



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Young Adult Peer Mentoring

Tara Fischer, M.S.W., LICSW

Joel Danforth, M.S.W., LCSW

Emmanuel Hernandez, B.S., Certified Peer Specialist

April 9, 2020

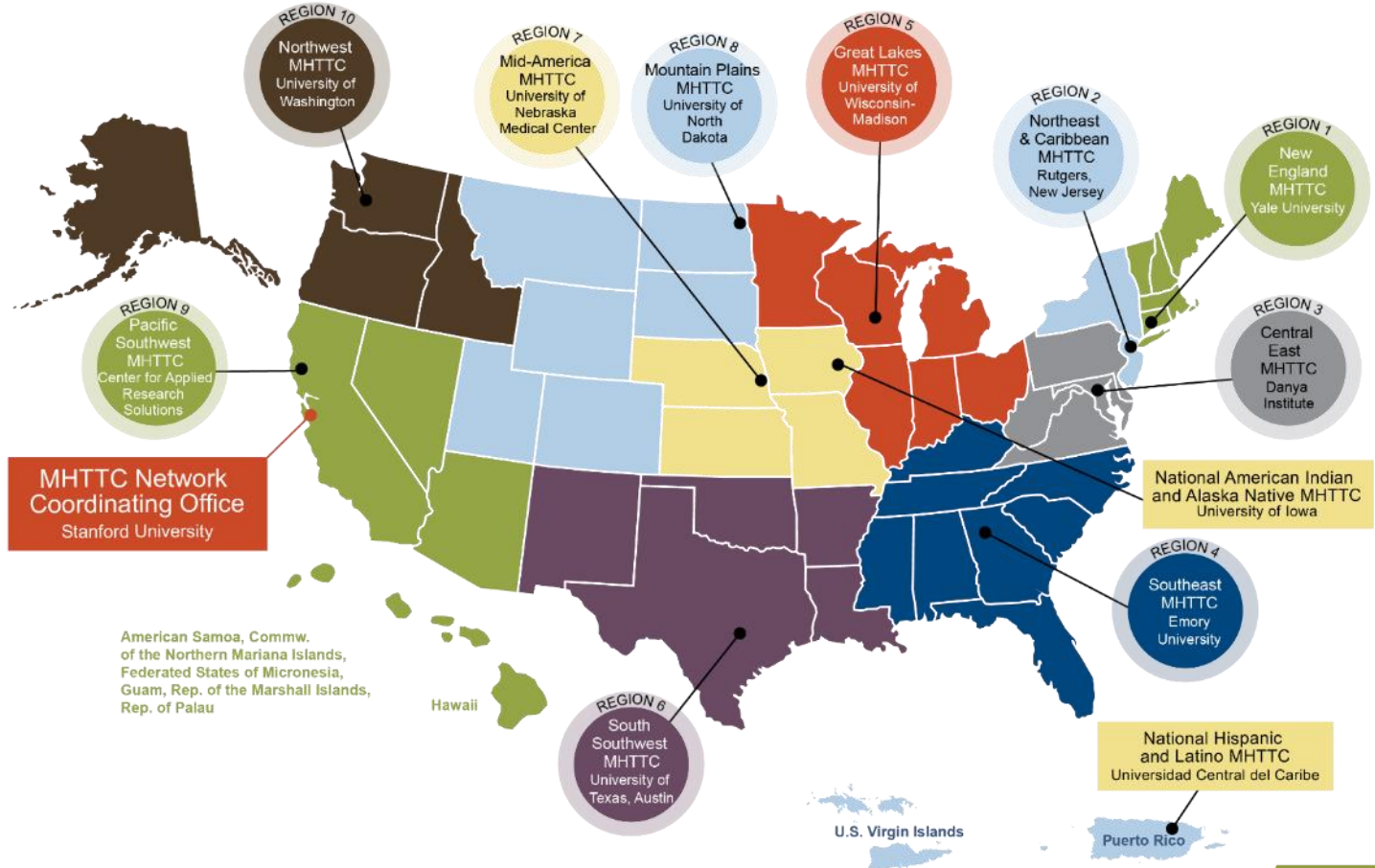
MHTTC Network



MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

MHTTC Network



Central East (HHS Region 3)

MHTTC

Central East MHTTC Goals

Funded by SAMHSA to:

- **Accelerate** the adoption and implementation of mental health related evidence-based practices
- **Heighten** the awareness, knowledge, and skills of the behavioral health workforce
- **Foster** alliances among culturally diverse practitioners, researchers, policy makers, family members, and consumers
- **Ensure** the availability and delivery of publicly available, free of charge, training and technical assistance

