Term 2, 2021

COURSE CATALOG

2021 Calendar

Term 1: 1/4/21 — 3/29/21
Term 2: 5/3/21 — 7/26/21
Table of Contents

ABOUT THE ACADEMY OF PEER SERVICES ........................................... 5

ABOUT THE CORE COURSES ......................................................... 5

Action Planning for Prevention and Recovery ........................................... 6
Creating Person-Centered Service Plans ........................................... 6
Documentation for Peer Support Services ........................................... 6
Essential Communication Skills (Active Listening and Reflective Responding) ........................................... 7
Human and Patient Rights in New York ........................................... 7
Introduction to Person-Centered Principles (*PR) .................................... 7
Olmstead: The Continued Mandate of De-Institutionalization (*PR) ...... 7
Peer-Delivered Service Models (*PR) ........................................... 8
The Goal Is Recovery ........................................................................... 8
The Historical Roots of Peer Support Services ..................................... 8
The Importance of Advocacy & Advocacy Organizations ..................... 8
The Rehabilitation Act and Americans with Disabilities Act (ADA) .......... 9
Trauma-Informed Peer Support .......................................................... 9

ABOUT THE ELECTIVE COURSES ................................................. 9

An Overview of Peer Wellness Coaching (*PR) ..................................... 10
Community Organizing (*PR) .......................................................... 10
Development of Community Assets .................................................. 10
Ethics and Peer Support: Navigating Complex Relationships ............... 10
Harm Reduction ................................................................................. 11
Historical Roots of the Community Mental Health System ...................... 11
Housing Related Peer Support Services ............................................ 11
Individual Placement and Support (IPS) Model of Supported Employment ...... 12
Insurance Parity ................................................................................. 12
Integrated Treatment (*PR) .............................................................. 12
Motivational Interviewing (*PR) ........................................................ 12
Moving Beyond Disability (Under revision) .......................................... 13
Multicultural Interaction Skills for Peer Supporters (formerly known as Cultural Competence for Peer Providers) ........................................... 13
Peer Leadership (*PR) ................................................................................................................ 13
Peer Support in Criminal Justice Settings .................................................................................. 13
Person-Centered Intake and Assessment ...................................................................................... 14
Psychiatric Advance Directives (*PR) ......................................................................................... 14
Recovery Centers in New York State .............................................................................................. 14
Recovery through Psychiatric Rehabilitation (Under revision) ....................................................... 15
Self-Care for Peer Providers ......................................................................................................... 15
Social Security Entitlements ........................................................................................................... 15
Stigma and Self-Disclosure ............................................................................................................ 15
Suicide: A Peer-to-Peer Conversation .......................................................................................... 16
Supervision: An Introduction for Peer Support Providers .............................................................. 16
Supported Employment Specialist Core Competencies (*PR) ......................................................... 16
Supporting Financial Wellness: Moving from Hardship to Hope ................................................. 17
Supporting Veterans and their Families ......................................................................................... 17
Transforming Lives With the Arts ................................................................................................... 17
Whole Family Health and Well-Being ............................................................................................ 17

ABOUT THE SUPERVISION TRACK 18

SPS100 - An Introduction to Supervising Peer Specialists: Course 1 (Key Concepts) ............... 18
SPS101 - An Introduction to Supervising Peer Specialists: Course 2 (Situations and Solutions) (*PR) ..................................................................................................................... 18

ABOUT THE APS CE (CONTINUING EDUCATION) TRACK 19

An Introduction to the Peer Model Part 1: Peer Values and Practices ....................................... 19
An Introduction to the Peer Model Part 2: Power of Peer Support .............................................. 19
Complicated Grief and Moral Injury: Alleviating Moral Suffering ............................................ 20
Complicated Grief and Moral Injury: Moral Identity and Injury ................................................. 20
Complicated Grief and Moral Injury: When Grief Becomes Complicated ................................ 20
Peer Workforce Integration: An Introduction to a needs-based toolkit to advance organizational readiness .......................................................................................................................... 21
Peer Workforce Integration Session 1: Getting the Conversation Started ................................ 21
Peer Workforce Integration Session 2: Building a Plan ............................................................. 22
Peer Workforce Integration Session 3: Keeping the Action Active .......................................... 22
Peer Workforce Integration Session 4: Evaluating the Implementation ................................... 22
Racism: A Public Mental Health Crisis: Becoming an Anti-Racist Organization ........................................ 23
Racism: A Public Mental Health Crisis: Creating A Culture of Bold Change ........................................ 23
Racism: A Public Mental Health Crisis: Impact of Structural Racism on Children and Families .... 23
Racism: A Public Mental Health Crisis: Leading Anti-Racist Change at Your Workplace .................. 23
Racism: A Public Mental Health Crisis: LGBTQIA+ Community and Intersectionality .................. 24
Racism: A Public Mental Health Crisis: Racism In Mental Health in NYC ............................................ 24
Strategies for Behavioral Health Equity – Implementing CLAS Standards (in Strategic Planning) . 25
Strategies for Behavioral Health Equity – Introduction to Behavioral Health Equity ......................... 25
Strategies for Behavioral Health Equity – Practices/Approaches for Continuous Quality Improvement to Reduce Disparities for Marginalized Populations ........................................ 25
Strategies for Behavioral Health Equity – The Role Organizational Self-Assessment Plays in Reducing Disparities in Behavioral Health Organizations ................................................................. 26
Supervising from Home – Part 1 ............................................................................................................. 26
Supervising from Home – Part 2 ............................................................................................................. 26
Supporting Older Adults Part 1: Honoring Their Strengths .................................................................. 27
Supporting Older Adults Part 2: Life Transitions .................................................................................. 27
Supporting Older Adults Part 3: Our Elders Speak ............................................................................. 28
Talking About Tobacco Part 2: An Orientation to WRAP® ................................................................. 29
Building Financial Hope: Guidance for SSA Recipients, Providers, and Supporters ....................... 29
Justice Peers in NYC! A Community Meeting ..................................................................................... 30
The Trauma of it All: How Race, Oppression, and COVID-19 Intersect .............................................. 30

ABOUT THE DEVELOPMENT TRACK (NON-CREDIT) .......................................................... 31
The Peer Specialist Certification Process in New York State ................................................................. 31
Making a Success of Online Learning .................................................................................................. 31
Tips for Facilitating Online Peer Support Groups ............................................................................. 31

ABOUT GCF GLOBAL COMPUTER BASICS ........................................................................ 32

ABOUT THE APS VIRTUAL LEARNING COMMUNITY .................................................... 32

GETTING HELP: APS USER SUPPORT ..................................................................................... 33
ABOUT THE ACADEMY OF PEER SERVICES

The Academy of Peer Services (APS) is an online training, testing, and tracking platform for the peer support workforce in New York State. APS courses are free of charge and open to anyone with an interest in learning about peer support and peer-delivered services. To learn more about The Academy of Peer Services, visit this link.

