

Oregon Peer Stats

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MHACBO OREGON BEHAVIORAL HEALTH SURVEY (N=1,302)

A SURVEY OF ADDICTION PEERS, MENTAL HEALTH PEERS, PEER
WELLNESS SPECIALIST, CADCS, QMHAS, QMHPS, AND LICENSED
MENTAL HEALTH PROFESSIONALS

Peer respondents

312 certified peers participated in this survey (CRM, PRC, CGRM, PSS, PWS), of which 296 reported that peer work is their current primary occupational activity.

- ✓ Addiction Peers (CRM, PRC, CGRM)
- ✓ Mental Health Peers (PSS, PWS)

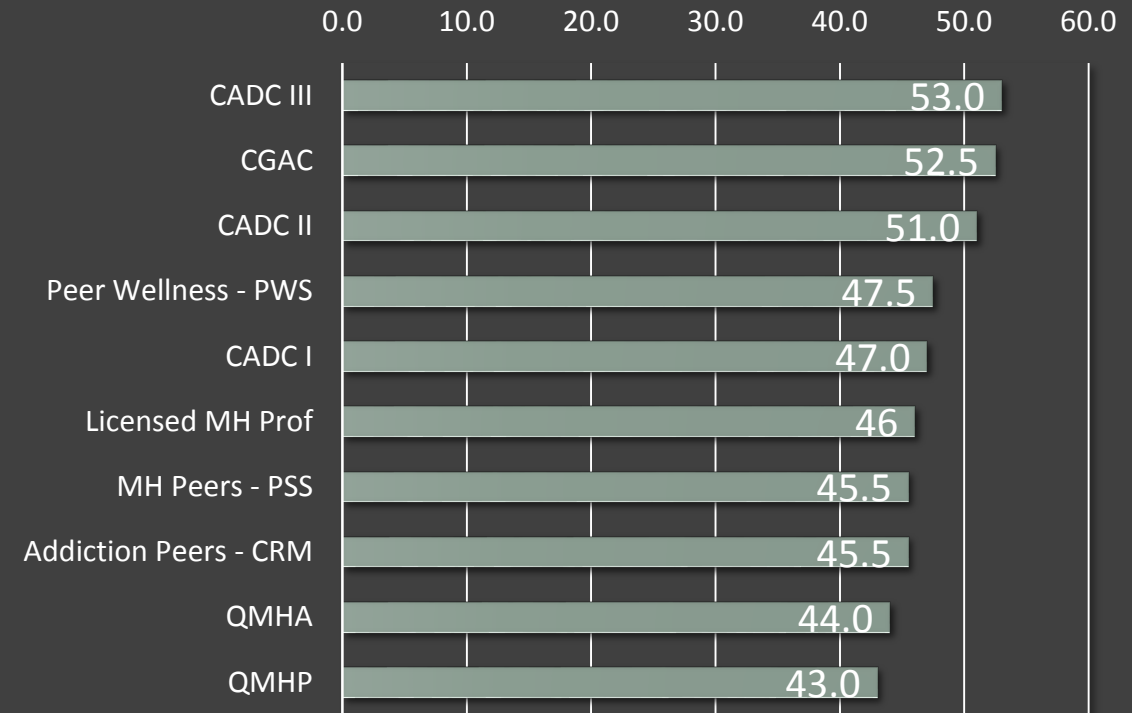
Median Age of Peers ($n=312$)

MH Peers: 45.5

Addiction Peers: 45.5

Peer Wellness Specialist: 47.5

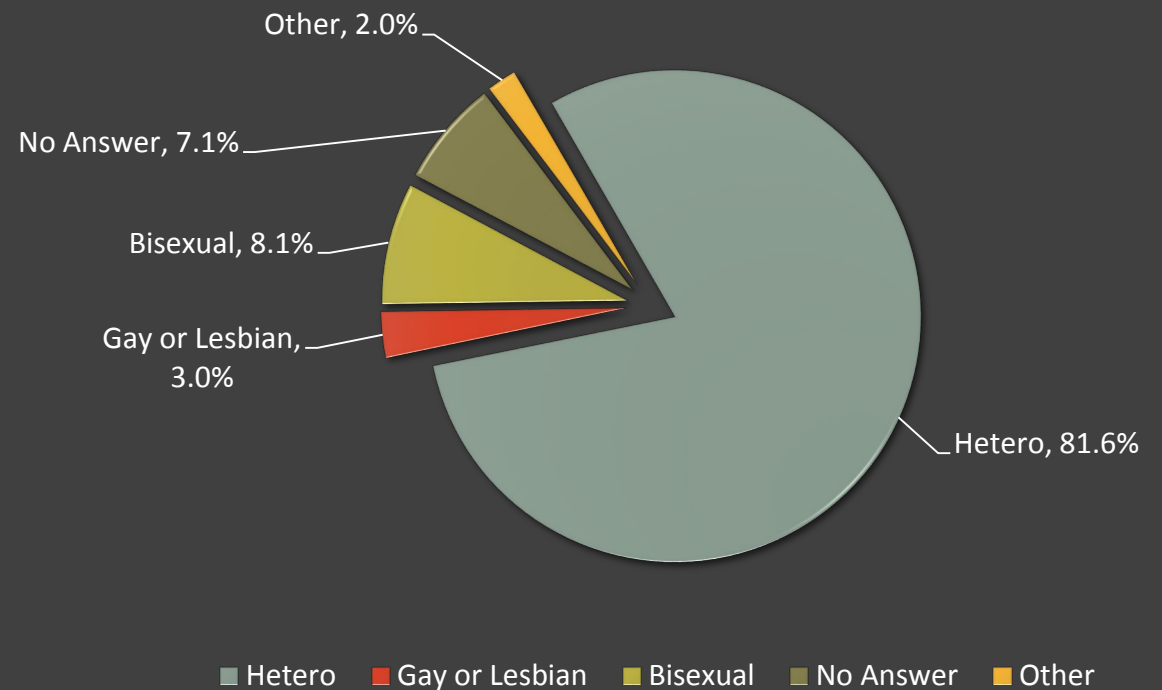
Median age of behavioral health workers by credential



Sexual Orientation of Peers *(n=296)*

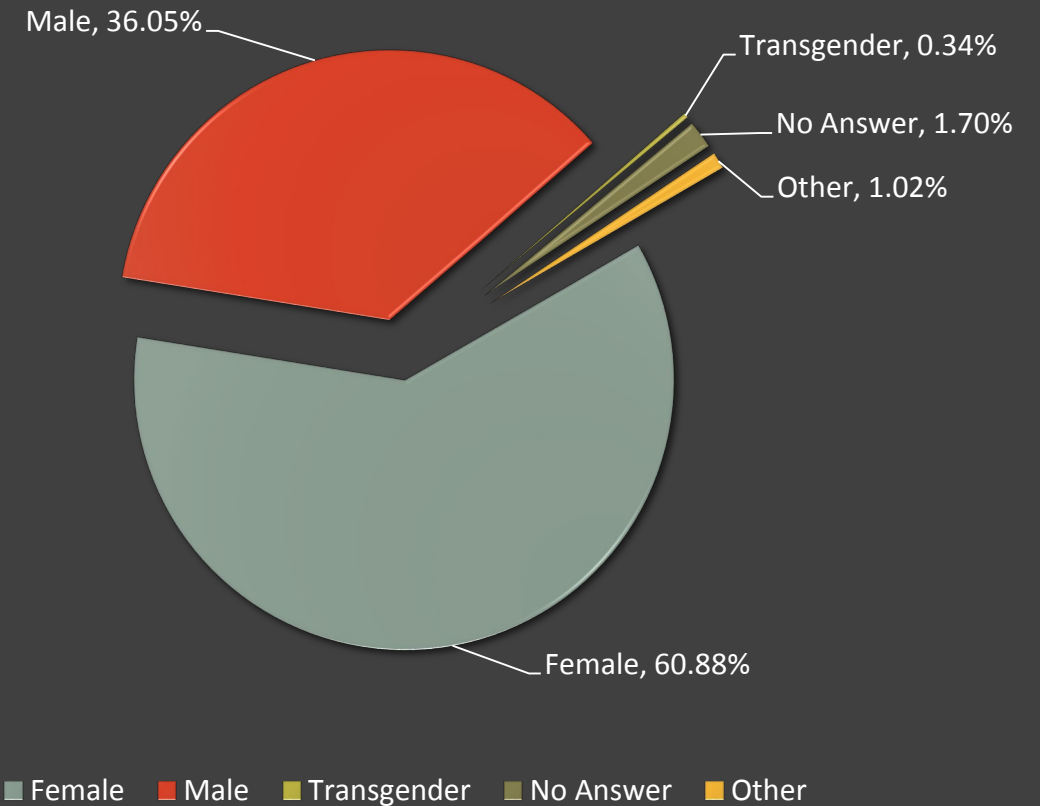
- ✓ 81.6% of peers identify as heterosexual
- ✓ Approximately 93.5% of Oregon's general population identifies as heterosexual (Oregon State Health Assessment, OHA, 2018).

