Welcome to the 15th in a series of webinars for peer supporters.

This webinar series is presented by members of the International Association of Peer Supporters (iNAPS) with generous assistance from Optum, without whom this series would not be possible.

iNAPS is solely responsible for the content of the webinars.
The webinar will begin at noon, Eastern.

Thank you for your participation!

Audio

When signing into the webinar website, please be certain you enter a telephone number (without an extension) for call back. The audio portion of the webinar will be on your telephone.
Moderator:

Peter Ashenden
Director of Consumer Affairs
OptumHealth Behavioral Solutions

Contact Information
T +1 708-749-7396
F +1 877-309-8548
Peter.ashenden@optum.com
www.optum.com

Telephones will be muted

You may submit questions during the webinar using the chat function.
These webinars may be recorded and made available on our website for future viewing. By joining the webinar you agree that your name, if you choose to provide it, and any interactions you have in the chat or during the Q&A session of the webinar may be included in the recording. Thank you for your participation!

Emerging Roles in Peer Support:
Supporting Employment & Educational Recovery
EMPLOY: verb

From Old French, 15th Century: “Enfold, involve, be connected with; involve in a particular purpose...”

POLL: Which of the following are benefits of work?

• A) Money and prestige
• B) Purpose and Meaning
• C) Social Connections & Identity
• D) Health & Longevity
• E) All of the Above
The Employment Dilemma

Unemployment Rate

75%
50%

Everyone

People With Disabilities >70%

Unemployment Rate

75%
50%
The Employment Dilemma

- People diagnosed with bipolar and mood disorders: >87%
- People diagnosed with Schizophrenia: >94%

Unemployment Rate

- Everyone:
  - People with Disabilities: >80%
  - Unemployment Rate: 75%
People Who Say They Want to Work

70%

Return to Work Studies

25% 50% 75%
Return to Work Studies

% Who Remained in “Working Poor” Status

25% 50% 75%

EIDP 69%

% Who Remained in “Working Poor” Status

25% 50% 75%
Return to Work Studies

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% Who Remained in “Working Poor” Status
Employment Models

- **Sheltered Work/Transitional Work** – Segregated (with others w/diagnoses)
  - TEPs (Clubhouse)
  - Mobile Units (Clubhouse)
  - Enclaves
  - Piece work
  - Make work

- **Vocational Rehabilitation** – Resources to get entry level into job of choice (if “realistic”)
  - Assessment & Evaluation of skills & preferences
  - Creation of vocational plan
  - Funding needed for entry level, including education
**Employment Models**

- **Sheltered Work/Transitional Work** – Segregated (with others w/diagnoses)

- **Vocational Rehabilitation** – Resources to get entry level into job of choice (if “realistic”)

- **Supported Employment** – Support people be successful by creating on and off the job supports. (Originally from DD world.)

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**Supported Employment Job Formula**

- Skills
- Likes
- Open Jobs

**Job to Apply For**
(and keep forever)
5Fs

Food

5Fs
5Fs

Food
Filth

Food
Flowers
Filth
Food  5Fs  Flowers
Folding  Filth

Food  5Fs  Flowers
Folding  Filing  Filth
Poll: Sammy worked with an employment specialist and there are three jobs he can apply for right now. McDonalds has an opening, BestBuy needs a stock person and his local school is looking for a janitor.

Poll (cont.): As Sammy’s peer specialist, you:

A. Celebrate these awesome opportunities with him.
B. Empathize with him about how his life has shut so many doors to him
C. Support him to seek other alternatives
D. Suggest that he’d do better staying on his Social Security benefits.
Poll: Peer support workers can:

A. Share their vocational recovery experience with a person to inspire hope and possibility
B. Become an employment specialist
C. Become an employment specialist assistant
D. “Be with” and accompany someone as they explore directions and possibilities.
E. A & D
F. B & C
Roles

Peer worker trained as Employment Specialist

Peer worker bringing Peer Support @ Employment Recovery

Roles

Peer worker trained as Employment Specialist

Peer worker bringing Peer Support @ Employment Recovery
The greatest barrier to employment recovery is:

A. Benefits (e.g. Social Security)
B. Beliefs
C. Stress of work
D. Symptoms of mental illness
Beliefs:

• I believe I can’t work because I’ll lose my benefits (needs knowledge)

• I believe I can’t work because I’m too sick (needs some knowledge &/or experience)