The course catalog is published at the beginning of each term and updated as new courses are added or revised. Courses are listed in alphabetical order under their respective categories (Core, Elective, CE, Supervision, Developmental). The table of contents has hyperlinks to the course descriptions.

ABOUT THE CORE COURSES

The core courses provide foundational knowledge about peer services for mental health care in New York State. Successful completion of the 13 core courses is the first step toward peer specialist certification in New York. Additional requirements must be fulfilled as defined in the application to become a New York Certified Peer Specialist (NY-CPS).

If you are seeking certification as a New York Certified Peer Specialist (NY-CPS), visit the New York Peer Specialist Certification Board website to learn how to become certified: http://nypeerspecialist.org/

If you plan to work with youth, families, those with HIV, or those working on recovery from addiction in NYS, separate organizations offer credentialing for peer support workers. For more: https://aps-community.org/about-peer-certification-in-new-york/

If you are seeking certification or continuing education, but are not located in New York, check with your state certification authority, professional association, or employer for how these courses can be counted for certification or professional development.

Next you will find an alphabetical listing of the 13 core courses, their seat times (estimated hours required to complete) and any prerequisites that must be completed prior to registering for and starting a particular course.

For example, the following core courses have prerequisites:

<table>
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</tr>
</tbody>
</table>

Courses with prerequisites in the catalog have (*PR) in the course title, and the name of the course that must be taken first is listed in the course description.
The Core Courses

Action Planning for Prevention and Recovery

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

There are many different types of self-help plans, including relapse prevention, wellness, advance directive, and crisis management plans that are created by people for their own use in different stages of recovery. The Wellness Recovery Action Plan (WRAP®) is a popular example of a self-help plan. This course contains an overview of self-help plans, the elements of a plan, the process of creating a plan, and strategies for working with others on creating a plan for themselves. Similar to the integrity of having a lived experience of recovery before becoming a peer support provider, there is value and integrity in creating one’s personal self-help plan before attempting to support others in that process.

Creating Person-Centered Service Plans

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Building on Introduction to Person-Centered Principles, this course covers the elements of a service plan and roles peer providers can play in helping to incorporate recovery-oriented person-centered (ROPC) approaches into the service planning process. The course includes examples from the New York State Personalized Recovery-Oriented Services (PROS) handbook for creating service plans that meet regulatory, quality, and funding requirements for a PROS program while using ROPC approaches. Most of the PROS examples and principles apply equally well in other behavioral health settings that are implementing recovery-oriented person-centered approaches.

Documentation for Peer Support Services

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Documentation is a universal skill for all types of service delivery. Documenting services contributes to service continuity, maintains accountability, and substantiates payments for services. This course introduces you to common documents used when delivering peer services. By the end of the course, you will be able to write an effective progress note using a standardized format and develop an incident report.
The Core Courses (Continued)

**Essential Communication Skills (Active Listening and Reflective Responding)**

SEAT TIME: 6 HOURS  |  PREREQUISITE: NONE

In this course, you will learn engagement strategies, i.e., preparing, attending, observing, and listening, and will analyze reflective responding techniques, i.e., response to content, response to feeling, response to meaning, and personalized response. Finally, you will apply communication skills by evaluating video vignettes for effective communication techniques.

**Human and Patient Rights in New York**

SEAT TIME: 1 HOUR  |  PREREQUISITE: NONE

This course helps you obtain a basic understanding of human rights protection in New York State. The content is designed to assist you in identifying the primary functions of the New York State Division of Human Rights. The course provides directions on how to access documentation to file a complaint and explains the rights of persons served in inpatient and outpatient settings in New York State.

**Introduction to Person-Centered Principles (**PR**)**

SEAT TIME: 4 HOURS  |  PREREQUISITE: The Goal is Recovery

Traditional mental health care has been system-centered, focusing on what is needed to sustain the organization (funding, staffing, policies, and procedures, etc....). Person-centered principles begin instead by getting to know and deeply understand each person to determine what is most important to each person as the basis for a collaborative working relationship. By the end of the course, you will be able to identify and give examples of values and strategies of person-centered practices.

**Olmstead: The Continued Mandate of De-Institutionalization (**PR**)**

SEAT TIME: 1 HOUR  |  PREREQUISITE: The Rehabilitation Act and Americans with Disabilities Act (ADA)

This course exposes you to the continuing mandate of deinstitutionalization known as the Olmstead Act. The course discusses the Olmstead vs. Lois Curtis ruling that stated segregation in institutions constitutes discrimination based on disability. Further, this course describes the “integration mandate” of the Americans with Disabilities Act (ADA) that requires public agencies to provide services in the most integrated setting possible according to the needs of any qualified individual with a disability. New York’s state plan is also reviewed.
The Core Courses (Continued)

Peer-Delivered Service Models (*PR)
SEAT TIME: 4 HOURS | PREREQUISITE: The Historical Roots of Peer Support Services

This course describes peer support and its origins, the difference between peer support and peer-delivered services, a framework to categorize and organize supports and services across a wide spectrum of behavioral health settings, and the research studies that led to naming peer support an evidence-based practice. The course includes ways to advocate for more peer support and peer-delivered services in one’s community that embody the spirit and values of authentic peer support.

The Goal Is Recovery
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

The concept of mental health recovery is controversial and has been misunderstood by people who provide services, people who receive services, and family members of those who receive services. Peer providers are often caught in a crossfire of misunderstandings between these different groups. This course provides a context for the controversy by examining the evolution of the concept of recovery, exploring how recovery is being used in current practice, and offering a glimpse at what the future may hold as the body of recovery-oriented knowledge, whole health support, and person-centered practice continues to grow.

The Historical Roots of Peer Support Services
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

The goal of this course is to provide a multicultural awareness of the history of the movement for social justice and human rights for people with psychiatric histories. It includes the early days of the peer-run organizations and interviews with many people of color who made contributions to the development of peer support in New York State.

The Importance of Advocacy & Advocacy Organizations
SEAT TIME: 2 HOURS | PREREQUISITE: NONE

In this course, you will examine the importance of advocacy and explore techniques to develop and access advocacy resources. You will explore the various types of advocacy and develop an advocacy plan for a given peer case, receiving feedback on items that should be included. The course provides access to advocacy supports and resources available in NYS.
The Core Courses (Continued)

The Rehabilitation Act and Americans with Disabilities Act (ADA)

SEAT TIME: 2 HOURS | PREREQUISITE NONE

This course begins with the Rehabilitation Act of 1973, the first major federal legislative effort to secure equal access and treatment for people with disabilities. The various sections of the Act are defined and examples of protections under those sections are provided. The course then gives a thorough review of the Americans with Disabilities Act (Titles I through V) as well as the ADA Amendments Act. Several resources that help you identify the implications of these Acts are provided throughout the course.

