

Peer Support Specialist Working Group

In-person meeting

May 28th, 2025



Ke Ke'ena Kūpa'a Maui Ola
Office of Wellness and Resilience
Office of the Governor

AGENDA

9:00 – 9:10	Open meeting (establish quorum, approve previous meeting minutes)
9:10 – 9:20	Welcome
9:20 – 9:30	Public comment
9:30 – 11:15	Review and discussion on framework draft
11:10 – 11:30	Lunch / Break
11:30 – 12:15	Panel Discussion
12:15 – 1:00	Discussion on framework implementation
1:00 – 1:20	Public comment
1:20 – 1:30	Closing remarks & adjourn




April Meeting Minutes

review and approval

Framework draft



Or can be found at calendar.ehawaii.gov
May 28th, 2025 public meeting notice

- 
- 1. Roles and definition**
 - 2. Inventory list of current peer support services**
 - 3. Certification and credentialing**
 - 4. Supervision and supports**

Roles and Definitions of Peer Support

► Definition of Peer Support in Hawai'i

- **Core Definition:** A trained and often certified professional who draws on lived experience with mental health challenges, substance use, trauma, housing instability, social services or justice system involvement to support others on similar paths
- **Grounded in:** Trauma-informed, culturally responsive, and person-centered approach
- **Provides:** Emotional, social, and practical support through one-on-one relationships that promote healing, empowerment, and resilience

► Key Distinguishing Elements

- **Lived Experience:** Foundation of shared experience creates unique connection and authenticity
- **Mutual Relationship:** Built on equality rather than authority, with reciprocity and appropriate boundaries
- **Recovery-Oriented:** Focuses on strengths, resilience, and potential for growth rather than deficits
- **Culturally Responsive:** Honors diverse cultural identities, particularly Native Hawaiian values and healing traditions
- **Complementary Role:** Enhances rather than replaces other professional services

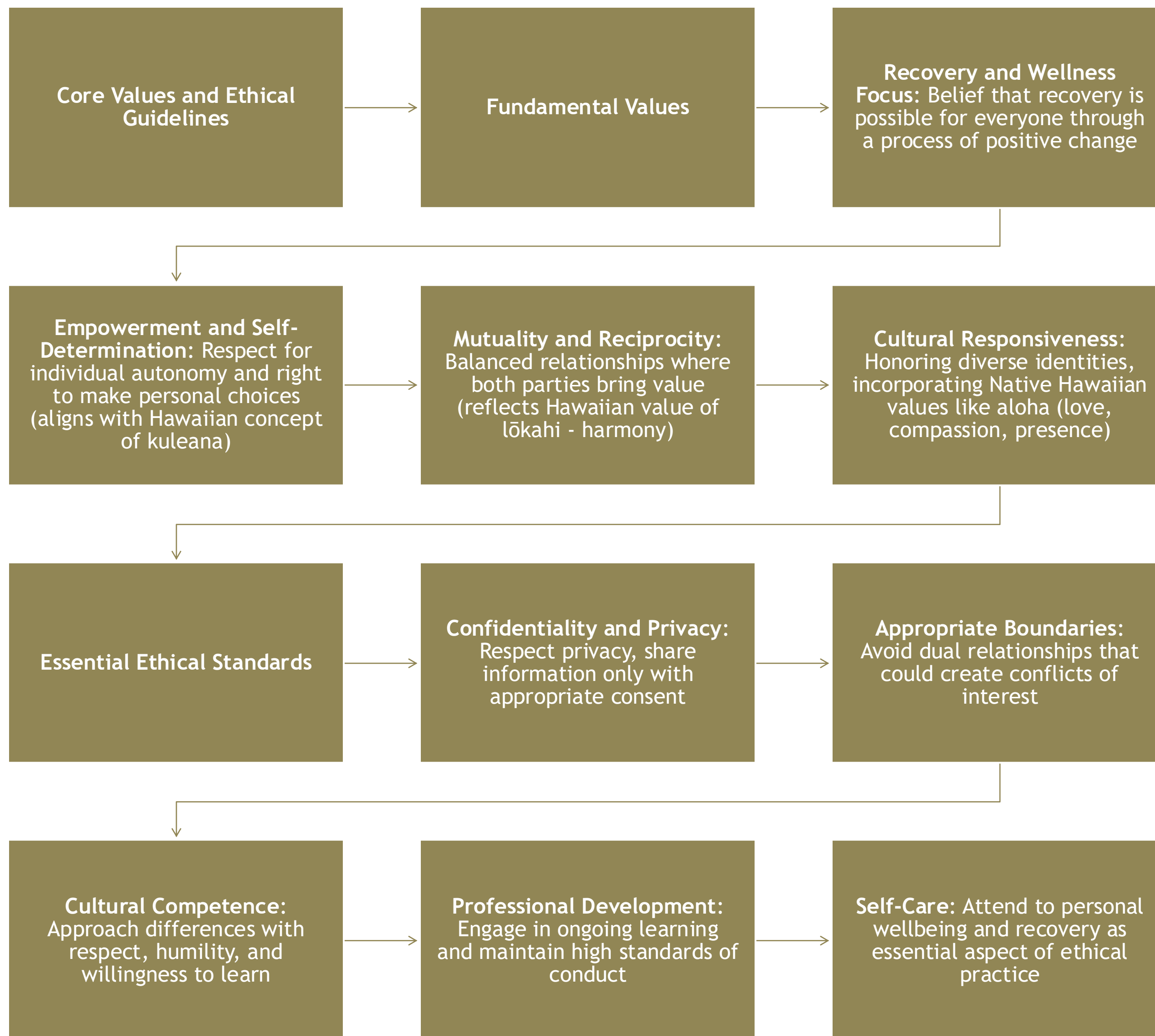
Primary Roles of Peer Support Specialists

