

Peer Specialist Job Descriptions



DOORS TO
WELLBEING



Copeland Center
FOR WELLNESS AND RECOVERY

Purpose

Doors to Wellbeing, a program of The Copeland Center for Wellness & Recovery, Inc., receives partial funding to operate the Substance Abuse and Mental Health Services Administration (SAMHSA)-funded National Technical Assistance Center to strengthen and support the peer support workforce. Through a national environmental scan, Doors to Wellbeing aimed to understand better how Peer Specialist roles and job descriptions have grown, changed, and evolved.

Given the wide variety of jobs and responsibilities assigned to Peer Specialists, our goal was to assess how closely Peer Specialist job descriptions align with the advertised job descriptions and if the Peer Specialist believed the job aligned with their certification training. We hope the results will demonstrate the growth and potential of the Peer Specialist role. Additionally, we aim to determine how well current Peer Specialist jobs align with the Core Competencies for Peer Workers established through SAMHSA BRSS TACS (Bringing Recovery Supports to Scale).

Methods

The research process was thorough and comprehensive. The surveys were finalized in June 2023, and the first emails were sent in August 2023. Over 49,000 emails were sent to various Peer Specialists and agencies across the country. The survey was meticulously designed, comprising both closed and open-ended questions. These questions covered a wide range of aspects, from the state they lived in, current job title, description of job responsibilities, if peer certification is required, if the role matched the job description, and if the job meets their expectations, among others. This attention to detail ensures the reliability and validity of our research. For the privacy of participants, identifying information pertaining to the individual or agency was removed. We chose to group the information by state due to state certification requirements varying from state to state.

Sample

The survey was presented online for participant access and data collection. Announcements about the survey were emailed to various organizations (national and local) and other stakeholders. The final sample included completed surveys from 628 Peer Specialists in 47 states, including the District of Columbia. Of the states represented, the states with the highest participation were New York (67), Pennsylvania (61), California (59), and North Carolina (56). There were respondents not included in the results due to residing outside the United States. In total, there were 7 outside the US, 6 in Canada, and 1 from Ireland.

Definition of Terms

ACT	Assertive Community Treatment
ASIST	Applied Suicide Intervention Skills
CALM	Counseling on Access to Lethal Means
CCBHC	Certified Community Behavioral Health Clinic
CPI	Crisis Prevention Institute
CPR	Cardio Pulmonary Resuscitation
CPRS	Certified Peer & Recovery Specialist
CPS	Certified Peer Specialist
CRS	Certified Recovery Specialist
e-CPR	Emotional CPR
GIFT	Gathering Inspiring Future Talent
IPS	Intentional Peer Support
MHFA	Mental Health First Aid
MI	Motivational Interviewing
PSS	Peer Support Specialist
QPR	Question, Persuade, Refer
SMART	Specific, Measurable, Achievable, Relevant, Time-Framed
SOAR	SSI/SSDI Outreach, Access, and Recovery
TIC	Trauma-Informed Care
TIP	Transition to Independence
WHAM	Whole Health Action Management
WRAP	Wellness Recovery Action Plan

Alabama

Job Titles

- Certified Peer Specialist/Certified Peer Specialist - Mental Health

Job Responsibilities

- Facilitating groups and teaching life goals
- Provide support and resources through helpline
- Recruit, hire, and train (initial and ongoing) peer support specialists
- Model recovery
- Advocate for recovery-oriented care

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 3 to 20 Peer Specialists on staff
- Peer Specialists employed from 8 months to 5 years
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	Action Planning for Prevention & Recovery; Mental Health First Aid; RESPECT Initiative Training; Chronic Disease Self-Management Program; QPR Suicide Prevention Gatekeeper Program; Emotional CPR; Clarifying and Establishing Boundaries in certified Peer Specialist Services
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic
Programs & Training	Details
Program Types	Partial Hospital/Day Program; Vocational Rehabilitation; Drop-In/Recovery Center; Psych Rehabilitation; Certified Community Behavioral Health Center; Warmlines/Telephone/Text Support; Community-Based Peer Support
Training Required Prior to Hire	Split 50/50 with approved certification training/No training required; Training to be completed within 6 months of hire.

Arizona

Job Titles

- Peer Specialist; Forensic Peer & Recovery Support Specialist; Certified Peer Support Navigator; Recovery & Resiliency Coordinator

Job Responsibilities

- Support and navigate behavioral health system
- Facilitate Peer Recovery Support Specialist training
- Teach independent living skills
- Homeless outreach and transitional housing advocacy
- Support callers with isolation/loneliness/resources

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 8 to 50 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Recovery Support Specialist; Certified Family Peer Support Specialist; Forensic Peer Support Specialist
Additional Certifications	WRAP; CPR/First Aid; ASIST, safeTALK; Trauma-Informed Care; e-CPR;
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family members, Youth; Forensic; Older adults; TIC; SMART Recovery; Veterans; Parent/Caregiver/Family Member Specialization; Kids and young children on probation; Veterans; Resiliency; Crisis Intervention
Programs & Training	Details
Program Types	Case Management; Vocational Rehabilitation; Therapeutic Recreation/Socialization Program; Certified Community Behavioral Health Center; Warmlines/Telephone/Text Support; Advocacy, Support Education, Prison/DOC, Managed Care Organization
Training Required Prior to Hire	Approved certification training

California

Job Titles

- Peer Partner Specialist; Assistant Program Director; Peer Support Specialist; Program Manager; Peer Mentor Specialist; Medi-Cal Peer Support Specialist; MPSS Peer Support Specialist; Warmline Supervisor; Wellness Associate; Family Support Specialist; Peer Team Lead; Associate Director; Peer Recovery Coach; Certified Medi-Cal Peer Support Specialist/Mobile Crisis Team; Battle Buddy/Peer Support Specialist; Community Support Worker 1; Behavioral Health Coordinator of Peer Support; Child & Family Specialist; Family Partner Recovery Coach; Clerical Community Aide; Peer Navigator; Army Recovery Care Coordinator

Job Responsibilities

- Advocate for community members with mental health illness
- Support the development of life skills and community reintegration
- Run a peer-led wellness center
- Facilitate support, spirituality, health, and artistic expression groups
- Create and manage group calendars
- Conduct administrative activities
- Make welcome calls and monthly peer support calls for 24 clients
- Prepare fieldwork for community engagement and program guidance
- Manage various administrative tasks (legal research, outreach, grant writing)
- Oversee IT and manage specific websites and software
- Coordinate project libraries and hotlines
- Supervise and train interns and volunteers
- Manage social media and participate in community events
- Develop SOPs and prepare grant reports
- Help peers find internships and jobs in mental health
- Facilitate personal recovery and conflict resolution
- Connect residents to community resources and support groups
- Enroll new housing participants and manage placements
- Utilize lived experience for meaningful peer support and advocacy
- Provide one-on-one and group emotional support and empowerment
- Co-respond with sheriff deputies and Mobile Crisis Counselors on mental health related calls
- Support peers and family members with reentry goals
- Provide support to experiencing challenges with children
- Advocate and help parents navigate the behavioral health system
- Assist, advocate, mentor, and build a rapport with veterans with life challenges
- Develop recovery relationships with housing residents
- Working with Veterans with mental health issues, substance use, and homelessness barriers.
- Organize and manage a Warmline team

Employment Status

- Specialists are compensated for their work hours - volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 200 Peer Specialists on staff per organization
- Peer Specialists employed from 2 months to 19 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities matches the job description

California

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	CPR; MHFA (adult and child) ECPR; WRAP; IPS; WRAP Facilitator; First Aid; Foundational Wraparound; RESPECT Institute Community
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family members, Youth; Forensic; Older adults; TIC; SMART Recovery; Veterans; Parent/Caregiver/Family Member Specialization; Kids and young children on probation; Veterans; Resiliency; Crisis Intervention
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc Rehab; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; CCBHC; Clubhouse; School Mental Health Program; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; County Agency;
Training Required Prior to Hire	Approved: No training (cert required within 6 mo); Variety of relevant courses; Self-identify as lived experience

Colorado

Job Titles

- Certified Peer Specialist; Peer Professional; Certified Peer Specialist II; Peer support Apprentice; Recovery Coach/Peer Specialist; Peer Specialist

Job Responsibilities

- Model recovery, support and advocate for veterans
- Assist individuals in , troubleshooting, and problem solving, explore and skill building
- Assist clients navigate pathways to live healthier, more fulfilling lives.
- Assist individuals to access resources for mental/physical health and substance use counseling

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 20 Peer Specialists on staff
- Peer Specialists employed from 2 months to 11 years in current position
- Majority of Peer Specialists report their job meets expectations
- All Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist; Family Peer Specialist
Additional Certifications	Adverse Childhood Trauma, SMART Recovery Facilitator, Circle of Parents facilitator, Criminal Justice Peer, Medication Assistance Treatment Clinic Peer, Inpatient/Outpatient Referral Services, WRAP, Motivational Interviewing, WHAM, MHFA, CPR
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Forensic; Older; SMI; Colorado Peer And Family Specialist
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; Certified Community Behavioral Health Center; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/Doc; Housing/Supported Housing; Supported Education;
Training Required Prior to Hire	Approved certification training or no training required *certification gained within a year of hire date

Connecticut

Job Titles

- Certified Peer Specialist; Recovery Support Specialist; Wellness and Recovery Support Peer Specialist