Peer: Sexual Orientation



Peer Gender *(n=296)*

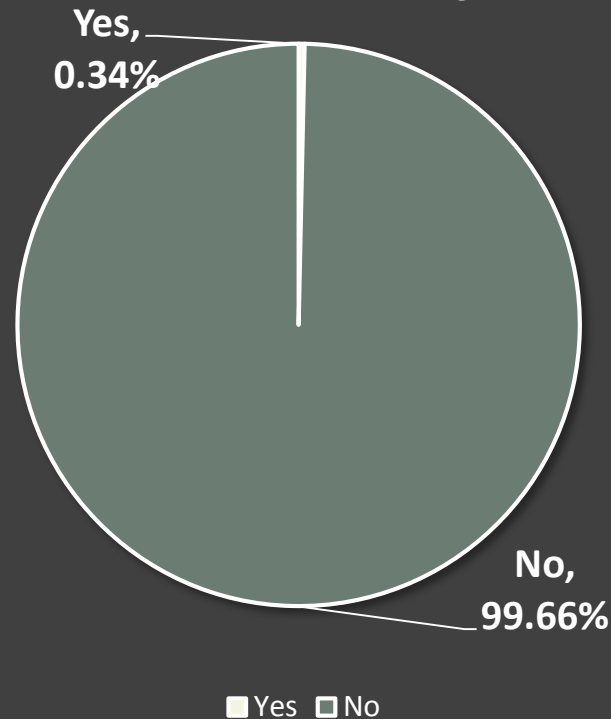
✓ There is a significantly higher proportion of women among peers, and this is generally consistent with the entire social service industry.



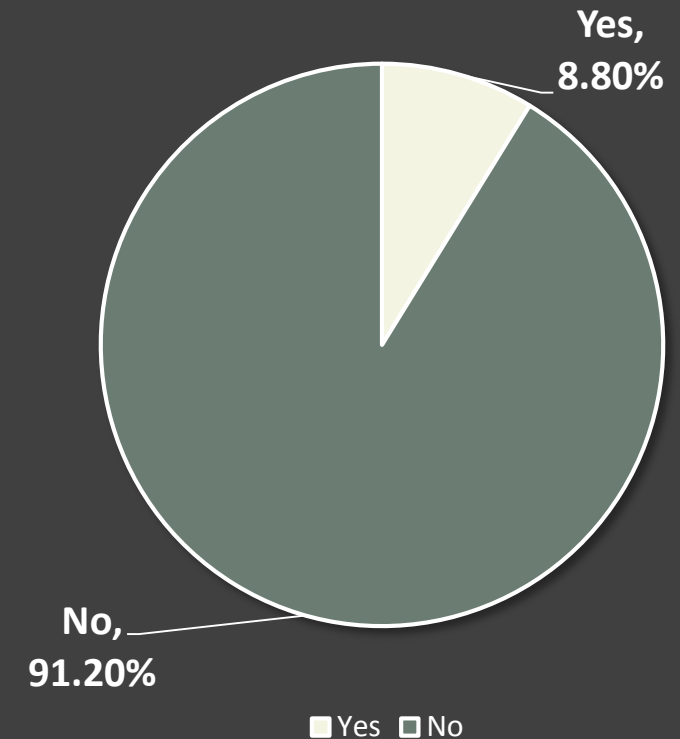
Peer Veteran Status ($n=296$)

- ✓ Approximately 9.1% of peers are either currently serving in the U.S. military or are veterans.
- ✓ 10.3% of Oregon adults are veterans (Veteran Data Central).

Peers currently serving in
U.S. Military

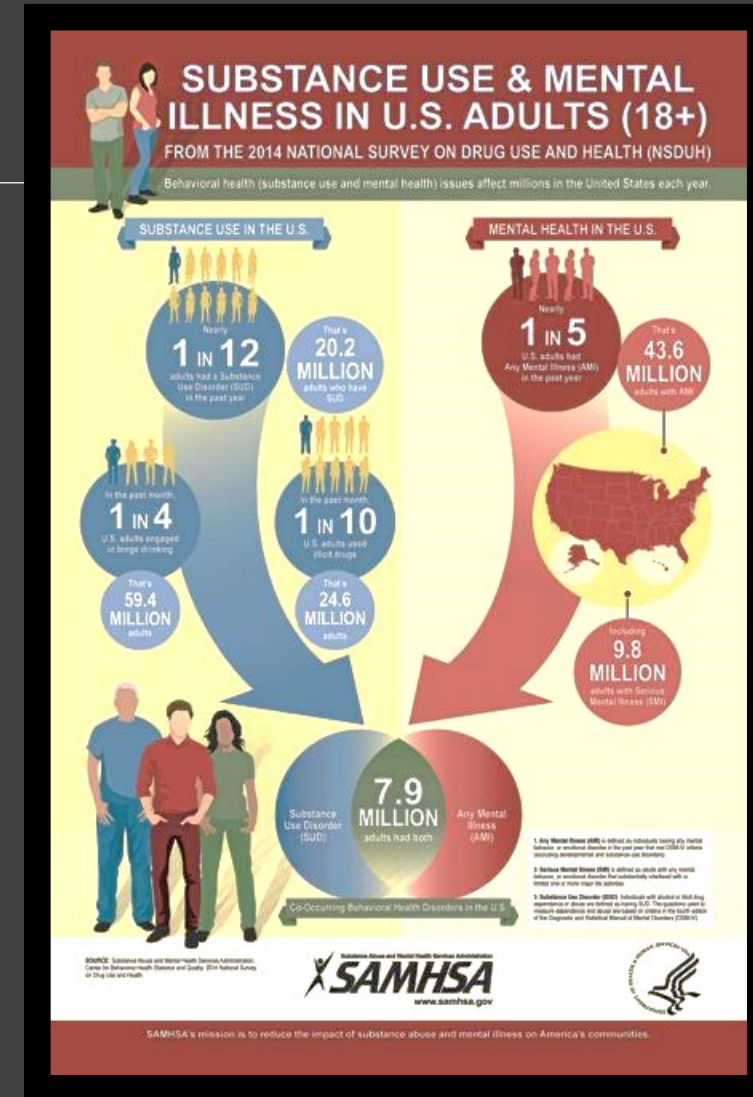
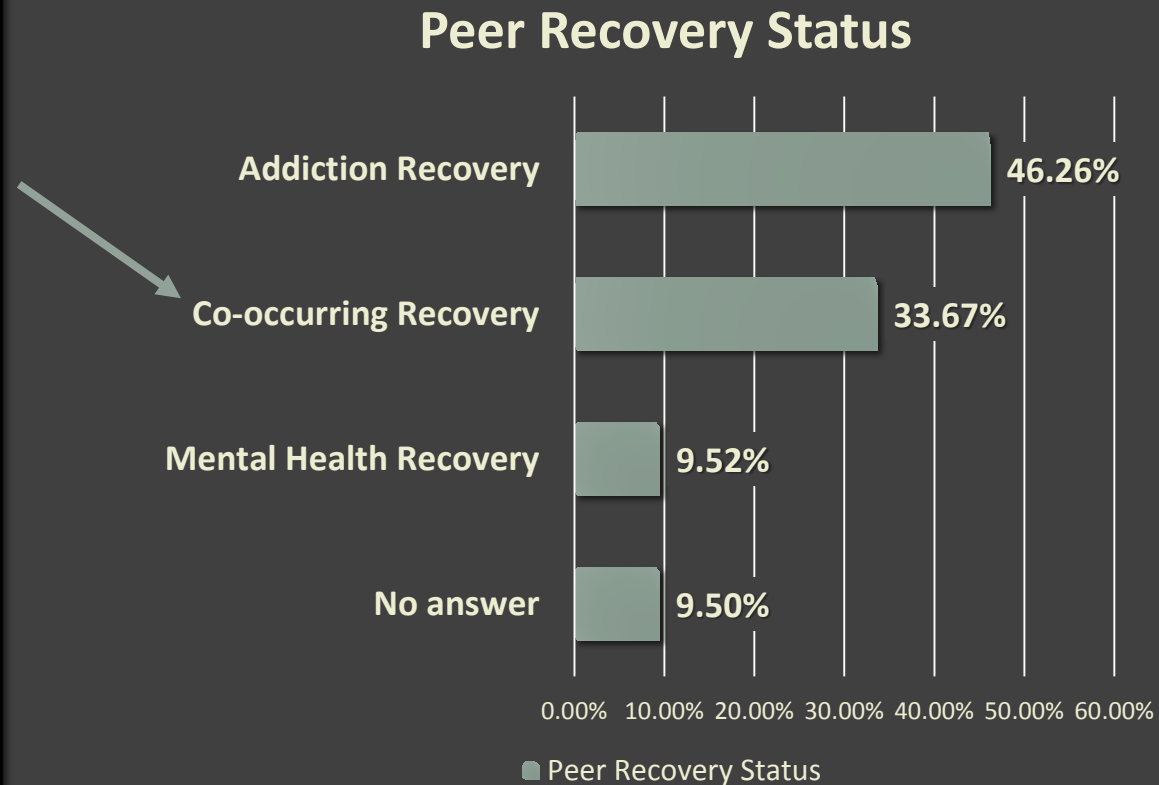