Core Functions

- Sharing Lived Experience:** Strategic sharing of personal recovery journey to inspire hope and provide practical guidance
- Building Authentic Relationships:** Developing genuine, trusting relationships based on mutual respect and understanding
- Supporting Self-Determination:** Promoting individual autonomy and helping people identify their own goals
- Advocating for Individuals:** Speaking up in treatment teams, helping prepare for appointments, connecting with advocacy resources

Additional Key Roles

- System Navigation:** Help individuals understand and navigate complex service systems (mental health, housing, employment, etc.)
- Facilitating Connections:** Building links to natural supports, community resources, and peer support groups
- Modeling Recovery:** Demonstrating effective coping strategies, self-care, and resilience through personal example
- Cultural Bridging:** Connecting individuals with culturally responsive resources and practices in Hawai'i's diverse communities





Three-Tiered Career Framework



Career Level 1: Peer Mentor

Qualifications: Lived experience relevant to role, basic training (30-40 hours), high school diploma/GED, 6+ months in recovery

Role: Entry-level position providing mentoring and support under supervision

Compensation: Ideally \$21-24/hour (meets ALICE threshold for basic necessities in Hawai'i)



Career Level 2: Certified Peer Support Specialist

Qualifications: Specialized training (40-60 hours), 12+ months in recovery, supervised experience (120 hours), competency assessment

Role: Certified specialist providing formal peer support services across various settings

Compensation: Ideally \$25-32/hour (based on ALICE threshold plus experience and credentials)



Career Level 3: Peer Supervisor

Qualifications: Certified Peer Specialist status, 2-5 years peer support experience, supervisor training, demonstrated leadership

Role: Supervises peer specialists, coordinates with systems, ensures quality services

Compensation: Ideally \$33-45/hour (reflects supervision responsibilities and Hawai'i's high cost of living)

Certification Requirements and Standards

Minimum Training Requirements

- **Core Training Hours:** 40-60 hours based on SAMHSA National Model Standards
- **Specialized Tracks:** Additional training for youth, adult mental health, substance use recovery, family/caregiver, and forensic peer support
- **Supervised Experience:** Minimum 100-500 hours of supervised work experience
- **Competency Assessment:** Multiple methods including written exams, role-playing, direct observation, portfolios

