HALI Peer Internship Program
Program Management Guide

Contents

Suggested Citation:

Cohen, A. (2023). HALI Peer Internship Program, Program Management Guide. Hands Across Long Island (HALI).

https://peertac.org/resources/hali-internship-guide/

Program Background

History and purpose

The HALI Peer Internship Program was developed to bridge the "training-to practice" gap and offer hands-on, field-based experience for those interested in employment as a peer specialist. It aims to support interns in strengthening their skills and knowledge needed to prepare them for sustainable, meaningful employment in the peer workforce.

Eligibility criteria

Interns are eligible to apply if they meet at least ONE of these criteria:

- Hold full or provisional peer certification by the state of New York
- Have completed all required Academy of Peer Services courses and have submitted an application for certification to the board
- Have at least 6 months of relevant work or volunteer experience in a related field
- Have fully completed a classroom-based peer training program

Terms

The internship program operates two terms a year. Applications are open and can be submitted on a rolling basis but will be considered for the next available term. These terms are typically from February through June and from August through December. The months in between terms are used to review applications, conduct interviews, coordinate placements, and prepare training for the upcoming term.

Structure/Model (host sites, co-supervision, training and support)

"Host sites" serve as the placements where interns gain their hands-on experience. A task supervisor is designated by the host site to ensure day-to-day oversight and guidance of the intern. Host sites are considered for participation based on interest, appropriateness or relevance of the model to the peer role, availability of a task supervisor, and basic understanding or commitment to continued learning about the peer role. The host site is responsible for finalizing intern schedules and assignments on site, collaborating and sharing feedback with the HALI supervisor, and overseeing any agency-specific administrative processes, such as background checks or onboarding procedures.

Co-supervision refers to the model that offers interns the day-to-day oversight of a host site task supervisor alongside the more in-depth weekly supervision of a HALI-based peer supervisor, who will support the intern in exploring the experience, skills, knowledge they are attaining through their work. Coming from a peer-run organization, HALI supervisors are uniquely positioned to offer a level of expertise on the peer role that may be more developed than those of agency who more recently began hiring peers, or have less familiarity with the role of a peer. Co-supervisors (host site and HALI) should communicate regularly to ensure coordinated, and effective support of the intern.

In addition to the weekly, individual supervision received at HALI, interns will also receive training and support through weekly professional development workshops and reflective practice sessions at HALI.

Outreach and targeted promotion

Host site benefits

Engagement of local organizations helps the community to learn about the Internship Program, and to understand how participation as a host site may benefit them as well. This engagement may occur as individual conversations or as presentations to larger groups or active promotion in relevant meetings. Conversations may not always begin as an inquiry about the internship program, but often, when organizations reach out and express their concerns about recruitment or struggles in supporting the peers they employ, it offers an opportunity to share information about the program.

Recruitment: Many organizations share the challenges they experience in filling peer roles. Many have struggled to find peers, and others have expressed concerns around the readiness for work among peers that they do hire.

Guidance in the support of peers in their roles: Some organizations are newer to hiring peers and are still working on improving their understanding of the role and of how to best support peers in their work.

Through participation in the program as a host site, organizations may be linked to eligible hires following the program. They will also receive guidance from HALI on how to best support peers in their roles, ultimately helping to optimize the unique contributions of peers to their teams and improving satisfaction and retention of the peers they employ.

Reaching potential Interns

HALI looks to proactively identify and pursue appropriate promotion opportunities (e.g., provider forums, MHAW job fair, conferences, etc.) where people's goals are likely to align with the benefits offered by a peer internship. This targeted promotion may include the use of printed materials and flyers, or existing presentations that describe the program in more detail. Materials and slides are updated and adapted when needed, and new material is created when appropriate.

Often, potential interns are intrigued by the opportunity to gain hands-on experience that could better prepare them for employment as a peer following the program. Some may have already done peer work, but are looking to further develop skills, or gain experience that will add to their qualifications when seeking future employment.

Initially, when describing the program to potential applicants, frequently asked questions often relate to:

- Stipend
- Job prospects afterwards
- Impact on certification (hours, etc.)

Host site application process

Exploratory discussion

An interested agency may arrange a call or meeting to gather more information about the program, its benefits, structure, and requirements. If it seems like a good fit and they want to pursue being a host site, the organization is then asked to complete an application form.