Peers who are Veterans



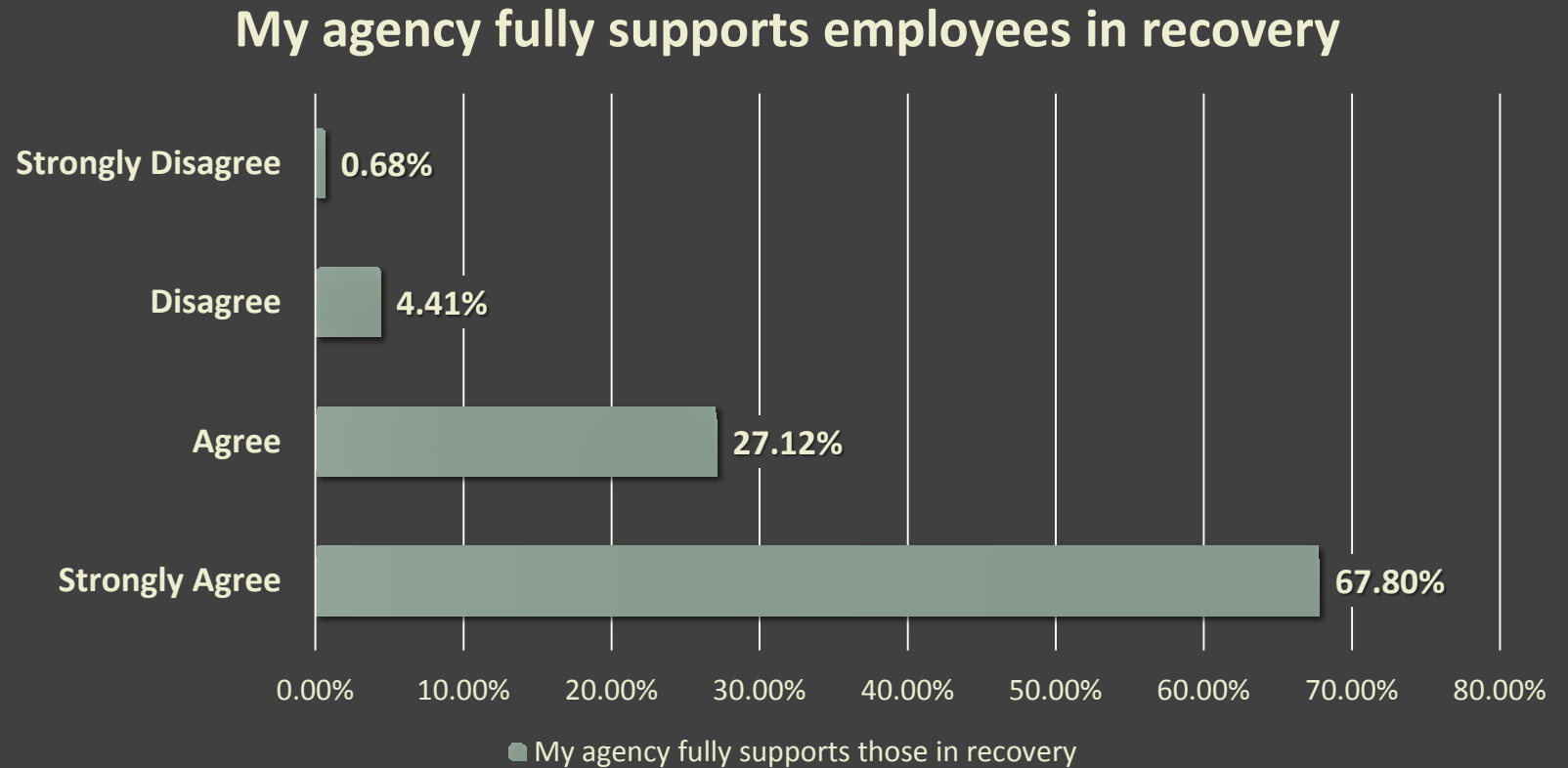
Peer Recovery Status ($n=296$)

✓ 1/3rd of peers describe themselves as being in recovery from both mental health and addiction. This is consistent with SAMHSA's largest scale epidemiological research showing that 37% of those with an SUD have co-occurring mental illness.



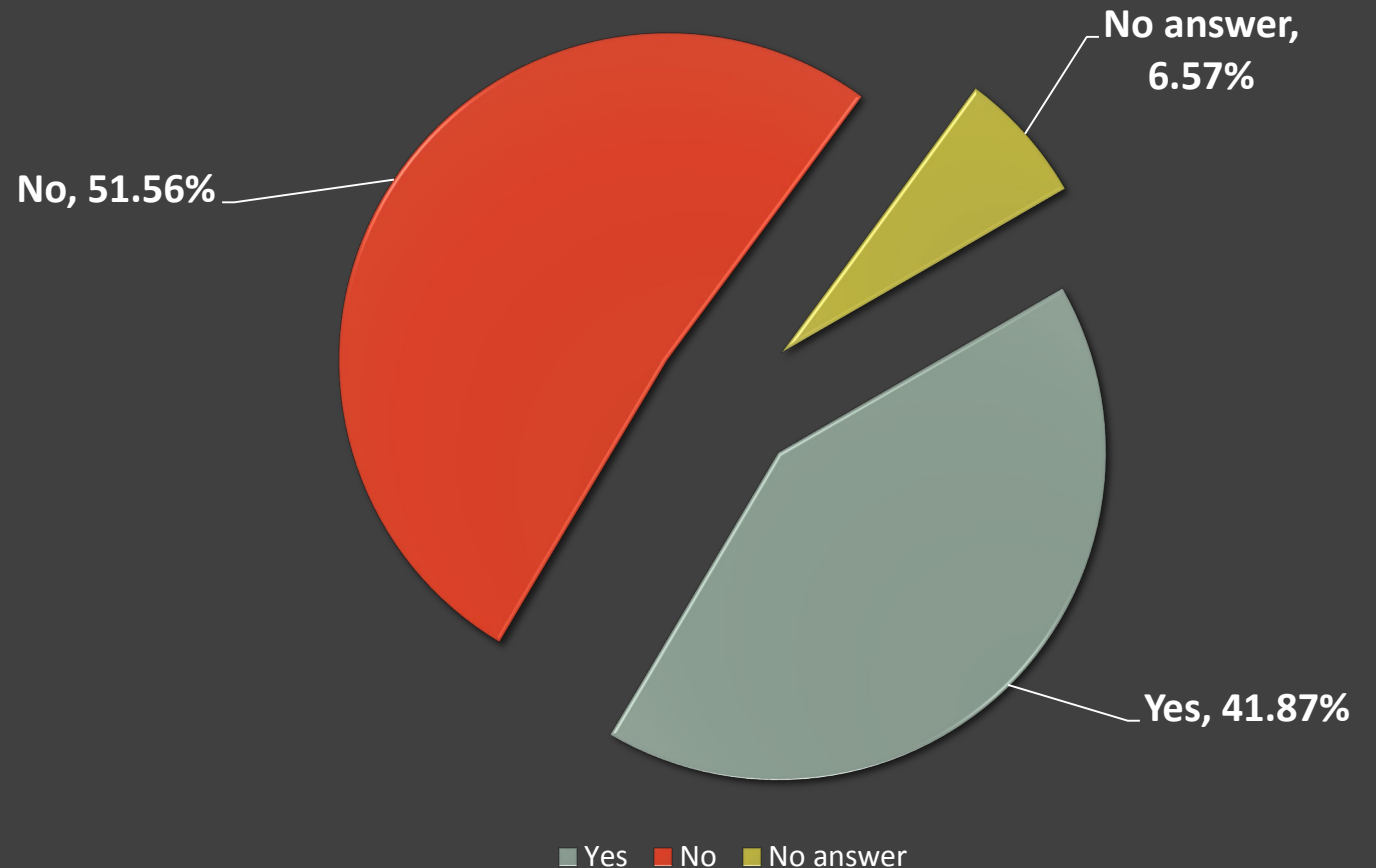
Supporting Recovering Staff ($n=296$)

✓ 94.9% of peers report that their agency is supportive of staff who are in recovery.



Are you now or have you been employed by an agency where you were once a client? ($n=296$)