Prerequisites for Certification

- **Lived Experience:** Relevant lived experience appropriate to role category
- **Recovery Stability:** Minimum 12 consecutive months in self-directed recovery
- **Educational Background:** High school diploma or GED required
- **Background Considerations:** Case-by-case review rather than categorical exclusions for criminal history
- **Professional References:** References speaking to recovery stability and interpersonal skills

Certification Maintenance

- **Continuing Education:** 16 hours annually through workshops, courses, conferences, mentoring
- **Annual Renewal:** Documentation of continuing education, employment verification, ethics affirmation

Supervision Model and Support Structure

Essential Qualities of Effective Peer Supervisors

- Core Characteristics:** Role model and advocate, empathetic and compassionate, provides consistent intentional space
- Professional Qualifications:** Ideally have lived experience, previous peer support experience, thorough understanding of peer role
- Specialized Skills:** Supervisory abilities, trauma-informed approach, cultural competence, understanding of various systems

Trauma-Informed Supervision Components

- Administrative Supervision:** Job performance, policies, procedures
- Supportive Supervision:** Emotional needs, wellness, stress management
- Educational Supervision:** Skill development, knowledge, professional growth
- Reflective Supervision:** Space for reflection and insight development

Support Systems for Peer Specialists

- Peer Support Networks:** Specialists need their own peer support groups and communities of practice
- Workplace Accommodations:** Flexible scheduling, wellness resources, recovery-friendly policies
- Professional Development:** Continuing education, conference participation, leadership development pathways
- Trauma Prevention:** Built-in supports to prevent retraumatization and vicarious trauma

Implementation Framework - Employment Integration

State Employment Pathways

- Civil Service Classifications:** Standardized positions that recognize lived experience as qualification with competitive compensation
- Cross-Department Expansion:** Integration beyond Department of Health to Human Services, Public Safety, Education, Judiciary, Youth Services
- Contract Requirements:** State-awarded contracts should include specific requirements for peer support inclusion

Workforce Development Strategies

- Workplace Accommodations:** Flexible scheduling, modified environments, access to wellness resources, recovery-friendly policies
- Retention Strategies:** Competitive compensation, comprehensive benefits, career advancement opportunities, anti-stigma initiatives
- Quality Standards:** Performance measures including service delivery metrics, outcome measures, participant satisfaction

Creating Inventory or Directory

- Purpose:** Track who provides peer support, where services are offered, training backgrounds, compensation levels
- Benefits:** Improves visibility and access, supports consistency and quality, builds community of practice, informs strategic planning
- Implementation:** Centralized tracking system maintained and disseminated across agencies

Implementation Next Steps and Sustainability

Immediate Implementation Actions

- **Framework Dissemination:** Share widely with state agencies, community organizations, peer specialists, and stakeholders
- **Implementation Planning:** Develop detailed plan with specific actions, timelines, responsibilities, and resource needs
- **Early Wins Identification:** Adopt peer support definition, establish training workgroup, identify quick implementation opportunities
- **Resource Mobilization:** Secure financial resources and in-kind contributions from partner organizations

Funding and Sustainability Strategies

- **Medicaid Funding:** State Plan Amendments, managed care requirements, relevant waivers, administrative match opportunities
- **Diversified Funding:** State general funds, federal grants (SAMHSA, HRSA, ACF, DOJ), private and philanthropic sources
- **Advocacy Efforts:** Document outcomes, build relationships with decision-makers, engage in policy development, create broad coalitions

Long-term Vision

- **System Transformation:** Recovery-oriented, person-centered, culturally responsive approaches across health and human services
- **Community Empowerment:** Meaningful employment for individuals with lived experience, demonstrating value of experiential knowledge
- **Improved Outcomes:** Enhanced recovery, resilience, and wellbeing across diverse populations throughout Hawai'i

