

National Certified Peer Specialist (NCPS) Training Application

Thank you for your interest in becoming an approved training for the National Certified Peer Specialist (NCPS) certification, the first national, advanced peer support specialist certification that allows peers to demonstrate an exceptional level of skills, experience, and knowledge no matter where they are in the country. We appreciate your commitment to the field and are grateful to work alongside organizations like yours to improve outcomes for all who seek support.

Exceptional peer trainings are a key component of the NCPS, and the completion of a state or MHA-approved training is required for NCPS applicants. Approved trainings are highlighted through Mental Health America’s promotional materials, website, social media, and email lists with a reach of over 500,000 individuals interested in mental health. Additionally, approved trainings are recommended as appropriate for individuals interested in working as peers and achieving certification.

To be considered as an approved training, applicants must complete the following document, meeting all listed steps. Below is a table overview of the steps for approval included in this document. Please complete the document with relevant answers and materials.

Completed documents can be submitted via email to Kelly Davis at kdavis@mentalhealthamerica.net. Please contact Kelly with any questions.

NCPS Approved Training Overview

	REQUIREMENTS	REQUIREMENT MET (Y/N?)
MINIMUM TRAINING HOURS	40 hours	_____
MINIMUM EXPERIENCE	Practicum or required internship preferred Role play and modeling during training required	_____
TRAINING DESCRIPTION	Applicants must provide: <ul style="list-style-type: none"> - Summary of training - Training outline - Existing endorsements (state, county, payer, employer, etc.) 	_____ _____ _____
PROFESSIONAL LETTERS OF RECOMMENDATION	2 professional letters of recommendation (peer-run organizations, community mental health centers, departments of behavioral health, etc.)	_____
PEER SUPPORT SPECIALIST LETTER OF RECOMMENDATION	1 peer support specialist letter of recommendation from a peer who has completed the training	_____
CORE COMPETENCY BREAKDOWN	Training must address a minimum of the core competencies under the following domains of practice: <ul style="list-style-type: none"> - Foundations of Peer Support: 12/12 	_____ /12



- Foundations of Health Care Systems: 7/12	_____ /12
- Mentoring, Shared Learning, and Relationship Building: 7/9	_____ /9
- Activation and Self-Management: 7/11	_____ /11
- Advocacy: 4/4	_____ /4
- Professional and Ethical Responsibilities: 7/7	_____ /7
TOTAL: 44/55	Total: _____ /55

Name of organization:

Address:

Name of training:

States/counties where training is offered:

Number of peers trained:

Training Hours:

Trainings must be a minimum of 40 hours. If parts of the training are online, please distinguish between the total hours of in-person training and total hours of online training.

Total hours of in-person training: _____

Total hours of online training: _____

Training Experience:

Trainings must include experiential learning in the form of practicums and internships, or role play scenarios. Describe how peers who complete your training get real-world or training-based experience. (3-4 sentences)

Summary of training:

Provide a summary of your training, its specific goals, and history. (200-300 words)

Existing Endorsements:

List organizations, states, counties, employers, payers, and/or other relevant organizations that currently accept your training.

Professional letters of recommendation:

Provide two professional letters of recommendation describing the strengths, impact, and usefulness of your training. Recommendations can come from peer-run organizations, community mental health centers, departments of behavioral health, or other relevant colleagues. Applicants must disclose the length of their experience with individuals who have completed the training, their current title and employer, whether or not they have completed the training, and relationship to your organization. (250-500 words)

Submissions must be emailed directly from the individual writing the recommendation to Kelly Davis at kdavis@mentalhealthamerica.net.

Peer support specialist letter of recommendation:

Provide one letter of recommendation describing the strengths, impact, and usefulness of your training from a peer support specialist who has completed your training. Applicants must disclose their length of experience as a peer, their current title and role, the impact of the training on their career, and their relationship to your organization. (250-500 words)

Submissions must be emailed directly from the peer support specialist to Kelly Davis at kdavis@mentalhealthamerica.net.

Core Competencies:

Trainings must address 44 out of the 55 NCPS core competencies (80%) to be approved. Please review the following core competencies and describe if/how your training addresses each.

Domain: Foundations of Peer Support

Training must meet 12 out of 12 competencies.

Total met: ____ out of 12.