Trauma-Informed Peer Support

SEAT TIME: 5 HOURS | PREREQUISITE: NONE

Trauma-informed peer support can counter the impact of trauma on people in recovery by reducing the effects of unresolved and secondary trauma and supporting healing. In this course, you will identify examples of traumatic events and peer responses, examine the prevalence of trauma and its impact on physical and emotional wellness, analyze principles of trauma-informed practices and their application in peer services that support recovery, and evaluate cultural considerations and the effect of trauma on how we view our cultural experiences and the lens in which we view the world.

About the Elective Courses

These courses qualify for credit as elective courses in the New York State Certified Peer Specialist (CPS) program. If you are taking the courses for a different type of program or work in a different state, check with your certification authority to determine whether these courses qualify for credit in your program and/or state.

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</tr>
<tr>
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</tr>
</tbody>
</table>
The Elective Courses (Continued)

An Overview of Peer Wellness Coaching (*PR)

SEAT TIME: 3 HOURS  |  PREREQUISITE: Introduction to Person-Centered Principles

Health and wellness are important for people who have been diagnosed with mental and substance use disorders. Health disparities are prevalent; however, wellness-oriented peer approaches designed and delivered by people in recovery can help individuals realize their full potential while living longer, more satisfying lives. The goal of this course is to examine health and wellness in the peer community and review how the peer support Wellness Coaching model can help people improve their quality of life.

Community Organizing (*PR)

SEAT TIME: 5 HOURS  |  PREREQUISITE: Development of Community Assets

An experienced community organizer presents common community organizing approaches, strategies, and values used to support social change for people in recovery. You will review the role of the peer specialist as a community organizer, defining community organizing and why it is important to people in recovery. You will examine four community organizing approaches commonly used by organizers in the peer support role: Direct Action Organizing, Consciousness Raising, The Highlander School Model, and Civil Disobedience, and will formulate their own community organizing approach to support a mental health issue, applying strategies learned within a given exercise.

Development of Community Assets

SEAT TIME: 7 HOURS  |  PREREQUISITE: NONE

You will develop assets which already exist in the community and utilize them effectively in their roles as peer specialists. The course explains what community assets are, where they can be found, and how to gain access to them using the Asset-Based Community Development (ABCD) model. After identifying and organizing key assets of the ABCD Model, you will construct a community asset map for your locality using Google Maps.

Ethics and Peer Support: Navigating Complex Relationships

SEAT TIME: 4 HOURS  |  PREREQUISITE: NONE

In this course you will define ethics in the context of peer support values, recognize differences in how ethics may be viewed in traditional (medically oriented) services vs. peer support services, and practice skills for ethical decision-making in a variety of settings. The course contains a series of videos and scenarios for developing decision-making based on peer support and recovery-oriented values.
The Elective Courses (Continued)

Harm Reduction

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

This course presents harm reduction principles for reducing the negative consequences associated with substance use when supporting peers in recovery. It relates the history of the movement that became Harm Reduction and its development and reviews the principles and key features of harm reduction. You will analyze how and why harm reduction works in different situations when peers exhibit at-risk behaviors and will identify interventions in harm reduction consistent with the Stages of Change Model.

Historical Roots of the Community Mental Health System

SEAT TIME: 5 HOURS | PREREQUISITE: NONE

Reformers have worked to improve treatment and conditions for people with mental health conditions throughout history. Each reformer’s vision began with high hopes and good intentions. Many reformers reached their goals. However, a variety of challenges and barriers clouded some achievements, with ideas regressing or relapsing over time. The steady appearance of new visions and dedication of reformers have built on prior successes and resulted in progress toward a recovery-oriented system. This interactive course explores the people, politics, values, and roles responsible for reforming the system from asylums to permanent home addresses. The course’s focus on reformation supports the critical role of peer supporters for improving today’s mental health system.

Note: This is a separate course from The Historical Roots of Peer Support Services, which is located in the Core Course section. This Elective course focuses on the mental health system.

Housing Related Peer Support Services

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Housing is a critical element for recovery. This course describes housing programs offered through the NYS Office of Mental Health, Homeless Housing Assistance Program (HAAP) & the Department of Housing Urban Development (HUD). You will learn the distinctions between programs and the process of obtaining housing from application to bedroom for the tenant. You will also become familiar with the role of peer staff and the unique support they offer in the sometimes-difficult process of obtaining and maintaining housing. Advocacy is often required in the housing process, so you will gain an understanding of The Fair Housing Act and how it can be used to affect discrimination. This housing programs and resources described in this course address New York State and the process/paperwork may vary according to County and/or region.
The Elective Courses (Continued)

Individual Placement and Support (IPS) Model of Supported Employment
SEAT TIME: 2 HOURS | PREREQUISITE: NONE

This course is an overview of the evidence-based practice of the Individual Placement and Support (IPS) Model of Supported Employment. You will explore the role of employment in supporting peer recovery, identify the eight foundational principles of the IPS Model that support peers seeking employment, and hear stories from successful peers.

Insurance Parity
SEAT TIME: 1 HOUR | PREREQUISITE: NONE

In this course, you will learn about mental health parity and benefits laws. The course defines mental health parity and specifically discusses Timothy’s Law. In addition, the New York State parity law is reviewed, and activities are provided to help you better understand the types of individuals and conditions covered under parity law.

Integrated Treatment (*PR)
SEAT TIME: 2 HOURS | PREREQUISITE: Harm Reduction

Note: This is a recently revised course that was formerly known as Integrated Dual Disorders Treatment (IDDT).

Integrated Treatment is an evidence-based practice that improves the quality of life for people with co-occurring severe mental illness and substance use disorders by offering combined behavioral health treatment. In this course, you will discuss the benefits and learn how integrated treatment leads to better outcomes than treating these disorders separately or in separate places.

Motivational Interviewing (*PR)
SEAT TIME: 3 HOURS | PREREQUISITE: Essential Communication Skills

Motivational Interviewing (MI) is a collaborative process wherein both service provider and peer work together on an issue the peer is experiencing. During the conversation, the service provider helps the individual strengthen their motivation to change and increases their commitment to change. While MI is a complex process that requires training, coaching, and practice, parts of it can be used effectively in the peer support role. For example, the principles and spirit of MI can easily be incorporated into practice. In this course, you will explore MI principles and its spirit, as well as peer readiness for change and change talk.
Moving Beyond Disability (Under revision)
Expected to be released mid-term.