Inventory List

	C	D	E	F	G	J	K	L	M	N
1	Adult / Family / Youth	Who are they serving?	Peer staff title / Role	Experience needed for peer role	How are peer support getting certified?	Compensation for Peer Support Specialists (paid/unpaid)	Geographical area	Referral process	Contact	Notes (active or inactive)
2	Adult / Family	Re-entry/Recovery/Justice involved/Incarceration/PSU D-Women/Men	Certified Peer Mentor, Peer Mentor	Type of lived experience vary; off of probation/parole for 1 year	DOH-AMHD Hawaii Certified Peer Support Specialist training	Stipend for uncertified Peer Mentors, only Peer Mentor coordinator is a paid position at this time	Hawaii Island	Self-refer, probation/parole, medical providers, community provider	Trillium Simington trillium.goinghomehawaii@gmail.com 808-491-2437	Provides : Inreach services-Prison-90 days pre-release, Outreach and referral, hosts stakeholder meeting for justice serving system and systems
3	Adult	Residents at Kauhale, homeless outreach	Peer Support	Lived experience in incarceration, homelessness, SUD	DOH-AMHD Hawaii Certified Peer Support Specialist training	Paid	Outreach Regions- Wahiawa, Waianae, Kahalu'u	Internal referral	Echo Wyche echo.wyche@projectvisionhawaii.org 808-859-7825	PVH is Statewide but Peer Support is only available to limited areas.
4	Adult	Re-entry, Justice involved Men	Peer Mentors	Former inmates, recovering alcoholic/addicts	Hawaii Certified PSS Training (Pu'a Foundation)	Paid	Waipahu area	Self-referred, court-ordered, community referred	Matt Taufetee	Planning to expand via Inreach to men transitioning from prison and certifying/employing with funding opportunities
5	Adult	18 and over; Human Trafficked and DV survivors and complex trauma, all genders	Peer Support Specialist, Empowered Peer Advocate	Have navigated trauma or human trafficking	DOH-AMHD Hawaii Certified Peer Support Specialist training or pther recognized peer certification credentials	Paid	State / National / Global	Self-referral, provider/agency referral, court/system based referral, Community-based partnerships	Leilnani Yahiku empoweringthroughexpression@gmail.com 808-450-4382	Provides their own Empowered Lived Experience Training program, which equips peer leaders with trauma-informed, culturally grounded, and ethically guided skills in advocacy, expressive facilitation, community education, and systems navigation. Ongoing training includes modules in crisis de-escalation, emotional wellness, storytelling ethics, professional boundaries, and cultural humility. Compensation is provided contingent upon available funding
6	Adult	Incarcerated, Re-entry, Criminal Justice, SUD, Women	Peer Support	Navigating criminal justice system, previously incarcerated, recovery from SUD	DOH-AMHD Hawaii Certified Peer Support Specialist training	Paid	Women's Community Correctional Center	Prison case management referral, internal referral process	Toni Bissen info@puafoundation.net 808-945-3570	Inactive program, PSS position not currently filled
7	Adult / Family	Parents with an open Child Welfare case, those battling Perinatal SUD, parents being investigated by Child Welfare services, Adults	Makua Ally, Parent Partner	Individual who has been involved with child welfare, child in need of protection or services, juvenile courts and alcohol and other drugs' systems. They have been successful at navigating those systems, have come to terms with their past involvement and continue to be successful in their recovery.	Hawaii Certified Peer Support Specialist training (Pu'a Foundation)	Paid	Oahu, Hawaii Island	Self-referred, community/provider referral	Deanna Gonda dgonda@epicphana.org 808-347-0654	Certified peer trainers for the Hawaii Certified Peer Support Specialist training (Pu'a Foundation), parent partner programs include: Family First Hawaii-PP, Makua Allies Program, Family Wrap Hawaii, LT Early Childhood programs

Agency Name:

Program Name:

Status: (Active/Inactive)

Contact:

Name:

Email:

Phone:

Eligibility Criteria for Participants

(Describe requirements such as age, lived experience, condition, etc.)

