

**California Mental Health Services Authority (CalMHSA)
Peer Training Curriculum Core Competencies -
Crisis Care Area of Specialization for Certified Medi-Cal Peer Support Specialist**

Medi-Cal Peer Support Specialists who demonstrate understanding can:

Use a range of recovery-focused interventions to help individuals better manage distress and behavioral health crises by using one's own live experience and recovery in mental health and/or substance use conditions to engage individuals in least restrictive services and avoid unnecessary escalation of the crisis.

The performance expectations above was developed using the elements in the CalMHSA Landscape Analysis Report for Peer work for persons in crisis care.

The specialized training for Peer work in crisis care builds on the knowledge, skills, and abilities of certified Medi-Cal Peer Support Specialists. The training in this area of specialization is not endorsed as a stand-alone training. The training is endorsed for individuals with Medi-Cal Peer Support Specialist Certification. The 17 core competencies for Medi-Cal Peer Support Specialist certification are shown below.

1) The concepts of hope, recovery, and wellness; 2) The role of advocacy; 3) The role of consumers and family members; 4) Psychiatric rehabilitation skills and service delivery, and addiction recovery principles, including defined practices; 5) Cultural and structural competence trainings; 6) Trauma-informed care; 7) Group facilitation skills; 8) Self-awareness and self-care; 9) Co-occurring disorders of mental health and substance use; 10) Conflict resolution; 11) Professional boundaries and ethics; 12) Preparation for employment opportunities; 13) Safety and crisis planning; 14) Navigation of, and referral to, other services; 15) Documentation skills and standards; 16) Confidentiality; and 17) Digital literacy.

The California Mental Health Services Authority has undergone a thorough landscape analysis of existing Peer certification programs across the United States to compare core curriculums, training standards, required skills, and best practices. This landscape analysis will focus on the core skills and practices of peer support for persons who are in crisis care. The training content must cover all core competency areas noted below for this area of specialization.

Prevention	Active Crisis	Post-Crisis/Recovery
1. Pathways to Crisis 2. Prevention, De-Escalation, and Crisis Resolution 3. Engagement and Resource Connection / Navigation 4. Person-Centered Trauma-Informed 5. Co-Occurring Disorders	6. Conflict Resolution 7. Person-Centered Trauma-Informed 8. Co-Occurring Disorders 9. Crisis and Special Populations	10. Crisis Planning and Support 11. Self-Awareness and Self-Care

California Mental Health Services Authority (CalMHSA)
Peer Training Curriculum Core Competencies -
Crisis Care Area of Specialization for Certified Medi-Cal Peer Support Specialist

Prevention

<p>Prevention</p> <ol style="list-style-type: none"> 1. Pathways to Crisis 2. Prevention, De-Escalation, and Crisis Resolution 3. Engagement and Resource Connection / Navigation 	<ol style="list-style-type: none"> 4. Person-Centered Trauma-Informed 5. Co-Occurring Disorders
<p>Core Competency 1: Pathways to Crisis</p> <ul style="list-style-type: none"> * understand internal and external factor influencing distress * understand health boundaries * understand sharing of own lived experience to support other's recovery 	<p>Core Competency 4: Person-Centered Trauma-Informed</p> <ul style="list-style-type: none"> * build/strengthen one's beliefs and values supporting recovery * understand concepts of readiness for change/stages of change (meet person where they are) * understand concepts of self-determination and personal choice * understand harm reduction models of care * understand effects of trauma including adverse childhood experiences (ACEs) * understand responsibility for mandate reporting
<p>Core Competency 2: Prevention, De-Escalation, and Crisis Resolution</p> <ul style="list-style-type: none"> * understand signs and symptoms of distress to avert crisis * understand self-management and relapse prevention strategies * knowledge of de-escalation techniques * knowledge of suicide prevention and safety planning * knowledge of risk assessment * knowledge of community resources * understand county behavioral health delivery systems navigation * knowledge of motivational interviewing techniques 	<p>Core Competency 5: Co-occurring Disorders</p> <ul style="list-style-type: none"> * understand co-occurring disorders, including physical health conditions * knowledge of the Disease Model of Addiction * basic knowledge of most common mental health conditions commonly used drugs * understanding how substance use mimics mental illness and vice versa * basic knowledge of treatment approaches, including Medicated Assisted Treatment * understand pathways to recovery * understand Recovery Capital * understand warning signs and symptoms of relapse and relapse prevention strategies
<p>Core Competency 3: Engagement and Resource Connection / Navigation</p> <ul style="list-style-type: none"> * understand concepts of relationship building * understand concepts for self-advocacy * understand trauma-informed approaches to care * understand interplay of culture in engagement and care * knowledge of best proactive for incorporating natural supports * knowledge of build/strengthen self-awareness * understanding basic symptoms associated with mental health and substance use conditions * building/strengthening of interpersonal skills * appropriate linkage to community resources * understand patient's rights 	

California Mental Health Services Authority (CalMHSA)
Peer Training Curriculum Core Competencies -
Crisis Care Area of Specialization for Certified Medi-Cal Peer Support Specialist

Active Crisis

Active Crisis

- 6. Conflict Resolution
- 7. Person-Centered Trauma-Informed
- 8. Co-Occurring Disorders
- 9. Crisis and Special Populations

Core Competency 6: Conflict Resolution

- * understand early warning signs of distress
- * understand how to recognize signs of abuse and human trafficking
- * knowledge of safety and risk assessment
- * knowledge de-escalation techniques
- * Knowledge of offering support and creating sense of safety
- * understand how to activate coordination with treatment team and/or community resources
- * use of safety plan previously created

Core Competency 7: Person-Centered Trauma-Informed

- * understand offering support to mitigate trauma
- * understand activation of natural resources to address needs and safety
- * understand interplay of cultural or historical experiences impacting situation
- * knowledge of intersection between crisis and trauma

Core Competency 8: Co-occurring Disorders

- * understand signs of drug overdose and activation of emergency services
- * understand promotion of hope, resilience, and empowerment
- * understand strength-based approaches
- * understand communication of respect and empathy
- * understand use of lived experiences to offer support
- * understand use of beliefs and values to support crisis planning

Core Competency 9: Crisis and Special Populations

- * knowledge of best practices for culturally diverse populations
- * knowledge of intersection of crisis with current/past trauma and historical context
- * understand legal responsibilities as a mandate reporter
- * understand navigation of service delivery systems, including incarceration and post-release
- * knowledge of available community resources
- * knowledge of legal and patient's rights

**California Mental Health Services Authority (CalMHSA)
Peer Training Curriculum Core Competencies -
Crisis Care Area of Specialization for Certified Medi-Cal Peer Support Specialist**

Post-Crisis/Recovery

Post-Crisis/Recovery

- 10. Crisis Planning and Support
- 11. Self-Awareness and Self-Care

Core Competency 10: Crisis Planning and Support

- * use of lived experience to offer hope, resilience, and recovery
- * understand mutual respect
- * understand crisis planning and recovery
- * knowledge of community resources and linkage
- * understand strategies to build/strengthen resilience and perseverance
- * understand self-determination and choice
- * knowledge of natural support and activation for support
- * understand support to meet legal sanctions

Core Competency 11: Self-Awareness and Self-Care for Peer Specialists

- * understand burnout and management of compassion fatigue
- * understand own triggers and activate plan
- * knowledge of support systems, personal and professional
- * knowledge of appropriate use of lived experience
- * understand healthy boundaries and when to seek support
- * understand best practices for fostering recovery through sharing own lived experience