Job Responsibilities

- Support and give hope to individuals
- Assist with referrals, connections, and resources
- Facilitate groups and plan outings for veterans

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2to 5 Peer Specialists on staff
- Peer Specialists employed from 8 months to 15 years in current position
- Most Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	CPRS, RSS, PTSD Challenges, Recovery Support Specialist, Whole health, motivation interviewing, Vet to Vet, Seeking and Safety, Prevail Program (suicide prevention) . The Equus Effect working with horses and Co-Cope intervention
Speciality Certifications	People With Mental Health Challenges
Programs & Training	Details
Program Types	Inpatient; Therapeutic Recreation/Socialization Program; Advocacy; Community-Based Peer Support; Mobile Crisis; Support To Medicaid Members
Training Required Prior to Hire	Approved certification training; Variety of relevant courses; No training required

Delaware

Job Titles

- Certified Peer Recovery Specialist

Job Responsibilities

- Engage SUD patients in hospitals, meeting them where they are
- Offer peer support and run peer groups
- Provide resources for detox, inpatient rehab, IOP, PHP, and long-term sober living
- Attend OD awareness events and Narcan training sessions
- Work on harm reduction through a mobile unit

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 4 Peer Specialists on staff
- Peer Specialists employed from 4.5 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	CPR, WRAP
Speciality Certifications	People With Substance Use Challenges; Family Members; Older Adults
Programs & Training	Details
Program Types	Advocacy, community-based peer support
Training Required Prior to Hire	Approved certification training

District of Columbia (D.C.)

Job Titles

- Veteran's Peer Support Specialist; Certified Peer Support Specialist; Service coordinator/Certified Peer specialist; Peer Support Specialist

Job Responsibilities

- Provide wrap-around housing case management for homeless veterans
- Support social reintegration, stable housing, benefits, and budgeting
- Assist with intake paperwork, referrals, conflict resolution, and service access
- Balance office and field duties: meetings, paperwork, emails, phone calls, and veteran visits
- Engage in networking, training, and special projects, teaching everyday living skills
- Support behavioral health clients with daily routines and peer groups
- Offer immediate support for mental health or life crises

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 12 Peer Specialists on staff
- Peer Specialists employed from 1 month to 12 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	Community Inclusion and integration; CPR/First Aid
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Older Adults; Community Integration Specialist; Social Work Degree; Homeless Housing Specialist
Programs & Training	Details
Program Types	Case Management; Certified Community Behavioral Health Center; Community-Based Peer Support; Housing/Supportive Housing; ACT
Training Required Prior to Hire	Approved certification training

Florida

Job Titles

- Recovery Peer Specialist; Peer Counselor (CRPS); Peer Education Coordinator; HIV/COVID Navigator; Peer Facilitator and Lead Trainer; Peer Supervisor; Peer Support Specialist; Peer Evaluator; Care Coordinator

Job Responsibilities

- Assist clients in building a recovery system and establishing local resources
- Maintain a clean, safe, and welcoming recovery environment
- Teach classes for state peer certification
- Educate the community and distribute HIV self-tests and COVID information
- Facilitate virtual peer support groups and train new facilitators
- Provide continuum support from detox to aftercare
- Supervise peers providing support across various programs
- Manage peer specialists in a homeless program for Veterans Affairs
- Assist clients with daily tasks and adjusting to life challenges
- Work in emergency rooms to connect overdose and mental health patients to services
- Offer peer support to veterans in the VA homeless program
- Give facility tours, help with employment paperwork, and facilitate support groups
- Provide encouragement, compassion, and appointment reminders to clients
- Model recovery
- Meet with youth in the community to collect OCP3 data
- Assist veterans in receiving stable housing
- Provide recovery supportive services
- Administrative duties, as necessary
- Facilitate holistic wellness groups
- Help clients cope with challenges from their disability or substance use

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 25 Peer Specialists on staff
- Peer Specialists employed from 2 to 23 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Florida

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	CRS; National Certification; Whole Health Coach, Veteran X Facilitator; MHFA; QPR for Suicide; WRAP; Wraparound; Motivational Interviewing; eCPR, WRAP, Whole Health Coach WHAM, TIP
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic, Veterans, Older Adults; Returning Citizen
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; Youth Residential Facility; CCBHC; Warmline/Telephone/Text Support; Advocacy; Emergency Room; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; Virtual Peer Support; Peer Evaluator/Managing Entity; Crisis Unit
Training Required Prior to Hire	Approved Certification training; No training; Variety of relevant courses

Georgia

Job Titles

- Peer Support Specialist; Certified Peer Engagement Specialist; Certified Peer Support Specialist; MH/Forensic Peer Mentor; Mobile Crisis Certified Peer Specialist, CPS-WH Case Manager; Organizational Development Coordinator/Training Coordinator

Job Responsibilities

- Advocate for drug rehabilitation and facilitate client groups
- Provide 1-1 support and WHAM at CPS-WH
- Conduct surveys for SAMHSA grant and manage peer caseload
- Educate on mental health awareness, coping skills, and provide advocacy
- Support Veterans at Charlie Norwood VA Medical Center with SUD
- Assist Georgia Housing Voucher recipients in adjusting to housing
- Provide peer support to returning citizens with judicial involvement
- Support mentally impaired individuals with coping strategies
- Respond to mental health and addiction crises, facilitate recovery paths
- Assist homeless individuals in navigating shelter resources
- Follow up with high-risk individuals post-crisis for suicide risk
- Maintain CEU database, assist CPS-MH training, facilitate webinars
- Facilitate daily peer groups focusing on life skills and recovery
- Advocate for consumers' mental health diagnoses
- Mentor individuals with mental health disorders
- Plan discharge and aftercare for detox clients, lead recovery groups
- Facilitate educational groups on adult recovery topics
- Monitor clients and provide support for sobriety and reintegration
- Coordinate operations and training in liaison role with program director
- Facilitate peer groups and support CSU discharge follow-ups
- Assist peers inpatient with state housing vouchers and healthcare navigation
- Provide day-to-day support and solutions for fellow veterans
- Lead Dual Recovery Program (DTR), complete WRAP and WHAM
- Navigate Atlanta VA system and assist veterans with recovery goals
- Facilitate dual recovery meetings and educational sessions
- Respond to 911 calls for mental health and substance misuse
- Bridge peer perspectives with law enforcement and clinicians
- Assist individuals with mental health, housing, and financial support

Employment Status

- Specialists are compensated for their work hours; volunteer opportunities are available
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 175 Peer Specialists on staff
- Peer Specialists employed from 2 weeks to 18 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Georgia

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	CPR; WHAM; CPI, IPS; TIC; eCPR; SMART; SOAR; Whole Health Wellness Coach, MHFA; Motivational Interviewing; WHAM Facilitator
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth, Forensic; Older Adults; Anger Management
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; Clubhouse, Youth Residential Facility; CCBHC; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing Supported Housing; Supported Education; Peer-Run Respite; Mobile Crisis; Detox Center; CPS-MH Training And Education; Virtual Support Group
Training Required Prior to Hire	Approved certification training; No training required; Variety of relevant courses

Hawaii

Job Titles

- Hawaii Certified Peer Specialist; Certified Peer Support Specialist

Job Responsibilities

- Role model resilience and personal growth beyond severe mental illness diagnosis
- Provide peer support services for Veterans in HUD/VASH Program to maintain successful housing

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 12 to 20 Peer Specialists on staff
- Peer Specialists employed from 1 to 10 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP Seminar II Co-facilitator Training
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; CCBHC; Housing/Supported Housing
Training Required Prior to Hire	Approved certification training

Idaho

Job Titles

- Peer support specialist

Job Responsibilities

- Complete recovery plan with individual to identify their needs and goals
- Meet weekly to work on those goals
- Completely weekly progress note for each individual client
- Complete a review with each client every 90 days and update their goals as they feel is needed
- Provide a safe, recovery based environment
- Demonstrate healthy boundaries, stress management and coping skills for the individual.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are part time

Peer Staff Insights

- Approximately 2 Peer Specialists on staff
- Peer Specialists employed from 7 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Youth Support Specialist, Community Based Support, CPR; First Aid
Speciality Certifications	People With Mental Health Challenges; Family Members; Youth; Older Adults
Programs & Training	Details
Program Types	Certified Community Behavioral Health Center; Counseling and Developmental Disabilities Agency
Training Required Prior to Hire	Variety of relevant courses – Peer cert after hire

Illinois

Job Titles

- Peer Support; Recovery Support Specialist; Team Leader; CRRS; CRSS/CPRS Program Manager; Peer Recovery Support Specialist

Job Responsibilities

- Provide life experience in listening and problem-solving
- Establish rapport with class members to enhance recovery lifestyles
- Manage a drop-in center for individuals with serious mental illnesses
- Lead a team of peer support specialists
- Assist residents in understanding and signing facility contracts

Employment Status

- Specialists are compensated for their work hours; volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 10 Peer Specialists on staff
- Peer Specialists employed from 5 months to 11 years in current position
- Some Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist; Certified Recovery Support Specialist
Additional Certifications	WRAP / Emotional CPR; MHFA, Youth and Adult; Advanced Level WRAP Facilitator
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Community-Based Support; Housing/Supported Housing/Supported Education; Peer-Run Respite
Training Required Prior to Hire	Approved certification training; No training required; cert within 1 year; Variety of relevant courses