Referral process: (self referred, provider referral, court ordered, etc.)

Peer Staff Title/Role:

(e.g., Peer Support Specialist, Recovery Coach)

How are your Peer Support Specialist certified?

Experience Needed for Peer Role:

What types of lived experience are required to be eligible for this position?

Compensation for Peer Support Specialists(Paid/Unpaid)

Areas served:

Notes:



Certification and Credentialing Permitted Interaction Group

Chaired by:

- Debbie Macalino, Pu'a Foundation
- Darryl Tanaka, Adult Mental Health Division,
Department of Health

PIG meetings were held on March 28th and April 11th

What does “Certification” mean?

- Certification is requiring peer to serve as a “professional”.
- Identifying and defining what is considered lived experience and peer support while showing that the person has learned and demonstrated that they can utilize the lived experience to serve others
- SAMHSA National Model Standards for Peer Support Certification as a guideline

Certification that are offered in-state (some examples):

- *Dept. of Health, Adult Mental Health Division Hawaii's Certified Peer Specialist (HCPS) program*
 - 40 hour in-person, week-long training and 120 hours of internship within a 3-month period
 - ISH, VA, Castle, Aloha Care, NAMI, HHRC are some places that have accepted interns
- *Pu'a Foundation's peer support training certification*
 - 40 hour in-person, week-long training and 120 hours of internship
 - Training is certified by SAMHSA and includes important topic areas such as Ethics, Conflict of Interest, Trauma-informed care, Pathways of Recovery, Understanding Addiction and Treatment
 - Recertification and continued education: If a peer has completed 16 hours a year, they are recertified. Pu'a holds a once-a-year conference which would cover the required hours for recertification.

Pu'a Foundation strong focus on setting up the interns for success with the ultimate goal of securing employment as peer support specialist.

- Pu'a works closely with the internship site to ensure work site and the trainees we send over are a good match. Sometimes training sites need education on what peer support is. Need to share code of ethics.
- Those who have shown opportunity for growth will be asked if they want to take train-the-trainer training.

Workforce development and continued education

- Group discussed how workforce development is critical when thinking of the training and internship process for the peers.
- Tracking of training, continued education hours, and recertification is an administrative burden

Infrastructure for certification and credentialing

- PIG recommends for there to be one core-certification curriculum that people take and then take additional certification that are needed for the specific populations needs.
- The hope is that whatever the PSWG decided as a group can become standard and function as the “foundation” so that agencies can use it as template and not have to recreate the wheel and not have to travel out of state.
- There could be an office that serves as the center hub of peer support specialists for Hawai'i that provides either training or a place for people to come together to share what is going on. It could be one-on-one, where conversations between peer specialists, supervisors, or leaders of agencies can come. This could build a community of support within this field. This agency ought to be based on collaboration and is inclusive of all peer support working agencies.

SUPERVISION AND SUPPORT BEST
PRACTICES
PERMITTED INTERACTION GROUP

Co-Chairs: Cynthia Kaneshiro and Heather Lusk

4 MAIN AREAS OF FOCUS

- **Philosophy & Values**
 - What values are at the foundation of supervising peers?
 - Parallel process with peer support
 - Cultural acceptance – all of the person welcome
 - Trauma – Responsive with a focus on wellness and resilience
- **Qualities & Competencies**
 - What are the qualities of effective supervisors and what skills / competencies are needed to fully support peers?
 - Peer Supervisor Certification?
 - Must have training which should include the peer training the peers went through
- **Components of Supervision**
 - What should it include and address
- **Wellness & Self-Care (perhaps WRAP)**
 - Should be the center of all efforts to support peers
 - Non-negotiable, MUST be part of the work
 - Ensuring this is not an add on, but required in every connection
 - Baked into job description

PHILOSOPHY & VALUES:

WHAT DOES PEER SUPERVISION LOOK LIKE?