Competency	Describe how your training addresses each competency.
<p>1. Describe the civil and human rights foundations from which the peer support movement arose, including issues related to prejudice, discrimination, and stigma associated with behavioral health conditions.</p>	
<p>2. Develop a working knowledge of the terms “peer support”, “peer”, and “recovery” as established by the Substance Abuse and Mental Health Services Administration (SAMHSA) and the International Association of Peer Supporters (iNAPS).</p>	
<p>3. Develop a working knowledge of the recovery process, stages of change, and recovery capital.</p>	
<p>4. Develop a working knowledge of the SAMHSA and iNAPS guiding principles, practice guidelines, and core values of peer support</p>	

5. Describe how peer support is shifting care from an illness model to a recovery model.	
6. Develop a working knowledge of the holistic nature of recovery as it pertains to physical, behavioral, social, spiritual, and environmental determinants of health.	
7. Compare and contrast the concept of recovery as it is used across behavioral and physical health environments.	
8. Compare and contrast the current role of peer support services in public health care systems vs. the emerging market for peer support services in private/commercial health care systems.	
9. Explain how peer support services can help individuals address barriers to recovery (such as stigma or social isolation) and learn to navigate complex healthcare and other human service systems.	

<p>10. Explain the impact of trauma on an individual’s physical and behavioral health.</p>	
<p>11. Explain the core principles of trauma-informed care.</p>	
<p>12. Describe how to provide peer support services that reflect trauma-informed care principles and strategies.</p>	

Domain: Foundations of Health Care Systems

Approved trainings must meet 7 out of 12.

Total met: ____ out of 12.

Competency	Describe how your training addresses each competency.
<p>1. Develop a working knowledge of the concepts of “whole health,” “wellness,” and “holistic health care.”</p>	

<p>2. Describe a variety of health care settings and how peer support services can be integrated in these settings, including primary care settings, in-patient settings, emergency departments, crisis stabilization, mobile crisis teams, respite, psychosocial rehabilitation, outpatient behavioral health programs, peer-run programs, and the professionals who may serve in these settings (i.e., psychiatrists, psychologists, therapists, primary care physicians).</p>	
<p>3. Understand the role of health care professionals that may be members of an individual’s care team, including psychiatrists, psychologists, therapists, primary-care doctors/nurses, specialty-care doctors/nurses, community health workers, case managers, and other professionals.</p>	
<p>4. Describe a variety of traditional (such as CBT, DBT, Medication Management, etc.) and nontraditional healthcare services (such as yoga, nutritional management, music, art or drama therapy, etc.).</p>	
<p>5. Describe how to assist other health care team members to learn about the process of recovery, the concept of resiliency, and the relationship between person-centered, self-directed care and achievement of whole health goals.</p>	

6. Develop a working knowledge of actions and techniques that will assist the individual to identify, use, and strengthen their natural resiliency skills when dealing with symptoms and stressors.	
7. Develop a working knowledge of the social determinants of health and how these factors can impact an individual's health and wellbeing.	
8. Develop a working knowledge of primary risk factors and the associated prevention/early intervention strategies that will help the individual navigate risk and promote health and well-being.	
9. Describe how to learn about different therapeutic/clinical treatment modalities included in the individual's care plan in order to tailor peer support services to help the individual achieve whole health goals.	
10. Develop a working knowledge of common methods to pay for health care services (including public and private/commercial payers and appeals processes) in order to help the individual navigate and choose between options.	

<p>11. Develop a working knowledge of available health care benefits for individuals living with debilitating behavioral health conditions in order to help the individual navigate and choose between options.</p>	
<p>12. Demonstrate a basic knowledge of medical language and chart/record documentation standards in order to communicate effectively with members of the care team and help the individual understand clinical situations and/or terminology.</p>	

Domain: Mentoring, Shared Learning, and Relationship Building

Approved trainings must address 7 out of 9 competencies.

Total met: ____ out of 9.