Indiana

Job Titles

- Program Manager; Recovery Coach / Peer Support Specialist; Peer Support Specialist

Job Responsibilities

- Support students in Peer Specialist Training to find employment opportunities
- Manage deliverables for California-based Peer Specialist training program
- Provide support to families dealing with substance abuse and mental health issues
- Support Veterans using lived experience, connecting them to clinics and resources

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 750 Peer Specialists on staff
- Peer Specialists employed from 2 to 4 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities do not match the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	WRAP; eCPR; MHFA; Youth and Adult; Advanced Level WRAP Facilitator;
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members;
Programs & Training	Details
Program Types	Inpatient; CCBHC; Advocacy; Community-Based Peer Support; Supported Education; PACT Team PSS
Training Required Prior to Hire	No training required (cert within a year of hire); variety of relevant courses

Iowa

Job Titles

- Peer Support Specialist; Lead Peer Support Specialist Trainer; MHPS Recovery Support Advocate; Recovery Coach; Executive Director/PSS; PRC Supervisor/Wellness Drop-In MH Center

Job Responsibilities

- Support treatment court participants with sobriety, housing, and employment.
- Provide scheduled remote support calls and resources.
- Train and manage new peer support specialists.
- Offer recovery support and facilitate wellness groups; provide community outreach
- Run MH Drop-In Center and supervise staff.
- Share mental health stories and offer support.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 7 Peer Specialists on staff
- Peer Specialists employed from 6 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP; MHFA (Mental Health First Aid); Youth MHFA; Certified Crisis Intervention Specialist; ASIST (Applied Suicide Intervention Skills Training);QPR (Question, Persuade, Refer); WHAM: Dependent Adult/Child Abuse Training; Trauma-Informed Training; C-3 De-Escalation; Cultural Competency and Diversity; Adult Abuse Training Certificate; CPR;
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Integrated Health Care Setting; Community-Based Peer Support; Housing/Supported Housing; Supported Education; Mobile Crisis; PSS Training
Training Required Prior to Hire	Approved Certification training; No (certification within 6 months of hire)

Kansas

Job Titles

- Peer Support Specialist; Certified Peer Support Specialist; Recovery Specialist

Job Responsibilities

- Provide listening ear and support with coping skills and meeting attendance
- Facilitate Peer Recovery Support Specialist training
- Teach independent living and coping skills

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 4 to 14 Peer Specialists on staff
- Peer Specialists employed from 5 months to 18 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Peer Support Supervisor; Peer Support/Peer Mentor Supervisor Training Certificate
Speciality Certifications	People with Mental Health Challenges; Youth; Peer Support Supervisor/Peer Mentor Training Certificate
Programs & Training	Details
Program Types	Inpatient; Psych Rehab; Therapeutic Recreation/Socialization Program; CCBHC; Advocacy; Community-Based Peer Support; Community Resources; Art Therapy
Training Required Prior to Hire	Approved certification training; No Training Required

Kentucky

Job Titles

- Certified Peer Support Specialist; Adult/Family Peer Support Specialist; Substance Use Peer Support Specialist; Program Coordinator; Lead Peer Support Specialist; Peer Support Program Manager;

Job Responsibilities

- Provide monthly check-ins and assistance with state benefits
- Facilitate Peer Recovery Support Specialist training
- Teach independent living skills and coping skills
- Facilitate groups, arts and crafts, and share lived experience
- Provide community outreach

Employment Status

- Specialists are compensated for their work hours; volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 65 Peer Specialists on staff
- Peer Specialists employed from 2 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP; WHAM; Translate Youth, Older Adults; SUD Certified; Psychological First Aid; CPR; WRAP Facilitator; Trauma Based Care; Advocacy Academy; QPR; eCPR, Veteran X, Music Therapy, SOAR
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth, Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; School Mental Health Program; Advocacy; Warmline/Telephone/Text Support; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing Supported Housing; Supported Education; Mobile Crisis; Mental Health Court; Homeless Outreach
Training Required Prior to Hire	Approved Certification training; None; Variety of relevant courses

Louisiana

Job Titles

- Peer Program Manager; Certified Peer Recovery Coach; Peer Support Specialist; Program Coordinator; Site Manager

Job Responsibilities

- Facilitate Substance Abuse Awareness and Treatment and Recovery groups
- Collaborate with persons served and offer referrals
- Teach independent living skills
- Veteran outreach and wellness support
- Oversee see property and HUD compliance and peer administration; promote harm reduction

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 1 to 20 Peer Specialists on staff
- Peer Specialists employed from 2 weeks to 10 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Recovery Specialist; Target Health (Adult) cert; Target Health (Youth) certification; CPR; Peer Facilitator Trainer; MHFA adult and youth, WRAP; e-CPR, IPS, MHFA, Transition Age Youth, Forensic, Older Adults, WHAM, Community Inclusion
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Member; Youth; Forensic; Older Adults; Generational Trauma
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Voc-rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Advocacy; Integrated Healthcare Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing/ Supported Education/Mobile Crisis; Peer Run Respite;
Training Required Prior to Hire	Approved certification training

Maine

Job Titles

- Peer Specialist/HUD VASH (Dept. of Veteran’s Affairs)

Job Responsibilities

- Engage with Veterans experiencing challenges with homelessness
- Identify barriers to housing
- Explore recovery oriented with veterans

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 1 Peer Specialists on staff
- Peer Specialists employed from 3 years in current position
- Peer Specialists report their job does not meet expectations
- Peer Specialists report their job responsibilities does not match the job description

Certifications Needed	Details
Certifications	Certified Recovery Specialist
Additional Certifications	Dept. of Veterans Affairs Office of Mental Health and Suicide Prevention (OMHSP); Motivational Interviewing Course Certification
Speciality Certifications	Recovery Peer Support Specialist Training, Provided By R.I. International, As Well As The State Of Maine, DHHS Certified Intentional Peer Support (CIPS) Training.
Programs & Training	Details
Program Types	Case Management; Community-Based Peer Support
Training Required Prior to Hire	Approved certification training VA provided training

Maryland

Job Titles

- Certified Peer Recovery Specialist; Peer Support Specialist; Peer Advocate; Registered Peer Supervisor

Job Responsibilities

- Assist and support individuals with recovery goals
- Provide Narcan training, MAT, and harm reduction outreach
- Train new Peer Support staff
- Support veterans with recovery support

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 30 Peer Specialists on staff
- Peer Specialists employed from 8 months to 11 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Recovery Specialist; Recovery Coach; Arts in Health Specialist; MHFA, eCPR, Diversity Training, e-CPR, WRAP; Illness Management Recovery; Social Skills; NAMI; Registered Peer Support Supervisor
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; Clubhouse; Youth Residential Facility; CCBHC; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Mobile Crisis; IOP & Outpatient; Hospital/Outpatient Center
Training Required Prior to Hire	Approved certification training; No training required but certification within 18 months

Massachusetts

Job Titles

- Community Connector; Certified Peer Specialist; Certified Older adult Peer Specialist; Recovery Coach; Director of Recovery Services;

Job Responsibilities

- Conduct 80% outreach; provide 20% peer support.
- Support self-determined goals using personal experiences to build rapport.
- Listen, support recovery, and share personal stories to instill hope.
- Facilitate skill development and capacity building through mutual relationships.
- Supervise Peer Specialists, ensuring unique roles and educating on recovery principles.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 40 Peer Specialists on staff
- Peer Specialists employed from 18 months to 6 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	e-CPR, WRAP Diversity LGBTQ Crisis Prevention and Intervention Sexual Assault Survivor; GIFT, IPS, WRAP; CPR, WRAP, Certified Forensic Peer Support, Certified Older Adult Peer Specialist. WHAM; WRAP, CPR, CPI, Forensic, Older Adults, Mental Health First Aid; Gathering and Inspiring Future Talent (GIFT) Intentional Peer Support (IPS); WRAP Training (& Facilitator Training in October); CPS, WRAP Facilitator; Alternatives to Suicide Facilitator training, Hearing Voices Network Facilitator training, IPS
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Psych Rehab; Drop-In/Recovery Center; CCBHC; Advocacy; Community-Based Peer Support; Housing/Supportive Housing
Training Required Prior to Hire	Approved certification training; within 6 months of hire

Michigan

Job Titles

- Customer Support Specialist; Certified Peer Support Specialist; ACT Peer Support Specialist; Crisis Interventionist; Certified Recovery Coach/Peer; Certified Peer Recovery Mentor

Job Responsibilities

- Manage customer service ops, incl. overseeing Customer Advisory Committee.
- Provide listening skills, behavioral support, and connect clients with community resources.
- Coordinate medical appointments, housing, and social activities, oversee medication administration.
- Support individuals in mental health crises, connect them to long-term treatment.
- Facilitate groups, provide recovery support, advocacy for individuals in crisis.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 7 Peer Specialists on staff
- Peer Specialists employed from 6 months to 10 years in current position
- Half of Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP, WHAM, Ethic's & Boundaries, CPR, QPR, etc., Emotional CPR, Mental Health First Aid, CPR, WRAP, MHFA, WHAM, W.R.A.P., Facilitator, eCPR Practitioner, Transition Age Youth, Emotional CPR, Motivational interviewing, Advanced Family Psychoeducational, Mindfulness, Grief and loss, Wrap, Narcan Trainer, SMART Recovery Facilitator
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family member; Youth; Forensic; Older Adult
Programs & Training	Details
Program Types	Case Management; Inpatient; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Youth Residential Facility; CCBHC; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Prison/DOC; Housing Supported Housing; Peer-Run Respite; Mobile Crisis
Training Required Prior to Hire	Approved certification training

