

Hiring Persons in Recovery: Possibilities & Opportunities

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Early History

- Worked in Asylums
- “All for one and one for all”
- Medicalized
- Legalized
- Patient hood Expectation in the US
- Dependency
- Increased Stigma and Public Fear

History In New Jersey

- Community Support Programs 1970's
- 1980's National Institute of Mental Health
- State Consumer Advisory Committee
SCAC
- Self-help Group Clearinghouse
- COSHAP (1985)

Do you need someone to talk to
... someone to listen?

Lonely?

Angry?

Sad?

Bored?



Frustrated?

Just want to talk?

We'll Listen -

ASBURY PARK RAP LINE

MUTUAL AID - SELF HELP GROUP

775-2532

Early 1990's

- Consumer representatives at State Hospitals
- NIMH Award to DMH&H to develop consumer housing supports
- CSP- projects focused on examining supportive housing capability in NJ
 - By late 90's 15+ peers working at CSP FT
- Peer Outreach Support Team – POST Program (MHANJ)
- ACT Teams mid to late 1990's

2000-2004

- Boarding Home Outreach
- Consumer Liaison position at DMHS
- Regional Self-help Center Coordinator Positions at CSPNJ
- COMHCO Director position
- MHA and CSP fund Consumer Advocacy Director and develop Consumer Advocacy Partnership in conjunction with COMHCO and CPA

2005- 2007

- Recovery Network peer educators running groups at five state hospitals
- Peers working in screening centers
- Self-help Center managers
- State hospital site review teams (PSCU)
- Life Coach

- Residential Intensive Support Teams (RIST)

- Screening centers
- Partial Care
- Case management
- Supportive housing

CSP-NJ Visions

- Create opportunities for people participate in many valued life roles (friend, worker, employee, family member, community member, etc)
- Build on the strengths of personal experiences
- Create self-help/mutual aid activities
- Access to decent, safe and affordable housing
- Financial stability and asset building
- Challenge the status quo and impact systems change



APR 21 2005

Issues of Concern

- Stigma and discrimination
- Patient role
- Isolation and loneliness
- Inadequate living conditions
- *Poverty*
- *Poor health and over-emphasis on a person as mentally ill*
- *Unemployment and underemployment*

CSPNJ Services/PIR Opportunities

- Supportive Housing
- Self-help Centers
- Financial Services
- Institute for Wellness & Recovery Initiatives
- Human Resources
- Coaching
- Fiscal
- Community Development

Values & Benefits

- Benefits to service recipients
 - Role Modeling
 - Instillation of “Hope”
 - Street Smarts
 - More Interpersonal contact
 - More street outreach

Value & Benefits

- Benefits to the consumer-provider
 - Increased sense of value
 - By helping others, I help myself
 - Purposeful employment
 - Personal growth
 - Increased self confidence
 - Developing specific skills
 - Money – getting out of poverty

Value & Benefits

- Benefits to the System

- Helping in shifting professionals' negative attitudes about poor prognosis
- Conveys to workers that consumers are important and capable and bring valuable experience to the work
- Involvement in providing feedback in the delivery and evaluation of services leads to better outcomes

Opportunities

- PSR Program
- Formal Education & Training

Challenges for Direct Service & Other Roles

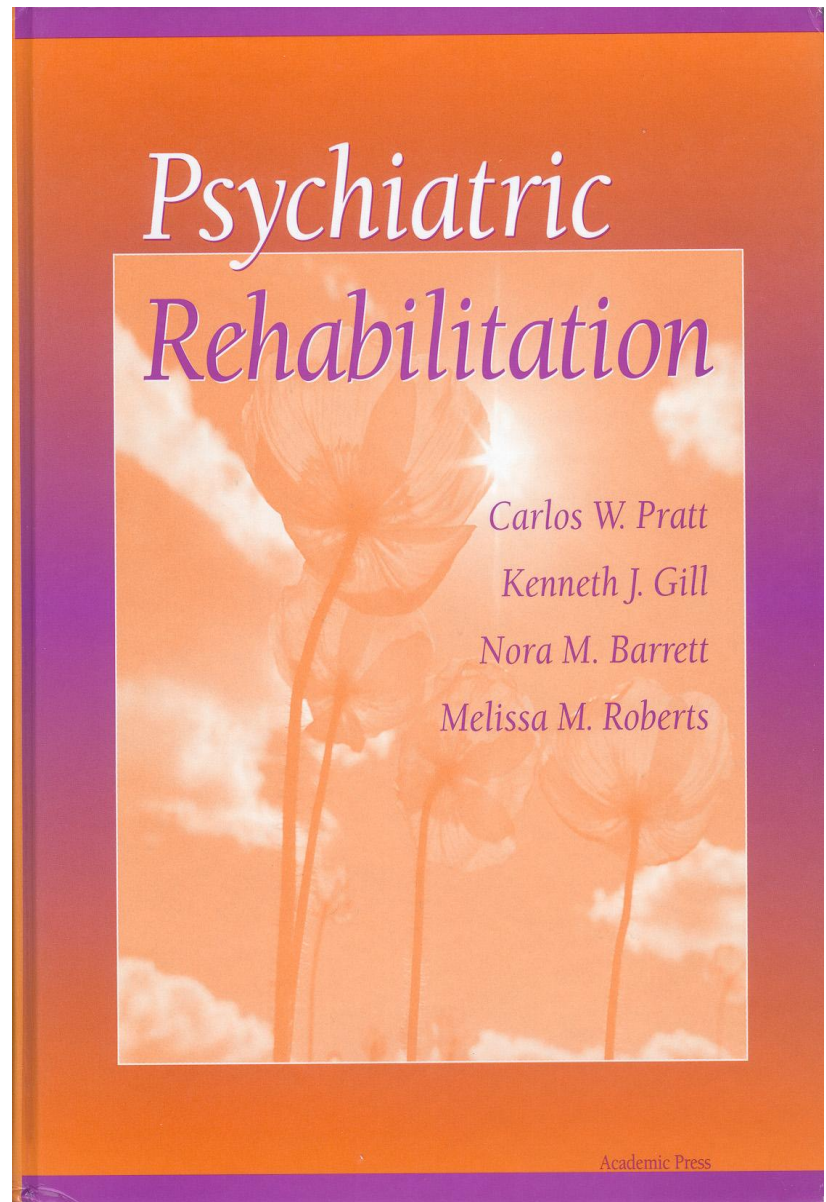
- Individual level
 - Dual relationships
 - Role Conflict and Confusion
- Systems level
 - Organizational Cultures
 - Supports and Accommodation
 - Glass Ceilings and Tunneling

PSR program at Middlesex County College

- The first of five-degree granting programs was opened in 1993, as a joint program with Middlesex County College (A.S. Psychosocial Rehabilitation).
- This program was the first associate's degree program in psychiatric rehabilitation in the nation (Gill et al., 1997; Wolf, 1992).
- In 1996- Offer certificate in PSR to peer advocates on NJ PACT teams.

***Psychiatric Rehabilitation* by
Pratt, Gill, Barrett and
Roberts is available from
Academic Press at
www.academicpress.com**

ISBN: 0125642458



Future Directions

- Agency culture – is it ready and willing to embrace?
- Expect competency – performance evaluation, job description

Future Directions- Direct Service

- On-going Training & Education in necessary
- Career Ladders
- Certification of Psychiatric Rehabilitation Practitioner (CPRP)

Contact Information

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Collaborative Support Programs of New Jersey

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