Multicultural Interaction Skills for Peer Supporters
(formerly known as Cultural Competence for Peer Providers)
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

In this course, you will learn how to be responsive to the unique cultural identities of people with whom you work. Being responsive to others requires an understanding of your own cultural identities. When you have completed this course, you will be able to describe successful multicultural interactions and explain why the topic is important to peer services. You will learn how to apply multicultural interaction skills to all your interpersonal interactions. These skills include being able to help people express and utilize positive aspects of their cultural identity to promote recovery. Finally, you will learn how to self-assess your own multicultural interaction skills and act on the challenges you identify in your self-assessment.

Peer Leadership (*PR)
SEAT TIME: 4 HOURS | PREREQUISITE: Peer-Delivered Service Models

During these times of change in health care delivery, funding, and public perceptions of those with mental health conditions, peer leadership is especially important. But what exactly is peer leadership and how is it different from leadership in general? This course explores that question by first covering popular leadership theories, organizational structures, and different ways in which leaders emerge, then through self-reflection and a Leadership Compass that can be used by peer supporters to identify their leadership strengths. The final assignment is to create a Leadership Exploration Action Plan, which can be used to create a personal definition.

Peer Support in Criminal Justice Settings
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

In this course you will learn about the prevalence of people with mental illnesses in the criminal justice system, laws that pertain to people with mental illness, and ways in which you can give peer support to people who are involved at various intercept points in the criminal justice system.
The Elective Courses (Continued)

Person-Centered Intake and Assessment
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Building on the Introduction to Person-Centered Principles, this course shows the contrast between a traditional (system-centered) intake and assessment process and one in which the person is the focus of the process through recovery-oriented person-centered (ROPC) approaches. The course provides examples of creating a welcoming environment and the roles that peer support providers can play in giving hope and offering an orientation to the recovery process.

Psychiatric Advance Directives (*PR)
SEAT TIME: 4 HOURS | PREREQUISITE: Human and Patient Rights in New York

Maintaining autonomy in decision-making is a concern for most people. One way in which people can convey their preferences for medications, service providers, hospitals, and other important aspects of their wellbeing is by developing a psychiatric advance directive (PAD). New York State has laws that provide for the use of PADs, including some enforcement of the individual’s wishes. As a peer provider, understanding how PADs work and the advantages and disadvantages of having a PAD are important to helping others make informed decisions. This course provides foundational information about PADs and how you as a peer provider work with others to make decisions about having a PAD. You will also learn how to help someone complete a PAD and distribute it to their supporters and service providers.

NOTE: This course does not provide legal advice. You should always obtain legal advice from an attorney.

Recovery Centers in New York State
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Peer Recovery Centers offer an option for people in New York State who are actively working on recovery. Unlike a Drop-in Center where people go to find refuge from the world, a Recovery Center is where people find their “spark of life” and work toward a successful return to the world. The course features interviews with program directors and staff of current recovery centers in New York State, with links to additional resources for anyone who might be interested in forming their own Peer Recovery Center.
The Elective Courses (Continued)

Recovery through Psychiatric Rehabilitation (Under revision)
Expected to be released mid-term.

Self-Care for Peer Providers
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Using the SAMHSA Dimensions of Wellness as a foundation, this course presents an array of resources and skills peer providers can use to assess, develop, and deepen their own self-care. It also develops peer providers’ support skills for helping others through self-assessment and consideration of strategies and activities they may choose for self-care.

Social Security Entitlements
SEAT TIME: 2 HOURS | PREREQUISITE: NONE

In this course, you will examine the two benefit programs administered by the Social Security Administration (SSA): Title XVI: Supplemental Security Income (SSI) and Title II: Social Security Disability Insurance (SSDI). The course explains the differences between the two programs, the application process, and how to expedite a claim to assist qualified peers in recovery to obtain benefits. Finally, you will examine appeals rights, the appeals process, and the four levels of appeals.

Stigma and Self-Disclosure
SEAT TIME: 4 HOURS | PREREQUISITE: NONE

Self-disclosure is a natural part of all relationships, but the stigma associated with mental health or addiction conditions makes self-disclosure of these conditions complicated. Peer support providers are called upon to be open about their experiences. This openness is what makes peer support unique from other professional services. For professional practitioners with mental health or addiction histories, the decision to disclose their own experiences with their clients can be especially complex. This course explores self-disclosure and stigma from different perspectives with strategies to weigh the pros and cons that can be used by peer support providers, professional practitioners, and the people they support.
The Elective Courses (Continued)

Suicide: A Peer-to-Peer Conversation

SEAT TIME: 2 HOURS | PREREQUISITE: NONE

Suicide is a subject that can be challenging for anyone to talk about. This course is intended to offer ways in which peer specialists can have conversations about suicide with people who may be contemplating suicide. Developing a high level of trust is crucial before the peer specialist can expect a peer to share their thoughts of suicidal ideation. The course will look at ways of using peer to peer mutuality and respect to address thoughts of suicide and to offer a menu of strategies or actions for improving wellness. This course is not intended to be a strategy for suicide intervention skills or a diagnostic approach to suicide discovery.

Supervision: An Introduction for Peer Support Providers

SEAT TIME: 4 HOURS | PREREQUISITE: NONE

This course identifies elements common to all supervision as well as elements that are more specific to the supervision of peer providers. It illustrates how a culture of recovery is an essential ingredient for a peer support provider program to thrive, and different roles a supervisor may play in developing an organization’s ability to put recovery principles into practice. Video interviews with experienced managers and supervisors offer inspiration, guidance, and strategies for the successful supervision of peer providers.

Supported Employment Specialist Core Competencies (*PR)

SEAT TIME: 3 HOURS | PREREQUISITE: Individual Placement and Support (IPS)

Model of Supported Employment

Using the Individual Placement and Support (IPS) Model, you will examine the role, skills, and competencies of the successful Supported Employment Specialist in assisting job seekers in finding and maintaining employment, thereby supporting them in recovery. You will identify the core competencies of the Supported Employment Specialist within the following areas: Initial assessment, disclosure, employment planning, benefits counseling, job development, working with the State Vocational Rehabilitation Department, and providing follow-along support.
Supporting Financial Wellness: Moving from Hardship to Hope

SEAT TIME: 4 HOURS | PREREQUISITES: NONE

The goal of this course is to provide an overview of what financial wellness is, why it matters to recovery and overall wellness, and ways peers can support individuals to build their financial hope and access available services and supports to improve their financial wellness. You will learn about the impact poverty, financial hardship, financial exclusion, and dependency have on recovery; five domains and key concepts that define and contribute to financial wellness; specific strategies peers can use to build financial hope and reduce financial shame; to increase access to financial supports and services.

Supporting Veterans and their Families

SEAT TIME: 4 HOURS | PREREQUISITES: NONE

Those who have served our country, whether in combat or through other kinds of deployments, deserve the best we have to offer. But all too often, they and their families receive little or no support after discharge. In this course we explore common issues faced by those who have served in the U.S. military and their families, resources that are available to help, and ways supporters can help those who are impacted in negative ways by service in the military to overcome those challenges and find greater peace at home.

