

Welcome to the Opioid Settlement Technical Assistance Learning Series

Leveraging the Capacity of Professional Peer Providers to Improve Substance Use Services

February 15, 2024 | 10:00 a.m. - 11:00 a.m.



Welcome & Introduction of Presenter

Stella M. Resko, Ph.D.

Professor, School of Social Work &
Merrill Palmer Skillman Institute;
Social Work Doctoral Program Director
Wayne State University



HOUSEKEEPING ITEMS

- This Zoom event will be recorded
- Participants will be on mute when presenters are speaking
- To ask a question, please use the chat
- Any follow-up questions or requests for the Technical Assistance Collaborative (TAC), please email:
MDHHS-opioidsettlementhelp@michigan.gov
- Following this event, please complete the brief evaluation survey, a poll will be provided at the end

Leveraging the Capacity of Professional Peer Providers to Improve Substance Use Services

Emily Pasman, PhD

Research Fellow

Center for the Study of Drugs, Alcohol, Smoking and Health
University of Michigan

Rob Kanous, CPRC

Community Mental Health of Clinton, Eaton, and Ingham Counties



Overview

1. What are peers?
2. Benefits of peer support
3. Models of peer support
4. Implementation considerations

Emily Pasman, PhD, LMSW



Developed and implemented a college campus-based recovery support program



Evaluated a peer support program for returning citizens



Studied peer workforce issues for MDHHS



Peer recovery support services researcher

Rob Kanous, CPRC



10 years of lived experience in recovery



Participation with multiple recovery pathways
(12-step, Refuge Recovery, TST-Sober Faction)



3 Years experience in a clinical setting
6 Years experience as a non-professional support



Harm Reduction and multiple pathways advocate



What is a Peer?

A person who has been successful in recovery, who helps others.

Provides non-clinical support.

“Experientially credentialed.”

History

Peer services for people with SUD have existed 150+ years.

Mutual aid groups first emerged in the 1800s.

Professional peer providers were popularized in the mental health field in the 1970s.

SUD peer providers were incorporated in clinical settings in the 1990s.



Washington Total Abstinence Society, 1840s. Source: aaagnostica.org

Theory-based

Social learning theory

- Learning occurs through modeling/observation.
- Peers model recovery and prosocial behaviors.
- Using peers as models enhances self-efficacy.

Recovery capital theory

- Certain resources support success in recovery.
- Peers help mobilize resources and address unmet needs.



Evidence-based



Treatment initiation and engagement



Physical and mental health



Stable housing, employment, and training



Relationships with family and friends



Substance use



Recidivism

Eddie, D., Hoffman, L., Vilsaint, C., Abry, A., Bergman, B., Hoepfner, B., Weinstein, C., & Kelly, J. F. (2019). Lived experience in new models of care for substance use disorder: A systematic review of peer recovery support services and recovery coaching. *Frontiers in Psychology*, 10, 152. <https://doi.org/10.3389/fpsyg.2019.01052>

Hansen, M. A., Modak, S., McMaster, S., Zoorob, R., & Gonzalez, S. (2020). Implementing peer recovery coaching and improving outcomes for substance use disorders in underserved communities. *Journal of Ethnicity in Substance Abuse*. <https://doi.org/10.1080/15332640.2020.1824839>

Magidson, J. F., Regan, S., Powell, E., Jack, H. E., Herman, G. E., Zaro, C., Kane, M. T., & Wakeman, S. E. (2021). Peer recovery coaches in general medical settings: Changes in utilization, treatment engagement, and opioid use. *Journal of Substance Abuse Treatment*, 122. <https://doi.org/10.1016/j.jsat.2020.108248>

Ray, B., Watson, D. P., Xu, H., Salyers, M. P., Victor, G., Sightes, E., Bailey, K., Taylor, L. R., & Bo, N. (2021). Peer recovery services for persons returning from prison: Pilot randomized clinical trial investigation of SUPPORT. *Journal of Substance Abuse Treatment*, 126. <https://doi.org/10.1016/j.jsat.2021.108339>

Strengths of Peer Services



Reduced workload for clinicians



Knowledge of community services



Rapport with clients



Reduced stigma



Transportation assistance



Cost-effective

Models of Peer Support

PROFESSIONAL & NATURAL PEER SUPPORT SERVICES

A decorative horizontal bar at the bottom of the slide, consisting of a solid blue upper section and a solid yellow lower section.

Professional Peer Providers

Direct service providers with lived experience in substance use recovery.

Have experiential knowledge and professional training.

Increasingly employed in:

- Substance use treatment facilities
- Hospitals
- Criminal legal system
- Health departments

Professional Roles

Service
linkage

Community
building

Group
facilitation

Individual
mentorship

Housing and
employment

Education
and advocacy

Project ASSERT

St. Joseph Mercy Hospital, Ypsilanti

Emergency Department-based, peer-facilitated SBIRT program.

Patients are referred by hospital staff.

Peers have a non-judgmental conversation and link to services.