Application form

The host site application is designed to better understand the potential settings in which interns would work, to assess the site's experience with employing and supervising peers, and to identify who the on-site task supervisor of interns would be. If a single organization has multiple programs interested in applying, HALI asks that a separate application be submitted for each program.

Required job description

Alongside the application form, potential host sites are asked to provide a detailed job description for the peer intern role. This job description should not be a generic direct service or even peer job description, but should specifically consider the role of a peer intern in the duties and responsibilities to be assigned.

Additional information

To better facilitate the process of matching appropriate interns to a host site, host sites are asked to list specific criteria or special considerations that might impact the appropriateness for any given intern (e.g., bilingual skills needed, multiple site locations, accessibility, need for transportation, etc.)

Memorandum of Understanding

When Host Sites commit to participating they are asked to sign a Memorandum of Understanding, which outlines the following responsibilities of both HALI and the host site throughout participation in the HALI Peer Internship Program:

HALI Peer Internship host site Responsibilities include:

- Providing clear job description with specified responsibilities
- Background screening, as required by Host Site
- Orienting intern as a volunteer at Host Site
- Providing informal task supervision through a "go-to" person for day-to-day guidance and questions
- Communicating and collaborating with HALI co-supervisor on progress and identified areas for growth
- Completion of a host site feedback form upon conclusion of internship term
- Signing weekly time log

HALI responsibilities include:

- Interviewing, vetting of eligibility status, and assigning appropriate placement
- Payment of intern stipend amount, which will be paid directly to interns (Note: payment will be distributed in three installments and is contingent upon meeting basic attendance and participation expectations of internship)
- Regular communication with on-site task supervisor (recommended weekly)
- Supportive peer-led reflective practice, ensuring confidentiality is maintained
- Individualized, 1:1 supervision with a supervisor at HALI
- Continued collaborative training and support

The structure of supervision provided by HALI is outlined in the accompanying document entitled, "Supervision in HALI Peer Internship Program."

Peer Supervision Guidance

HALI recognized that host sites will have varying levels of experience supporting peers in their programs. In addition to encouraging host site supervisors to attend the Long Island Peer Supervision Learning Collaborative, host sites are given the following guidance:

SAMHSA* notes that components of peer supervision should support three main functions: Administrative, Educative, Supportive. The following outlines the structure of supervision in HALI's Peer Internship Program, and illustrates how administrative, educative, and supportive functions are met.

Function	How this function is defined (SAMHSA)	What this looks like in the HALI Peer Internship Program
Administrative	Administrative supervision tasks focus on the effective implementation of the agency's policies and procedures and the management of the peer worker's work performance. • Quality of work • Work load • Liaison to operations - payroll, human resources • Using program resources, including time, effectively • Conformance or fidelity to the program model • Record keeping	Every host site identifies a task supervisor to: • Guide interns through day-to-day responsibilities. • Collaborate and regularly communicate with HALI • Support goals for professional development Inform HALI of any arising challenges or concerns to be addressed. Host sites will be responsible for responsible for any pre-internship background check, general agency orientation, agency-specific trainings
Educative	Educative supervision tasks focus on the professional development of the worker though training, modeling and structuring learning experiences. • Provide time and space to reflect on peer practice • Focus on knowledge, skills and attitudes • Provide individualized training and support • Provide venue for supporting the peer worker's professional development	HALI staff will deliver a weekly series of professional development workshops focused on advancing knowledge and skills through: • Didactic learning • Interactive activities • Various tools and resources Examples of topics covered include: • Motivational interviewing • Strategies for effective communication in the workplace • Developing professional goals, introduction to program development • Others
Supportive	Supportive supervision tasks focus on the person's morale and job satisfaction. • Give feedback on work • Discuss personal reactions to the work	• Every intern will be assigned to a supervisor at HALI and will meet 1:1 weekly to receive support and feedback, and discuss both concerns and successes that have come up in their work at the internship. • A weekly reflective practice meeting will occur in which all interns will come together to reflect on their experiences

	• Validate and provide encouragement • Promote self- care practices • Advocate for peer support roles	and exchange support through a mutual and collaborative framework. • Host sites will also provide support as interns explore and develop new experience, recognizing the difference between supervisory and therapeutic support

*Kadushin , A. (1992) Supervision in Social Work (3rd. edn .), New York: Columbia University Press. Revised fourth edition published 2002.

Intern Application Process

When engaging in targeted promotion, the link to the intern application is shared and potential applicants are directed to an online form, which gathers initial applicant information.

