

2016 ANNUAL CONFERENCE



MEDIA, MESSAGING AND MENTAL HEALTH

JUNE 8-10, 2016 • HILTON MARK CENTER • ALEXANDRIA, VA

Pre-Conference Day for Affiliates
June 7, 2016

Mental Health America's



center for peer support

2016 MHA National Conference

National Certified Peer Specialist (NCPS)

Presented by: Patrick Hendry VP, PASS, MHA
Clarice Bailey, PhD, MHA SP
Amy Farrington, MA, Dir. FCB

MHA Announces New Certification



In the coming months:

- Training programs will begin preparing individuals to test for the MHA National Certified Peer Specialist credential.
- MHA & FCB will begin accepting applications and conducting testing for the certification.

Partnership

Mental Health America has worked in partnership with the Florida Certification Board to develop and implement a national, accredited certification for whole health peer specialists that will set new standards in the field. This credential has been peer initiated and conceived.



Peer Support & National Certification

- MHA wants to expand the concept of peer support to its fullest capacity while still keeping the intrinsic nature of true peer support.



- The certification is not meant to qualify a peer to work in a clinical position but rather to work in tandem with clinicians or in peer run organizations to provide the highest level of support.

Peer Support & National Certification

- Peer support is an evidence-based practice for the treatment of psychiatric disorders and addictions.
- Evidence shows that peer support lowers the overall cost of behavioral health services by reducing rates of emergency room visits and re-hospitalization, days spent in inpatient services and days incarcerated, and by increasing the use of outpatient services.
- Peer support improves quality of life, increases patient engagement and self-management, and increases whole health.

Peer Support & National Certification

- Peer supporters work in behavioral health in every state, and most states have developed some type of certification to assure a local standard of training and experience for peer services.



- To date no organization or government agency has established a nationally recognized certification even though many states accept peer support training provided by a handful of training organizations around the country.

Peer Support & National Certification

- Peer support is well established in public mental health but has made very little headway in entering into the private sector.
- This is primarily because health insurance companies require a consistent, high standard of training and other prerequisites to meet their needs
- MHA has designed our new certification to meet the needs of the private sector as well as public behavioral health.

Peer Support & National Certification

- MHA foresees peer specialists working in a wide range of environments; peer run programs, inpatient settings, emergency departments, in conjunction with clinical teams, and in support of private practitioners, including primary care physicians.



- In order to accomplish this we feel it is necessary to develop a certification that exceeds the highest standards currently in place in the country.

Opportunities for Affiliates

MHA affiliates will have a number of opportunities to participate in the National Certification program.

- Affiliates are encouraged to participate in contracts to provide peer support in their communities.
 - MHA is actively seeking national partnerships to provide peer support to large health organizations.
 - These arrangements would allow affiliates to contract with the organizations to provide the services of peer supporters employed by the affiliate.
 - MHA will supply affiliates with marketing materials and technical assistance for setting up these services.

Opportunities for Affiliates

Affiliates will have the potential to become training organizations for the certification.

- Affiliates who receive training from our preferred training organizations and subsequent certification will be eligible to participate in “train the trainer” sessions after sufficient experience as working peer specialists.
- Affiliates who become trainers will be promoted on the national MHA Center for Peer Support website.

Opportunities for Affiliates

- MHA will seek scholarship funding for applicants training and certification costs.
- Affiliates will be provided discounts for obtaining certification for their employees.
- Affiliates will receive payment for providing online access to applicants for testing.
- Affiliates will have access to research and data that evaluates the efficacy of peer support.



center for peer support

MHA's new Center for Peer Support has the latest information and promotional materials on peer support, certification, peer-run programs, and training materials and webinars.

Contacts

Mental Health America

www.mentalhealthamerica.net

Center for Peer Support

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Mental Health America National Certified Peer Specialist

June 7, 2016

Agenda/Discussion Topics

- **Mental Health America
National Certified Peer Specialist Credential**

- **Credential Development Process**
 - **Current Status**
 - **Next Steps**

- **Certification Application, Examination, Award and
Maintenance Process Overview**

Mental Health America National Certified Peer Specialist

Mental Health America National Certified Peer Specialist

The Mental Health America National Certified Peer Specialist (MHA-NCPS) credential is designed to recognize peer support specialists who are qualified to work as an effective adjunct to the individual's physical and behavioral health care teams in both public and private whole health practices with the express purpose of using lived experience and learned skills to assist the individual to achieve recovery and activate self-management of their whole-health goals.

Mental Health America National Certified Peer Specialist

- ✓ peer support specialists
- ✓ qualified to work as an effective adjunct
- ✓ the **individual's**
- ✓ physical and behavioral health care teams
- ✓ public and private whole health practices
- ✓ lived experience and learned skills
- ✓ to assist the **individual**
- ✓ achieve recovery and activate self-management
- ✓ **their** whole-health goals

Mental Health America

National Certified Peer Specialist

- An advanced credential designed to build upon and enhance traditional peer specialist training and competencies upheld by current programs and add the competencies necessary to enable peers to work alongside any other healthcare team.
- Purposefully designed to remain true to the fundamental principles and core values of peer support services, while expanding its concept and demonstrating its effectiveness to new markets, particularly the private healthcare industry.

