The Substance Abuse and Mental Health Services Administration (SAMHSA) GAINS Cer	nter for Behavioral

GAINS Center representatives and members of the SME panel that participated in the RDS workshop reviewed existing state and national peer support training programs and competency models to establish a baseline. The team agreed that this project should start with the assumption that the Peer Specialist has training and experience related to nationally recognized core competencies, ethical and practice guidelines for peer support specialists. Instead of re-articulating these assumptions, the team focused on the additional competencies and knowledge-skill-abilities necessary to provide peer support to individuals who are seeking to achieve recovery and live a wellness oriented lifestyle in a manner that mental health and/or substance use <u>and</u> criminal justice system

involvement challenges.

The team also referenced the Sequential Intercept Model (SM) as a means to identify the different intercepts within the criminal justice system where peer sup



The tasks in this domain are related to the Peer Specialist responsibility to demonstrate that there is hope, and that recovery and wellness are possible, through sharing of lived experience. The Peer Specialist may assist and empower the individual to find ways to identify what they need and want to achieve and to use modeling skills to help the individual receiving peer support services to develop the skills necessary to achieve their full potential.

- 1. Understand and identify examples of criminal thinking patterns and behaviors.
- 2. Demonstrate and relay proactive/prosocial problem solving methods to reframe thinking and behavioral processes.
- 3. Assist the individual to identify transferable skill sets and recast abilities in positive ways.
- 4. Demonstrate how to use conflict resolution, crisis intervention and de-escalation techniques.

	e tasks in this domain are related to the Peer Specialist Illness supports in a criminal justice setting.	recovery and
1.	Understand the relationship between charges/conviction, criminal justice setting access available	s, and barriers to

The tasks in this domain are related to the					

the sup sys	e tasks in this domain are related to the knowledge the Peer Specialist needs in order to understand eir role in a range of criminal justice settings, while maintaining the values and expectations of peer oport. While the Peer Specialist is not expected to have experienced all aspects of the criminal justice tem, the Peer Specialist will benefit from having specific knowledge about the overall criminal justice tem.
1.	Synstemstensic Closs In (stranjestel basic sof ft De1c 2 chian lab jousti(ase) system? superior s 1 n Operation to 1 operatio
2.	Understand and explain the system/structure of local, county, state, federal, military and tribal

The tasks in this domain are related to the foundational principles and values of trauma informed care and the translation of these skills in the criminal justice setting. Trauma is so central to the experience of criminal justice involvement that Peer Specialists should have a solid understanding of the additional adverse impact of the inherit trauma of criminal justice involvement and the ability to integrated trauma-informed approaches into their delivery of peer support services.

- 1. Understand the prevalence of trauma, especially for people with mental health or substance use challenges who are also involved in criminal justice.
- 2. Understand the internal and external stressors that lead to trauma.
- 3. Understand and explain the impact of trauma on an individual.
- 4. Understand and explain how the criminal justice system can traumatize/re-traumatize persons (system-induced trauma).
- 5. Understand and explain the principles of trauma informed care.
- 6. Understand how to recognize and translate the purpose/meaning of behaviors through a trauma-informed lens.
- 7. Understand and demonstrate strategies to ensure the use of a trauma-informed approach to peer support services.
- 8. Understand the prevalence and explain the impact of secondary trauma to children, family members



The workgroup members agreed that the nationally accepted ethical values and practice guidelines for peer support services must be included and/or embedded in criminal justice endorsement, which are:

Foundational Principles and Values

- Recovery-Oriented: Peer workers hold out hope to those they serve, partnering with them to
 envision and achieve a meaningful and purposeful life. Peer workers help those they serve identify
 and build on strengths and empower them to choose for themselves, recognizing that there are
 multiple pathways to recovery.
- 2. Person-Centered: Peer recovery support services are always directed by the person participating in

These competencies provide guidance on how peer workers interact verbally and in writing with colleagues and others. These competencies suggest language and processes used to communicate and reflect the value of respect.

- 1. Uses respectful, person-centered, recovery-oriented language in written and verbal interactions with
- 2. peers, family members, community members, and others
- 3. Uses active listening skills
- 4. Clarifies their understanding of information when in doubt of the meaning
- 5. Conveys their point of view when working with colleagues
- 6. Documents information as required by program policies and procedures

7.

Category X: Supports collaboration and teamwork

These competencies provide direction on how peer workers can develop and maintain effective relationships with colleagues and others to enhance the peer support provided. These competencies involve not only interpersonal skills but also organizational skills.

- 1. Works together with other colleagues to enhance the provision of services and supports
- Assertively engages providers from mental health services, addiction services, and physical medicine to meet the needs of peers
- 3. Coordinates efforts with health care providers to enhance the health and wellness of peers
- 4. Coordin
- 5. Partners with community members and organizations to strengthen opportunities for peers
- 6. Strives to resolve conflicts in relationships with peers and others in their support network

Category XI: Promotes leadership and advocacy

These competencies describe actions that peer workers use to provide leadership within behavioral health programs to advance a recovery-oriented mission of the services. They also guide peer workers on how to advocate for the legal and human rights of other peers.

- 1.
- are
- 2. respected
- Advocates for the needs and desires of peers in treatment team meetings, community services, living
- 4. situations, and with family
- 5. Uses knowledge of legal resources and advocacy organization to build an advocacy plan
- 6. Participates in efforts to eliminate prejudice and discrimination of people who have behavioral
- 7. health conditions and their families
- 8. Educates colleagues about the process of recovery and the use of recovery support services
- 9. Actively participates in efforts to improve the organization
- 10. Maintains a positive reputation in peer/professional communities

DRAFT Core Competencies for the Provision of Peer Support in Criminal Justice Settings



Domain 1: Advocacy

- 1. Relate to the individual as an advocate.
- 2. Advocate within systems to promote person-centered recovery/wellness support services.
- 3. Describe the individual's rights and responsibilities.
- 5. Explain importance of self-advocacy as a component of recovery/wellness.
- 6. Recognize and use person-centered language.
- 7. Practice effective communication skills.
- 8. Differentiate between the types and levels of advocacy.
- 9. Collaborate with individual to identify, link, and coordinate choices with resources.
- 10. Advocate

Domain 3: Mentoring and Education

- 1. Serve as a role model for an individual.
- 2. Recognize the importance of self-care.
- 3. Establish and maintain a peer relationship rather than a hierarchm0 sf(o)-r2(r)1lon Ban