Although applicants are free to apply at any time throughout the year, HALI will inform potential applicants of the application deadline for a specific term, and if their application is received after that deadline, applicants will be considered for the next available term.

In addition to asking for basic contact information, the intern application also asks potential interns to confirm which of the four eligibility criteria they meet. An additional option of "none of the above" is provided. If someone does not currently meet any of the eligibility criteria, HALI will reach out to them and discuss additional training opportunities and ways we can support them to become eligible at a future time (e.g., APS Learning Collaborative to assist with completion of courses, or referral to MHAW classroom-based training). If the applicant is not local to Long Island, HALI will assist them with locating alternative peer internship opportunities closer to them (if in NYC, for example, Howie the Harp or Peer Academy through Health and Hospitals).

Other questions on the intern application ask applicants to identify what types of setting they might find most interesting (examples include, but are not limited to: hospitals, clinics PROS, Community Residences, Recovery Centers, etc.). Applicants are informed that an exact match to their preferred setting cannot be guaranteed, but when discussing their interests at the interview, more information is gathered to better understand what about these settings might be appealing. This understanding is used to inform decisions in the intern to host site matching process. Finally, applicants are asked to give a brief answer to the question: *What is your understanding of peer services?* This helps to gauge understanding of the foundational concepts of peer support.

Following review of the application, eligible applicants will be contacted to schedule an in-person interview.

Intern Interview Process

The interview is conducted in person (in rare cases, exceptions may be made).

During the interview, a standard interview protocol form is used. This guides the discussion, ensures a fair and consistent process for all applicants, and creates documentation for further discussion and review of all applicants following the interviews.

In addition to verification of contact information and certification number (if already certified as a peer), the form includes the following:

Interview Protocol

1) Begin by providing more information about the program structure, expectations (time, co-supervision structure, additional training opportunities)

2) Questions (These questions can be paraphrased, but please document key points of applicant's answers below):

A. Can you tell me about how you came to learn about and become interested in pursuing peer support?
B. How would you describe your goals for the internship?
C. What are some of the strengths that you bring to peer support?
D. Are there specific skill sets or areas of knowledge that you are hoping to strengthen?
E. I see you noted an interest in [placement types]. Can you tell me more about your interest in each of these types of placements?

3. Ask if applicant has any questions for us—if information is unavailable or follow-up is required, note below:

4. Explain next steps:

We will be reviewing what you have shared alongside our list of available placements to determine the best fit. While we will make every effort to match your interest to the placement site selection, placement is based on availability, and it may not be an exact match to the selections you made on your application. Once we have spoken with a potential host site, we will be reaching out to arrange a meeting with you, HALI and the host site so we can all discuss the expectations for the internship and answer any remaining questions.

5. Please share any additional information or comments here (optional):

While the interviewer is asked to follow the interview protocol, it should take place as a conversation, and the interviewer is encouraged to put questions into their own words, and is free to ask additional questions or gauge understanding through discussion of theoretical scenarios or use of role play.

Process of assigning host sites

Full review of all candidates takes place once all interviews are complete. The interview forms are discussed in greater detail to ensure that the candidate is an appropriate fit for the program, and to think about what placement may be best.

Considerations include a candidate's interests, existing skills, transportations/location, any limitations or special considerations.

Once proposed placements are decided, HALI will first send an email to the proposed host site to present the suggested candidate and ask if they are interested in proceeding. Basic information about the candidate's qualifications and interests are shared.

If the host site is interested, HALI will then introduce the candidate to the host site by email, and encourage them to communicate directly about next steps (each site will inform interns about any organization-specific requirements for background checks, onboarding processes, etc.).

Stipend Management

Structure

While the total amount (typically a total of $1000/intern) expected may vary slightly depending on the number of interns, interns are informed that this stipend is not equal to what they would expect in a paid peer position, but rather, is intended to support costs they may have, like transportation, for example.

