


Integrated approaches to working with Peer Support


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Why are you here today?



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Youth Advisory Team - Whāraurau

- Young people <25 with Lived Experience
- Workforce development
- Amplifying youth voice
- Supporting services

Goals

- Young people have their needs met and are supported to thrive
- Young people in lived experience roles are supported, valued members of the workforce

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Ka Rangatahi Youth Lived Experience Workforce Development

- Workforce programme for young people working in lived experience/peer roles with young people
- Training programme – eLearning + workshop
- Implementation programme – supporting managers and services
- Resources – Supervision toolkit for managers and kaimahi

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Previous Webinars – Youth Peer Support 101

- Background to the Peer Support role
- Peer Support workforce in Aotearoa
- Outline of the peer support role in services
- Challenges to employing and retaining youth peer support workers

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Previous Webinars – Structuring your service to include youth peer workers

- 1. What is the purpose of the role?**
 - How will it benefit the service and the people who access the service?
 - What am I wanting the role to look like in my service?
- 2. Is my service fit for a Youth Peer to work in right now?**
 - Which team will the Youth Peer Worker be working in?
 - Is my service a supportive workplace for young people with lived experience?
 - Am I aware of/have resource to provide the support a youth lived experience worker needs?
- 3. Do my team know how to work with a Youth Peer worker?**
 - What kind of support do existing kaimahi need to successfully work alongside a Youth Peer Worker?

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Purpose of the Youth Peer Support Worker role

- Empathetically walk alongside a young person's journey through a service and recovery
- Work alongside clinical interventions to provide support
- Support young people to achieve goals
- Provide support from a peer-to-peer perspective, from similar ages and stages
- Formal and informal activities



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Preparing to work with a Youth Peer Support Worker

- Their responsibility is to support young people from the perspective of another young person with lived experience
- Just because they're a young person doesn't mean they're the same
- It is everyone's responsibility to understand each others' roles
- Youth peer support positions are created in order to enhance a young person's journey in a service
- Peer Support is a practice which requires support and supervision



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Preparing to work with a Youth Peer Support Worker

- How far along the journey of integrating clinical and peer work is your service at?
- If you're 'stuck' on that journey, what is stopping you?



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Successfully co-working with Youth Peer Workers

- Expertise of kaimahi in both clinical and lived experience roles are valued for their unique strengths
- Address power dynamics and tokenism of youth voice
- Communication, processes, access should be transparent and equal for all members of staff
- Give Youth Peer Workers opportunities to challenge the status quo, not stick to it
- Adequate support for existing clinical staff



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Supporting young people working in lived experience roles

- Position within team and the service should support the role
- As employees, they should have the same access to information
- Providing line management, mentoring and supervision as necessary
- Support specific to a youth lived experience role
- Understanding each others' roles



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Supporting young people working in lived experience roles

- Is your service equipped with the right support structures to create safe environments for youth peer support workers?
- What else do we need to put in place?





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Peer workers contribute to the clinical environment

- Deepen the clinical formulation to a story – embrace creative narratives
- Influence team culture
- Gives the peer a voice in influencing treatment
- Relationship building






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Language matters

Objectifying Language	Person First Language
Schizophrenia, borderline, bipolar...	Person diagnosed with...
Non-compliant	Not feeling motivated to take meds
Frequent Flyer	Feels safer when in the service
Unmotivated	Seems to want to do this rather than that
Manipulative	Desperate. Good at getting what they need
Return to baseline	Feels like themselves again

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Responsibilities of peer vs clinical workers

Clinical

- Use evidence based practice to inform therapeutic journey
- In a 'helping' role
- Diagnose through bio-psycho-social model
- Focus on assessing and helping

Peer Support

- Use personal lived experience to inform peer support practice
- Provide social support through peer to peer relationship
- Support recovery journey without power imbalances
- Learn and grow together






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Peer to clinical 'drift'

- Phenomenon of peer workers increasingly practicing in clinical ways
- Risk of assimilating to dominant clinical culture within a team
- Can have a number of causes
- 'Underpaid junior clinician/case manager'
- Peers should remain peers whilst in that role






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What do peer workers NOT do?

- Use clinical language
- Assess clients
- Attribute motive to clients' circumstances

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Risk of peer drift

- Loss off identity of peer role and skills
- Loss off unique contribution of peers to clinical team





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Integrating clinical and peer work

- In your service, what would the different responsibilities of clinical and peer workers be?
- Do you foresee any challenges?

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Supporting youth peer workers' personal recovery

- 'Recovery' has different definitions
- Mutuality of the role is intended to be a two way relationship for the youth peer support worker
- Finite stage of career and life


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Ka Rangatahi eLearning
Fundamentals of using your lived experience in your role as a young person




Ka Rangatahi Workshop
Two day workshop with catered content for young people working in youth peer roles



Supervision Toolkit
For managers and kaimahi who want to understand supervision for youth peers

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How Whāraurau can support your service

- Recruitment processes
- Orientation
- Workshops for existing clinical staff
- Bespoke support for your service's circumstances

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