Transforming Lives With the Arts

SEAT TIME: 3 HOURS | PREREQUISITES: NONE

Transforming Lives with the Arts is a course that focuses on the healing and transforming power of arts and creative expression. The course demonstrates how using the arts has become a major source of recovery for persons who have experienced mental health challenges. It honors artists who have contributed to the history of the consumer/survivor movement and showcases the stories of current-day artists and directors of peer arts programs. How to be a creative peer specialist? The course, will explain. This is a course that combines fun with information. It will dazzle you with a beautiful display of art done by recognized peer artists.

Whole Family Health and Well-Being

SEAT TIME: 1.5 HOURS | PREREQUISITE: NONE

After completing this course, Peer Specialists, partnering with families, will be equipped to offer information and resources aimed at educating families on mental health and whole family health and wellness.
ABOUT THE SUPERVISION TRACK

These courses were developed to help supervisors of peer specialists to better understand the philosophy and practice of peer support. Peers who have been promoted to the role of supervisor can also gain knowledge and resources to improve their supervision from these courses. Whether you are new to supervision or a seasoned supervisor who is new to working with the peer support workforce, there is something here for you!

SPS100 - An Introduction to Supervising Peer Specialists:  
Course 1 (Key Concepts)

SEAT TIME: 3 HOURS | PREREQUISITE: NONE

In this introductory course, you will review five core functions and ten best practices written by subject matter experts who have been supervising Peer Specialists for many years. Whether you are brand new to the role of supervisor or someone who has been a supervisor for many years but want to gain new knowledge and skills for supervising Peer Specialists, this course has something for you!

SPS101 - An Introduction to Supervising Peer Specialists:  
Course 2 (Situations and Solutions) (*PR)

SEAT TIME: 2 HOURS | PREREQUISITE: SPS100 - An Introduction to Supervising Peer Specialists (Key Concepts)

This second course in the series introduces a needs-based toolkit for organizational readiness to employ peer specialists and guidelines for supervisors related to peer support values and practice that you can use as tools to review five situations related to the supervision of peer support workers. After considering what you would do as the supervisor in each situation recorded guidance from practicing supervisors on what they would do in that same situation is provided. Receiving guidance from multiple supervisors on their approach to supervision in each situation will give more strategies and solutions for your own supervision.

Additional Supervision Resources

The National Association of Peer Supporters issued National Practice Guidelines for Peer Specialists and Supervisors has offered several workshops and webinars on the role of the supervisor in helping peer support staff to practice in alignment with their core values.

For these and links to more supervision resources, visit the APS Virtual Learning Community, supervision workshops and webinars: https://aps-community.org/faces-places-webinar-series/
ABOUT THE APS CE (CONTINUING EDUCATION) TRACK

This is a new category of courses introduced during the COVID pandemic to provide continuing education (CE) credit for webinars offered by the Academy of Peer Services and partner organizations. The New York Peer Specialist Certification Board granted approval for the APS team to convert recordings of workshops and relevant webinars into short credit bearing online courses. APS CE courses follow the same high standards of instructional design as all other Academy courses, allowing you to earn a certificate as with all other courses by completing the content, post-test, and course evaluation.

An 80% or higher score is required on the post-test and course evaluation feedback will be shared with the presenter/s for the program.

APS CE COURSES

An Introduction to the Peer Model and Peer Services - Series

Courses in this series provide a basic introduction to peer support services including the values, practices, and the ways in which peer support and recovery benefit not only people who are being supported, but also co-workers, the organization and the peer support workers themselves.

An Introduction to the Peer Model Part 1: Peer Values and Practices

SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

The purpose of this course is to describe the “Peer Model” by providing an overview of peer support values and practices. Part of a Rutgers University Dept. of Psychiatric Rehabilitation training for Northwest Essex Certified Community Behavioral Health Clinic (CCBHC). Presented by Rita Cronise, Martha Barbone, and Lori Ashcraft. Broadcast on March 5, 2021.

An Introduction to the Peer Model Part 2: Power of Peer Support

SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

In this course, you will explore the nature of the “Peer Model” including benefits, challenges, and strategies that peer support providers use to combat burnout. Part of a Rutgers University Dept. of Psychiatric Rehabilitation training for Northwest Essex Certified Community Behavioral Health Clinic (CCBHC). Presented by Rita Cronise, Martha Barbone, and Lori Ashcraft. Broadcast on March 5, 2021.
Complicated Grief and Moral Injury Series

Complicated Grief and Moral Injury: Alleviating Moral Suffering

SEAT TIME: 2 HOURS | PREREQUISITES: NONE

In this presentation, we explore the varied manifestations that generate moral injury (often applied to frontline professionals), moral distress (usually used with healthcare professionals), and soul injury (often described in police or military combatants and referring to losses that are not mourned and guilt and shame that is associated with the loss). All of these situations arise from inner conflicts that arise from feelings that one’s professional practice does not follow standards of professional practice or ethical principles. Special attention is given to moral suffering in the current pandemic. In the presentation, we identify factors responsible for moral suffering as well as strategies for self-help as well as interventive strategies for clients designed to ease moral suffering. Northeast and Caribbean Mental Health Technology Transfer Center (MHTTC). Presenter Kenneth J. Doka. Broadcast on April 13, 2021.

Complicated Grief and Moral Injury: Moral Identity and Injury

SEAT TIME: 2 HOURS | PREREQUISITES: NONE

This presentation will offer prevailing definitions of moral injury, both clinical and spiritual; discuss its relationship to trauma, such as PTSD; describe factors such as various religious and cultural meaning systems, professions, and life circumstances that impact understandings and experiences of it; identify emotions and behaviors that indicate moral suffering; and suggest various strategies that can contribute to healing. Northeast and Caribbean Mental Health Technology Transfer Center (MHTTC). Presenter Dr. Rita Brock. Broadcast on April 20, 2021.

Complicated Grief and Moral Injury: When Grief Becomes Complicated

SEAT TIME: 2 HOURS | PREREQUISITES: NONE

In this presentation, we describe varied forms of complicated grief, contrasting them with manifestations of typical grief - and noting factors that make individuals at-risk for complications in the grieving process. We also describe varied evidence-based interventive strategies that have been used with individuals struggling with complicated grief. Finally, we note the ways complicated grief is acknowledged within the DSM-5 and the new diagnosis for Prolonged Grief Disorder that will be evident in the DSM-5-TR. Northeast and Caribbean Mental Health Technology Transfer Center (MHTTC). Presenter Kenneth J. Doka. Broadcast on April 6, 2021.
Peer Workforce Integration Series

In the summer of 2019, the Academy of Peer Services hosted the start of what would become a five-part webinar series beginning with the launch of the Needs-Based Organizational Readiness Toolkit and continuing in the spring and summer of 2020 with four-sessions on Action Planning and Implementation to help organizations integrate peer support services in their workforce.

