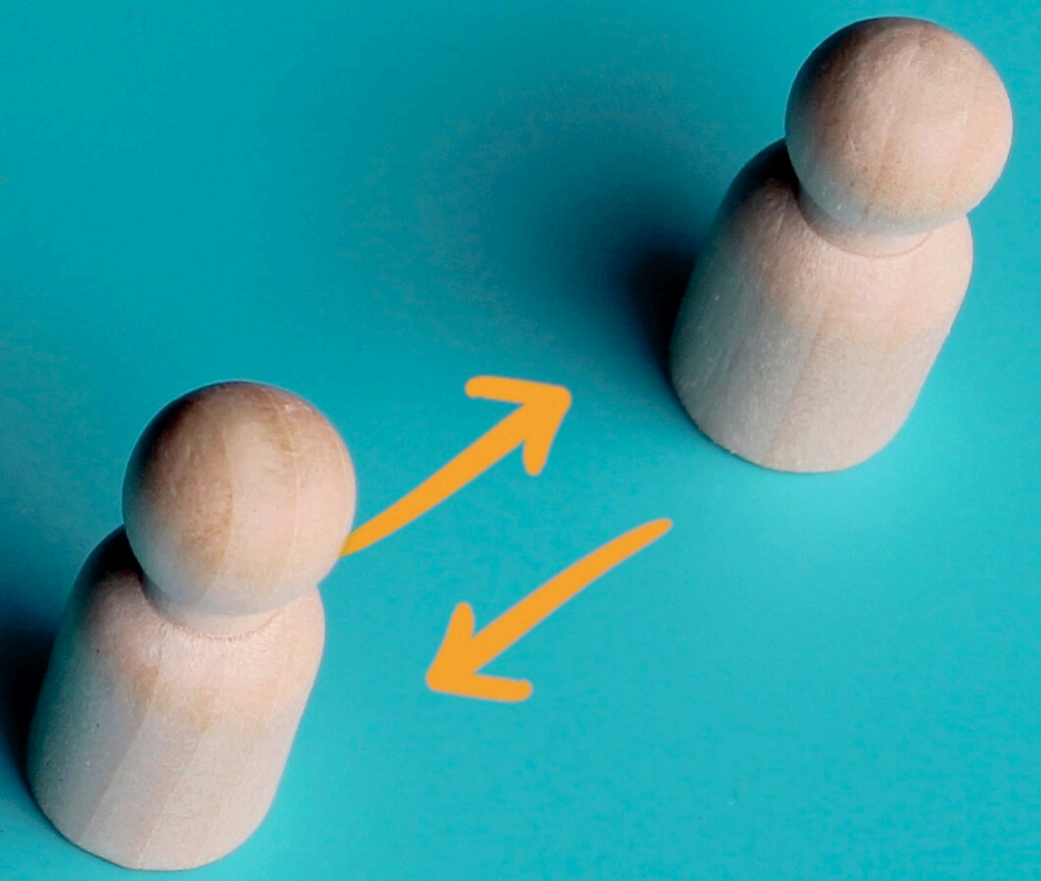


Pathways Apprenticeship Program



Building an innovative career pipeline for Peer Support Professionals in Colorado.

Peer support is a highly effective, evidence-based model of support for individuals living with mental health, substance use, trauma, and co-occurring conditions, providing an alternate pathway to traditional clinical interventions. However, to operate successful peer support programs, organizations must adhere to national standards and industry best practices.

As peer support's popularity continues to rise, CMWN is creating a sustainable and innovative career pipeline for PSPs and employers to ensure effective, high-quality peer support programming that honors PSPs and the unique work that they do.

ABOUT THE PROGRAM

With funding from the Behavioral Health Administration, we are launching a brand-new Peer Support Pathways Apprenticeship program to build a workforce of educated employer organizations and resilient Peer Support Professionals (PSPs).

We are seeking to partner with agencies and employers across the state that provide or plan to provide peer support programming. Partner organizations will have the opportunity to select trained Peer Support Apprentices, engage with CMWN's Peer Support Supervisor training, and learn best practices in peer support from CMWN experts. Additionally, we are seeking 10 individuals to participate in this pilot program as our Peer Support Apprentices.

ABOUT CMWN

State-wide, grassroots, 100% peer-run.
We prepare individuals with lived experience to step up and support their communities by training them to become Peer Support Professionals and Supervisors.

FOR APPRENTICES:

We are seeking **10 individuals** from across the state to participate in this pilot as our Peer Support Apprentices. We welcome applicants with living experience of mental health, substance use, and/or trauma conditions who are deeply rooted in recovery and ready to step up and support their communities as PSPs.

APPRENTICES RECEIVE:

- **CMWN's 72-hour PSP training**, which dives deep on PSP core competencies, ethics, and hands-on role play and skills mastery
- 500+ hours of supervised work experience
- A stipend of \$25/hour to cover PSPs' time in training and participating in the cohort (which will supplement rather than supplant the hourly wage from their employer organizations)
- Coaching and support from employer supervisors and CMWN experts, along with career planning and liaison support services as needed
- Time to practice sitting for the Colorado Providers Association (COPA) Peer and Family Specialist exam, including additional support for anyone needing to request special accommodations
- One year of free access to CMWN's Colorado Association of Peer Support Professionals, a newly launched professional association that empowers the peer support workforce
- A vibrant, close-knit group/cohort learning setting to learn, grow, and flourish in

WHO CAN APPLY?

- Individuals with personal lived experience of mental health, substance use, and trauma conditions
- Must be in recovery for at least 1 year
- Must be 18 years of age or older
- Must be a US citizen or permanent resident
- Must be a high school graduate or GED holder
- Must have basic computer skills

FOR PARTNERING AGENCIES:

We are seeking **employer organizations and agencies** across the state to participate in this pilot program, running for 10 months. Big and small, urban and rural, nonprofit and for-profit, all organizations are encouraged to participate – the only requirement is that your organization is committed to launching or improving a peer support program to better serve your local community.

APPRENTICES RECEIVE:

- CMWN's 8-hour Peer Support Supervisor Training, which dives deep on best practices for successfully supervising PSPs to ensure successful outcomes.
- Opportunity to interview and select Apprentice candidates alongside CMWN to ensure fit and alignment
- Monthly cohort group meetings and one-on-one meetings with the Apprenticeship Program Director
- Hands-on support in deepening understanding of the PSP scope and role, helping to reduce widespread confusion
- Skills mastery to become a peer support employer that employs Certified PSPs and understands and upholds peer support values and ethics
- Guidance on building high-quality, accurate job descriptions and written guidelines and expectations
- A vibrant, close-knit group/cohort learning setting to learn, grow, and flourish in

PROGRAM GOALS

- Provide the behavioral health community with highly informed, skilled, and professionally trained Peer Support Professionals.
- Build authentic and effective peer support programming across the state.
- Create meaningful working relationships between PSPs and their agencies.



Interested in applying?

Please fill out the appropriate form at cmwn.org/apprenticeship or reach out to our Program Director, Shynia Baldwin, at pathways@cmwn.org with any questions.