CIMH Webinar Series
Wellness Centers and Peer-Driven Programs

Session # 3- Employees with Lived Experience within County Systems
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Meet a Peer Specialist
Roslynn Santos
Milestones Wellness Center

The Path
◆ Consumer
◆ Participant
◆ Volunteer
◆ Contract peer specialist
◆ Permanent peer specialist
What I Bring to the Job

◆ Confidence to grow and change
◆ Life experiences
◆ Empathy
◆ Able to develop rapport with participants

Biggest Obstacles

◆ Some continued self doubt
◆ Fear of self destruction
◆ Not always as confident as I would like!
◆ Concern about loosing entitlements with more work (especially for child)

Biggest Supports

◆ My peer and professional colleagues who believe in me
◆ Ongoing supportive meetings for learning and problem solving
Vision for the Future

◆ More schooling and learning opportunities
◆ Develop better computer skills
◆ Be involved in more local and statewide advocacy

Who is Being Employed?
(Clarification of Terminology)

◆ People in recovery*
◆ Consumers
◆ Clients
◆ People with lived experience
◆ Peer
◆ Survivor
◆ Ex-patient

What is the Job?
(Employer-Employee Match)

◆ Individual Placement & Support Model (IPS)  
  (sheltered employment, in house jobs, transitional employment)
◆ Peer Specialist* - Wellness Focus  
  Autonomous 
  "Supportive" employment
◆ "Traditional" MH jobs – clinical focus
◆ Other competitive employment
Adapting the Job

- Matching employer/employee needs with philosophy
- ADA Compliance
  (Reasonable accommodations – legal and ethical)
- Maintenance of Benefits
  (flexibility, planning)

Why Hire People in Recovery? (Peer Specialist)

- Enhances social networks through role modeling and facilitating peer support activities
- Engages individuals through relevant collaboration
- Teaches coping and "street smarts" Provides hope
- Supplements existing treatment
- Provides system navigation to increase access
- Liaisons between consumer and system
- Advocates for community integration


How Should the Work be Structured? (Peer Specialist – Supportive Model)

- Worker Readiness
  Assess, interview, coach
- Preparation
  Leadership training, volunteering
- Supervision/Mentoring
  On-going peer and/or professional support
- Professional Development
  Clear career path, Learning opportunities
Supportive Employment Staff Evaluation
(Key Features)
◆ Addresses Work Skills, Habits, And Tolerance; Socialization; Attitude toward Others, Personal Characteristics; and General Observations
◆ Completed collaboratively
◆ Backed up with specific examples
◆ Employee input on needed support
◆ Goals and plans built in

Closure

Resources
Webinar Resources available from CIMH or from Anne MacRae
Additional resources:
http://www.workingtogether.org/dnp/


Where do we go from here?
May, 18th - Sustainability and Funding Streams

Feedback is welcomed!
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