Conditions

Stipend checks are distributed in three installments. Receipt is contingent upon meeting agreed upon expectations, which are outlined in an Intern Stipend Agreement that interns sign at the start of the program. The Intern Stipend Agreement states the expectations for both the Intern and HALI as such:

Intern will:

- Present at assigned host site on days and times agreed upon with host site supervisor
- Attend weekly one-to-one supervision, reflective practice, and professional development training as per schedule provided in the Intern Orientation Guide
- Complete weekly time log provided in the intern welcome packet, and provide HALI supervisor with copies signed by host site on a weekly basis
- Complete a W-9 and return to HALI fiscal department

HALI will:

- Provide weekly supervision to discuss both successes or accomplished goals as well as struggles or challenges you are facing in your work.
- Work with you to develop new skills and knowledge and to help you excel in your internship.
- Collaborate and regularly communicate with the task supervisor to ensure that we are effectively working together to achieve your goals for professional growth.
- Deliver weekly reflective practice and peer training workshops
- Offer ongoing employment support and guidance following completion of the Peer Intern Program
- Pay intern a total stipend of $1,000, delivered in three installments. This stipend is contingent upon the meeting the responsibilities listed above.

Required paperwork

The Intern stipend agreement and a W-9 must be completed on the first day of the program

Coordination with fiscal department

Completed documents are submitted to the HALI fiscal department, who are responsible for distribution of checks. Intern are given contact info for the fiscal department, should they have any questions or concerns about their stipend.

Co-supervision

Assignment of supervisors

Interns are assigned to someone with supervision experience and an understanding of the internship program. Program directors are involved in approving participation of any of their staff as supervisors—this ensures that the responsibilities of providing co-supervision do not interfere with availability to perform other expected duties within their roles at HALI. It also provides co-supervisors with the opportunity to bring up questions they may have about supervision with their own supervisor, further supporting their own growth and professional development.

Co-supervision Guide

Co-supervisors are provided with a manual to guide their practice and outline the expectations of co-supervision. The guide describes the function and structure of co-supervision, and outlines specific expectations around communication with host site supervisors, attendance at co-supervisor check-ins, and documentation

Co-supervision oversight

HALI co-supervisors are expected to attend a weekly internship check-in meeting with other HALI co-supervisors and with the internship training team. This allows them to collaboratively discuss supervision processes, problem-solve around any challenges, share any successes, and ask any questions about the program that they may need clarity on.

Communication with Professional development workshop facilitators

Trainers engage in regular discussion with interns and may have important insight to share about interns' skill development. Trainers are asked to communicate any significant contributions or concerns about a specific intern to the appropriate supervisor. Similarly, if a topic that has continued to come up in supervision discussions is relevant to an upcoming scheduled training, supervisors may want to give a "heads up" to the trainer, letting them know that the intern has identified the topic as being particularly relevant to their goals. Wherever possible, this communication should happen collaboratively with the intern and with full transparency.

Communication and collaboration with host site supervisor

Co-supervision requires not only regular, scheduled conversation with the intern, but ongoing communication with the host site as well. It is helpful to select a set time no less frequently than every other week to check in with the host site co-supervisor. An intern can be part of this conversation, if they feel that would be useful in ensuring that everyone is "on the same page." At least one joint meeting with the intern and co-supervisor within the first month of the intern's placement is strongly encouraged.

The initial meeting can be used to get to know everyone on the team, learn more about the day-to-day responsibilities of the intern, identify any goals that the intern would like to work on, and collaboratively develop a plan to support the intern in working toward identified goals. Regular check-ins will allow all supervisors to learn more about the progress the intern is making, any significant successes, and whether

there are any challenges or concerns coming up at the host sit that warrant further discussion in supervision at HALI.

Documentation of supervision sessions

All contacts related to the Peer Internship Program are entered in HALI's Electronic Health Record . This documentation enhances the communication and cohesive collaboration among members of the internship team and will help to ensure that supervision is being delivered regularly. It also supports us in maintaining support and providing ongoing employment guidance following completion of the program.

Reflective Practice

Interns engage in weekly reflective practice, which is a facilitated, but self-directed as an opportunity for group discussion with other interns about their experiences, achievements, concerns, challenges, and exploration of how peer values are being applied in their work.

Intern Orientation

The first day of each term is dedicated to Intern Orientation and discussion of workplace readiness. Interns will be introduced to their co-supervisors at HALI at Orientation. Interns are asked to complete their stipend agreements, are provided with a time log for host site verification of hours worked, and are given an Intern Orientation Guide. The content of the guide is reviewed in the first session.

The following questions are addressed in the guide and in the Orientation Presentation:

Where will I work?

You will be working with the site that has been selected for you based on your initial application, your interview, and the availability of participating agencies. For your convenience, we have provided a document for you to organize the important contact and site information you will need to get started.

What will my duties be?

The duties of each intern will depend on the setting in which they work. Prior to beginning the internship, you will receive a job description from your internship site. This description will provide an overview of your role, as well as the specific responsibilities expected.

