



Division of Mental Health, Developmental Disabilities and Substance Use Services

DMH/DD/SUS Advisory Committee: Peer Support Workforce

September 12, 2024

Guidelines to Engagement

DMHDDSUS is committed to transparency in our work and creating shared spaces to engage in constructive dialogue.

We acknowledge that these topics may be difficult, based on personal experiences and identities, and we honor your willingness to share valuable insight.

- If you have a question, wish to express an idea, or share a concern, please use the raise hand feature or the chat function.
- We ask that you are mindful of the time to ensure as many members as possible have a chance to provide input and share their thoughts.
- We may interrupt dialogue to keep the space constructive. One of our staff members will connect you with our DMHDDSUS team for additional conversation offline.

Agenda I/DD-TBI Peer Mentors

- Introduction to I/DD/TBI Peer Mentors
- Presentation of Peer Mentor Models in Tennessee and Michigan
- Discussion Points
 - Strengths of Peer Mentor Programs in Other States
 - Designing an Effective Training Program
 - Community Implementation of IDD/TBI Peer Mentor Programs
 - External Agencies and Providers with Successful Peer Mentor Programs

Peer Mentor in the Context of IDD

Tennessee

- According to [disABILITY LINK](#) in Tennessee:
 - Definition per Tennessee: Peer Support (Peer Mentor) in the IDD service system means pairing trained individuals with disabilities with other persons with similar disabilities to support and encourage them
 - Teach the individual served how to advocate for themselves and reach daily life goals.
 - A Peer Mentor is a person with a disability who has learned life strategies, trained to be a self-advocate, and learned how to successfully live independently
 - They use their experiences and knowledge to support other people with disabilities.

Michigan

- Definition per Michigan: Peer Mentors are individuals with IDD who have a unique skill level from their experience.
- Peer Mentoring services provide adults with IDD opportunities to support, mentor, and assist individuals served
- Help individuals achieve community inclusion, participation, and independence
- Activities provided by Peer Mentors may include:
 - Sharing personal stories
 - Navigating transportation systems
 - Identifying recreation opportunities
 - Providing information on entitlements

Peer Mentoring Models in Tennessee

The Peer-to-Peer Support and Navigation System of Peer Mentors help with the Employment and Community First (ECF) CHOICES program. Assist participants with Person-Centered Planning, Self-Direction, Integrated Employment/Self-Employment, and Independent Community Living. Despite its potential, few participants currently use this benefit.

Challenges:

- 1.Lack of Awareness:** Participants may not fully understand how to use the benefit or what it offers.
- 2.Limited Peer Supporters:** Tennessee had a shortage of trained Peer Supporters to deliver this service effectively.

Solution:

To address these challenges, Amerigroup, one of the Tennessee's three Managed Care Organizations administering ECF CHOICES, saw potential in expanding the peer support benefit. They partnered with:

- **The Arc Tennessee**
- **disABILITY Link**

Initiative: Peer Support Academy

A three-day training program led by individuals with disabilities to equip others with disabilities to become effective peer supporters.

Key Components:

- **Training:** Delivered by experienced peer supporters.
- **Mentoring:** Ongoing support from The Arc Tennessee for 17 trained peer supporters.
- **Employment:** Paid opportunities for peer supporters to assist with referrals and use their skills gained through personal experiences.
- **Impact:**
- **Empowerment:** Provides jobs for individuals with disabilities.

Peer Mentor Models in Michigan

Peer Mentors offer first-hand knowledge on community mental health services and resources, guiding others with similar experiences towards self-advocacy, empowerment, and personal responsibility.

Michigan Role of a Peer Mentor:

- **Support Self-Advocacy:** Help peers advocate for their own goals.
- **Encourage Independence:** Assist in building independent lives and achieving personal goals.
- **Facilitate Planning:** Aid with person-centered planning.
- **Community Connection:** Build bridges to community resources.
- **Principle:** Guided by self-determination for all individuals.

Peer Mentor 101 Training

- Designed to train individuals with I/DD to become effective peer mentors
- Provides tools to help peers become self-advocates, make choices, and develop leadership skills for autonomous living
- Referrals by Community Mental Health Service Providers (CMHSP)
- Certification by the Developmental Disabilities Council upon successful completion.

Comparison of Peer Mentor Models

Tennessee

Michigan

Question:
What do we like most about each State's program?

Strengths of Peer Mentoring Programs in Other States

Tennessee

Michigan

What works well in tn and mi

same

What aspects of these programs
are successful/any concerns

Anything from stakeholders

Designing an Effective Training Program

What would the North Carolina program look like?

- IDD & TBI combined into one program
- Cover primary topics such as:
 - IDD
 - TBI
 - Dual Diagnosis and Recovery

Some States require Peer Mentors to have an Internship or On-the Job Training

- One State requires up to 300 hours of an internship

Questions:

1. How would an individual become a Peer Mentor?
2. What other main topics should be covered?
3. What would the credentialing program look like? Would there be an internship period?

Community Implementation of IDD & TBI Peer Mentors

Where would Peer Mentors work?

Other States appear to have the top employment areas include: Supported Employment, Group-Home Settings, and Independent Housing

Questions:

1. Where could Peer Mentor's work in North Carolina?
2. What would be their primary job duties?
3. Could they work along side a CPSS for an individual dually diagnosed?

External Agencies and Providers

- Begin meeting and discussing the IDD & TBI curriculum with internal partners within DHHS in October – November
- During this time will also be meeting with other State agencies and continuing to research IDD and TBI Peer Mentoring programs
- Begin meeting with external partners in December/January to discuss Peer Mentoring

Question:

Who are some external agencies that you feel should be interviewed during this process? What work are they currently doing with the IDD Peer Mentors?

Next Steps

- Setting up internal DHHS meetings
- Work with other State's and continue communicating/meeting with them to review their perspective programs.
- Meet with external partners
- By Spring 2025 come back to this Advisory Group with a plan for review

Michigan Developmental Disabilities Council

- Michigan has a peer mentor program for individuals with I/DD and it is a Medicaid covered service
- Certified Peer Mentors are individuals with I/DD serving Medicaid beneficiaries. The service is covered by the State Plan, Healthy Michigan (Medicaid Expansion) and EPSDT. The billing code is H0046 and it is billed per encounter
- For anyone wanting to become a Peer Mentor, they must be referred by their local provider agency to attend the training. After trained, the individuals are offered a supervised internship at their local provider agency to gain experience and to improve/refine their skills. They are also evaluated on a set of core competencies. Upon successful completion of the internship, they are certified. Once certified, the provider is approved to use the Medicaid billing code.
- Read the press release https://www.michigan.gov/-/media/Project/Websites/mdhhs/Folder1/Folder56/MSA_16-39.pdf?rev=5776d4f51db24938aed4dd7975ee53cc