Minnesota

Job Titles

- Certified Peer Support Specialist

Job Responsibilities

- Facilitate morning check-in groups and organize group attendance contests.
- Conduct four individual interventions daily with clients, focusing on WRAP and strengths/weaknesses assessments.
- Create welcome binders and organize outings to promote community engagement.
- Provide peer education and support staff while acting as a community liaison.
- Assist with medication administration and meal preparation, emphasizing meeting clients' mental health needs with empathy and understanding.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 8 to 50 Peer Specialists on staff
- Peer Specialists employed from 2 months to 2 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	eCPR; Suicide Awareness and Prevention; Professional Crisis Management, Mandated Reporter, Emergency Procedures, HIPPA, Understanding Abuse and Neglect, Co-occurring MH and SUD, Motivational Interviewing
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family members; Forensic;
Programs & Training	Details
Program Types	Case Management; Inpatient, Voc-rehab; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Prison/DOC; Assertive Community Treatment Team
Training Required Prior to Hire	Approved certification training

Mississippi

Job Titles

- Peer Support; Peer Wellness Services Coordinator; Housing Specialist; Certified Youth Peer Support Specialist; CPSS and Office Coordinator; PACT CPSSP

Job Responsibilities

- Personalized peer support: share experiences, help with shelter, budgeting, employment.
- Facilitate groups, gather grant data, support client recovery at treatment center.
- Provide home-based peer support: coping skills, daily living, mental illness.
- Lead statewide Peer Specialist training, oversee Peer Respite Program development.
- Assist with housing, SSI/SSDI benefits: client advocacy, support needs.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 20 Peer Specialists on staff
- Peer Specialists employed from 1 to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Recovery Specialist; CPR Instructor; CPSS; Certified Youth Peer Support Specialist; Dual certified in youth and adult; Peer Bridger; Certified To Administer HIV Testing, CPR instructor; CPR, WRAP, MHFA, WHAM; Youth MHFA Facilitator, Adult MHFA, WRAP Facilitator, Forensic
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Clubhouse; Youth Residential Facility; Certified Community Behavioral Health Center; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Housing/Supported Housing; Peer-Run Respite; Mobile Crisis Unit; PACT
Training Required Prior to Hire	Approved Certification Training

Missouri

Job Titles

- Engagement Associate / Peer Navigator; Certified Peer Specialist; Laborer Recovery Specialist Recovery Coach; Lifestyle Specialist; Peer Mentor; Community Engagement Specialist; Associate Peer Case Manager Supervisor; Case Manager; Recovery Counselor, Executive Director

Job Responsibilities

- Provide peer support and resources to behavioral health patients, including assisting with bus riding skills if desired.
- De-escalate situations and offer peer support for library patrons, ensuring access to needed resources.
- Conduct community outreach for individuals with mental health issues, homelessness, and substance use, guiding them to appropriate treatment options (inpatient or outpatient) and supporting harm reduction practices.
- Serve as a Peer Recovery Specialist for Construction Laborers, managing a warmline, assisting with resource connections, advocacy, appointment scheduling, and aftercare planning.
- Act as Case Manager during staff shortages, focusing on recovery, trigger management, and collaborating on relapse prevention plans with Clinical Leaders (CLs).
- Support peers in overcoming obstacles to their goals, offering education on nutrition, blood pressure, diabetes management, grief, and motivation.
- De-escalate indoor and property situations, directing clients to community resources as needed.
- Advocate for patients as a Certified Peer Specialist (CPS) in an outpatient clinic, providing relatable support, breaking barriers, and offering compassionate listening.
- Share personal experiences and provide one-on-one support, using motivational interviewing and reflective listening techniques.
- Supervise Peer Case Managers and support staff, providing training, mentorship, and guidance, while ensuring accurate documentation and grant data collection.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 15 Peer Specialists on staff
- Peer Specialists employed from 6 months to 16 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities meets the job description

Missouri

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	WRAP; CPR, MHFA, WHAM, CPS, MARS, Wellness Coach, TIC Seeking Safety, Zero Suicide; Med. Assisted Recovery, Harm Reduction Specialist, MHFA, QPR, ASIST, WRAP, WRAP Facilitator; Respect Institute Speaker;
Speciality Certifications	People With Substance Use; Family Members, Youth, Forensic; Older Adults, Veterans, HRS; MAT, Advanced Cert Reciprocal Peer Recovery (CRPR); Peer Supervision
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Outpatient MAT Clinic; Outreach On Pub Transit
Training Required Prior to Hire	Approved Certification Training

Montana

Job Titles

- Licensed Behavioral Health Peer Support Specialist; Peer support specialist; GHBH CBHPSS; BHPSS

Job Responsibilities

- Facilitate recovery oriented groups
- Provide transportation to appointments
- Teach independent living and recovery skills
- Empathetic ear to callers experiencing elevated emotions

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 3 Peer Specialists on staff
- Peer Specialists employed from 3.5 to 5 years in current position
- Most Peer Specialists report their job moderately meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified WRAP Facilitator; e-CPR Practitioner; Adult CPR/Pediatric CPR First Aid Suicide Prevention Community Inclusion Indigenous Competence Clinical Approach to Working with Veterans Nonviolent Crisis Intervention CPI, IMR. IMR. WRAP, WRAP, Forensic, Mental Health 101 for Adults/Youth, Suicide Prevention
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Forensic, Older Adults
Programs & Training	Details
Program Types	Case Management; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; Advocacy; Emergency Room; Community-Based Peer Support; Housing/Supported Housing; Supported Education; Peer-Run Respite; Mobile Crisis; Peer Groups Facilitator
Training Required Prior to Hire	Approved Certification Training

Nebraska

Job Titles

- Certified Peer Support Specialist; Veteran Peer Support; Program Coordinator of Peer Services; Recovery Community Navigator; Support Staff;

Job Responsibilities

- Provide 1:1 peer support and facilitate groups and trainings for recovery.
- Support individuals in crises, accompany to treatment or court, document daily interactions.
- Coordinate peer support services organization-wide.
- Work directly with peers in acute settings, facilitate groups, outreach, educate stakeholders.
- Advocate and support families with children facing mental health challenges, attend meetings, offer group support.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 1 to 30 Peer Specialists on staff
- Peer Specialists employed from 3 months to 20 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Recovery Specialist; Certified Family Peer Specialist; WRAP, MHFA, WHAM, Forensic; Rentwise, e-CPR, Community Inclusion, Start Now; Living Well, SMART Recovery; Drug Court, CPR, Trauma Informed, Seeking Safety, First Aid, Active Parenting, QPR, WEST, TYA Youth and Adult MHFA
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth; Forensic; Older Adults; Veterans
Programs & Training	Details
Program Types	Partial Hospital/Day Program; Inpatient; Psych Rehabilitation; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Community-Based Peer Support; Prison/DOC; Supported Education; Peer Support Training; Treatment Center
Training Required Prior to Hire	Approved Certification Training

Nevada

Job Titles

- Wellness Recovery Specialist; Peer Specialist; Wellness Recovery Specialist; Supervisory Certified Peer Specialist

Job Responsibilities

- Provide peer support to Medicaid members with SUD and homelessness, aiming to reduce ER visits.
- Meet Veterans, offer recovery experiences, and facilitate self-help groups for mental health.
- Focus on harm reduction, outreach, and substance misuse prevention in the community.
- Guide individuals with mental health issues to live successfully with their diagnosis in the community.
- Oversee 20+ certified peer specialists daily

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 2 to 26 Peer Specialists on staff
- Peer Specialists employed from 1 to 10 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP; eCPR, MHFA, Whole Health Coach Veteran X/Hope; CPR, Community Inclusion, Healthcare Provider BLS, ASSIST
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Member; Youth, Forensic; Older Adults; Veterans
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; Warmlines/Telephone/Text Support; Advocacy; Integrated Health Care Setting; Community-Based Peer Support; Housing/Supported Housing
Training Required Prior to Hire	Approved Certification Training; Variety of relevant courses

New Hampshire

Job Titles

- Peer specialist; Peer Support Specialist (PT) and Peer Wellness Coach (FT); Program Coordinator; Residential Coordinator

Job Responsibilities

- Support individuals in mental health recovery journeys.
- Serve as a peer specialist and wellness coach in a community mental health agency.
- Create a supportive environment for open mental health discussions and coordinate wellness activities.
- Provide Intentional Peer Support in Step Up-Step Down and Peer Respite programs.
- Facilitate peer support groups and assist in running the center's operations.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 8 to 50 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	IPS, WRAP, IPS, WRAP, IMR, WHAM, Recovery Coach, e-CPR, WRAP, IPS, Suicide Prevention
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; IPS
Programs & Training	Details
Program Types	CCBHC; Integrated Health Care Setting; Community-Based Peer Support; Peer-Run Respite; Mobile Crisis
Training Required Prior to Hire	Approved Certification Training or within 6 months of hire date