How many hours a week will I work?

Depending on the agreement that has been made, your work with the agency will require between 7-21 hours a week. On Fridays, you will receive professional development support at HALI. This will include one-to-one supervision, reflective practice, and professional development training. The schedule for Fridays are included in this packet.

What do each of the professional development components look like?

Supervision: At HALI, you will be assigned to a supervisor to support you in your learning and professional growth. Weekly supervision can be used to discuss both successes or accomplished goals as well as struggles or challenges you are facing in your work. Your supervisor will work with you to develop new skills and knowledge and to help you excel in your internship.

In addition to the supervision at HALI, you will have a task supervisor at your internship site to guide you through day-to-day responsibilities. HALI will collaborate and regularly communicate with the task supervisor to ensure that we are effectively working together to achieve your goals for professional growth.

Reflective Practice: A weekly reflective practice meeting will occur in which all interns will come together to reflect on their experiences and exchange support through a mutual and collaborative framework.

Professional Development Training: HALI will deliver a weekly series of professional development workshops focused on advancing knowledge and skills through didactic learning, interactive activities, and various tools and resources distributed. These workshops will be delivered by HALI staff. Examples of topics covered include: Motivational interviewing, Collaborative documentation, Group Facilitation, Finding and Connecting to Resources, etc.

How much is the stipend and when will I receive it?

The total amount of the intern stipend in $1,000. This will be paid to interns directly in three installments. Upon beginning your internship, you will be asked by HALI to sign an intern agreement which outlines the expectations and agreed-upon terms for payment of the stipend. In order to ensure that all responsibilities are met, interns must complete a weekly time log to be signed by their site supervisor and submitted to HALI every Monday when meeting with your supervisor at HALI. A copy of this log is included in this packet (p. 7).

Will my hours count toward full certification as a peer in New York?

While decision regarding certification are ultimately made by the New York State Peer Certification Board, the intention of the HALI Peer Internship Program is to provide relevant work experience to support employment in the peer workforce. The Certification Board requires a Peer Specialist Experience Verification Form. Prior to the conclusion of your internship, you are encouraged to complete and have your supervisor sign the form, if this is relevant to your goals. Note that this process is not the same and is in addition to the required weekly time log. More information about certification requirements is available at http://nypeerspecialist.org/.

How can I focus on my own professional development goals and track my progress in the internship program?

Your site placement is based on the interests you have expressed, as well as site availability. With support from your supervisors at HALI and at your internship site, you will be asked to identify your own goals or areas for development at the start of your internship. These goals will be considered regularly in your supervision and in recommendations made for additional training and resources.

In reflecting on progress towards your goals, interns will be encouraged to:

- Identify specific examples of how they pursued the goal in their work
- Identify barriers faced
- Identify steps they will take to further strengthen progress
- Identify tools, resources, other support needed to support the goal

What will happen after I complete my internship?

Upon completion of the internship program, you will receive continued support from HALI's Employment Services as you engage in job searching and application. You will have an opportunity to discuss your interests and explore opportunities to attain jobs in the peer workforce. While a position with your internship site cannot be guaranteed, having prior experience as an intern can be a valuable asset in future job application processes.

Training/Professional Development Sessions

At the start of each term, a schedule is created and shared with interns, outlining the topics and activities for each weekly professional development session. The calendar is reviewed to consider any holidays or other opportunities for participation in supportive conferences or events (e.g., attendance at the Bi-County Empowerment Conference is built into the schedule).

Material (PowerPoint slides, handouts, etc.) and outlines of curricula have been created for each topic and are stored in shared drive for easy and centralized access. Facilitators are encouraged to make training sessions as interactive as possible and to develop engaging activities that support deeper exploration of concepts. When creating the schedule, co-facilitators within HALI are identified based on specialized areas of expertise. All co-facilitators are provided with existing materials and an outline of activities. While the schedule may vary slightly between terms, generally, the following content is included in the training schedule:

- Orientation and Workplace Readiness
- Motivational Interviewing
- Effective Use of Self-Disclosure
- Trauma-Informed Support
- Hands-on field experience/shadowing*
- Communicating with Confidence: Navigating conflict and challenging situations
- Group Facilitation Skills
- Collaborative Documentation
- Wellness and Self-Care
- Self-Advocacy and Goal Development in the Workplace
- The Wide World of Peer Support
- Creative Solutions
- Finding and Connecting to Resources
- Understanding working on benefits
- Presenting with Confidence
- Presenting with Confidence
- Exploring Next Steps
- Drop-in for job search support (optional)

*Shadowing/field-based learning opportunities are coordinated with other programs within HALI. These may include the Advocacy Department, Homeless Outreach Team, or Supported Housing. To protect the privacy

of HALI members, Interns are given a confidentiality agreement to sign prior to these shadowing days. No interns will be present for Housing visits without the prior consent of the tenant being visited.