The series draws on research and tools developed by the NYC Peer and Community Health Worker Workforce Consortium. While the tools were developed in New York City, they are widely available, and the guidance can be applied to the inclusion of peers in the workforce anywhere. The full series provides an overview of the guide and offers tips in making the transition from assessing organizational needs to collaboratively addressing identified areas for development or improvement.

Peer Workforce Integration: An Introduction to a needs-based toolkit to advance organizational readiness

SEAT TIME: 1.0 HOURS | PREREQUISITES: NONE

This course introduces the Needs-Based Self-Assessment and Toolkit to Advance Organizational Readiness for peer support services. The course provides the evidence about the range of organizational needs that led to the creation of the customized toolkit based on an organizational readiness self-assessment, which is the first step toward action planning and implementation as described in the rest of this series. Presenter: Aviva Cohen, Coordinator for the NYC Peer and Community Health Worker Workforce Consortium. Broadcast on July 26, 2019.

Peer Workforce Integration Session 1: Getting the Conversation Started

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This session introduces key concepts of implementation, organizational readiness for change, collective efficacy, and commitment to change. Aviva Cohen, Consortium Coordinator presents resources and tools that can guide this process and discusses the critical role of collaboration in producing outcomes and reaching organizational goals. She is joined by Leila Clark, NYS Office of Mental Health (OMH), Office of Consumer Affairs, Regional Advocacy Specialist, and Curtis Dann-Messier, the new Director of the Consortium. Broadcast on May 20, 2020.
Peer Workforce Integration Session 2: Building a Plan

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

In this session, Aviva Cohen presents strategies for collaborative planning efforts, including ways of increasing the comfort and engagement of those who join in the organization’s planning process. It emphasizes a strengths-based approach and ways in which an organization-specific action plan can be inclusive of those who are impacted by the plan while including specific, measurable goals to meet within an agreed upon time frame. Broadcast on May 27, 2020.

Peer Workforce Integration Session 3: Keeping the Action Active

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This session focuses on strategies to address barriers related to engagement of employees and the sustainability of efforts over time. Curtis Dann-Messier and Aviva Cohen discuss ways to re-evaluate and address needs that shift over time and offer organizational and communication strategies to support sustained engagement. They are joined by Ivanna Bond, Chair of the New York City Peer Workforce Coalition and former Coalition Executive Director, Helen (Skip) Skipper. Broadcast on June 3, 2020.

Peer Workforce Integration Session 4: Evaluating the Implementation

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This session discusses methods for evaluating progress towards organizational goals by applying concepts of Continuous Quality Improvement in the implementation process. It defines and differentiates between measurement of implementation processes and measurement of implementation outcomes. Presenters: Curtis Dann-Messier, Director of the Consortium, Jeanette Toledo, Helen Skipper, Todd French, Gita Enders, and Ivanna Bond. Broadcast on June 10, 2020.

Racism: A Public Mental Health Crisis Series

The courses in this series are based on a six-part series of webinars by the New York State Office of Mental Health moderated by Matthew Canuteson, Diversity & Inclusion Office, Director of the Bureau of Cultural Competence, NYS Office of Mental Health (OMH).]
Racism: A Public Mental Health Crisis: Becoming an Anti-Racist Organization
SEAT TIME: 1.75 HOUR | PREREQUISITES: NONE


Racism: A Public Mental Health Crisis: Creating A Culture of Bold Change
SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This course encourages participants to recognize racial inequities in mental health outcomes and access to services. We advocate having potentially uncomfortable conversations about racism & how it impacts the mental health of BIPOC (Black and Indigenous People of Color). We also hope people will recognize that the time is now to take action to uproot racism and there is an urgent need for racial equity & anti-racist work in the field of mental health. Office of Mental Health. Presenter Matthew Canuteson. Broadcast on August 26, 2020.

Racism: A Public Mental Health Crisis: Impact of Structural Racism on Children and Families
SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

This course explores intergenerational trauma and its effects on children and families. Strategies for ending intergenerational and racial trauma are discussed, as well as methods for reducing bias, prejudice, and racism. Office of Mental Health and New York City Dept. of Health and Mental Hygiene. Presenters: Sharon Content, Dana E. Crawford, Habeebah Rasheed Grimes, Fatima Kadik, Sara I. Taylor. Broadcast on December 2, 2020.

Racism: A Public Mental Health Crisis: Leading Anti-Racist Change at Your Workplace
SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

Using data from attendee survey responses, this session engaged participants in a dynamic conversation on specific challenges participants face in implementing an anti-racist culture at their workplace.
This session provided an overview of key takeaways discussed in previous series sessions and focused on what’s needed to advance an anti-racist work culture. Key Takeaways: Attendees will have a deeper understanding of the work needed to foster an anti-racist culture; thus, feeling motivated and equipped to move forward with action steps to implement anti-racist work. New York State Office of Mental Health and New York City Dept. of Health and Mental Hygiene. Presenters: Ann Marie T. Sullivan, Matthew Canuteson, Dana E. Crawford, Myla Harrison. Broadcast on February 3, 2021.

**Racism: A Public Mental Health Crisis: LGBTQIA+ Community and Intersectionality**

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This webinar-based CE course discusses the intersectionality of race and LGBTQIA+ identities. Description: Being Present - Who Do We Meet? A deeper look and dialogue about racial inequity and systemic racism through the lens of intersectionality. This webinar is designed to discover the intersectionality of Black, Indigenous, and People of Color (BIPOC) in the LGBTQIA+ community dealing with the multifaceted challenges of the “isms”. In the current climate, understanding how to correct these maladaptations demands re-education, refamiliarization with a "truer" historical representation, and cultural awareness. Drawing on their experiences, panelists will raise and discuss identity constructs and how these impact their interactions and lives. Moderator: Antoine Craigwell, founder and president/CEO of DBGM. New York State Office of Mental Health and New York City Dept. of Health and Mental Hygiene. Presenters: Antoine B. Craigwell, Kevin Nathaniel, Pratima Kushridevi Doobay, Adjoa Osei, Yash Bhambhani. Broadcast on January 6, 2021.

**Racism: A Public Mental Health Crisis: Racism In Mental Health in NYC**

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This course discusses historical racism in mental health, the interactions between racial and health inequities, and methods by which DOHMH is eliminating racism in their organization. New York City Dept. of Health and Mental Hygiene. Presenters: Myla Harrison, Nannette Blaize, Darren Hoke, Nicole Palumbo, and Pamela Clipper. Broadcast on September 30, 2020.
Strategies for Behavioral Health Equity Series

Courses in this series describe disparities in behavioral health care, the factors that create these disparities, and the things that organizations and individuals, including peer support workers, can do to increase equity.

