

MARIN COUNTY BEHAVIORAL HEALTH AND RECOVERY SERVICES

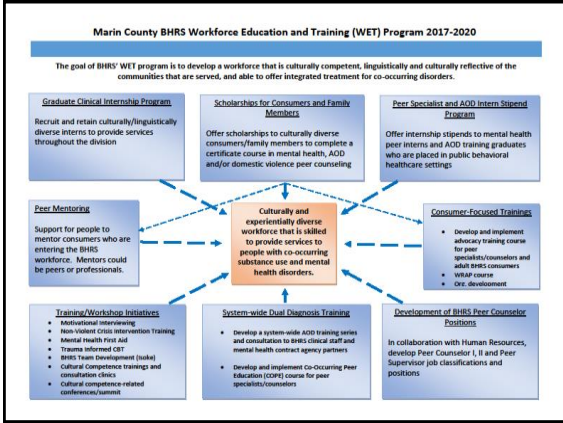
Improving Access – Reducing Disparities – Promoting Inclusion

PRESENTER: CESAR LAGLEVA-LCSW, ETHNIC SERVICES AND TRAINING MANAGER

PRESENTER: CONNIE LEARSON, PEER SPECIALIST

WORKFORCE CHALLENGES

- **Marin County has difficulty attracting, recruiting, and retraining a culturally diverse behavioral healthcare workforce.**
 - 60-65% of Marin’s workforce do not live in Marin County
 - High cost of living
 - Lack of affordable housing
 - Poor traffic conditions
 - Uncompetitive salaries relative to other Bay Area counties



WET SCHOLARSHIP VOCATIONAL TRAINING PROGRAM

Essential Features

- **Offer scholarship funds to Marin residents with lived experience (Consumers/ family members.)**
 - Must be Marin resident or working in Marin’s public behavioral healthcare system.
 - Must be 18 years or older.
 - Must have lived experience in behavioral healthcare system (with criminal justice and/or child welfare lived experience preferred)
- **To get trained as mental health peer specialist, certified drug and alcohol counselors, and certified domestic violence counselors.**

WET SCHOLARSHIP VOCATIONAL TRAINING PROGRAM

Essential Features Continued

- **Develop and fund behavioral health peer counseling courses.**
 - Co-occurring peer education program (COPE)
- **Establish and maintain peer mentoring program that will support students to successfully complete their coursework.**
- **Establish and maintain field placement coordinator who places graduating students into volunteer, internship, and/or paid employment in the County’s public behavioral healthcare setting.**
 - Must volunteer, intern, or be employed in behavioral healthcare for at least 1 year during coursework or upon successful completion of coursework.

POPULAR ROLES AND RESPONSIBILITIES OF PEER SPECIALISTS

- **Serve as ally and confidant to consumers**
- **Serve as role model and mentor**
- **Problem solver with consumers/family members**
- **Advocate**
- **Member of multi-disciplinary planning teams**
- **Navigators and systems guides**
- **Hired primarily to use lived experience as a tool for engagement, trust-building, and rapport with consumers.**
- **Assist in reaching traditionally hard to reach culturally and ethnically un-served, and underserved community members.**
- **Promote a spirit of hope, resiliency, and recovery**

2015/2016 OUTCOMES

Drug and Alcohol Certification Program - 35 awardees

Mental Health Peer Specialist Certification Program - 4 awardees

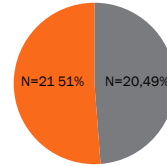
Domestic Violence Certification Program - 2 awardees



2015-16 OUTCOMES

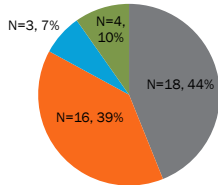
Gender

■ Male ■ Female



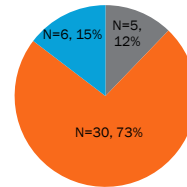
Race/Ethnicity

■ Caucasian ■ African American ■ Latino ■ Mixed Heritage



Age

■ Transitional Age Youth (18-25 yrs.) ■ Adults ■ Older Adults



VOLUNTEER, INTERNSHIP AND EMPLOYMENT RESULTS

39 - Graduates have either found volunteer, internship or paid employment at Marin's behavioral healthcare agencies.

2 - Graduates but required more intensive support in addressing various barriers to volunteer, internship and/or employment opportunities



RECOMMENDATIONS

- Policy
- Program
- Service Delivery



POLICY

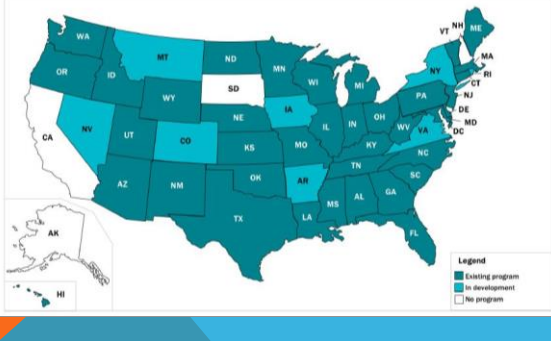
SB 614 (LENO) – Co-author Senator Anderson. This bill will offer training and certification for peers to deliver services in behavioral health settings and would enable California to receive federal funds for this purpose. This bill would also amend California's Medi-Cal State Plan to include peers as a provider category.

POLICY CONT'D

Certification of peers serves several purposes:

- Establishes a standard of practice
- Legitimizes the role by establishing recognized standards of practice and a code of ethics;
- Provide peer specialist employees with a professional voice;
- Qualifies services for federal financial participation of at least 50% ; and
- Allows for portability from one county to another.

MAP OF PEER TRAINING AND CERTIFICATION FOR PEER PROVIDER SERVICES



PROGRAM

- Establish clearly articulated job duties and responsibilities
- Establish standards of practice and core competencies
- Address barriers to the development of peer specialists, drug and alcohol, and domestic violence counselor positions. (i.e. background checks, special accommodations, wages/salaries, etc.)
- Establish an organizational and institutional culture of inclusion by promoting and fostering the importance and effective roles of employees with lived experience.
- Establish career ladders that will enable peer specialist, drug and alcohol, and domestic violence counselors the opportunity to advance within the organization.

SERVICE DELIVERY

Recommendations

- Promote and foster the use of peer specialist, drug and alcohol, and domestic violence counselors with lived experience as equal professional partners within multi-disciplinary team settings.
- Consider the use of Wellness Recovery Action Plan (WRAP) implemented and facilitated by certified peer specialists.
- Promote the use of peer specialists to conduct community or organizational outreach and engagement for the purpose of reducing stigma and discrimination.

PERSONAL TESTIMONY

Connie Learson, Peer Specialist

Lived experience in:

- Behavioral healthcare
 - Child welfare
 - Criminal Justice