Concluding the Term

At the conclusion of each term, the interns' accomplishments are celebrated through a graduation ceremony. Interns can invite family and/or friends to attend. Interns will receive a certificate of completion and every intern is offered the opportunity to speak if they desire. Interns are reminded of the opportunity for ongoing support in job search processes or other pursuits. Following the graduation ceremony, interns are also asked to compete a feedback form that helps us to evaluate their experience with the program.

Program Outcomes and Follow-Up

To ensure that the internship program is driven by principles of Continuous Quality Improvement, the following evaluation plan is in place:

HALI Peer Internship Program Evaluation Plan

Evaluation will include:

A) Site evaluation: Upon completion of the internship, sites will be asked to complete a feedback form. The form will assess-

- Satisfaction with:
    - Clarity of expectations
    - Communication with HALI- quality and frequency
    - Goodness of fit with intern interests and goals
    - Overall operations
    - How well internship program supported agency's goals and needs
- Self-assessment of site's ability to :
    - Support intern in individualized goals and professional development
    - Providing meaningful, relevant assignments and responsibilities to intern
- Interest in future participation
- Additional suggestions/open feedback

B) Intern evaluation: Intern evaluation will be twofold—assessing experience and satisfaction with the internship program itself and self-assessing progress towards individual goals throughout the course of the internship. A summary of intern satisfaction will be shared with host sites following completion.

1. Program satisfaction will be assessed upon completion of the internship, and will rate satisfaction with:

- Initial application, interview and placement process
- Alignment of site selection and professional development goals
- Clarity of expectations from HALI
- Clarity of expectations from host site (including, job description, day-to-day tasks)
- Availability and support of task supervisor
- Availability and support of HALI supervisor
- Helpfulness of weekly professional development workshops and training
- Support provided through reflective practice meetings

- Additional thoughts/suggestions/open feedback

2. Intern self-assessment will refer to goals identified at the start of the internship through collaboration with the HALI supervisor. These goals will be communicated to the host site as well. In addition to regular review of self-identified goals, interns will be asked to record their progress through use of a reflection tool midway through the internship and at the completion of the internship. This tool will ask interns to:

- Rate their progress towards each goal
- Identify specific examples of how they pursued the goal in their work
- Identify barriers faced
- Identify steps they will take to further strengthen progress
- Identify tools, resources, other support needed to support the goal

Further, HALI maintains a record of intern graduates, and follows up periodically to maintain engagement, assist with any employment support needs, and update data on rates of employment in the peer workforce. Opportunities are given for graduates to share their experience with new interns.

Acknowledgements

We would like to thank Aviva Cohen from Hands Across Long Island (HALI) for her expertise in the areas of supervision and education of peer specialists. Her generous sharing of her experience in this program management guide has provided both logical and supportive ways in which organizations that are sponsoring peer specialists from a peer-run organization can both work with and learn from their peer support interns. The internship program management guide provides essential knowledge about co-supervision between a contracted peer run organization that is educating peer specialists on the fundamentals of peer support practice and a host organization that is providing the valuable work experience We also thank Melissa Wettengel for her leadership of HALI and Laura Callen for her current work with the internship program, continuing to make it an example for other organizations to follow.

We also thank the following contributors who shared their expertise through the development and review process: Edye Schwartz, Rebecca Evansky, Shannon Higbee, and Gita Enders And we want to acknowledge the ongoing support from the Office of Mental Health, Office of Advocacy and Peer Support Services, through which this workbook was made possible.

Funded by the New York State Office of Mental Health

Contact Us

Peer Support Services Technical Assistance Center (PeerTAC)
https://peertac.org

PeerTAC Email:

info@peertac.org PeerTAC FAQ:

https://peertac.org/faq/

PeerTAC Glossary:
https://peertac.org/glossary/

PeerTAC Listserv:
https://confirmsubscription.com/h/y/CFD- 10914D119AAF1