Strategies for Behavioral Health Equity – Implementing CLAS Standards (in Strategic Planning)

SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

This course discusses methods of implementing the CLAS Standards in behavioral health organizations and why this is important. Office of Mental Health. Presenter, Matthew Canuteson. Broadcast on July 28, 2020.

Strategies for Behavioral Health Equity – Introduction to Behavioral Health Equity

SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

The purpose of this course is to introduce learners to the concept of behavioral health equity, its importance, and methods for increasing it in any organization. Includes an overview of the National Culturally and Linguistically Appropriate Services (CLAS) Standards. Office of Mental Health. Presenter, Matthew Canuteson. Broadcast in December, 2019.

Strategies for Behavioral Health Equity – Practices/Approaches for Continuous Quality Improvement to Reduce Disparities for Marginalized Populations

SEAT TIME: 1.5 HOUR | PREREQUISITES: NONE

This course explores the use of Continuous Quality Improvement (CQI) as a tool for reducing health disparities in marginalized populations. Office of Mental Health. Presenter, Matthew Canuteson. Broadcast on July 28, 2020.
Strategies for Behavioral Health Equity – The Role Organizational Self-Assessment Plays in Reducing Disparities in Behavioral Health Organizations

SEAT TIME: 0.5 HOURS | PREREQUISITES: NONE


Supervision During COVID Series

Courses in this series were offered by the New York Association of Psychiatric Rehabilitation Services (NYAPRS) and the Center for Practice Innovations (CPI) during the initial stages of the COVID stay-at-home orders and provided strategies for remote supervision.

Supervising from Home – Part 1

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

This webinar discusses challenges to remote supervision, strategies in remote supervision, and techniques to manage work output and productivity. The presenter explains elements of supervision. NYAPRS and CPI. Presenters: Ruth Colón-Wagner, Paul Margolies, and Helle Thorning. Original broadcast: May 1, 2020.

Supervising from Home – Part 2

SEAT TIME: 1.0 HOUR | PREREQUISITES: NONE

After an opening discussion about continued challenges to remote supervision faced during COVID-19, the presenters discuss difficult conversations. They elaborate on the steps necessary for successful outcomes when facing difficult conversations with supervisees, e.g., meeting preparation, interpersonal communication, and arriving at a corrective action plan. The transactional analysis approach to effective conversations is explained. NYAPRS. Presenters: Ruth Colón-Wagner and Robert Statham. Original broadcast: June 25, 2020.
Supporting Older Adults Series

Before COVID, a team at The Coalition for Behavioral Health Center for Rehabilitation and Recovery had been developing a series on supporting older adults. As the COVID stay at home orders hit, and along with the confusion, isolation, and fears that older people were experiencing, the series beautifully captured in real time and in real plays some of the challenges and ways in which peer support can address emotional distress in ways that are different from any other supporter or provider. (Series was broadcast March-May 2020.)

Supporting Older Adults Part 1: Honoring Their Strengths

**SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE**

At a time when older adults are seen as a “vulnerable population”, this course instead looks at how peer supporters see older adults from an alternative point of view. Our presenters look at the developmental model of wellness and positive aging, what older adults (and any adults) want that may be very different from what providers and others want for them, and how to use shared decision-making and intentional peer support approaches to create equal opportunities for older adults to fully participate in a peer relationship. The program also offers an impromptu glimpse at what an authentic peer support relationship might look like between two older adults during a time of crisis, as well as using the arts as a way of allowing older adults to express themselves and engage in legacy work to share the strengths of their life story. Presenters: Gayle Bluebird, Liz Breier, Clinton Green, Deb Trueheart, Shanti Vani, and Michelle Zechner. Created in partnership with The Coalition for Behavioral Health. Broadcast on March 30, 2020.

Supporting Older Adults Part 2: Life Transitions

**SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE**

This course features a moderated discussion about transitions everyone is facing, particularly during the COVID-19 crisis, with attention to how these transitions are affecting older adults. It begins with a continuation of the ‘real play’ started in Part 1 and continues into a rich discussion on supporting people through transitions. Regardless of the transition, the discussion came back to how peer support helps people to know their lives matter and they are not alone. Presenters: Gayle Bluebird, Celia Brown, Richard Laudor, Deb Trueheart, Shanti Vani, and Michelle Zechner; Moderators: Clinton Green and Liz Breier with The Coalition for Behavioral Health. Broadcast on April 20, 2020.
Supporting Older Adults Part 3: Our Elders Speak

SEAT TIME: 2.0 HOURS | PREREQUISITES: NONE

This panel presentation and group discussion included some of New York State’s strongest advocates and leaders who raised awareness about the way people with psychiatric labels were being treated, helped people to find their own choice and voice, and through years of system change created opportunities for peer support in New York State and beyond. The program focused on their most memorable moments, the accomplishments they felt were most meaningful, and what they would say to advocates of today following in their footsteps in the new world that we now face.

The course includes the 90-minute webinar and an addition 30-minute pre-recorded segment on the history and thoughts for the future by Carole Hayes-Collier, founder of the Mental Patients’ Liberation Project in Syracuse. Presenters: Gayle Bluebird, Harvey Rosenthal, Peter Ashenden, Angela Cerio, George Ebert, and Carole Hayes-Collier. Moderators: Harvey Rosenthal and Pat Feinberg with The Coalition for Behavioral Health. Broadcast on May 14, 2020.

Talking About Tobacco Series

Courses in this section are part of an ongoing series to encourage those providing peer support services to engage people in conversations about tobacco use. These conversations can be especially effective if the peer supporter has also had experience with using tobacco and has engaged in a process of reducing or eliminating tobacco as a part of their own wellness strategies. It is not essential for a peer support provider to have stopped using tobacco completely, but the conversation and planning around healthier approaches can be lifesaving.

Talking About Tobacco Part 1: A New Conversation About Tobacco Use and Peer Support

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

In this first webinar, we discuss why a peer support-oriented discussion is so important and the need for those with tobacco use experience to step forward as champions for themselves and others. We describe how people with mental health conditions, people of color, and people in other marginalized communities have been targeted by the tobacco industry, marketers, and retailers, and the disparities that exist in reaching these communities with public health programs related to tobacco use.
Presenters include personal stories related to their own tobacco use, some common misconceptions about tobacco, vaping, and nicotine and ways in which peer support can offer a nonjudgmental space for talking about and exploring changes related to tobacco use. Academy of Peer Services Virtual Learning Community Faces and Places of Peer Support Series. Presenters: Amanda Saake, Susan Friedlander, LaVerne Daisy Miller, Regina Shoen, and Gina Calhoun. Moderated by Rita Cronise. Broadcast on February 18, 2021.

