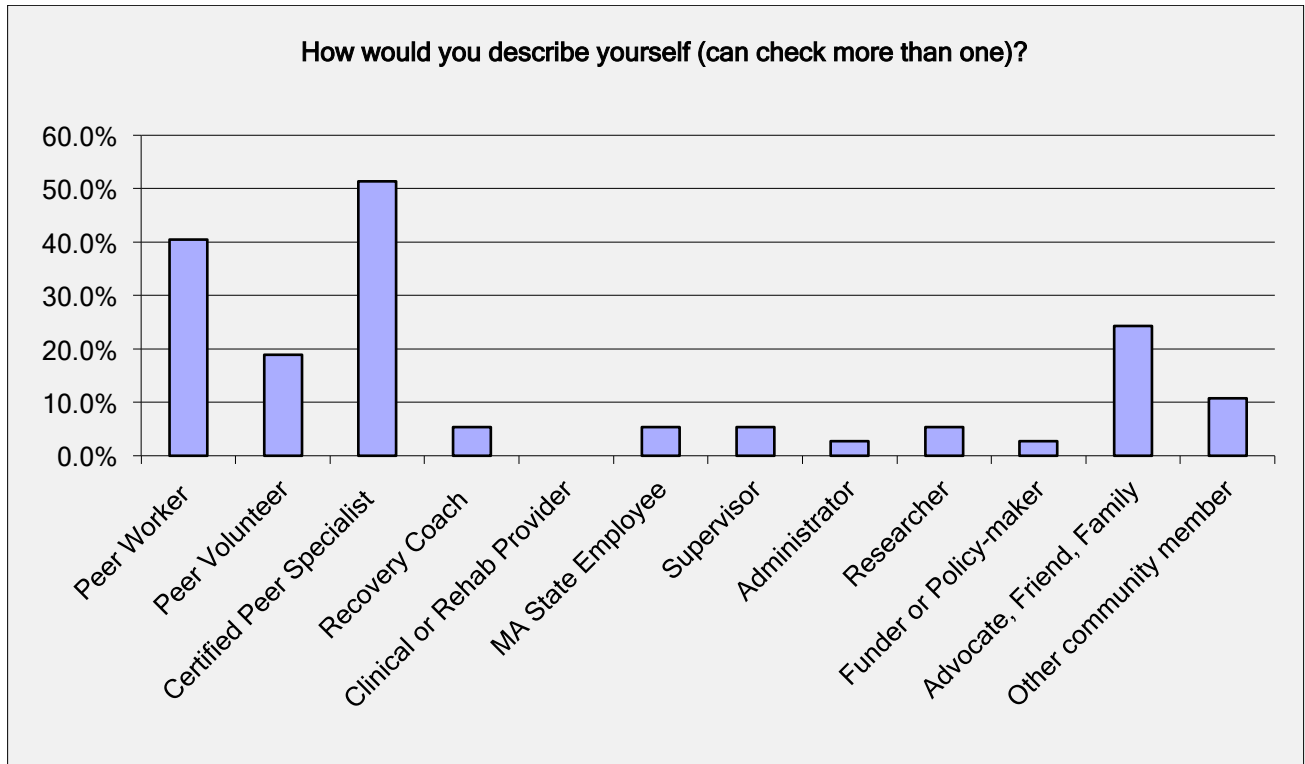




2016 Recruitment and Retention Report

Who Registered

42 people registered.



People were invited to add Details? about their role and many did:

- Eliot Community Health Services
- Currently taking the CPS training class in Lexington.
- will volunteer at hospital
- Lead dual recovery anonymous
- Co-facilitate a peer discussion group
- Have lead meetings in 12-step groups
- Supervisor of Peers at Fellowship Health Resources
- Intensive Peer Support
- Clubhouse Member
- Lynn PACT
- Independent Living Coordinator at MetroWest Center for Independent Living, i.e. Peer Counselor, Advocate, sometime Skills Trainer and Information & Referral person
- I am a Peer Specialist for North Suffolk Mental Health out of the East Boston CBFS office.
- Work with NAMI/GBCAN, training to be a CPS. Any way to get a plain salad or veggies for lunch?

- (Special dietary needs)
- CBFS Eliot Community Human Services, Arlington
- Peer specialist for mental health emergency services team; resilience and recovery group facilitator; WRAP facilitator; mental health counseling grad student;
- AA member; peer group facilitator, etc!
- I am a researcher, teacher and also in recovery.
- I work in a peer to peer program at south shore mental health.
- Webminder

How did you first find out about the job?

- Word-of-mouth (x5)
- Email
- Volunteer work (x4) through the MBRLC and then to CPS training + job through clubhouse – Casa Primavera
- From a member/board of TC (TCx4)
- For the state – on the website of the state

Hiring roles – Experience – How to get word out?

- Website
- Word-of-mouth
- TC website
- Advertised on Indeed & hospital website. Also can volunteer at RLC and be invited into a role here – they recruited me when they learned about my strengths.

What made you want to apply?

- Bring meaning to everything been through (x3)
- Want to change things I see in the system, strong supporter of peer support
- Enjoyed helping others as through 12-step – enjoy helping (x3)
- Through my experience I have wanted to help. Helping people move along – Removing power differential. Attracted by being appreciated by peers and relationships.
- As a therapist I did not like the power differential
- Wanted to be part of RLC work

What made you take the job?

- Wanted to use my own experience to help others (x2)
- Needed a job, intrigued by it – Respecting everyone at all times
- Importance of giving voice – want to be a change agent

What prevents you from applying for paid peer role

- Feeling that one doesn't have the credentials
- Not knowing job openings?

Did job look appealing in terms of pay

- There is pressure to leave and tension to stay
- Benefit – not having to hide my MH +SA History – being able to disclose
- Pay rate does not make me want to stay however the relationships make me want to stay
- Worked well with SSDI (not looking for FT)
- Flexibility – lower pay but I make my own schedule
- At beginning appealing – benefits are great

Other benefits of role

- Love variety – peer support, supervising others, some admin tasks

How does it matter if they have worked with peer specialists

- It matters yes
- Yes because CPS role is so different from traditional roles
- Depends – sometimes yes if understand role – sometimes no if not understand role or misunderstand it

Volunteering – Why?

- Want to help people, part of my recovery (x2)
- On all-peer-specialist team (x2)
- Volunteer – went to a lot of training & also learned how to be social with people – community. Tested job out before take.
- Keep me busy and out of the house (x2); volunteered at NAMI and RLC and liked receiving a small stipend
- Day Tx wanted me to get out and volunteer (x2, residential program) – found job at NILP
- Hopeful that I didn't have to be the first peer specialist to educate staff
- Peer specialists can educate the team & coach them on how to work with clients

Retention: why do peer workers stay

- Supportive team (supportive co-workers)
- Love job & colleagues
- Enjoy helping people, know they are making a difference
- People are kind – stipends help

Why do people leave

- Pay is low (x3)
- Work alone too much (x2)
- I was expected to have own cell & unlimited texting
- No petty cash, have to front money for expenses

- Fear of SSDI cutting us off
- I don't see career ladder, although I love what I do

What is needed to retain workforce

- Educate public about the role
- Important not to be isolated/networking opportunities with other Peer Specialists
- Groups supervision/networking
- Keep pay up with cost of living (x3)
- Clearer job descriptions (or A job descrip!)
- A career ladder to climb with good choices