Central East Region

HHS REGION 3

Delaware

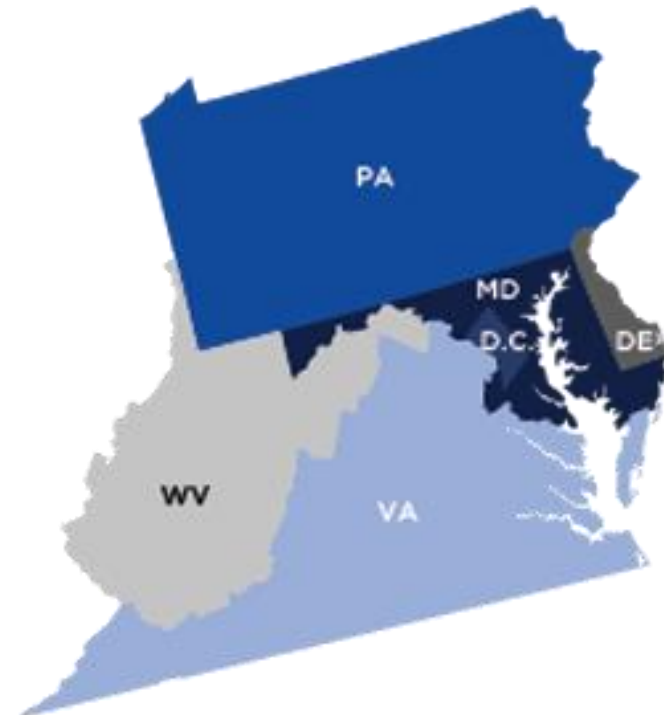
District of Columbia

Maryland

Pennsylvania

Virginia

West Virginia



The series . . .

MHTTC Webinar Series:

**Improving
Services for
Transition Aged
and Young
Emerging Adults**

**April 9 - 11:00 AM to 12:00 Noon
Young Adult Peer Mentoring**

June 4 - 11:00 AM to 12:00 Noon

**Medication Self-Management
Among Young Emerging
Adults Transitioning from the
Foster Care System**

Times stated in Eastern Daylight Time



Today's Presenters

Tara Fischer, M.S.W., LICSW
Senior Associate
Advocates for Human Potential



Joel Danforth, LCSW, MSW
Program & Professional Development Coordinator
Massachusetts Department
of Mental Health

Emmanuel Hernandez, B.S., C.P.S.
Young Adult Peer Coordinator
Massachusetts Department of Mental Health

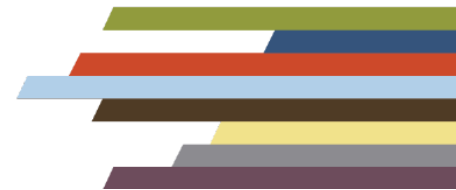


How We'll Spend Our Time Today

1. What is YAPM?
2. Lessons learned and other considerations for designing and implementing a YAPM Program.
3. Resources to support YAPM implementation and workforce development.

What is Young Adult Peer Mentoring (YAPM)?

- A peer to peer service based on sharing one's lived experience of mental health challenges with purpose and intent to inspire hope and motivation in a young adult who is struggling with similar concerns.
- Young Adult Peer Mentors are young adults who use their lived experience as an active ingredient in a therapeutic process.



Polling Question

What is your experience with
youth peer support or
young adult peer mentoring?

Why Young Adult Peer Mentoring?

- Enhances authentic acceptance of the young adult.
- Supports young adult's vision and goals in collaboration with both the young adult and their care teams.
- Promotes self-care.
- Role models skills constant with independence, wellness, emotional regulation, successful problem-solving, self-advocacy, healthy interpersonal interactions, and meaningful community life.
- Reinforces YAPM's recovery.

Outcomes

The research on peer support is still emerging, but findings identify promising outcomes (SAMHSA, 2017)

https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tac/peers-supporting-recovery-mental-health-conditions-2017.pdf