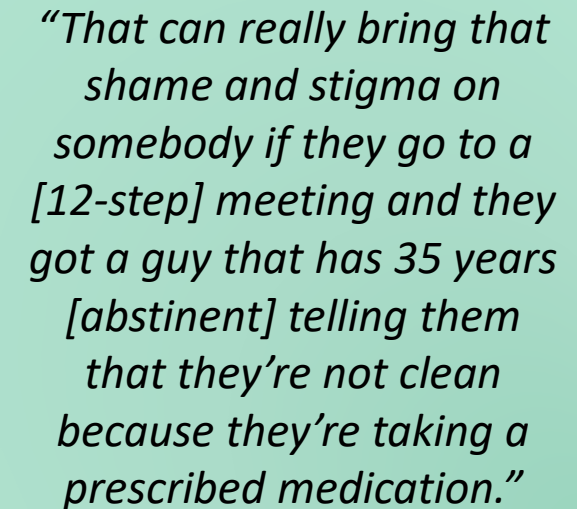


Mutual Aid

Peer-run volunteer groups provide support and share recovery experiences and skills.

12-step groups (e.g., AA, NA)

- Abstinence-based
- Spiritual
- Format, culture, and practices vary by group
- No membership fees or requirements



“That can really bring that shame and stigma on somebody if they go to a [12-step] meeting and they got a guy that has 35 years [abstinent] telling them that they’re not clean because they’re taking a prescribed medication.”

12-Step Alternatives

Secular (non-spiritual) groups

- SMART Recovery
- LifeRing
- All Recovery

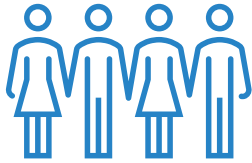
Religious groups

- Recovery Dharma
- Sober Faction

Online/digital mutual aid



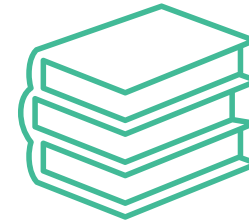
Recovery Support Services



Recovery community
centers



Recovery residences



Recovery high schools and
collegiate recovery programs

Recovery Residences

Ripple Recovery Residence, L'Anse

Level 3 (i.e., supervised) housing for women and children

Sliding fee scale (30% of gross income)

Safe and supportive environment

Peer support

Case management and counseling

Life skills development



Great Lake Recovery Centers, Kipple Recovery Residence.

Source: greatlakesrecovery.org/recoveryhousing

Considerations for Implementing Peer Support Programs

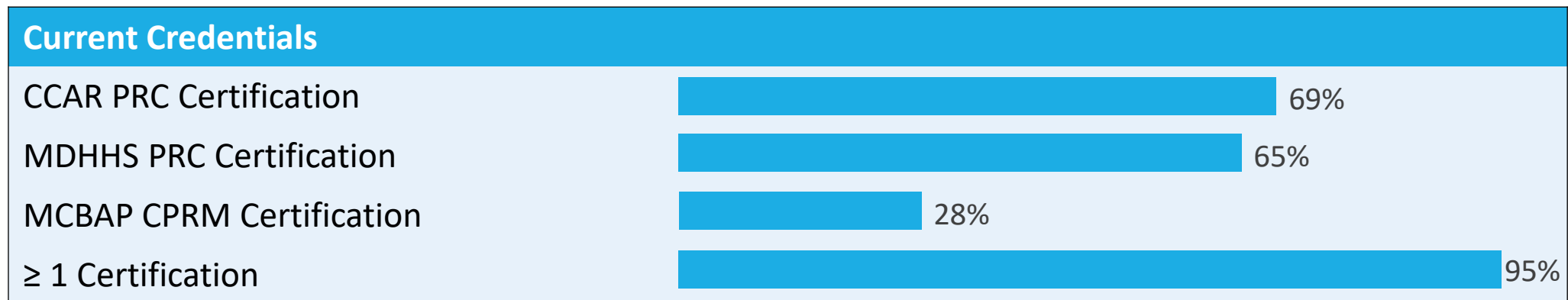
JOB REQUIREMENTS, SUPERVISION, AND WORKPLACE CULTURE



Credentialing

Training and credentialing for peer providers lacks standardization.

2022 Michigan Peer Recovery Coach Survey



Burson, N., Hicks, D. L., Person, T., Chereches, C., Rayyan, S., Pasman, E., Agius, E., & Resko, S. M. (2023). *Implementation of peer recovery coach services in Michigan*. Wayne State University.

Burnout and Turnover

Peers support high acuity populations while maintaining their own recovery.

Roles can be fluid, poorly defined.

Job stresses have been compounded by concurrent public health crises.