creating-space often
connection specific trainings
subject-informed supportive
genre-centered modeling
view personal group transparent needed
pilina lived-experience shared-experience support
person-centered debriefs helper barrier-fighters
peer-lens coaching non-degreed non-judgemental
professional-experience
dream-building development life-skills
visioning

QUALITIES & COMPETENCIES: IMPORTANT QUALITIES OF A PEER SUPERVISOR?

trustworthy
resourceful empowering
easy-to trauma-informed reflective
willing empathetic role-model unique
open peer-directed flexible
transparent intentional compassionate
encouraging advocate
hope-offerer consistent bridge motivational
understanding activating talk-to
ethical supportive safe shared-experience
caring connections
listener non-judgemental
word-keeper

COMPONENTS OF SUPERVISION:

WHAT SHOULD PEER SUPERVISION INCLUDE & ADDRESS?

A word cloud of terms related to peer supervision, with 'support' as the central and largest word. The words are arranged in a circular pattern around the center, with varying sizes and colors. The colors include shades of purple, orange, yellow, and red. The words are: support, feedback, the-box, solution-focused, tools, offer, boundary-checking, education, laughter, peer-led, encouraging, self-care, individuality, challenging, conflict-resolution, debrief, informal, wrap-around, out-of, growth, formal, team-work, talk-story, guidance, thought-provoking, trauma-informed, tears, connecting, outside, performance, resource-supported, retreats, strengths-based, and wrap-around.

support

feedback

the-box

solution-focused

tools

offer

boundary-checking

education

laughter

peer-led

encouraging

self-care

individuality

challenging

conflict-resolution

debrief

informal

wrap-around

out-of

growth

formal

team-work

talk-story

guidance

thought-provoking

trauma-informed

tears

connecting

outside

performance

resource-supported

retreats

strengths-based

WELLNESS & SELF-CARE



HEALTH
BEGINS
WITH
self care

PEER SUPPORT SURVEY

- Surveys were sent to peer supports in various areas, to hear directly from them
- Asked 12 questions, with a space to add anything else they wanted to share
- Instant feedback *50 Responses
- Lots of feedback on reflective supervision
- Feedback is similar to what the group talked about during last week's meeting
- Some shared they would like to see more around helping Peers become supervisors
- High percentage of peers that did not know their supervisor had lived experience themselves, or what that was
- 8.8 is the average out of 10 for the importance of supervision
- 8.3 is the average rating of the support you get from supervisor
- How easy to get support? 52% say very easy, 36% say somewhat easy and 8% and 4% not so easy and not at easy.
- How often would you like supervision? 32% once a week, 24% every other week, 16% once a month, 28% on as needed basis
- Prefer 1:1, group or both? 28% said 1:1 and 72% said both
- 60% said their supervisor has lived experience, 24% said they do not and rest were not sure
- 72% of peers indicated they do get accommodations - examples were given
- Others: More information around helping Peers become Supervisors

QUESTIONS
COMMENTS
DISCUSSION
FOLLOW-UP



BREAK



Panel Discussion
Healing Through Peer Support

Implementation of framework

“My hope is that we will be able to agree on a core curriculum that will be used statewide as a starting point which supports my dream of a statewide community peer workforce in multiple touchpoints”

“State department not only hire peers, but also put contractual obligations for peers within all of their contracts and that stigma could be reduced regarding peers”

“I have a dream of working full-time as a peer at livable wages”

“There would be a civil service classification of peer supports or people with lived experience”



“Individuals with lived experience can be seen as equivalent to that of having a college degree”

“Peers would be qualified, well trained and supported and able to earn a livable wage”

“I hope we can create a system where peers can bring magic to the most awful events of other people’s lives. My hopes and dreams are that peer specialists are utilized in all areas across our systems and in all forms”

“Standard certification process for peer support specialists that could be offered in state”

“Statewide billable peer support with MedQuest! While none of us had the answers or solutions, everyone said yes we want that!”



Public Comment



Next (and final) meeting:

June 25th Wednesday
10 a.m. – 12 p.m.

On zoom

Feedback? Questions?
Gov.peers@hawaii.gov



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