Increased Empowerment and Hope

Increased Social Functioning

Increased Community Engagement

Increased Quality of Life & Life Satisfaction

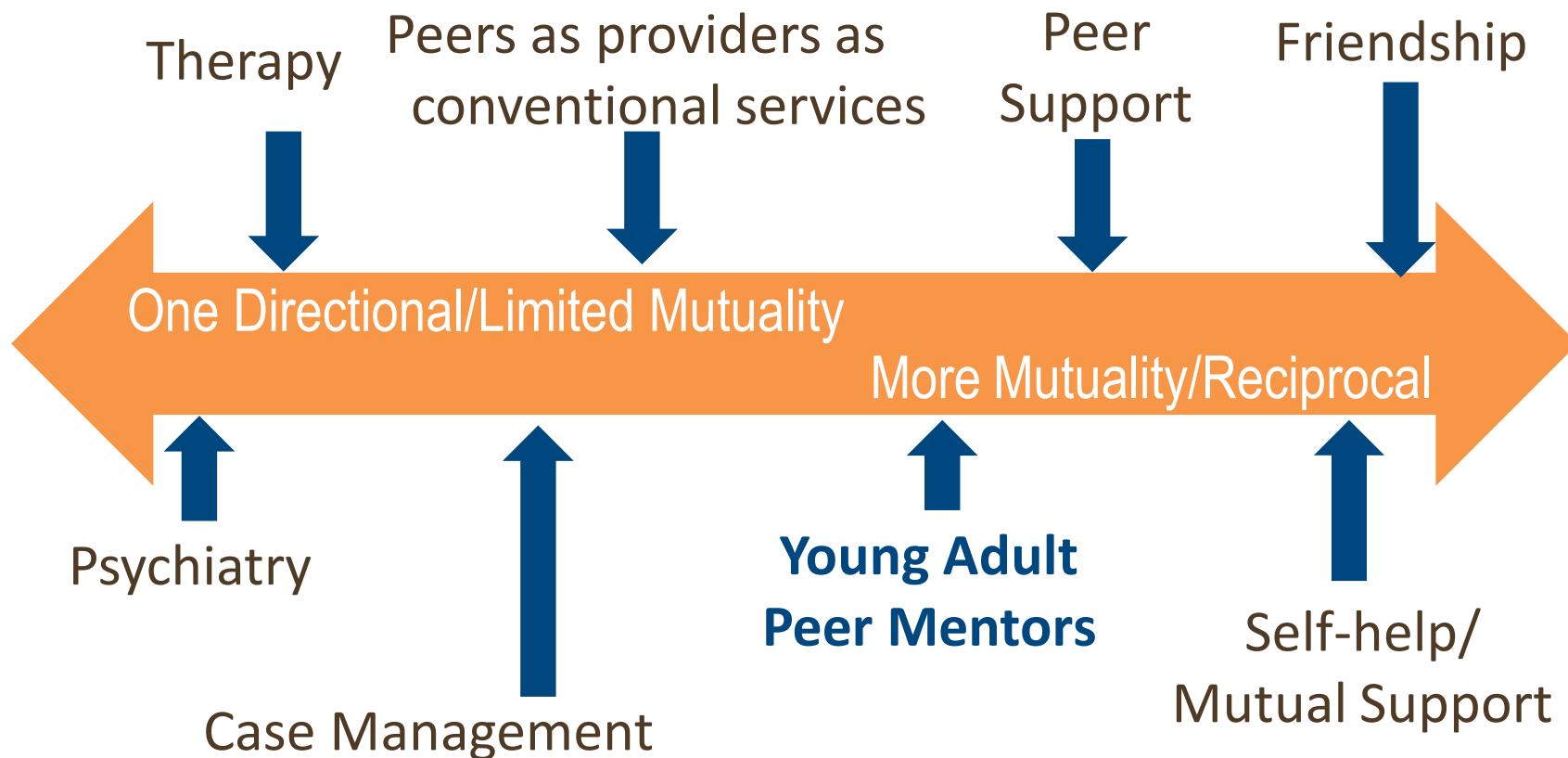
Increased Engagement & Activation in Treatment

Decreased Self-Stigma

Reduced Use of Inpatient Services & Hospitalizations

Decreased Costs to the Health Care System

Continuum of Helping Relationships



Adapted from Davidson et al., 2006

Slide reproduced with permission from Vanessa V. Klodnick, Director of Research & innovation, Youth & Young Adult Services, Thresholds

Experience Matters

- Close in age
- Person-centered approach
- Comeback story
- Unique role in the provision of care
- Youth voice



What do Young Adults Say About Peer Support?

- “I prefer peer support to other supports and services.”
- “It doesn’t feel forced. There is genuine care among us.”
- “Peer support allowed me to be me.”
- “It’s a relief that somebody can finally relate to my experiences and what I’ve been through.”

What is a Practice Profile?



- Tool developed by the National Implementation Research Network to specify the “what” of a program or practice.
- It breaks down concepts such as “engagement” into discrete skills and activities that can be “taught, learned, and observed.”
- “Co-created” with young adults (64% of attendees at workgroup sessions were YAs).



