

Partnerships for Recovery and Resilience

Resilience and Crestwood Behavioral Health
Create Opportunities for Peer Training and
Employment through OSHPD Grant

Lori Ashcraft, Ph.D., ITE
Resilience, Inc.
www.resilience4u.us



Peer Personnel Training

- A blended learning campus.
- A creative, innovative and engaging platform for learning – perhaps unlike what people have experienced in the past.
- A competency based learning experience employing a variety of adult learning principles, ensuring participants a meaningful and enjoyable learning opportunity.



Partnerships between Crestwood and Resilience Inc creates peer personnel employment opportunities

- This partnership makes recovery and peer training available to Crestwood facilities throughout the state of California.
- The partnership allows Crestwood to actualize their commitment to increase the number of peer employees in all of their facilities behavioral health facilities
- Through this partnership, Resilience Inc. is able to provide cutting edge competency based recovery and peer training that has proven outcomes for system transformation.



Goals of the partnership

- The goals of this partnership are to
 - Recruit
 - Train
 - Place
 - Support
- Individuals who are seeking employment as peer personnel or are currently employed and looking to advance or enhance their peer role.



Where did the peer personnel concept originate?

- The Peer Personnel Program is offered through a grant from OSHPD – California Office of Statewide Health Planning and Development.
- Resilience is one of seven organizations that received a grant award.



Who are “Peer Personnel?”

- OSHPD’s definition of peer personnel is someone that has
 - a lived experience – either having received mental health services,
 - or as a family member or caregiver – who is placed in a peer role – where they can use their lived experience to help others - within the public mental health system.



What is unique about the OSHPD grant?

- One of the key aspects of this project is:
- this is not just a training program – it's so much more.
 - Recruitment
 - Orientation
 - 62 hours of Training
 - application
 - Job coaching
 - Job placement



Two paths: Crestwood is learning path #2

- Learning Path 2 includes:
 - For individuals that have already completed a Peer Learning Program or are currently employed and are seeking to enhance their peer support skills and outcomes or transfer into a peer position.
 - Peer Practices – an 18 Hour Course
 - Required courses of:
 - Crisis Response
 - Triage
 - Suicide Prevention
 - Targeted Case Management
 - Electives. Three courses totaling 16 hours.



Unique application of learning

- Field Work opportunity.
 - Participants engage in a unique field work experience that is guided by what happens in the classroom and integrated into their current work or volunteer schedule. Participants in the program keep a Field Work Journal of their experiences that is reviewed with their immediate supervisor.



Even placement is included

- Placement
 - Grant includes supporting people who are seeking employment in a peer role or supporting people who are an existing employee to advance or enhance their peer role.



Also included is.....

Career Counseling – Helps support people to either become employed in a peer role or to support an individual that is already employed to enhance or advance in their peer career.



Job coaching

- Ongoing Support.
 - Once participants in the program complete the training and field work phase of the program, we provide up to six months of ongoing support to help them be on their way to be successful in their Individualized Career Plan goals.
 - This includes one on one support, as well as the ability to participate in an online group support forum.



