Peer Personnel Preparation Training
Project Update

December 3, 2014
Overview

• Organizational History
• Project Overview
• Outcomes
• Lessons Learned
History of Peer Training and Employment in Contra Costa County

1994: CCMH designed and implemented a recovery-oriented peer support provider training, Office for Family Member Involvement and Consumer Employment (OFFICE)

2008: Training re-named to the Service Provider Individualized Recovery Intensive Training (SPIRIT) program in partnership with Contra Costa Community College.

2010: SPIRIT became an accredited course

Lack of similar preparation for Family Partners in the children/adolescent system of care-- need for more formalized preparation and training for Family Partners who would work in the children & adolescent system of care.
Project Overview

Through the development of a standardized training program for peers, the program aims to promote the retention and advancement of qualified peer and family staff by adequately preparing staff to work in the mental health system.

Project Goals

1) Expand and enhance the existing SPIRIT training program to include training for Family Partners;

2) Provide job placement assistance within the County or in community-based organizations once training is complete; and

3) Support graduates with job retention activities and career development assistance.
Project Staff Composition

- Mental Health Consumer Empowerment Program Coordinator
- Mental Health Family Services Coordinator – Children/Adolescent Programs
- Community Support Worker II – (Adult/Older Adult Employment Placement Specialist)
- Community Support Worker II (Children/Adolescent Employment Placement Specialist)
- Ethnic Services and Training Coordinator
- Health Services Planner/Evaluator
Role of Project Staff

- Outreach and recruit potential program participants - peers, parents and family of individuals in the public mental health system

- Career Coaching

- Job Placement

- Establish training program for Family Partners

- Building Relationships with community agencies for collaboration
Career Coaching and Placement

Project staff provide:

– Resume Assistance

– Career Counseling

– Check In with participants who are interested in transitioning to work and documents follow up with next steps

– Provide support for those working in the field, including CSW & Peer Provider Meeting
Data Tracking

- Database set up to track participants from beginning to end of project involvement
Data Tracking

- Documents degree of engagement, next steps for individual participants
## Outcomes

<table>
<thead>
<tr>
<th>Description</th>
<th># participants</th>
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<tbody>
<tr>
<td>Participants placed in internships</td>
<td>29</td>
</tr>
<tr>
<td>Participants placed in Behavioral Health jobs (paid or volunteer)*</td>
<td>24</td>
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<tr>
<td>2015 SPIRIT Cohort</td>
<td>45</td>
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<tr>
<td>Current Family Partners to be re-trained</td>
<td>13</td>
</tr>
<tr>
<td>SPIRIT Alumni who have engaged in re-training activities, career coaching</td>
<td>8</td>
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<tr>
<td>Total Active Participants in Peer Personnel Program (unique, unduplicated participants)</td>
<td>101</td>
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*Some of the participants who were placed in jobs are also included in the count of individuals who were placed in internships (n=18); these individuals were hired as staff following their internship.*
Outcomes (cont.)

October 2014: Completed screening and selection of candidates for 2015 SPIRIT Cohort, which now includes Family Partners (45 total selected, 6 identified Family Partners)
Notable activities to-date

- Hiring of Community Support Worker with family experience to co-facilitate the SPIRIT course

- Continuing education trainings scheduled once a month for SPIRIT alumni and current family partners

- Release of RFQ for training provider for Family Partners
Lessons Learned

• Project processes that have helped
  – Data Tracking
  – Identifying training needs for peers and family members through surveys at different points of engagement
  – Informational presentations with consumers AND job provider- educational/promotion of program

• Things to consider:
  – Internal County Process for initiating project
  – Integration Emphasis on Employment Opportunities – jobs across Behavioral Health disciplines
  – Need for active engagement with employment providers
Questions
Thank you!

Contact Information for Project Staff

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