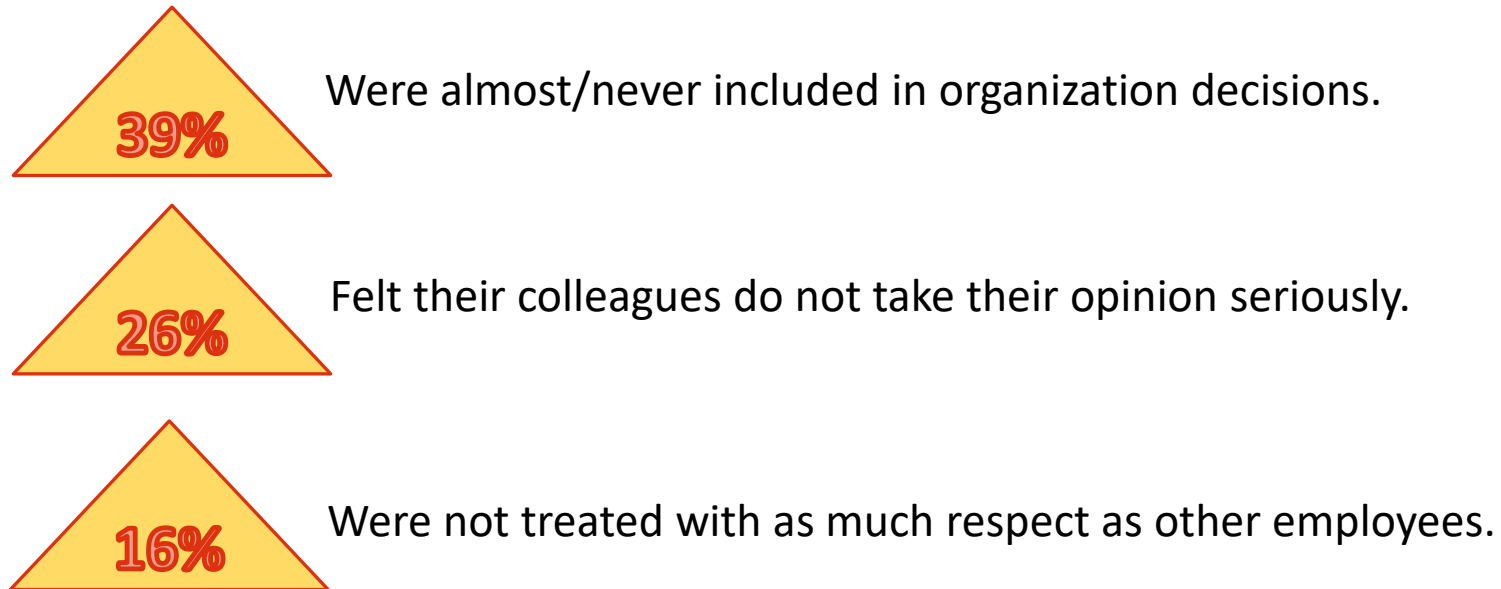
Indicated high levels of burnout.



Planned to leave or were unsure if they would stay in their job for the next 2 years.

Stigma

Peers can experience stigma in the workplace.



"I think people, especially in the more clinical realms of this field, have a tendency to think that somehow their education elevates them instead of just understanding that we play different roles, as opposed to somebody being better... or knowing more than the other. Because they may have more letters behind their name, but I've got more experience behind mine."

Hiring & Onboarding

Clearly defined job responsibilities

Job requirements

- Lived experience
- Education
- Work experience

Training and certification

Professional development

Training for non-peer staff

Recovery-oriented Workplace Policies

SUD recovery is protected under the Americans with Disabilities Act.

Recovery-oriented workplace policies:

- Paid time off for self-care
- Professional development opportunities
- Representation on Committees/Boards



recoveryfriendlyworkplace.com

Providing Frontline Services

ROB KANOUS, CPRC

COMMUNITY MENTAL HEALTH AUTHORITY OF CLINTON, EATON, AND
INGHAM COUNTIES



Definition of Recovery (SAMHSA)



Recovery is a process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

What Peers Are and What We Aren't

PEERS ARE

Advocates

Resource Brokers

Collaborators

Empathetic

Collaborators

Examples

Facilitators of Change

PEERS ARE NOT

Therapists

Case Managers

Sponsors

Counselors

Judgmental

Moral/Spiritual guides

“Recovery Salespeople”

How Peers Benefit Consumers

Help to
identify and
promote
consumer
values

Advocate for
and assist
with
consumers'
treatment
goals

Promote
consumers'
participation
in their own
treatment

Create a
relatable
element in
consumers'
interaction
with
treatment
team

Help to
identify and
execute
consumers'
strengths

Assist
consumers
in taking
ownership
of, and
caring for
their own
recovery

How Peers Benefit Clinicians

Increase
consumers'
engagement
with clinical
supports

Reduce
consumers'
ambivalence
to change

Identify and
address
shortfalls in
care

Assist with
transport
and
outreach

Able to
assist with
de-
escalation

Facilitation
of groups

How Peers Benefit Communities

Creates a
culture of self
improvement

Empowers the
recovery
community

Provides jobs
to uniquely
qualified
individuals

Promotes
harm
reduction

Decreases
stigma of
mental illness

Demonstrates
trust

Thank You!

For questions and to make requests to the Technical Assistance Collaborative,
please email:

MDHHS-opioidsettlementhelp@michigan.gov

<https://www.michigan.gov/opioids/opioidsettlements>