Talking About Tobacco Part 2: An Orientation to WRAP®

SEAT TIME: 1.5 HOURS | PREREQUISITES: NONE

In this second webinar in the Talking About Tobacco series, presenters Gina Calhoun, Chacku Mathai, and Rita Cronise provide an orientation to the Wellness Recovery Action Plan (WRAP®) and discuss how WRAP® can be used for exploring options for wellness, including the use of tobacco and the impacts that use might have on one’s life. The presenters will share elements of their own stories related to tobacco use, and audience members will be able to contribute their own ideas about wellness tools and action plans throughout the orientation to WRAP®. Academy of Peer Services Virtual Learning Community Faces and Places of Peer Support Series. Presenters: Gina Calhoun, Chacku Mathai, and Rita Cronise. Broadcast on March 18, 2021.

Other Continuing Education Courses

Courses in this section were either offered as single webinars (not part of a series) or combined into a single CE course from a webinar series or conference workshop.

Building Financial Hope: Guidance for SSA Recipients, Providers, and Supporters

SEAT TIME: 2.0 HOURS | PREREQUISITES: NONE

This program provides guidance for SSA recipients, providers, and supporters as they learn about the financial impact of the Coronavirus Aid, Relief, and Economic Security (CARES) Act, explore the connection between economic recession and its psychological impact, and the ways in which peers and supporters can build hope in uncertain times.
APS CE COURSES (Continued)


Justice Peers in NYC! A Community Meeting

SEAT TIME: 1.0 HOUR | PREREQUISITES: NONE

This course covers a 2020 community meeting to being a conversation about moving forward with the work of integrating peers into the justice system in New York City. The goal was to gather input from the community to help guide the justice peer initiative and to see who is interested in joining the working group. The meeting was hosted by the NYC Peer and Community Health Worker Workforce Consortium, with an overview by Carlton Whitmore and presentations by Curtis Dann-Messier, Meg Egan, Executive Director of the NYC Board of Corrections, Brenda Dann-Messier, Senior Advisor for Education and Strategy, Helen (Skip) Skipper and Frank Barretto from the NYC Criminal Justice Agency, Jeanette Toledo from the NYC Peer Workforce Coalition, Garrett Smith from the Office of Mental Health, Ann-Marie Louison From CASES, and LaVerne Miller, national consultant on Justice Training. Five breakout sessions were held. You will hear facilitator experts discuss their involvement in the initiative and introduce the purpose of each session. Broadcast October 27, 2020.

The Trauma of it All: How Race, Oppression, and COVID-19 Intersect

SEAT TIME: 2.5 HOURS | PREREQUISITES: NONE

The goal of this course is to discuss the interactions among race, oppression, and COVID-19, and how they affect the peer support. We discuss trauma and self-care strategies, and how to encourage self-care in those we serve. We also talk about how people from minority groups are less likely to be tested and treated appropriately for COVID-19. Viewers are encouraged to consider how they can foster justice in their role as peer supporters. Training provided through The Coalition for Behavioral Health, The Center for Rehabilitation and Recovery. Presenter: Clinton Green. Broadcast on June 15, 2020.
ABOUT THE DEVELOPMENT TRACK (NON-CREDIT)

These non-credit learning opportunities are provided to increase your knowledge and opportunities for personal development. There are no prerequisites, no tests, and no certificates of completion. But they will enrich your understanding of all of these topics.

The Peer Specialist Certification Process in New York State

SEAT TIME: 1 HOUR | No prerequisites, no posttest, no certificate

This module explores the history behind the New York Peer Specialist Certification Board and the overall certification process. It reviews the national landscape when the peer certification process was formed. The module outlines the certification process, including standards and requirements for certification. It explains the relationship between the Academy of Peer Services (APS) and the New York Peer Specialist Certification Board (NYPSCB), examines the requirements for each level of certification—the NYCPS and NYCPS-Provisional, and discusses the basics of the Renewal and Upgrade Process.

Making a Success of Online Learning

SEAT TIME: 5 HOURS | No prerequisites, no post-test, no certificate

This module will explore current trends in online education, the ways in which the Academy of Peer Services (APS) designs courses to help peer support specialists succeed, and strategies for overcoming common online learning challenges. A special COVID-19 section addresses the potential online learning challenges as a result of the pandemic. Learning is like traveling down a road that is sometimes winding and difficult, and at other times smooth and carefree. APS is your partner on your lifelong learning journey.

Tips for Facilitating Online Peer Support Groups

SEAT TIME: 30 MINUTES | No prerequisites, no post-test, no certificate

This “best practice” guide was developed by a group of facilitators attending the Academy of Peer Services Virtual Learning Community networking meetings who recognized that there was a lot of technical information for holding meetings online, but not a lot of useful information (at the start of the outbreak) about how to hold support groups online. The guide continues to be updated as new tips are shared and lessons learned.

To access, go to: https://aps-community.org/tips-for-facilitating-online-groups.
ABOUT GCF GLOBAL COMPUTER BASICS

Do you need to learn computer skills or get a refresher? Or are you working with people who are just getting started with computer skills? Free tutorials and videos are available through Goodwill Community Foundation Global (GCFGlobal).

- Computer Basics | Videos
- Internet Basics | Videos
- Internet Safety | Videos
- Email Basics | Videos
- Online Communication

These user-friendly lessons and videos can be used for self-study or used in combination with the free Teacher’s Guide for working with peers on developing fundamental computer skills.

The Technology Teacher’s Guide is a free lesson plan for using the tutorials with different audiences. To access: https://edu.gcfglobal.org/en/gcfteacherguides/technology/1/

If you sign up for an account with GCFGlobal, you (or the people you are working with) can receive a certificate for each tutorial completed and this can be used to demonstrate to employers and other programs knowledge of these core skills.

To learn more about GCFGlobal, visit: https://edu.gcfglobal.org/en

ABOUT THE APS VIRTUAL LEARNING COMMUNITY

The Virtual Learning Community is a project of the Academy of Peer Services and offers a clearinghouse of information and announcements for the peer support workforce in New York State (and beyond) to connect, communicate, and collaborate!

Visit the Virtual Learning Community website resources to enhance your knowledge and opportunities for career and personal development: https://aps-community.org/

To sign up for the free Virtual Learning Community email list, visit this link.
GETTING HELP: APS USER SUPPORT

Check our Frequently Asked Questions (FAQ) to learn more about the Academy of Peer Services and the courses we offer. Many of the questions that have been answered by our team through the years are included in the FAQ, so it is the first place to check before contacting us. To access the FAQ, visit this link.

- For assistance with the certification or renewal process, visit the New York Peer Specialist Certification Board website: [http://nypeerspecialist.org](http://nypeerspecialist.org)
- For assistance with the APS system that are not covered in the FAQ, send email to: academyofpeerservicesnyomh@gmail.com