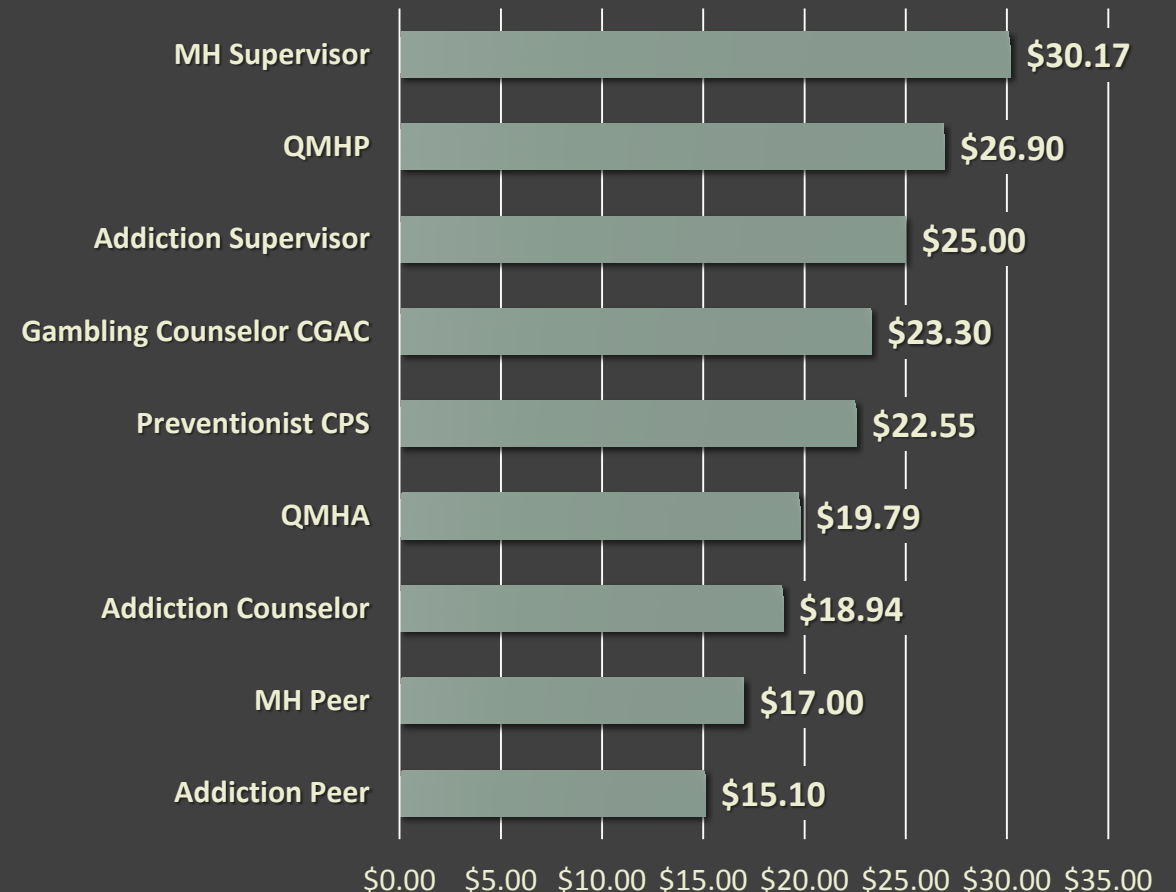
✓ 42% of peers have been employed at an agency where they were once a client.



ANOCVA Wage Analysis

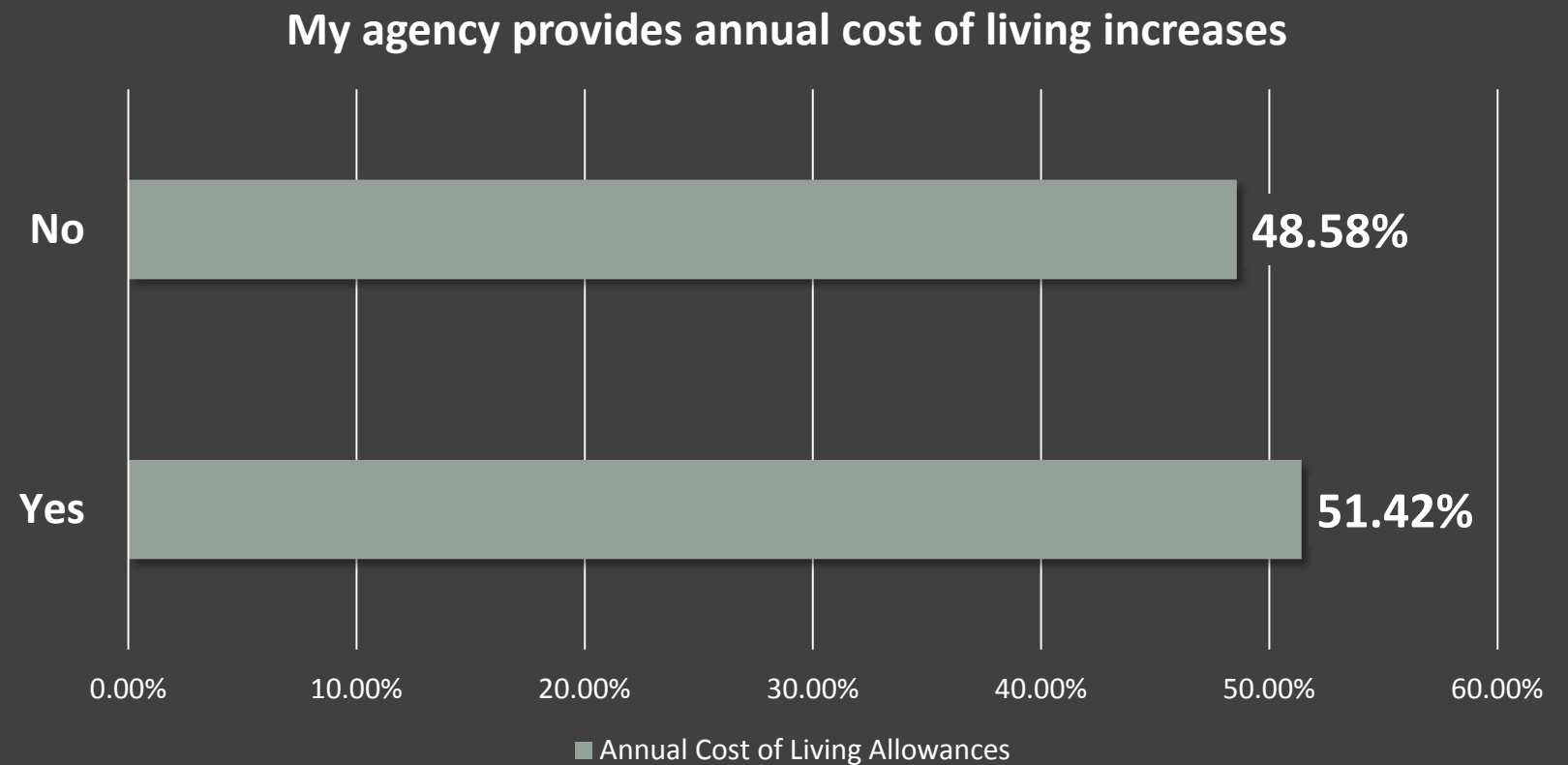
Median Staff Wages ($n=1,302$)

- ✓ Median Addiction Peer Wages: \$15.10/hour
- ✓ Median MH Peer Wages: \$17.00
- ✓ 56.9% of peers owe on student loans. Of those who owe on student loans:
 - ✓ Median Student Loan Debt for Mental Health Peers: \$28,500.00
 - ✓ Median Student Loan Debt for Addiction Peers: \$20,000.00



Annual Cost of Living Increases *(n=296)*

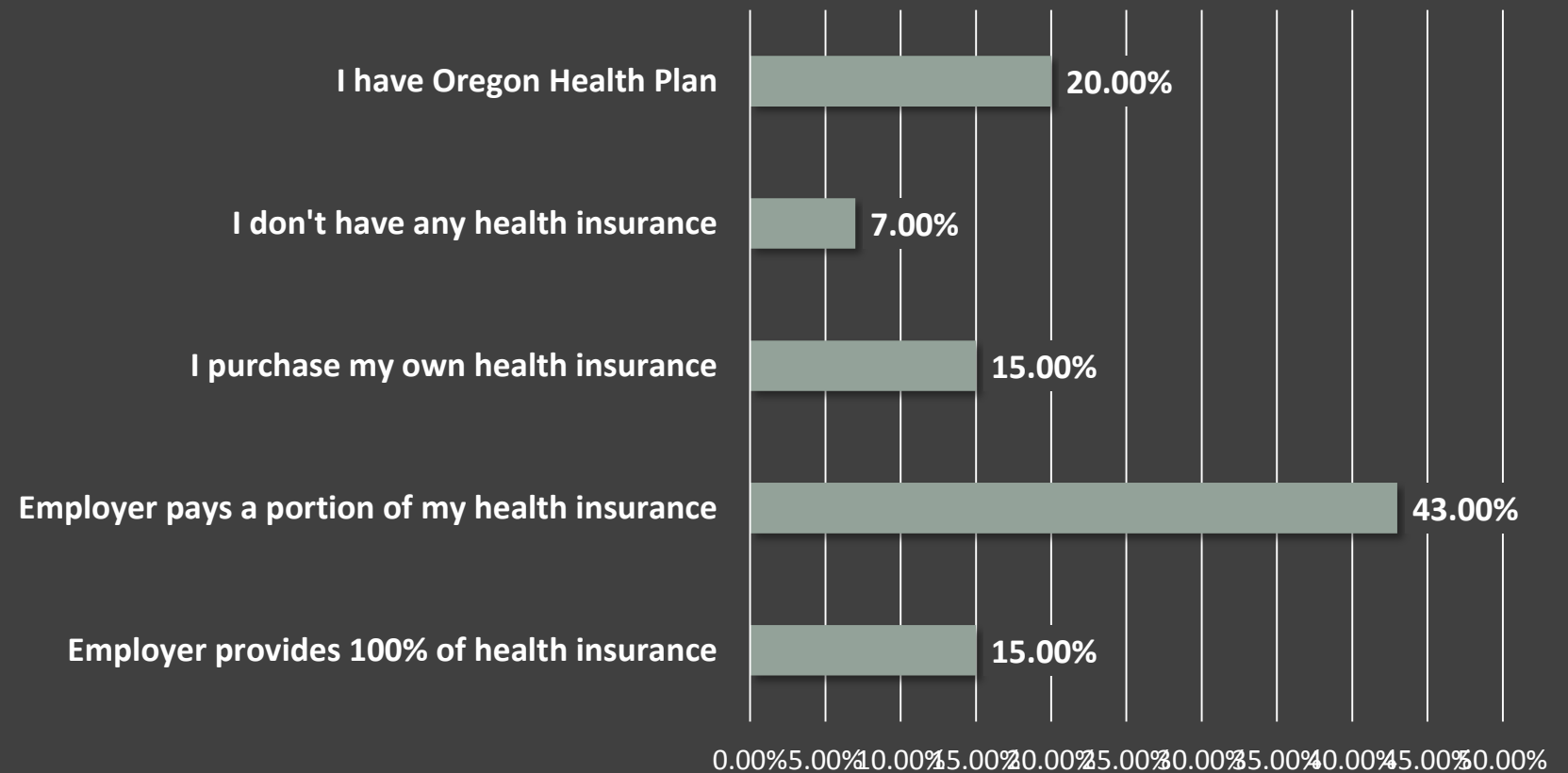
✓ Approx.
half of peers
report that
they receive
an annual
COLA.



