



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

frmMainTracking | tblMainParticipantInformation | tblMainParticipantInformation

Participant Information

First Name	<input type="text"/>
Last Name	<input type="text"/>
Phone	<input type="text"/>
Phone 2	<input type="text"/>
Email	<input type="text"/>
Address	<input type="text"/>
City	<input type="text"/>
Zip	<input type="text"/>
County of Residence	<input type="text"/>
<input type="checkbox"/> Speaks Another Language?	
Which Language	<input type="text"/>
Participant Identifies With (Check all that apply)	<input type="text"/>
Which SPIRIT Class	<input type="text"/>

- From Underserved Community? (This would be clients of any age who have been diagnosed with a serious MI, but are not provided the necessary or appropriate opportunities to support their recovery, wellness and/or resilience.)
- Currently Working/Volunteering in BH?
if Yes, where?
- Interested in working in Behavioral Health?
If Yes, Where/What Focus?
- Currently Enrolled in School?
- Interested in Attending Training and Job Prep?
- In the last 3 yrs, have you received any BH services?
If yes, where
Date of last visit
- Willing to work far from home
- Able to use Public Transportation?

Activity Tracking

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Data Tracking

- Documents degree of engagement, next steps for individual participants

Clipboard Sort & Filter Records Find Text Form

FrmMainTracking tblMainParticipantInformation tblMainParticipantInformation

Work Readiness Profile

Did you help with reviewing their resume?

How would you rate level of work based on resume/past experience

Minimum Qualifications (check all that apply)

Which Training Did Participant Do? (Check all that apply)

Expected Date of Completion (leave blank if its continuous)

Is this position originally listed in the Grant or is it new?

County where placement took place

Where was the participant placed for employment?

Site Supervisor Name

Supervisor Phone

Supervisor Email

Was participant well prepared for the field placement?

Was participant offered additional training or support?

Details

Did participant remain employed for at least 1 month after plcmt

If particiapant left position, please note details:

Outcomes

Graduation Date (If they did SPIRIT or FP Intensive- Otherwise leave blank)

Employment Date

Employer

Position Title

Did the Training Program prepare them for working in position?

Training Programs Strength

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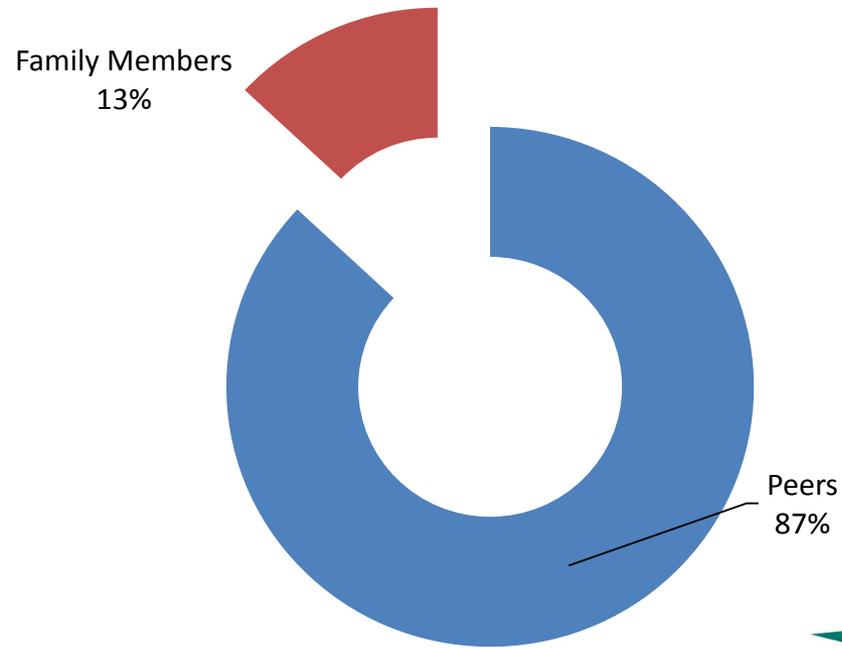
Outcomes

	# participants
Participants placed in internships	29
Participants placed in Behavioral Health jobs (paid or volunteer)*	24
2015 SPIRIT Cohort	45
Current Family Partners to be re-trained	13
SPIRIT Alumni who have engaged in re-training activities, career coaching	8
Total Active Participants in Peer Personnel Program (unique, unduplicated participants)	101

**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!

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