New Jersey

Job Titles

- Peer Specialist; Peer Support Specialist; Certified Peer Support Specialist

Job Responsibilities

- Support the participants in our agency
- Facilitate on-line and in-person groups; conduct person-to-person counseling; create groups
- Advocate for client, set them up with services, help them plan and attain goals.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 10 to 15 Peer Specialists on staff
- Peer Specialists employed from 1 to 7 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities match the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	N/A
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Court System
Training Required Prior to Hire	Approved Certification Training

New Mexico

Job Titles

- Peer Support Specialist; CPSW

Job Responsibilities

- Provide peer support to callers with SMI during difficult periods, offering referrals and crisis transfers as needed.
- Empower individuals to self-help.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 20 Peer Specialists on staff
- Peer Specialists employed from 2 to 6 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Family Peer Specialist; MHFA, Older Adults
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth, Older Adults
Programs & Training	Details
Program Types	Warmlines/Telephone/Text Support; Community-Based Peer Support
Training Required Prior to Hire	Approved Certification Training; Variety of relevant courses

New York

Job Titles

- Peer Specialist; Employment Specialist/Peer Advocate; Deputy Director; Training Implementation Specialist; Peer Assistant; Mental Health and Recovery Peer; Assistant Program Director; Peer Bridger; Peer Mentor II; Mental Health Peer Connection Program Assistant; Peer Resource Consultant; Senior Peer Specialist; Rehabilitation Practitioner; Professional Peer Specialist; Harm Reduction Coordinator; Outreach Peer Specialist

Job Responsibilities

- Use lived experience to inspire hope and recovery.
- Create safe, supportive environments for peers.
- Facilitate support groups and training sessions.
- Develop individualized service plans with participants.
- Provide crisis intervention and referrals.
- Advocate for clients' needs and rights.
- Assist with housing, employment, and benefits.
- Maintain documentation and client records.
- Coordinate peer support programs and activities.
- Conduct outreach and community engagement.
- Promote mental health awareness and education.
- Support clients in achieving personal goals.
- Offer peer counseling and mentorship.
- Collaborate with multidisciplinary teams.
- Provide emotional support and active listening.
- Navigate healthcare and social service systems.
- Facilitate skill-building workshops.
- Ensure client confidentiality and privacy.
- Monitor and report on client progress.
- Maintain professional ethics and boundaries.

Employment Status

- Specialists are compensated for their work hours; volunteer positions exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 60 Peer Specialists on staff
- Peer Specialists employed from 6 months to 15 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

New York

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist; Family Peer; Forensic; Certified Supervisor for Peer Supporters; Harm Reduction Coordinator; National Certified Peer Specialist
Additional Certifications	WHAM; Certified Personal Medicine; Narcan Certification; Mandated Reporting: Forensic Peer Specialist; WRAP; Whole Health Coaching; Social Skills Training; MHFA; Tier 1, 2, 4 Employment Specialist/Youth Transitions; CPR; eCPR; Intentional Peer Support; SafeTALK; Peer Support for Individuals in Crisis; First Aid
Speciality Certifications	People With Mental Health; People With Substance Use; Family Members; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop In Recovery Center; Clubhouse; CCBHC; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Community Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; Transportation; Peer Run Crisis; Group Home; Crisis Diversion And Stabilization Center
Training Required Prior to Hire	Approved Certification Training; Variety of relevant courses

North Carolina

Job Titles

- Behavioral Health Certified Peer Support Specialist; House Manager; Community Inclusion Manager; Personal Recovery Professional; Manager of Community Services; Peer Trainer; InReach/Transition Support Specialist; Harm Reduction Specialist; Peer Support Specialist Housing Navigators; Training Coordinator; Program Director; Re-entry Peer Navigator; Peer University Educator; Harm Reduction Coordinator; Peer Support Bridger; Certified Peer Mentor; Certified Peer Support Specialist Respite Staff; Executive Director

Job Responsibilities

- Certified Peer Support Specialist on MAT Team, serving clients in MAT program and SAIOP.
- Current caseload of 7, capable of managing up to 15 clients.
- Conduct weekly individual meetings, focusing on WRAP plans, relapse prevention, SMART goals.
- Guide clients in coping skills, mindfulness, effective communication, and setting boundaries.
- Assist in connecting clients to local resources like healthcare, housing, and food assistance.
- Accompany clients to court and other appointments as needed.
- Attend weekly staff, MAT Team, and supervision meetings.
- Facilitate SAIOP groups and lead weekly recovery support meetings.
- Provide holistic support to empower individuals in recovery.
- Support homeless shelter residents with meals, laundry, ID and SS card assistance.
- Supervise Peer Support Staff, conduct note reviews, and manage caseloads.
- Manage Transition to Community Living Initiative for eligible clients.
- Provide safe transportation and live-in support post-facility discharge.
- Share lived experiences to support peers in mental health and substance abuse recovery.
- Manage and facilitate state-approved Peer Support Specialist training.
- Aim to empower clients towards self-sufficiency and independence.
- Assist with Outpatient Commitment Order transitions and social determinants of health.
- Oversee operations at a resource center and provide peer support.
- Coordinate SSP activities including harm reduction, Narcan training, and wound care.
- Support recovery housing navigation and provide skill-building activities.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 57 Peer Specialists on staff
- Peer Specialists employed from 6 weeks to 10 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

North Carolina

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	Veterans, LGBTQIA+, Harm Reduction, Homeless Veterans, DD, WRAP (Wellness Recovery Action Plan), Forensic, Reconnect for Resilience, MHFA (Mental Health First Aid), Meditation, CPR (Cardiopulmonary Resuscitation), Supervision of Peer Support Specialist, Certified Older Aging Peer Support Specialist, Harm Reduction Specialist, Basic Life Support Certification, Emotional CPR Certification, WHAM, COR, COAPS, Trauma Informed Transport for all ages, Advance Level WRAP Facilitator, QPR Suicide Prevention, Older adult community Inclusion WRAP, PAD, Mental Health First Aid WRAP, e-CPR, Listening in 4D, Recovery Coach, Motivational Interviewing, RCA (Recovery Coach Academy), FPS (Forensic Peer Support), WRAP Level 2 Facilitator, FPSS (Forensic Peer Support Specialist), PSS Trainer, ALF (Advance Life Fellowship), QPR (Question, Persuade, Refer), Faith Leaders for Life Suicide Prevention and Awareness, SMART (Self-Management and Recovery Training), CRM (Certified Relationship Manager), Wellness 101, Ethics of PSS (Peer Support Specialist), Certified Criminal Justice Addictions Professional, Certified Integrative Health Coach, Resources for Resiliency, WRAP Level II, Certified Community Health Worker, IPS (Individual Placement and Support) Services, Wrap Planning
Speciality Certifications	People With Mental Health; People With Substance Use; Family Members; Youth; Forensic; Older Adults;
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; CCBHC; School MH Programs; Warmlines/Telephone/Text Support; Advocacy; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; Virtual/Digital Peer Support; Tech Assistance; Harm Reduction; Mobile Resource Program
Training Required Prior to Hire	Approved Certification Training; Variety of relevant courses

North Dakota

Job Titles

- Peer Support Specialist

Job Responsibilities

- Documentation of progress notes
- Communication with team and staff
- Community outreach and networking
- Advocating for clients in building and out in the community
- Support team members and company policy and procedure
- Provide education to eliminate stigma
- Help people with applications and brainstorming paths to take
- Update clinic resources

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 Peer Specialists on staff
- Peer Specialist employed 8 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialist report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	None Reported
Speciality Certifications	None Reported
Programs & Training	Details
Program Types	Case Management; Drop-In/Recovery Center; Warmlines/Telephone/Text Support; Advocacy; Integrated Community-Based Peer Support; MAT Outpatient/Counseling
Training Required Prior to Hire	Approved Certification Training

Ohio

Job Titles

- Peer Support; CDCA Certified Peer Supporter; Peer Support Specialist; Hospital Peer Support; Linkage Coordinator; Program/Facilitator Coordinator; Community Peer Support Specialist; ;;; Certified Peer Recovery Supporter

Job Responsibilities

- Meet people where they are and listen to their needs
- Walk alongside peers in community and hospital settings
- Co-facilitate IOP groups, see clients, and manage paperwork
- Provide hope and encouragement through sharing lived experiences
- Follow clients from emergency department visits to community peer support

Employment Status

- Specialists are compensated for their work hours, volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 170 Peer Specialists on staff
- Peer Specialists employed from 1 week to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	CRS; TIC; MHFA, CPRS, Peer Support Supervisor Cert Narcan Distributor; Facilitator Training; eCPR; CPR; WRAP; LGBTQ+
Speciality Certifications	People With Mental Health Challenges People With Substance Use Challenges; Family Members; Youth; Trauma; Older Adults; Returning Citizens
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Drop-in/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Emergency Room; Community-Based Peer Support; Supported Education; Supported Housing; Integrated Healthcare Setting;
Training Required Prior to Hire	Approved certification training

Oregon

Job Titles

- Mobile Response Team Peer Support Specialist; Peer Support Specialist; Program Coordinator; Crisis Intervention PSS; Family Support Specialist; VP of Peer Services; Peer Supervisor; Peer Wellness Specialist; Community Outreach Coordinator