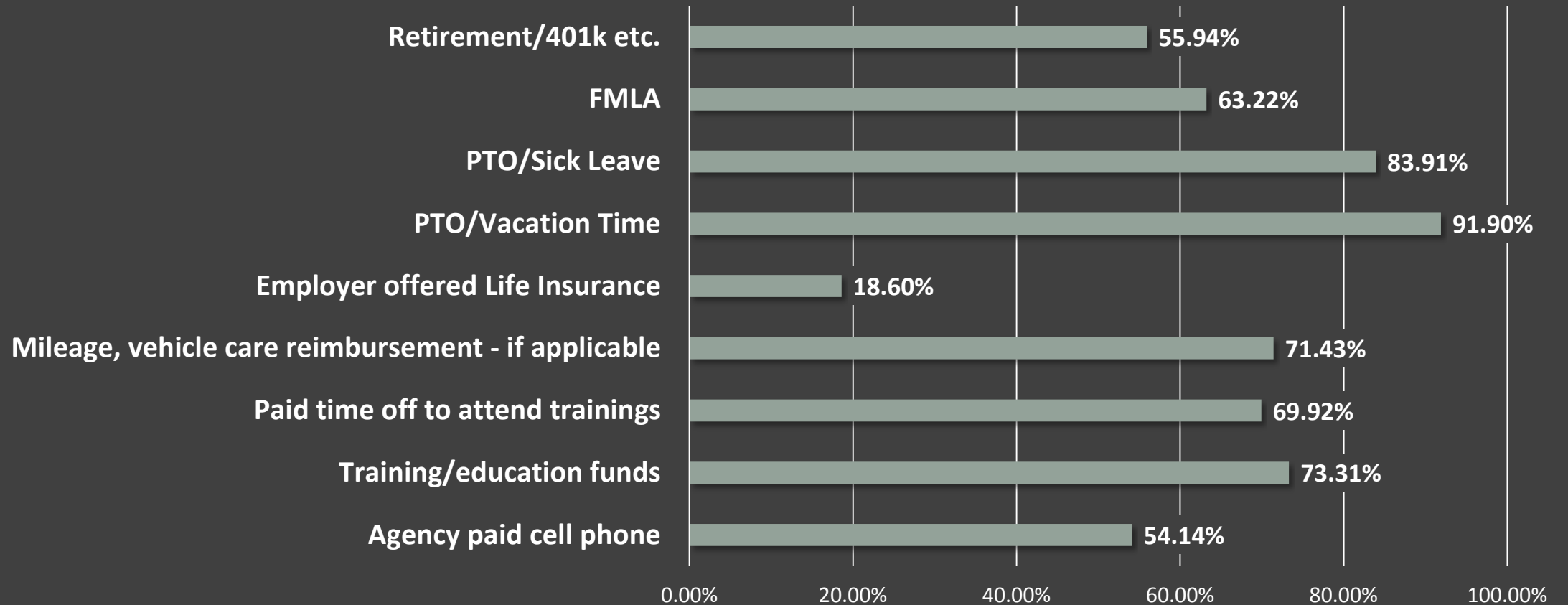
Health Insurance for Peers ($n=296$)

✓ 15% of peers report having 100% employer paid health insurance.

✓ 20% of peers qualify for OHP.

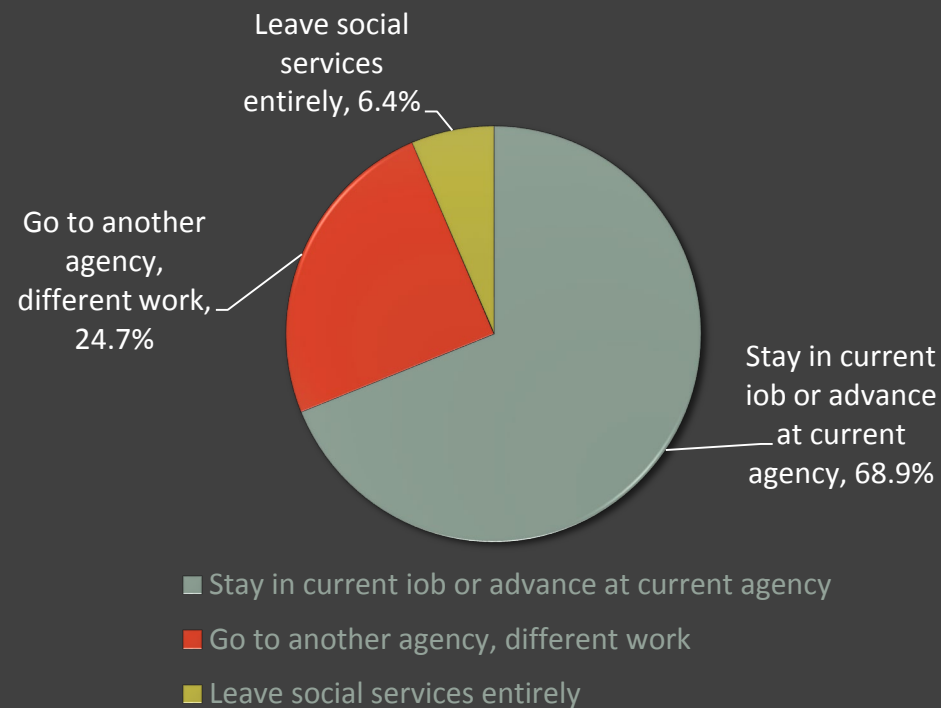


Benefits as reported by Peers (*n*=296)

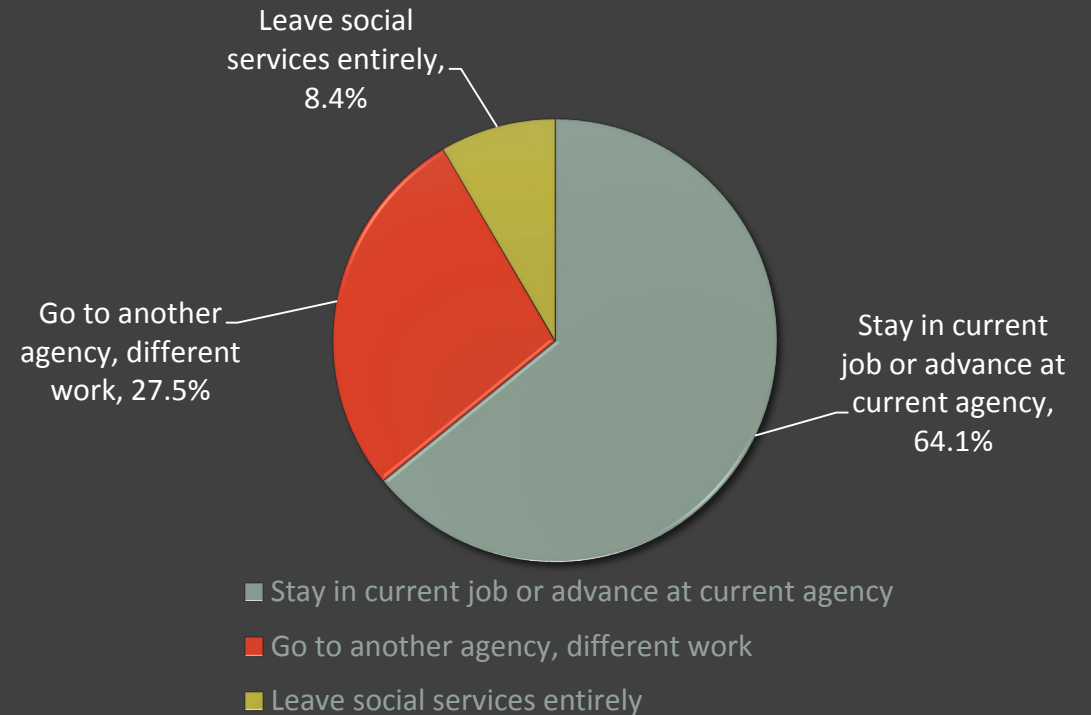


Addiction & Mental Health Peer Turnover Intention ($n=296$)

