITF) to develop this program which is a Career Ladders Project funded through a Medicare Infrastructure Grant (MIG). From 2006 through 2009 the Committee, along with agency and State partners developed the Peer Specialist Code of Conduct, Domains and Objectives (Test Blueprint), Core Training Competencies, General Job/Position Description, the Certification Application and Guidelines, and the Wisconsin Peer Specialist Certification Exam. The exam went through a rigorous validation before going live January 13, 2010.
Certification or Licensure	Certified Peer Specialist
Program Administrator/ Credentialing Agency	University of Wisconsin - Milwaukee, School of Continuing Education / Alice F. Pauser, CPS, WI Peer Specialist Program Coordinator, 800-362-9877 ext. 224
General Screening	<ul style="list-style-type: none"> • 18 years old; and • A high school graduate or have a GED certificate. "Education waiver request letter" may be submitted if GED/HS diploma is not in place
Training Criteria	<p>There are currently four approved training curricula in Wisconsin. These include:</p> <ul style="list-style-type: none"> • National Association of Peer Specialist (NAPS) • Kansas Consumers as Providers (CAP) • Depression and Bipolar Support Alliance (DBSA) • Recovery Innovations (RI). <p>The Wisconsin Peer Specialist Certification Exam Study Guide may be accessed here: http://www.wicps.org/uploads/1/8/1/4/1814011/wi_ps_certification_exam_study_guide.pdf</p> <p>Applicant may request a training waiver by: providing verifiable, direct human services/peer specialist work experience of a minimum of 6 months full time (1000 hours), paid or volunteer OR 1000 hours part time in the past three years in a direct services peer specialist role, either paid employment or volunteer service.</p>
Exam Criteria	Online, proctored, 3-hour exam comprised of approximately 62 multiple choice questions. The passing score is 85%.
Certification Requirements	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.
Recertification/CEU's	Certification is valid for two years, in this two 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.
Employment	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
Medicaid	Yes
Fees	\$50 Certification Fee; \$50 recertification renewal fee every two years.
Competencies	Pages 8-11: http://www.wicps.org/uploads/1/8/1/4/1814011/wi_ps_certification_exam_study_guide.pdf
Code of Ethics	Pages 13-14: http://www.wicps.org/uploads/1/8/1/4/1814011/wi_ps_certification_exam_study_guide.pdf



Wyoming

Website(s)	http://www.health.wyo.gov/mhsa/recovery/peerspecialist.html
Mission/Purpose of Program	A person who is or has been a recipient of mental health services for severe and persistent mental illness holds the position of a Peer Specialist. Because of their life experience with mental illness and mental health services and demonstration of self-sufficiency, the peer specialists provide expertise that professional training cannot replicate. Peer specialists are fully integrated team members who provide highly individualized services in the community and promote client self-determination and decision-making.
Certification or Licensure	Peer Specialist
Program Administrator/ Credentialing Agency	Wyoming Department of Health Services; Mental Health and Substance Abuse Division
General Screening	Peer Specialists have the following prerequisites: <ul style="list-style-type: none"> • Identify themselves as former or current consumer of mental health or dual • diagnoses services or substance abuse addiction services; • 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); • Be well-grounded in their own recovery; • Hold a high school diploma or equivalence; and • Be 21 years old or older
Training Criteria	Training for certification credit will be within the following seven categories: <ul style="list-style-type: none"> • What a quality peer supports service is and how it promotes recovery. • How to advocate for peer support and recovery in your community. • Tools for self-directed recovery and wellness. • How to start and sustain self-help/mutual support groups. • Supported employment/housing/recovery resources • Self-determination and consumer self-direction. • Topics specific to mental health and substance abuse recovery. Mastery certification is also offered. http://www.health.wyo.gov/mhsa/recovery/CACertandtraining.html
Exam Criteria	No exam
Certification Requirements	New Hire Qualifications: The following qualifications are required to be met within thirty (30) days of employment. <ul style="list-style-type: none"> • Complete a Wellness Recovery Action Plan (WRAP®); <ul style="list-style-type: none"> ○ Provide the BHD with a copy of the certificate of completion for the WRAP • Complete the orientation provided by the Employer including orientation regarding confidentiality and the Employer’s ethics policies; • Obtain a letter of recommendation from the direct supervisor or employing organization’s director; and • Provide the BHD with the Peer Specialist Qualifications Form showing that these requirements have been accomplished.
Recertification/CEU's	Peer Specialists are required to obtain additional training annually. During March of each year, the peer specialist will submit documentation to show that, at a minimum, training has been obtained in these three areas: <ul style="list-style-type: none"> • Peer Specialist Annual Training: Annually, attend the Peer Specialist training



	<p>provided by the BHD with completion of at least six contact hours of training from the Approved Topics List. The Approved Topics List can be accessed here: http://www.health.wyo.gov/mhsa</p> <ul style="list-style-type: none"> • Statewide/Regional Training: Annually, attend one statewide, regional, or national training/conference with at least twelve contact hours and at least six of those contact hours of training from the Approved Topics List. <ul style="list-style-type: none"> ○ Document with a copy of a certificate of attendance and the conference agenda. • Local Training: Annually, attend at least five (5) local trainings with each training including at least one hour of information related to the advancement of proficiencies related to peer specialist services <ul style="list-style-type: none"> ○ Document with an agenda, sign-in sheet, and/or other information showing attendance ○ Demonstrate continued employment as a Peer Specialist ○ Document via a letter from the Employer's director ○ Obtain a letter of recommendation from the direct supervisor or employing organization's director ○ Provide the BHD with the Peer Specialist Qualifications Form showing that these requirements have been accomplished
Employment	Community organizations and agencies, including those which are peer run.
Medicaid	Yes
Fees	The Mental Health and Substance Abuse Services Division shall assess no fee for processing applications for transitional certification, initial certification, recertification, or mastery endorsement.
Competencies	<p>The competency course shall advance the Peer Specialists skills within the following domains:</p> <ul style="list-style-type: none"> • The recovery process and how Peer Specialists and their own recovery stories promote recovery; • The meaning and role of peer support; • Skills for establishing healing relationships and support systems; • The role of the Wellness Recovery Action Plan; and • Self-determination and consumer self-direction.
Code of Ethics	*

* Indicates no information available in this area