Job Responsibilities

- Empower others to live fulfilling lives by supporting them in building natural supports
- Walk beside individuals dealing with life's challenges, offering assistance and being a reliable presence
- Build trust-based relationships with clients, supporting their personal goals and well-being
- Advocate for individuals by reducing stigma and offering encouragement in times of crisis
- Facilitate groups, train peer support specialists, and develop curriculum to support peer programs

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 180 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist; Certified Family Peer Specialist
Additional Certifications	WRAP; MHFA; IPS; eCPR; CPR, Food Handlers; ASIST CALM; SAFETalk, QMHA; CRM II; QMHA – R (qualified mental health associated Registered); PSS Supervisor; Peer wellness Specialist; Cert. Recovery Mentor II
Speciality Certifications	People With Mental Health People With Substance Use; Family Members; Youth; Forensic; Older Adults; TIC; DEI; Collab Problem Solving; Non-Violent Crisis De-Escalation; Veterans
Programs & Training	Details
Program Types	Case Mgmt.; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; CCBHC; School MH Programs; Advocacy; Emergency Room; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; Community Based Organization; Crisis Respite
Training Required Prior to Hire	Approved Certification Training

Pennsylvania

Job Titles

- Certified Peer Specialist; Intake & Referral Coordinator; Psych. Rehab Specialist; Peer Support Manager; Facilitator; Certified Peer Specialist Supervisor; Lead Recovery Coordinator; Employment Specialist; Senior Peer Specialist; Transition-Age Peer Support Specialist; Program Supervisor; Forensic Certified Peer Specialist; Recovery Support Coordinator; Certified Senior Peer Support; Outreach Coordinator; Telephone Support Specialist; Peer Specialist Mobile Crisis; Residential Service Coordinator; Chatline Specialist; Family Peer Support Partner; Peer Navigator

Job Responsibilities

- Encourage and motivate peers in their recovery journey.
- Model recovery behaviors for peers.
- Support CPSs to enhance their skills and knowledge.
- Provide resources and additional training opportunities.
- Perform administrative duties and update resource manuals.
- Check team's daily progress notes and payroll.
- Visit peers in the community to work on established goals.
- Assist peers in finding and reaching resources.
- Qualify new peers for PSS within the agency.
- Provide leadership and coaching to CPS staff.
- Handle logistics for the peer department.
- Use lived experiences to teach recovery skills.
- Facilitate WRAP and provide peer support to staff.
- Collaborate with peers through their mental health recovery.
- Encourage peers to engage in community activities.
- Facilitate recovery-related groups and one-on-one sessions.
- Help peers create crisis safety plans.
- Assist with action planning, strengths assessment, and case coordination.
- Provide support for individuals with mental health diagnoses.
- Offer experience-based support for PTSD, substance abuse, and homelessness.
- Educate providers on military culture and facilitate recovery groups for veterans.
- Supervise CPS and Peer Support staff.
- Train peers on recovery principles and values.
- Lead by example, showing that recovery is possible.
- Assist peers with various challenges, including housing, employment, and social integration.

Employment Status

- Specialists are compensated for their work hours; volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 74 Peer Specialists on staff
- Peer Specialists employed from 1 months to 13 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Pennsylvania

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist; Certified Forensic Peer Specialist
Additional Certifications	<p>Emotional CPR; WRAP (Wellness Recovery Action Plan); Previously WRAP Trained Facilitator; Older Adults; Forensic; NAMI Peer to Peer; NAMI In Your Own Voice; Wellness Coach; Peer Supervision Training; Mental Health First Aid; Peers in Crisis; WRAP Facilitator; Suicide Awareness; E-CPR (Emotional CPR); Hearing Voices Network Facilitator; ALT2SUI Facilitator; BLS (Basic Life Support); Mental Health First Responder; Trauma; Older Adult CPS; Certificate of Competence in Criminal Justice; Post Bachelorette Addiction Counseling Certificate; CPR (Cardiopulmonary Resuscitation); Certified Personal Medicine Coach (CPMC); Certified Personal Medicine Coach Trainer (CPMC-T); Certified WRAP Facilitator (CWF); Advanced Level MHAD Facilitator; Opioid Treatment Specialist (OTS); CPS-S (Supervisor Certified Peer Specialist); Enhanced Illness Management Facilitator; Forensic Transition Age Youth; Suicide Prevention; ALF (Assisted Living Facility); COAPS (Certified Older Adult Peer Specialist); PSWH&R (Peer Specialist Whole Health & Resilience); Family CPS Supervisor; Behavioral Health Technician; QPR (Question, Persuade, Refer) Instructor; Wrap Co-facilitator; Personal Medicine Coach; PA Psychiatric Advance Directive Trainer; National CPS Certification; Motivational Interviewing; Military Sexual Trauma; Youth and Young Adult; Community Inclusion; Advanced Mental Health Directive; Hostage Negotiation; BALM (Be a Loving Mirror) Facilitator.</p>
Speciality Certifications	People With MentalHealth; People With Substance Use; Family Member; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	<p>Case Management.; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; Youth Residential Facility; CCBHC; School MH Program; Warmlines/Telephone/Text Support; Advocacy; ER; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Mobile Crisis; Virtual Services</p>
Training Required Prior to Hire	Approved: Variety or relevant courses; and No expectation to receive certification 1 year after hire

Rhode Island

Job Titles

- Lead Peer Specialist; Coordinator of Peer Services Direct

Job Responsibilities

- Work with veterans providing individual meetings and sharing personal recovery stories.
- Assist Veterans in continuing their own recovery journeys.
- Provide services on the inpatient unit, in the ER, and conduct various peer groups.
- Offer direct service to clients, including mentoring and supervising Peer Specialist interns.
- Supervise and mentor Peer Specialists, ensuring effective service delivery.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 3 to 6 Peer Specialists on staff
- Peer Specialists employed from 6 to 15 years in current position
- Most Peer Specialists report their job meets expectations
- Most Specialists report their job responsibilities does not match the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	eCPR, Motivational Interviewing; WoVen; WRAP, WHAM, CPR
Speciality Certifications	None Reported
Programs & Training	Details
Program Types	Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC, Advocacy, Emergency Room; Integrated Health Care Setting; Housing/Supported Housing; Supported Education;
Training Required Prior to Hire	Approved Certification training; None

South Carolina

Job Titles

- Certified Peer Support Specialist/Opioid Response Specialist; Peer Specialist; Peer Supervisor; Peer Specialist; Training Director; Opioid Response Specialist

Job Responsibilities

- Respond to overdoses and post-overdose calls with First Responders
- Build rapport and develop plans and relationships using motivational interviewing
- Provide advocacy, guidance, and explain pathways to change to individuals and community members
- Share lived experiences with Veterans to support their mental health conditions
- Provide daily remote supervision to State and Nationally Certified Peer Specialists

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 2 Peer Specialists on staff
- Peer Specialists employed from 3 months to 9 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Certified Recovery Specialist; WRAP, WHAM, DUNCAN, MHFA, ALF
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Youth, Forensic
Programs & Training	Details
Program Types	Case Management; Supported Employment; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education
Training Required Prior to Hire	Approved Certification training

Tennessee

Job Titles

- Peer Recovery Support Coordinator; Supervisor Community Recovery Navigator: Trainer; Peer Specialist; CPRS Supervisor Re-entry; CPRS Senior; Firsthand Guide; Associate Director Peer Support; Center Manager; Peer Coordinator; Outreach Support Specialist

Job Responsibilities

- Provide peer services within a Permanent Supportive Housing program, following the Housing First model.
- Share personal experiences of recovery to inspire and support individuals facing mental health challenges.
- Mentor peers in recovery, helping them navigate their own paths to wellness.
- Operate in rural counties of NE-TN, focusing on facilitating access to Substance Use Disorder (SUD) treatment for incarcerated individuals.
- Serve as a Judicial liaison, assisting individuals referred by courts in accessing SUD treatment services.
- Conduct surveys related to Substance Use Disorders (SUD) in hospital Emergency Departments.
- Manage and respond to calls on the PEERhelp Warmline, covering a wide geographical area.
- Collaborate with local jails to establish connections and support systems for individuals in need of SUD treatment.
- Coordinate with attorneys, District Attorneys (DAs), and treatment centers to arrange transportation and necessary resources for clients.
- Conduct outreach and education about available SUD treatment options in the community.
- Facilitate access to peer support services for individuals transitioning from incarceration to community living.
- Advocate for clients' needs within the legal and healthcare systems.
- Maintain accurate records and documentation of client interactions and progress.
- Provide ongoing support and follow-up care to ensure continuity in clients' recovery journeys.
- Collaborate with healthcare professionals to ensure integrated care for clients with co-occurring disorders.
- Participate in multidisciplinary teams to address complex client needs and treatment planning.
- Engage with community stakeholders to promote understanding and support for individuals with SUD and mental health challenges.
- Facilitate peer support groups and educational workshops on recovery and wellness.
- Promote recovery-oriented practices and principles in all interactions and service delivery.
- Continuously seek training opportunities to enhance skills and knowledge in peer support and SUD treatment.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 8 to 50 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Half of Peer Specialists report their job responsibilities meets the job description