Turnover Intention: Addiction Peers

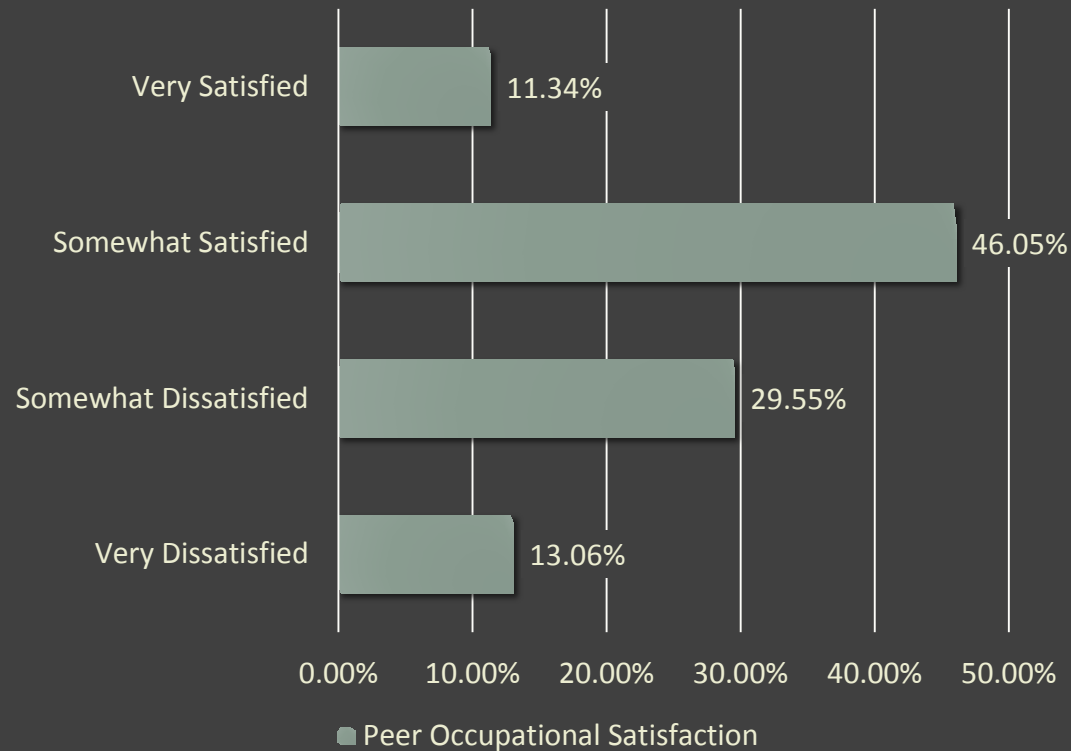


Turnover Intention: Mental Health Peers

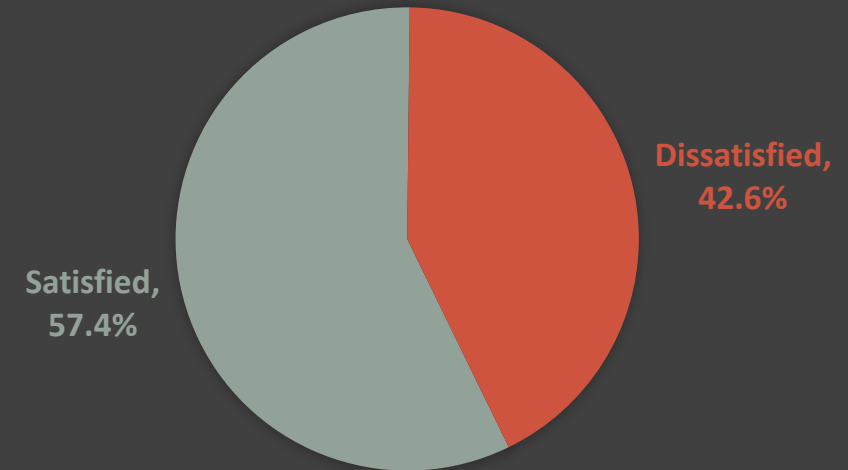


Peer Occupational Satisfaction *(n=296)*

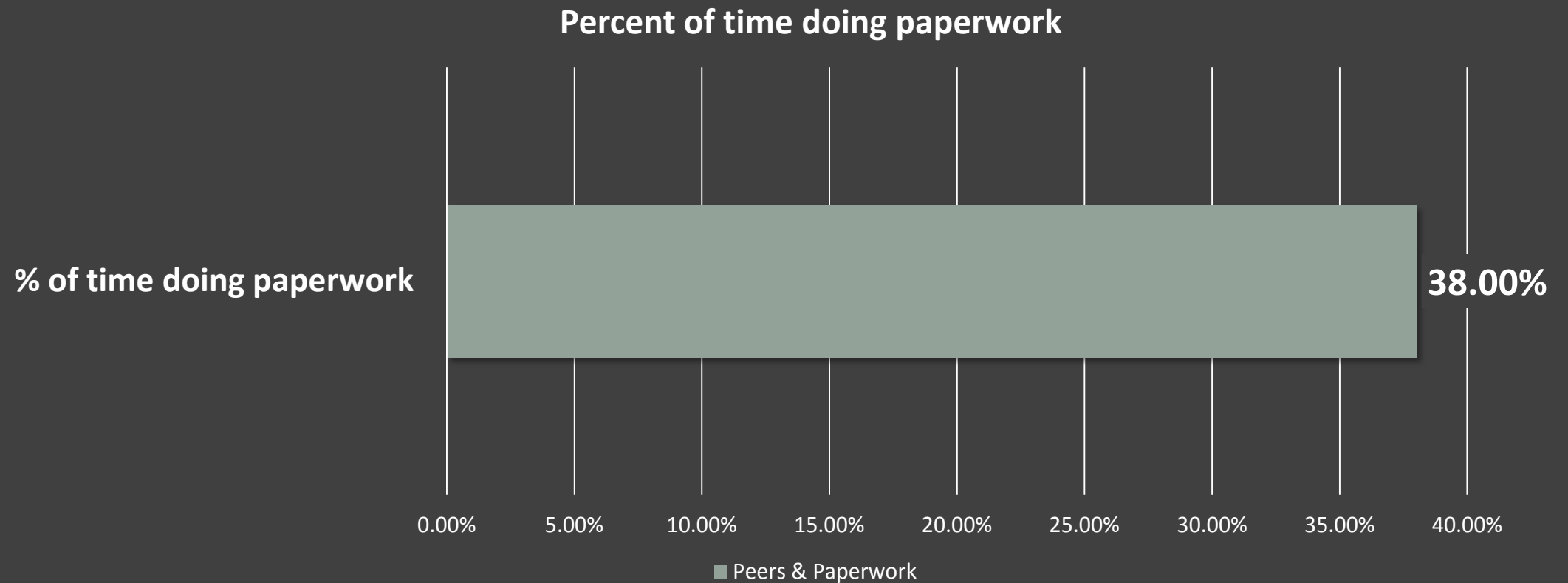
Peer Occupational Satisfaction



PEER OCCUPATIONAL SATISFACTION



Peers: Percent of time doing paperwork ($n=296$)

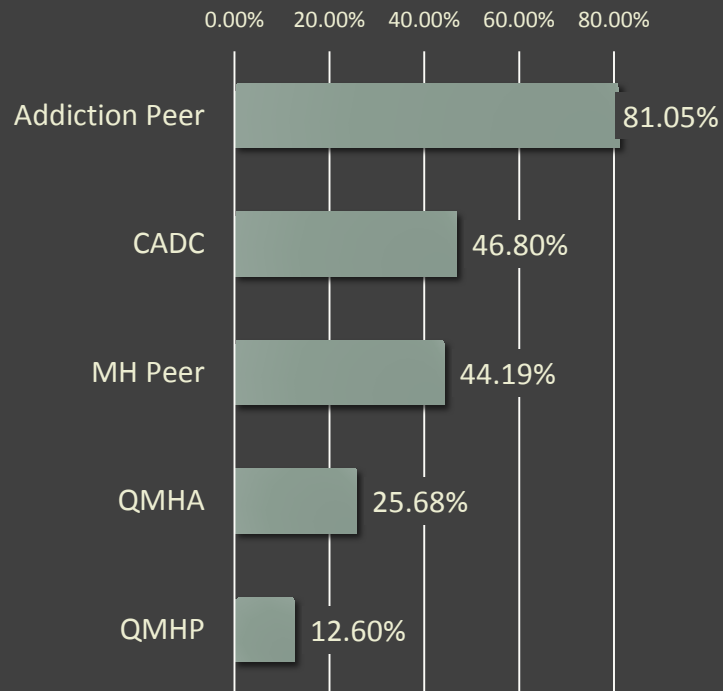


Turnover Intention Summary

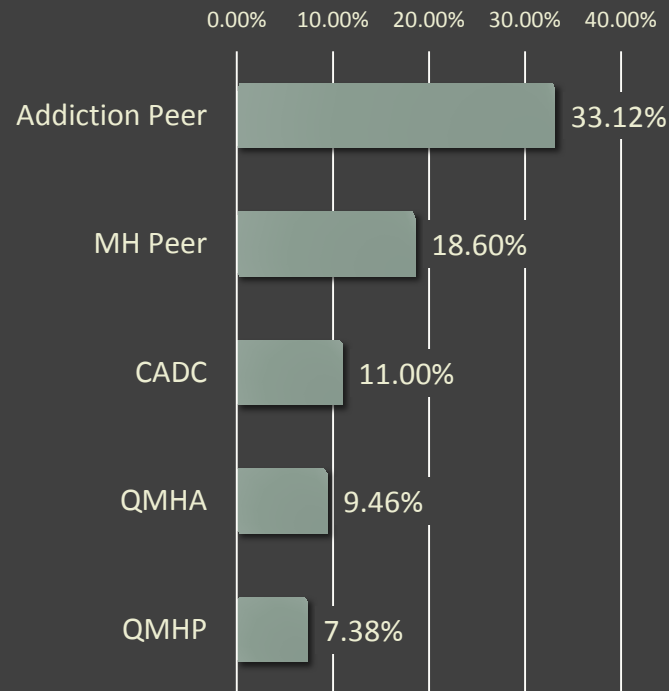
- ❖ Approximately 2/3rds of addiction & mental health peers report a desire to stay in their peer job at their current agency, and/or advance at their current agency.
- ❖ 47.2% report they want to continue doing peer work at their agency or at another agency.
- ❖ This is consistent with our findings in the 2016 Health Share Peer Survey that found 47.5% wanted to continue doing peer work.
- ❖ A substantial number of peers (47.3%) want to move up the career ladder to become CADCs or QMHAs, likely due to increased wages.