Mental Health America National Certified Peer Specialist

- **Demonstrate their professional competency by meeting a set of defined standards measuring education, work experience, and supervision.**
- **Maintain competency by participating in annual educational events.**
- **Follow ethical and professional standards in the course of carrying out their daily scope of practice.**

Credential Development Process

Florida Certification Board

Core Competency Identification/Job Task Analysis

Role Delineation Study Report & Examination Blueprint

Credential Development Process

- MHA partnered with the Florida Certification Board (FCB) to design, develop and administer the MHA-NCPS credential.
- FCB has over 30 years experience providing these services in Florida as well as in multiple states.
 - New York Certification Association
 - Comprehensive Education Services
- FCB administers peer specialist certification in Florida, New York, and Illinois (exam only)

Credential Development Process

- The FCB:
 - Follows standards established by the National Commission for Certifying Agencies (NCCA) to ensure valid, reliable and legally defensible certification programs and examination instruments.
 - Facilitates the credential development process with guidance and active participation from the governing agency, stakeholder associations and other industry experts to ensure a quality program that meets the specific needs of the profession and the population it serves.

How The FCB Builds A Credential

- **Step 1: Conduct a Role Delineation Study**
- **Step 2: Validate the Scope-of-Service**
- **Step 3: Establish the Examination Blueprint**
- **Step 4: Build Examination Instruments**
- **Step 5: Set Standards**
- **Step 6: Open Program**
- **Step 7: Maintain Program**

Role of Subject Matter Experts

- Professionals in the field guide the content of the credential, by establishing the scope of service, which includes necessary:
 - Knowledge
 - Skills
 - Abilities

Role Delineation Study

- The “backbone” of a credential.
- Identifies the knowledge, skills and abilities of a certified individual.
- FCB facilitates a workshop of subject matter experts to establish a scope of service.
- The result of the RDS is a valid, reliable scope of service and examination blueprint.

Role of Subject Matter Experts

- Establish credential standards and requirements, including:
 - Formal Education
 - Training
 - On-the-job experience
 - Supervision

Role of Subject Matter Experts

- **Establish examination instruments, including:**
 - **Item writing**
 - **Item validation**
 - **Passing score setting**
 - **Review and edit of “problematic” items**

Role of Subject Matter Experts

- Establish credential maintenance requirements, including:
 - Annual CEUs
 - Required in-service training
 - Responding to allegations of ethical misconduct

Certification Process

Application

Examination

Credential Award

Credential Maintenance

Earning Certification: A Three-Phase Process

Submit Application Portfolio



Pass Required Examinations



Maintain Certification

Online Application and Testing

- FCB maintains an online certification application, award and renewal database.
- Hard copy applications are received for persons unable to access or use computers.
- Testing is on-line at FCB established test sites.
- FCB provides cloud-based test registration and administration services, allowing us to establish testing sites virtually anywhere that meets minimum requirements.

Setting & Maintaining High Standards

- Prequalification Standards
- Examination/Testing Standards
- Recertification/Renewal Standards
- Professional Ethical Standards

Prequalification Standards

All candidates must provide verifiable documentation of education, training and experience in the following areas:

- **Formal Education, Diploma or Degree(s)**
- **Previous Related Work Experience**
- **Content-specific Education or Training***
- **Clinical/On-the-Job Supervision**

**does not result in a formal diploma or degree*

Prequalification Standards

The Application Portfolio also includes:

- **Supervisor's Evaluation/Recommendation for Certification**
- **Colleague Evaluation(s)**
- **Statement of Criminal Background**
- **Signed Assurance and Release**
- **Signed Code of Ethics Acknowledgement**

Examination/Testing Standards

- Candidates may not sit for any FCB examination until the Application Portfolio is approved.
- Certification is awarded upon earning a passing score on the specified examination(s).
- Candidates may take the examination as many times as necessary to earn a passing score.

Recertification/Renewal Standards

- Certified individuals maintain certification through earning a minimum number of Continuing Education Units (CEUs) each year.
- FCB audits a random sample of the certified population during each annual renewal period.
- Individuals who do not renew become inactive and have up to three (3) years to reinstate certification.

Professional and Ethical Standards

- All certified individuals must adhere to the FCB Code of Ethics.
- FCB formally investigates all allegations of ethical misconduct and conducts a full hearing when allegations are founded.
- Sanctions range from financial penalties, to suspension, to decertification.
- Individuals found in violation of ethical standards are published in FCB's newsletter, Briefings.
- Employers can monitor a certified individual's status (in real time) from the FCB webpage.

Questions?

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Mental Health Association of Southeastern Pennsylvania

*Institute for Recovery and
Community Integration
2016*

Our History

- We've been around since 1951
- Legacy is as an **Advocacy** and **Activist** organization
- The Institute for Recovery and Community Integration was established in 2006
- Over 4,000 individuals have been trained as Certified Peer Specialists in Pennsylvania



Pennsylvania's Process

- Two vendors are authorized by the State Office of Mental Health and Substance Abuse Services to certify Peer Specialists
- Medicaid waiver to reimburse for peer support services since 2010
- Certified Peer Specialists and Certified Peer Specialist Supervisors fall under State regulation

CPS Course =10 days; 75 hours includes...

- Recovery Values and Principles
- Copeland's Wellness Recovery Action Plan (WRAP)
- Trauma Informed Practice
- Motivational Interviewing/Stages of Change
- Storytelling
- Ethics and Boundaries
- Workplace Practices





CPS Supervisor Course

- Introduces Kadushin's (1976) **Three Functions of Supervision**
- Builds on Daniels, et.al. (2015) **Pillars of Peer Support Services and CPS Supervision**
- Is Trauma Informed and includes Anda and Felitti (1998) adverse **Childhood Experiences Study**
- Carries **12.5 hours of NASW** continuing education credits
- Incorporates critical thinking, reflective supervision, and team development models

Crosswalked MHA and MHASP

And found –



Contact Information

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