Tennessee

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP; CDSMP; DSMP; CPSMP; BRIDGES; NEW-R iFPRS; CHW; RPRS; TOT for ReVive Narcan trainer; TOT for Trauma Informed Care MHFA; IPS WRAP 1 and 2 (facilitator); CPRS supervisor (can supervise when needed); Smoking Cessation; Pathways to Recovery; Seeking Safety; Older Adults CPR; A MATTER OF BALANCE; Emotional CPR; QPR; MHFA; Recovery Coach; e-CPR; WHAM; CPSMP; MRT; First Aid Arts; NAMI Family to Family Training; NAMI In Our Own Voice Presentation Training; Therapeutic Arts Coach Training; Cert. Psych Rehab Practitioner; Peer Counseling Therapeutic Arts Coach; Creative Aging Teaching Artist.
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Part. Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-in/Recovery Center; CCBHC; Warmlines/Telephone/Text Support; Advocacy; ER; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Mobile Crisis; Insurance Company; Training; Wraparound Reentry Services; Peer Lead Model With Case Management And Clinical Services For Profit
Training Required Prior to Hire	Approved Certification Training; No (certification within 6 months of hire date)

Texas

Job Titles

- Certified Mental Health Peer Specialist, Peer Support Specialist, Certified Recovery Support Peer Specialist (CRSPS), Peer Supervisor, FEP Certified Family Partner, Peer Support Team Lead, Team Lead Peer Supervisor, MHPS for Coordinated Entry and Supportive Housing, Peer Specialist, Peer Provider, Substance Use Community Health Worker, Recovery Support Peer Specialist, Peer Specialist Supervisor/Manager, MHPS, Peer Team Lead, Behavioral Health Outreach Care Specialist/Peer Support, Rehabilitation Technician

Job Responsibilities

- Utilize personal experience of living with mental illness to provide peer support and guidance.
- Serve as a role model by sharing personal stories that offer hope, strength, empowerment, and resilience.
- Document skills and coping strategies shared with clients.
- Support individuals in defining and achieving their own recovery goals.
- Encourage clients using lived experiences and offer guidance throughout their mental health journey.
- Help patients understand and manage their diagnoses, teaching coping skills and self-advocacy.
- Assist clients with transitioning back to community-based living or other environments.
- Facilitate communication between patients and treatment teams in hospital settings.
- Complete weekly and/or monthly supervision for Certified Peer Specialists.
- Schedule and conduct home visits for peer services.
- Provide clients with food, clothing, and resource assistance, including help with Medicaid and food stamp forms.
- Listen to and guide individuals struggling with mental health, discussing healthy relationships and coping skills.
- Support families of youth and young adults experiencing first episodes of psychosis.
- Engage in advocacy, mentoring, and promoting recovery and wellness.
- Facilitate individual and group recovery meetings and support other peer supporters within the agency.
- Provide supervision and peer support to individuals in outpatient treatment programs.
- Meet with clients in First Episode Psychosis treatment to provide support and guidance.
- Conduct outreach, partial case management, resource referrals, transportation, and treatment navigation.
- Manage and coach Recovery Coaches in addiction treatment organizations.
- Ensure patient safety and welfare, assisting in recovery from substance abuse and PTSD.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 60 Peer Specialists on staff
- Peer Specialists employed from 3 months to 9 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities meets the job description

Texas

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	CRS; Certified Family Peer Specialist; Peer Support Supervisor; Trauma Service Specialist; CHW; Certified Prevention Specialist; MH Peer Specialist; MHFA Youth; CPR; IMR; First Aid; WRAP; eCPR; Community Re-entry; MHFA TAY Wraparound; IPS; Chronic Disease Self Management; Suicide Prevention; ASIST; MHPS; CPI; NAMI-certified Peer Connections Support Group Leader; Hearing Voices International Support Group Leader; Family-to-Family Mentor; NAMI-certified Peer-to-Peer Mentor; Transition-Age Youth
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Member; Youth; Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Inpatient; Voc-Rehab; Supported Employment; Psych Rehab; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; CCBHC; School Mental Health Programs; Warmlines/Telephone/Text Support; Advocacy; Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Housing/Supported Housing; Supported Education; Peer Run Respite; Medicaid Insurance Company
Training Required Prior to Hire	Approved Certification Training; Variety of relevant courses

Utah

Job Titles

- Peer Recovery Coach; Peer Support Counselor; Program Coordinator

Job Responsibilities

- Provide one-on-one peer support and collaborate on recovery plans.
- Raise community awareness on substance use and mental health recovery.
- Plan and execute outreach and recovery events.
- Oversee and support volunteers in Peer Support Services.
- Advocate, create training, and link peers to resources.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 8 to 50 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Most Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Transition Age Youth Harm Reduction Specialist; Trauma Informed, Suicide Prevention, Certified Grief Specialist; Transition age youth. Harm Reduction certification; Forensic, MRT
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Youth, Forensic; Hearing Voices Network Facilitator Certification
Programs & Training	Details
Program Types	Inpatient; Drop-In/Recovery Center; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Run Recovery Groups And Create Recovery And Support Systems
Training Required Prior to Hire	Approved Certification Training

Vermont

Job Titles

- Service Coordinator; Peer Specialist

Job Responsibilities

- Meet with clients facing barriers to housing, such as mental illness, poverty, disabilities, poor health, addiction, and toxic households.
- Support clients mentally and physically, meeting them where they are.
- Assist clients in obtaining benefits to achieve stable housing.
- Provide ongoing support to help clients maintain their housing.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full-time

Peer Staff Insights

- Approximately 10 to 100 Peer Specialists on staff
- Peer Specialists employed from 4 months to 8 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	IPS; MI, CPR, Crisis Response, Over Coming Resistance ETC.
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Members; Older Adults; Veterans
Programs & Training	Details
Program Types	Case Management; Voc-Rehab; Psych Rehab; Therapeutic Creation/Socialization Program; Certified Community Behavioral Health Center; Warmlines/Telephone/Text Support; Advocacy; Community-Based Peer Support; Housing Supported Housing; Supported Education; Mobile Crisis; Transportation/Situational
Training Required Prior to Hire	Approved Certification Training

Virginia

Job Titles

- Program Manager; Youth Mentor; Certified Peer Recovery Specialist; Family Peer Support Partner; Recovery Navigator; Registered Certified Peer Recovery Specialist II; Peer Recovery Coordinator; R-CPRS Behavioral Health 1 Marcus Alert City of Virginia Beach; Regional PRS and FSP Coordinator; Peer Support Specialist; Specialist/COAPS (Certified Older Adults Peer Support); Certified Family Support Peer; Registered Peer Recovery Specialist.

Job Responsibilities

- Work with youth (12-18) and adults facing behavioral health challenges and substance use or mental health issues.
- Meet weekly with participants to set goals, identify values, and teach coping strategies.
- Provide support for homeless individuals seeking housing, insurance, IDs, and social services.
- Assist families affected by mental health challenges in improving their quality of life.
- Support students one-on-one in recovery and academic goals, including budgeting and study plans.
- Facilitate harm reduction and recovery seminars, coordinate activities, and provide training.
- Advocate for clients to ensure pathways to recovery and wellness in residential settings.
- Develop staff knowledge in recovery and peer support, train providers, and support the peer recovery movement.
- Respond to urgent mental health crises as part of a Mobile Crisis Response Team.
- Facilitate growth and training for peer recovery specialists and family support partners.
- Assist peers recently discharged from behavioral health units with accessing services and setting goals.
- Provide one-on-one peer support and counseling for seniors experiencing mental health and physical challenges.
- Coordinate transportation and facilitate support groups to empower peers in defining their fulfilling lives.
- Connect clinic members with resources and services for employment and community support.
- Offer peer outreach and support in an emergency department setting.
- Support individuals experiencing first episodes of psychosis with life skills and socialization.
- Facilitate peer recovery groups and provide supervision for peer specialists across various programs.
- Lead weekly peer groups, provide transportation, and maintain recovery-focused environments.
- Assist families affected by mental health and substance use disorders with support and self-care plans.
- Support individuals in their recovery journeys, teach coping skills, and prevent substance use relapses.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 26 Peer Specialists on staff
- Peer Specialists employed from 3 months to 7 years in current position
- Most Peer Specialists report their job meets expectations
- Most Peer Specialists report their job responsibilities matches the job description

Virginia

Certifications Needed	Details
Certifications	Certified Peer Specialist; Certified Recovery Specialist
Additional Certifications	Registered PRS II; REVIVE Facilitator; LGBTQIA+ Trainer; QADF; WRAP; ASSIST; Advance Directive; Forensic; Mental First Aid; APPR Facilitator; Acupuncture Detoxification Specialist; MHP-A; Certified Peer Recovery Specialist; Registered Peer Recovery Specialist (Virginia); Certified Revive Opioid Reversal Training for Laypersons; Certified Personal Medicine Coach; IPS; Mentoring for Youth Mental Health; SMART Facilitator; CPR; Older Adults; Naloxone Trainer of Trainers; Emotional CPR; Community Inclusion; Mobile Crisis; Trauma Informed; CPI; LGBTQI; Motivational Interviewing; Problem Gambling; ECPR; Crisis; MHFA; APPR Trainer; SafeTalk; WHAM; RRWP; Crisis Intervention; MHA Group Facilitator; PAL Facilitator; Celebrate Recovery Facilitator
Speciality Certifications	People With Mental Health; People With Substance Use; Family Member; Youth; Forensic; Older Adults; Medication Management; Females Of Childbearing Age
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; Certified Community Behavioral Health Center; School Mental Health Program; Warmlines/Telephone/Text Support; Advocacy; Emergency Room; Community-Based Peer Support; Supported Housing; Supported Education; Prison/DOC; Supported Housing; Supervised Residential; Medicaid Insurance; Mobile Crisis; MH Peer Groups
Training Required Prior to Hire	Approved certification training; If not, certified in 1 year