Background Checks (n=1,302)

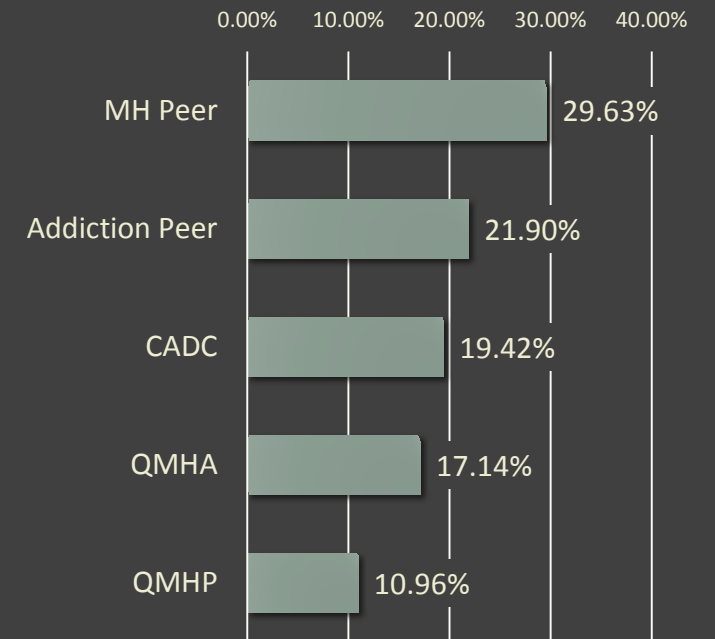
Percent of behavioral health workers reporting a criminal history.



Percent of behavioral health workers reporting a prior DHS case (child welfare, etc.).

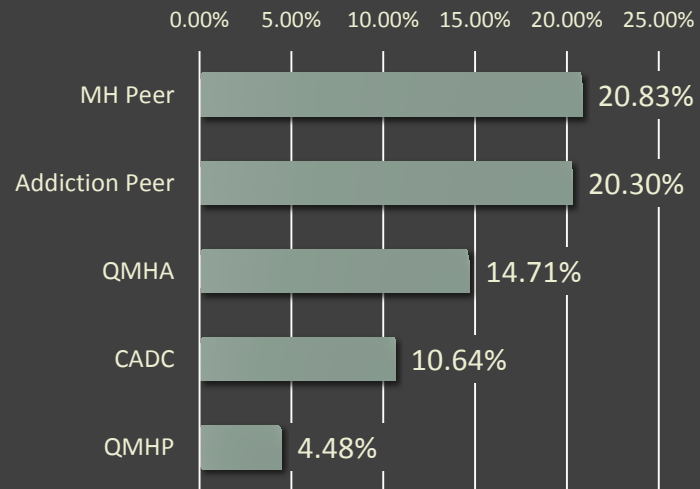


Percent of those with a criminal record who have been denied employment as a result of a background check.

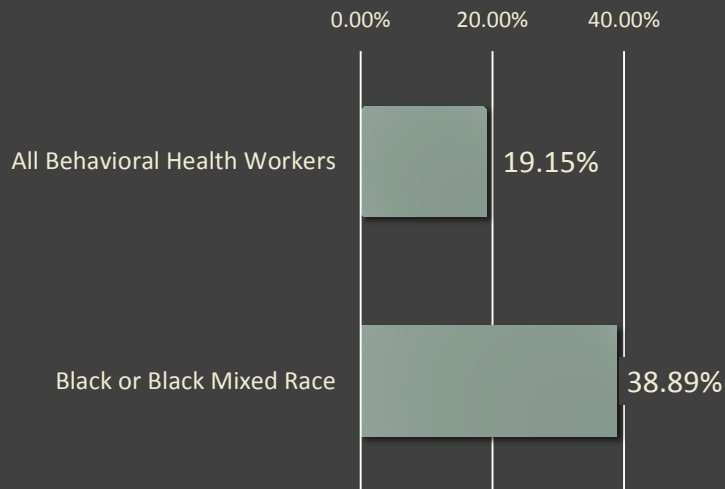


Background Checks ($n=1,302$)

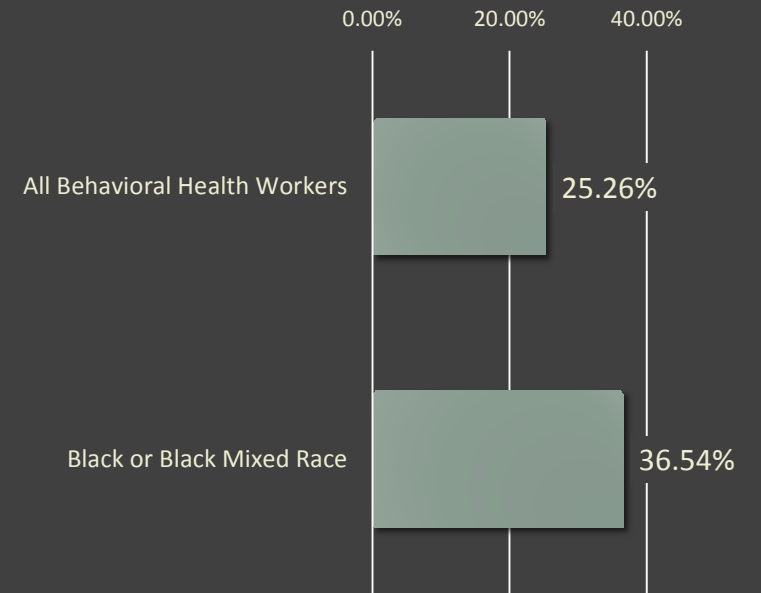
Percent of those with a criminal history where an offer of employment has been withdrawn as a result of waiting an extended period for the results of a background check.



Percent of all behavioral workers with a criminal history & black behavioral health workers with a criminal history who have been denied employment due to their criminal history.



Percent of all behavioral workers with a criminal history & black behavioral health workers where employment has been "held up" due to criminal history.



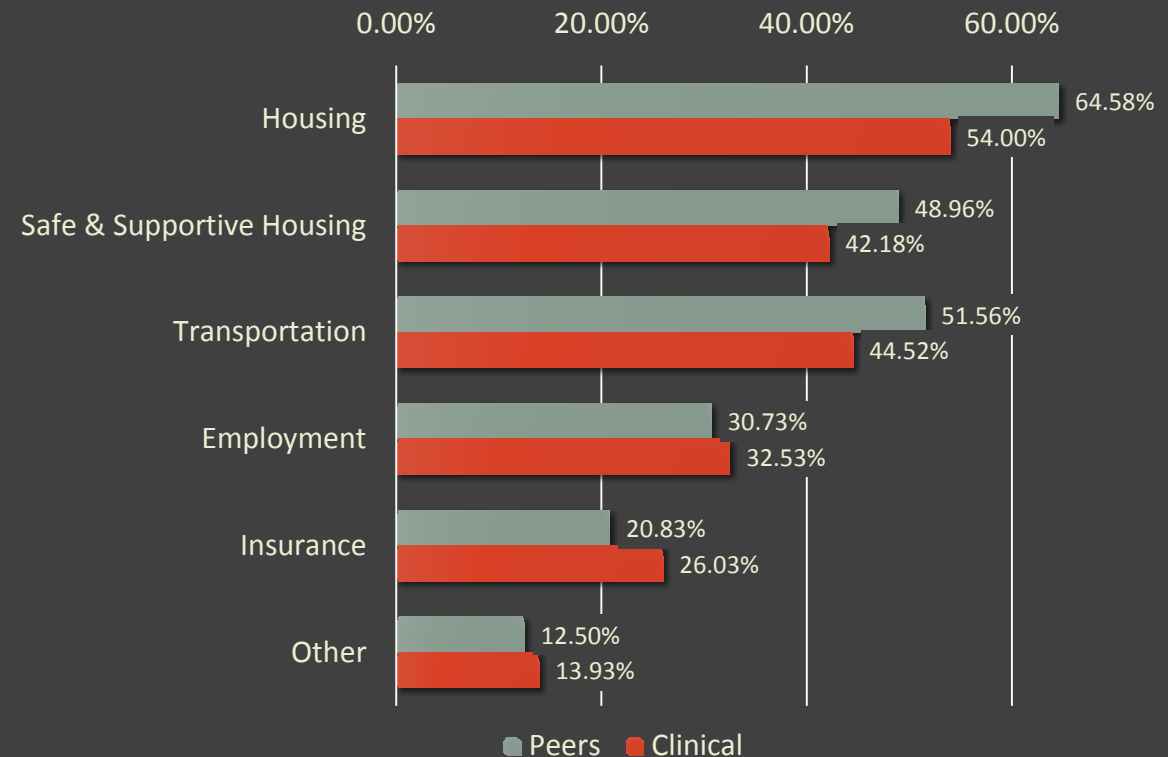
Background Check Summary

- ❖ Peers and CADCs have the highest rates of employment barriers related to their recovery and criminal histories.
- ❖ Mental Health Peers have the highest rates of being denied employment, or having job offers withdrawn, likely due to more exclusionary criteria related to their work with “vulnerable populations.”
- ❖ African American Behavioral Health Workers have the highest rates of disproportionate exclusion due to criminal histories.