Core Elements of Young Adult Peer Mentoring



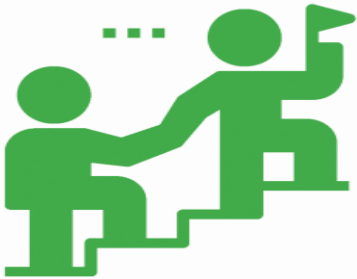
PRACTICING CULTURAL RESPONSIVENESS



BUILDING RELATIONSHIPS & COLLABORATION



SUPPORTING YOUNG ADULT VISION AND GOALS



ROLE MODELING



PROMOTING SELF-CARE



DEMONSTRATING SAFE, ETHICAL, & PROFESSIONAL BEHAVIOR

Core Elements of YAPMing Training

- Developed in 2016 by young adult peer mentors and researchers
- 3-day training for young adult peers currently working with youth
- Comeback story
- Self-assessment tool
- Over 120 peers trained
- Continuous coaching



Supervision

- “Good” supervision is key to the success of YAPMs.
- Value, understand, and have a commitment to the YAPM role
- Support YAPM in developing strong working alliances with youth they work with & co-workers
- **Champion** the YA Peer Role within the agency & community
 - It is not enough to just hire a YAPM, it is an on-going process.
- Develop YA Peers through role modeling, on-going training, & reflecting (Klodnick, V.V. (2019)).

Supervision Hurdles



- Most supervisors have not previously been in YAPM role.
- Supervisors are taught not to DISCLOSE & to be VERY AWARE of boundaries; whereas YAPM are trained to share with purpose & intent.
- Supervisors do not receive training on supervising YAPMs.
- Most supervisors need to develop an understanding of how and why YAPM's share their story

<https://youtu.be/lsvQJiN7s5A>

Establishing & Growing a Working Alliance

- In 2019 we developed a new joint training for both YAPMs and their supervisors with the specific focus on the working alliance.
- Objectives:
 - YAPM have a clearer understanding of what supervision is, can offer, and how to use it.
 - Supervisors have a greater understanding of the YAPM role, and their role in being a champion.
 - Both leave with a plan to strengthen their working alliance.