Washington

Job Titles

- Peer Support Specialist; Certified Peer Specialist; Warmline Shift Mentor; Peer Services Specialist; Parent Partner; Certified Peer Counselor; Peer Recovery Coach; Family Support Partner; CARES Peer Support Specialist; Municipal Court Peer Services Specialist

Job Responsibilities

- Provide hospitality and welcome services, including offering snacks, answering questions, and engaging in supportive listening.
- Assist peers with agency paperwork and educate them on using Zoom for telemedicine appointments.
- Serve as a member of an interdisciplinary team, offering peer support and referral to resources.
- Volunteer as an HCA Volunteer Assister to help peers enroll in Medicaid Apple Health Insurance.
- Develop and implement a Peer Support Specialist curriculum and mentor new peers in the program.
- Maintain a resource directory and provide peer-to-peer support upon request.
- Assist individuals in a jail diversion program with transitioning back into the community and connecting them with housing and community providers.
- Offer emotional support and resource referrals to peers going through the court process or in custody.
- Share lived experiences to promote hope, empowerment, and recovery among peers.
- Inform peers of available services, enroll them in treatment programs, and provide emotional support.
- Support parents and guardians by empowering them to advocate for their children and navigate systems of care.
- Coordinate with Child & Family Counseling teams to assist clients' parents and caregivers with mental health, special education, and substance use needs.
- Create and implement treatment plans for individuals in inpatient settings, supporting their transition to outpatient services and community resources.
- Partner with families to facilitate sustainable changes within their family systems and provide resources for building parenting skills.
- Facilitate art groups for peers using trauma-informed approaches, supporting their recovery journeys and collaborating with therapists for holistic care.
- Facilitate peer interactions and provide non-judgmental support via telephone.
- Collaborate with peers in inpatient settings to develop and achieve treatment plan goals.
- Share personal recovery stories to instill hope and encouragement in clients.
- Facilitate groups, write curriculum, and conduct community outreach as part of peer support services.

Employment Status

- Specialists are compensated for their work hours volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 2 to 45 Peer Specialists on staff
- Peer Specialists employed from 5 months to 20 years in current position
- Most Peer Specialists report their job meets expectations
- Most Specialists report their job responsibilities meets the job description

Washington

Certifications Needed	Details
Certifications	Certified Peer Specialist, Certified Recovery Specialist; Certified Family Peer Specialist; Certified Peer Counselor (CPC)
Additional Certifications	Certified Peer Coach; WRAP Facilitator Certification; Crisis Prevention and Intervention; AAC; Recovery Coach; IPS; MHFA; CPR; de-escalation training; WHAM; Youth First Aid; WISe; MIDD; PESG; Guiding Good Choices; Certified Master Life Coach; Agency Affiliated Counselor License; Motivational Interview
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Member; Youth; Forensic; Older Adults; TIA, TIC, WHAM, MI, MI For Groups; CPC, RCA
Programs & Training	Details
Program Types	Case Management; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Certified Community Behavioral Health Center; School Mental Health Programs; Warmline/Telephone/Text Support; Advocacy; Integrated Healthcare Setting; Prison/DOC; Community-Based Peer Support; Supported Education; Municipal Court; Wise Wraparound
Training Required Prior to Hire	Approved Certification Training; Certification within 6 months of hire

West Virginia

Job Titles

- Behavioral Health Program Coordinator; Lead Peer Recovery Support Specialist

Job Responsibilities

- Facilitate 12-step education groups, client individual sessions, and relapse prevention sessions as a peer support specialist.
- Advocate for the substance use population and collaborate with peers to establish pathways for professional employment with livable wages.
- Provide peer recovery support services and educate hospital patients on substance use disorders (SUD).
- Assist patients with discharge planning and engage in supportive interactions as needed.

Employment Status

- Specialists are compensated for their work hours; volunteer opportunities exist
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 15 to 60 Peer Specialists on staff
- Peer Specialists employed from 5 years in current position
- Peer Specialists report their job meets expectations
- Peer Specialists report their job responsibilities meets the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	WRAP; WHAM; WVBAPP; ICPR; TDADC
Speciality Certifications	People With Mental Health; People With Substance Use; Family Member; Youth; Older Adults
Programs & Training	Details
Program Types	Case Management; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Advocacy; Emergency Room; Integrated Health Care Setting; Supported Housing; Supported Education; Community-Based Peer Support
Training Required Prior to Hire	Approved certification training

Wisconsin

Job Titles

- Certified Peer Specialist; Certified Recovery Specialist; Certified Peer Support Specialist; Lead, Certified Peer Support Specialist; Peer Specialist/Live-in Peer Support; RC/CPSS Supervisor; Director of Advocacy and Operations; Peer Support Supervisor; Rehab Specialist

Job Responsibilities

- Support individuals in a Medication Assisted Treatment program using personal experience with drug abuse and mental health treatment.
- Engage with patients at a medication assisted treatment center, providing support and resources three days a week, and participate in the Milwaukee overdose response initiative with community paramedics two days a week, offering harm reduction and treatment options.
- Work in Winnebago County Human Services' behavioral health department, collaborating with CCS and CSP teams to assist individuals with mental health and substance use disorders.
- Provide guidance and supervision to team members, share life experiences in long-term recovery, and offer hope and encouragement to peers.
- Utilize personal experiences to assist individuals with mental health, substance abuse, and criminal justice involvement in achieving their desired life goals, emphasizing peer-led guidance and advocacy.
- Support clients by listening and encouraging, using local resources to enhance their lives.
- Model recovery from mental health, drug addiction, and incarceration, providing support tailored to individual needs, facilitating groups, and organizing activities for housing clients.
- Work directly with CCS and CSP clients in Winnebago County's behavioral health department, supporting outings, group sessions, and SMART Recovery facilitation.
- Ensure adherence to ethical standards and scope of practice for Wi CPSS, managing a caseload and supporting policy advocacy.
- Assist consumers with mental health symptoms, paperwork, role-playing, and self-advocacy as someone in recovery with lived experience.
- Oversee operations, facilitate learning communities for Certified Peer Specialists, and advocate for agency initiatives.
- Support a team of eight peer support specialists, ensuring they are equipped and supported in their roles, facilitating meetings, and providing direct peer support.
- Present groups and meet one-on-one with clients as part of a multidisciplinary team providing comprehensive care.
- Collaborate with a team of providers to meet individual client needs and assist them in achieving their goals.

Employment Status

- Specialists are compensated for their work hours
- Job opportunities are full- or part-time

Peer Staff Insights

- Approximately 1 to 15 Peer Specialists on staff
- Peer Specialists employed from 3 months to 9 years in current position
- Most Peer Specialists report their job meets expectations
- Specialists report their job responsibilities matches the job description

Wisconsin

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	Mandated Reporter; Peer Support Crisis Training; Heartsaver CPR AED Program; DBT Therapy Training; Opioid Overdose Prevention & Naloxone Training; CCS Training; Recovery Coach (CCAR); Trauma Informed Care for PSS; Relapse Prevention & Steps When Relapse Occurs; Spirituality in Peer Support; Compassion Resilience; WRAP; DEI; MI; Emotional CPR; Crisis Intervention Partner Training; Substance Use Harm Reduction; The Power of Peer Support in Crisis Training Series; Unconscious Bias; Basics of Community Treatment; SMART F&F Facilitator; QPR; Core Correctional Practices; Orientation to WRAP; IPS
Speciality Certifications	People With Mental Health Challenges; People With Substance Use Challenges; Family Member; Youth, Forensic; Older Adults
Programs & Training	Details
Program Types	Case Management; Partial Hospital/Day Program; Inpatient; Voc-Rehab; Supported Employment; Therapeutic Recreation/Socialization Program; Drop-In/Recovery Center; Clubhouse; Certified Community Behavioral Health Center; Warmline; Advocacy, Integrated Health Care Setting; Community-Based Peer Support; Prison/DOC; Peer Run Respite; Supported Education; Fire Department
Training Required Prior to Hire	Approved Certification Training

Wyoming

Job Titles

- Certified Peer Support Specialist

Job Responsibilities

- Provide guidance and support tailored to individual recovery journeys
- Share personal experiences to inspire hope and resilience
- Educate on coping strategies and skills for managing mental health and substance use challenges
- Advocate for access to treatment and community resources
- Foster a supportive environment for ongoing recovery maintenance

Employment Status

- Specialists are compensated for their work hours - Volunteer position
- Job opportunities are part-time

Peer Staff Insights

- Approximately 5 Peer Specialists on staff
- Peer Specialist employed from 6 years in current position
- Peer Specialist report their job meets expectations
- Peer Specialist report their job responsibilities matches the job description

Certifications Needed	Details
Certifications	Certified Peer Specialist
Additional Certifications	N/A
Speciality Certifications	N/A
Programs & Training	Details
Program Types	Drop-in/Recovery Center
Training Required Prior to Hire	Approved Certification Training

Peer Specialist Job Descriptions



Copeland Center
FOR WELLNESS AND RECOVERY



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