• I believe I can’t work because it will be too stressful (needs some role models)

Peer Support
Current Landscape

- Peer support – groups, benefits, job search in ‘drop-in’ like setting. CSPNJ
- Peer support for getting job goals (Oregon peer employment network)
- Peer support added to IPS team (Employment Peer Mentors), NC
- Vocational peer support added to other duties of CPS in traditional services (B.U.)
- Medicaid funded employment peer support (PA)

Peer Employment Services (PES) CSP-NJ

- Peer support groups in Community Wellness Centers dealing with work and educational goals
- Formatted in a 12-step format – sharing experience, strength and hope
- Peer support offered for resumes, job searches and benefits.
Project OPEN: Oregon Peer Employment Network

- 6-Day training course for peer workers (Employment Peer Mentors) – how to support job and career development
- Peer support for job and career development in peer run organization.
- Online resources from A – Z.
- Link to “Money Basics” – financial self-sufficiency resources

Employment Peer Mentor (NC)

- 5 day + Online training for employment peer mentors to support job and career development
- EPM as an added position on the IPS supported employment teams.
- Grounded in the Choose-Get-Keep model of supported employment.
Vocational Peer Support
(Boston University)

- Train Certified Peer Specialists in job and career development using psychiatric rehabilitation
- Uses peer-oriented choose-get-keep approach
- Supplements CPS skills to be used in their work (not separate dedicated role).

CPS & Employment Support under Medicaid (PA)

- Two day training for CPSs.
- Use employment skills in the context of CPS work
- Funded under state Medicaid.
Links

- [http://www.peeremployment.com/resources/](http://www.peeremployment.com/resources/) (Project OPEN)
- [http://cpr.bu.edu/resources/newsletter/vocational-peer-support](http://cpr.bu.edu/resources/newsletter/vocational-peer-support) (Boston University)

Function v. Role

Integrate employment skills w/general CPS work
(VPS, BU; PA)

Take on a new role that uses employment & CPS skills
(EPM, NC; OPEN; CSP-NJ)
Location of Services

- Offered within Peer Operated Services (Project OPEN; CSP-NJ)
- Offered within Mental Health System (VPS; EPM, NC; PA)

Commonalities

- Concrete support – resumes, preparing for interviews, job searching, benefits, etc.
- Emotional support – changing beliefs about working, sharing wellness skills for work, etc.
- Recovery support – focusing on vocational recovery, career and future orientation.
Example

Choose

Get

Keep

“Feeling” Ready

Motivational Foundations (VPS)
Supporting People to Answer Questions...

- Do I feel a need to make a life change? (Work/School)
- Do I want to make a life change?
- Do I believe I can do it?
- Do I believe it will be worth it?
- Do I have the info I need to make a decision?

• Supporting Exploration
• Inspiring Hope
• Supporting Testing of Beliefs
• Supporting Exploration of Values
• Supporting Exposure to Recovery
Support Dream Centered Planning

* Support Exploration of Hopes & Dreams
  • Support investigations
  • Support evaluation of options
  • Support decision making
Overcoming FEARS, DOUBTS, UNCERTAINTIES

GET
• **Supporting people to:**
  – Determine a “best match” between choice and options
  – Create a search plan/getting plan
  – Complete applications, practice interviews etc.
  – Combat negative self-talk
  – Consider Social Security Work Incentives
  – Evaluate Accommodation Needs
Support:
* Ongoing evaluation of needed skills and/or supports
* Resolving conflict
* Accommodation negotiation
* Self-care & ongoing wellness
* Overcoming fears & doubts
* Dignity of risk and “normal” backlash with forward movement
* Ongoing Social Security Work Incentive issues, etc.

Joe Marrone:

*If you think work is stressful, try unemployment, social isolation and poverty*
Curriculum/Articles/Resources

- New York Makes Work Pay Project
- Mental Health America/Oregon - Project OPEN: Oregon Peer Employment Network
- BestBet Training, [www.bestbet](http://www.bestbet)

Questions and Discussion

lynlegere@gmail.com
A short quiz on this webinar is now available on the International Association of Peer Supporters website: www.inaops.org

If you complete the quiz, a certificate will be mailed to you (U.S. Postal Mail) within 3-4 weeks.

Our thanks to Peter Ashenden and Optum for their ongoing support of this webinar series and their dedication to quality in the practice of peer support.
On behalf of the International Association of Peer Supporters (iNAPS) and Optum

Thank you!