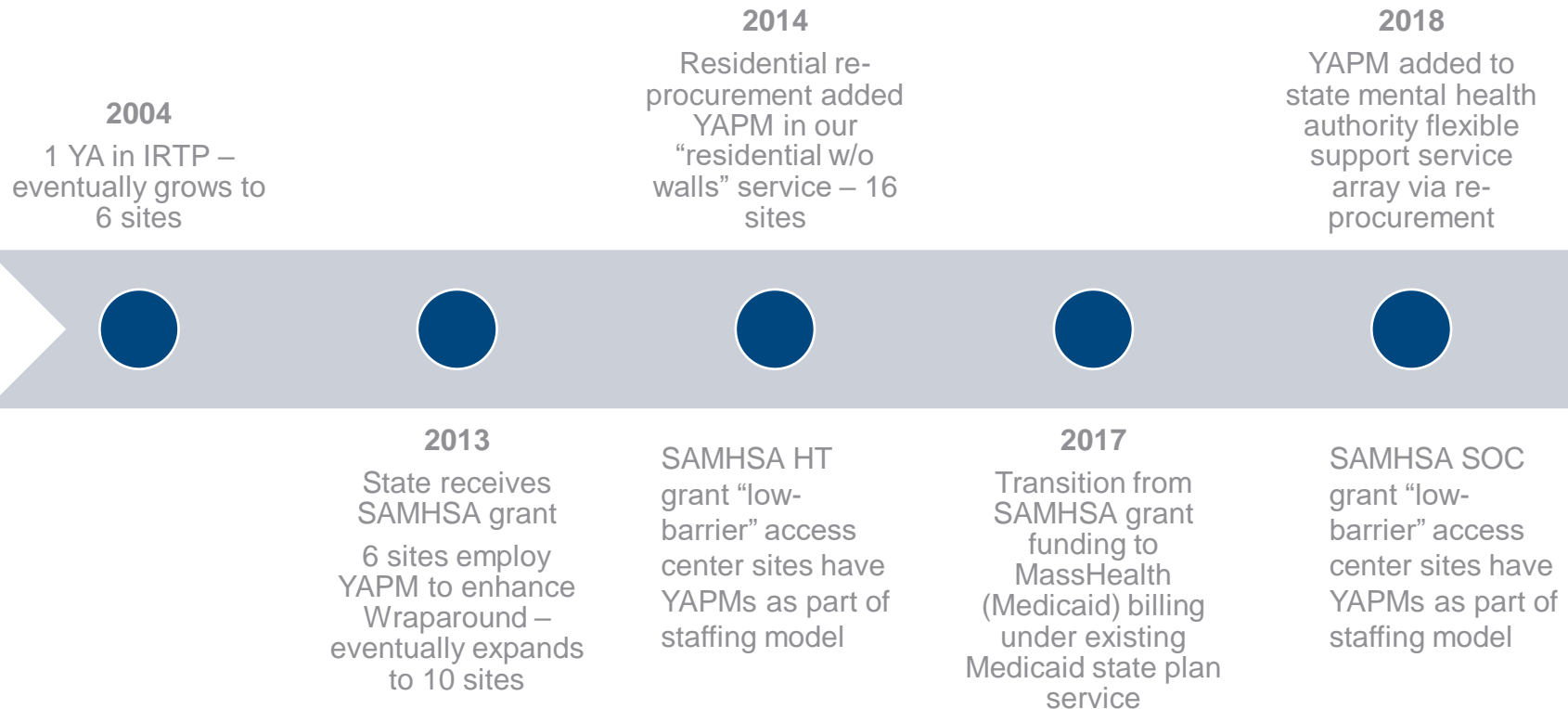
Lessons Learned

- YAPMs are **change agents** within an agency, not only impacting clients, but also impacting team & program culture, approaches, & contexts
- More than just hiring - Support, Commitment

Implementation Considerations

- Train, train, train
- Hire more than one YAPM
 - Unique and new role for most agencies, hiring more than one allows for co-learning, support, for YAPMs
- Allow YAPMs to contribute to the job description.
- Avoid Tokenism - define “why” you want to hire a YAPM, “what” value they add to your agency.
- Cross agency braided funding for workforce development:
 - YAPM Practice Profile
 - YAPM and supervisor trainings
- Funding sources obtaining formal and informal advisory from peer community.


Young Adult Peer Mentoring in MA



Resources


Effectively Employing Young Adult Peer Providers: A Toolkit

Jonathan Delman, PhD, JD, MPH
Vanessa Vorhies Klodnick, PhD, LCSW



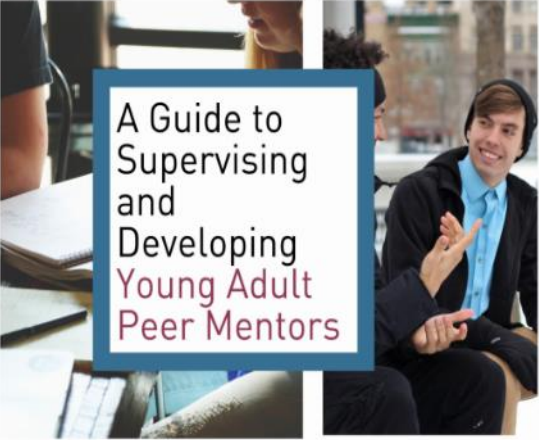
Toolkit for Employers, including:

- Supervising young adult peer providers
- Establishing a supportive organizational culture
- Preparing and engaging non-peer staff
- Hiring and training young adult peers
- Addressing significant job difficulties

 The Learning & Working Center
Transitions RTC



**YOUNG ADULT
PEER MENTORING
PRACTICE PROFILE**



A Guide to Supervising and Developing Young Adult Peer Mentors

Massachusetts Department of Mental Health

THRES | OLDS

University of Massachusetts
Transitions Research &
Training Center

www.cbhknowledge.center

Practice profile library>Young Adult Peer Mentoring>Tools & Resources

Tara Fischer, M.S.W., LICSW

Senior Associate

Advocates for Human Potential

tfischer@ahpnet.com

Joel Danforth, LCSW, MSW

Program and Professional Development
Coordinator

Massachusetts Department of Mental Health

joel.danforth@state.ma.us

Emmanuel Hernandez, B.S., C.P.S.

Young Adult Peer Coordinator

Massachusetts Department of Mental Health

emmanuel.hernandez@state.ma.us

**Contact
Us...**

Evaluation



[Evaluation Link](#)

Once you complete the evaluation, you will be directed to the resource page and certificate request form.

Appreciation



Contact Us



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

a program managed by



[Central East MHTTC website](#)

[Oscar Morgan](#), Project Director

[Danya Institute website](#)

[Email](#)

240-645-1145

Funding for this presentation was made possible by SAMHSA grant no. 3H79SM081785. The views expressed by speakers and moderators do not necessarily reflect the official policies of HHS; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.



Central East (HHS Region 3)

MHTTC