Competency	Describe how your training addresses each competency.
<p>1. Effectively and appropriately share relevant parts your own recovery story, and, with permission, other stories of recovery to convey and inspire hope that recovery is possible in a manner that keeps the focus on the individual receiving services, not the peer specialist.</p>	

<p>2. Describe how to establish, negotiate, and maintain appropriate interpersonal limits and boundaries that are necessary to promote effective peer support services.</p>	
<p>3. Assist the individual to articulate their personal strengths, needs, preferences, and goals related to health, home, education, purpose, and the larger community.</p>	
<p>4. Use shared-learning strategies and other adult learning techniques to help the individual learn about available health, wellness, and recovery supports and services.</p>	
<p>5. Use shared-learning strategies and other adult learning techniques to help the individual learn the life skills they identify as necessary to achieve their whole health goals.</p>	
<p>6. When possible, effectively use technology to engage and provide peer support services to individuals living in rural or remote settings or experiencing other barriers to traditional “face-to-face” interaction.</p>	

<p>7. Use effective communication skills that demonstrate acceptance, respect, empathy and non-judgement in order to learn what the individual receiving services has to say about their life, their strengths, and their hopes for recovery in order to tailor peer services, as necessary, to help the individual engage in the recovery process and achieve their whole health goals.</p>	
<p>8. Recognize and understand your own personal values, culture, and spiritual beliefs; how they may contribute to your own judgments, biases, and beliefs about others; and how to respond if they inhibit your ability to effectively serve another individual.</p>	
<p>9. Recognize and respect the individual’s personal values, culture, and spiritual beliefs and how these play a role in achieving their whole health goals.</p>	

Domain: Activation and Self-Management

Approved trainings must meet 7 out of the 11 core competencies.

Total met: ____ out of 11.

Competency	Describe how your training addresses each competency.
<p>1. Develop a working knowledge of the concepts of “activation” and “self- management” of whole health goals.</p>	

<p>2. Assist the individual to develop decision making strategies and function as an active member of his or her own recovery team, to include the selection of traditional and non-traditional recovery strategies, supports, and providers.</p>	
<p>3. Assist the individual to identify and take actions necessary to develop behaviors that support achievement of their whole health goals.</p>	
<p>4. Help the individual learn how to access and navigate formal and informal community resources and services.</p>	
<p>5. Help the individual to anticipate and avert or safely manage any re- experience of symptoms of his or her condition(s) to ensure continued wellness.</p>	
<p>6. Help the individual to respond to any setbacks on their recovery journey as an opportunity for learning additional techniques or strategies to achieve and maintain their whole health goals.</p>	
<p>7. Identify indicators that the individual may be re-experiencing symptoms of his or her condition(s) and provide early intervention strategies to avert crisis and/or the need for intensive services</p>	

8. Assist the individual to develop and activate self-management plans, advanced directives, recovery prevention strategies, and crisis prevention strategies.	
9. Provide on-going support to assure the individual is engaged in long-term, recovery-oriented self-management	
10. Provide access to a range of activation and self-care tools and resources that the individual may find useful in achieving their whole health goals.	
11. Help the individual learn how to locate and evaluate the effectiveness of online activation tools and resources like phone apps, twitter feeds, discussion boards, and interactive programs.	

Domain: Advocacy

Approved trainings must meet 4 out of the 4 core competencies.

Total met: ____ out of 4.

Competency	Describe how your training addresses each competency.
1. Demonstrate a working knowledge of relevant rights and laws to ensure that the individual's rights are maintained.	

2. Promote self-determination and person- centered services when communicating with other members of the individual’s care team.	
3. Help the individual develop self- advocacy skills.	
4. Identify and communicate gaps in the service system to supervisors or others in a position to respond to the unmet needs of individuals being served.	

Domain: Professional and Ethical Responsibility

Approved trainings must meet 7 out of 7 core competencies.

Total met: ____ out of 7.

Competency	Describe how your training addresses each competency.
1. Maintain confidentiality in accordance with state and federal laws.	
2. Document service provision in accordance with agency policies and procedures.	

<p>3. Perform all job duties in accordance with federal and state rules and regulations.</p>	
<p>4. Perform all job duties in accordance with published codes of ethics and professional conduct for credentialed peer support specialists.</p>	
<p>5. Seek supervision as necessary and appropriate to competently perform the job duties of a peer support specialist in a manner that reflects the guiding principles and core values of the peer support movement, regardless of employer.</p>	
<p>6. Practice personal safety and self-care.</p>	
<p>7. Understand and explain the peer specialists' scope of service (i.e., know what you can and cannot do as a credentialed peer specialist).</p>	