Barriers: Peers vs. Clinicians ($n=1,302$)

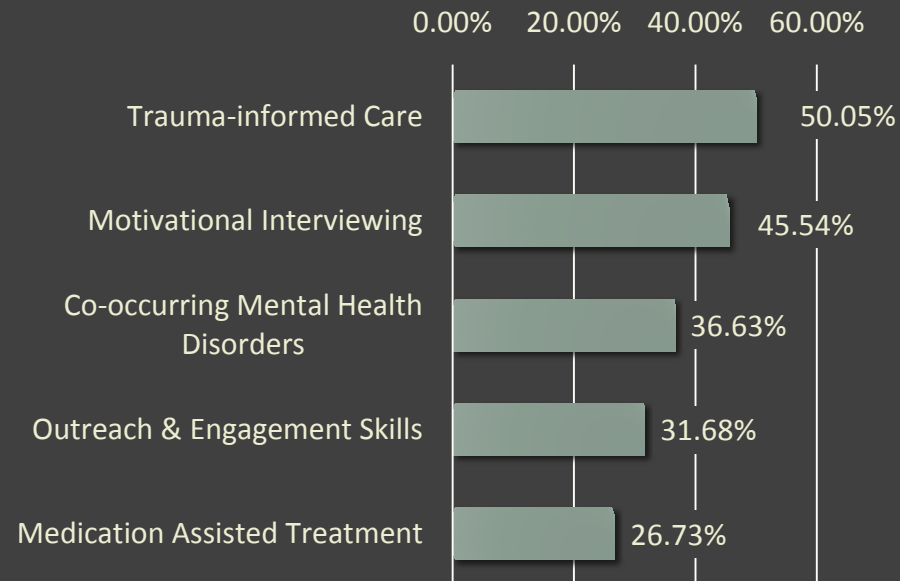
✓ Peers (CRM, PRC, CGRM, PSS, PWS) were more likely to report housing, safe housing, and transportation as barriers for their clients.

Biggest barriers to services experienced by clients, peers vs. clinicians

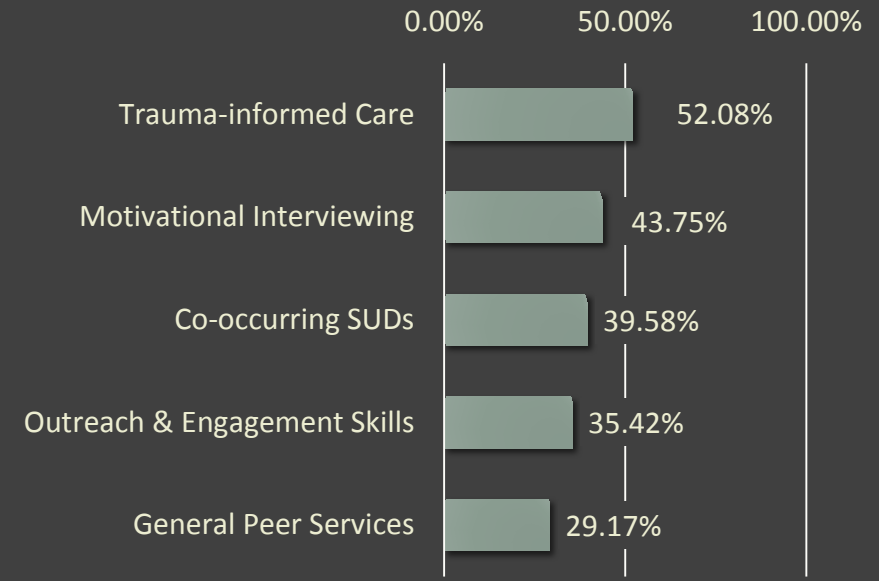


Supervisory Assessment of Training needs

According to Addiction Supervisors: Top Addiction Peer Training Needs



According to Mental Health Supervisors: Top Mental Health Peer Training Needs



Caseload

2018 Oregon Behavioral Health Survey ($n=296$)

- ✓ Mean Caseload for Peers: 24.056
- ✓ Median Caseload: 18
- ✓ *Sample Standard Deviation: 17.140*
- ✓ *Standard of the Mean: 1.281*

2016 Health Share Peer Survey

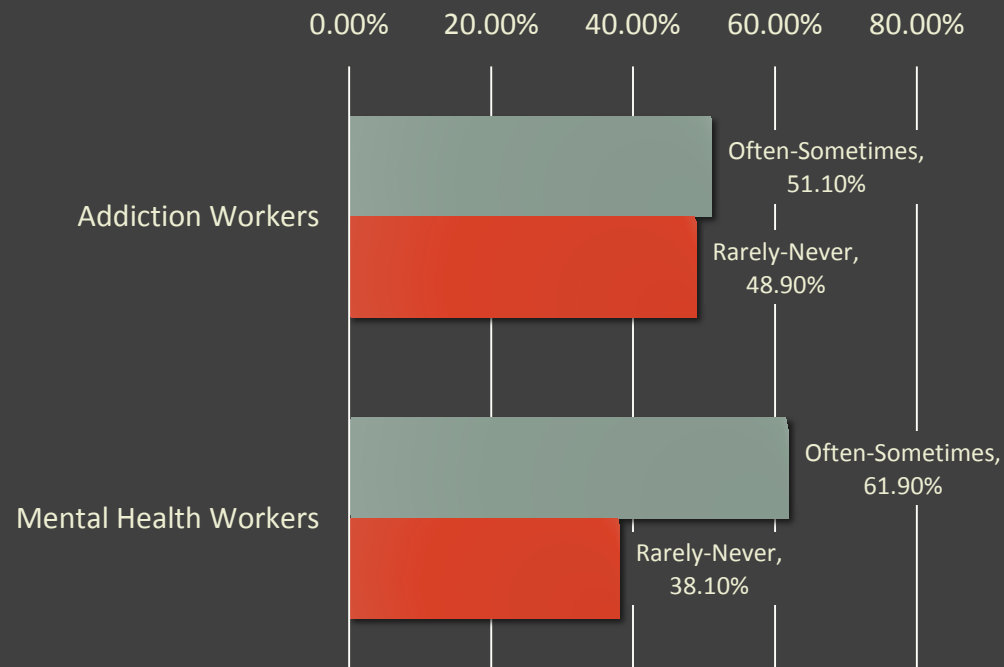
- ✓ Administrator reported avg. caseload: 17.95
- ✓ Supervisor reported maximum caseload: 17.2
- ✓ Peer reported maximum caseload: 18.4

Peer caseloads appear to have increased since 2016.

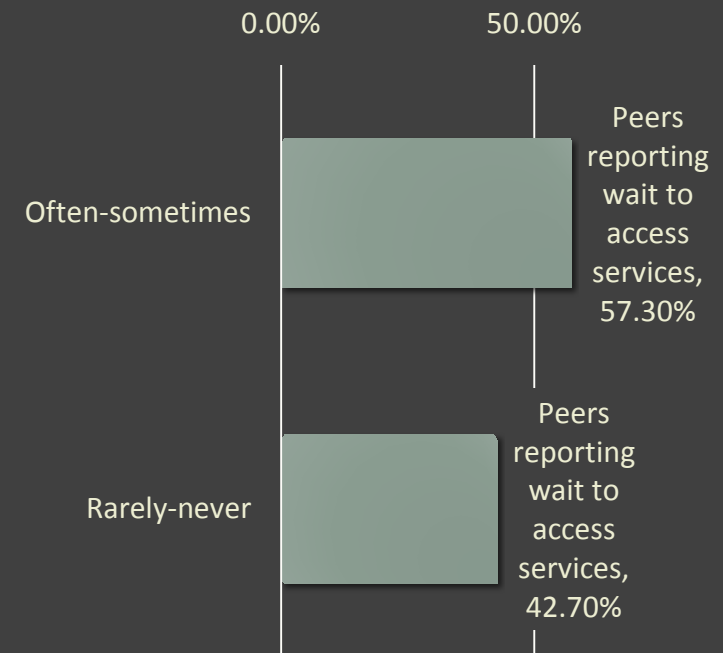
Median FT caseload: 18
Average FT caseload: 24

Access all behavioral health workers compared to peers ($n=1,302$)

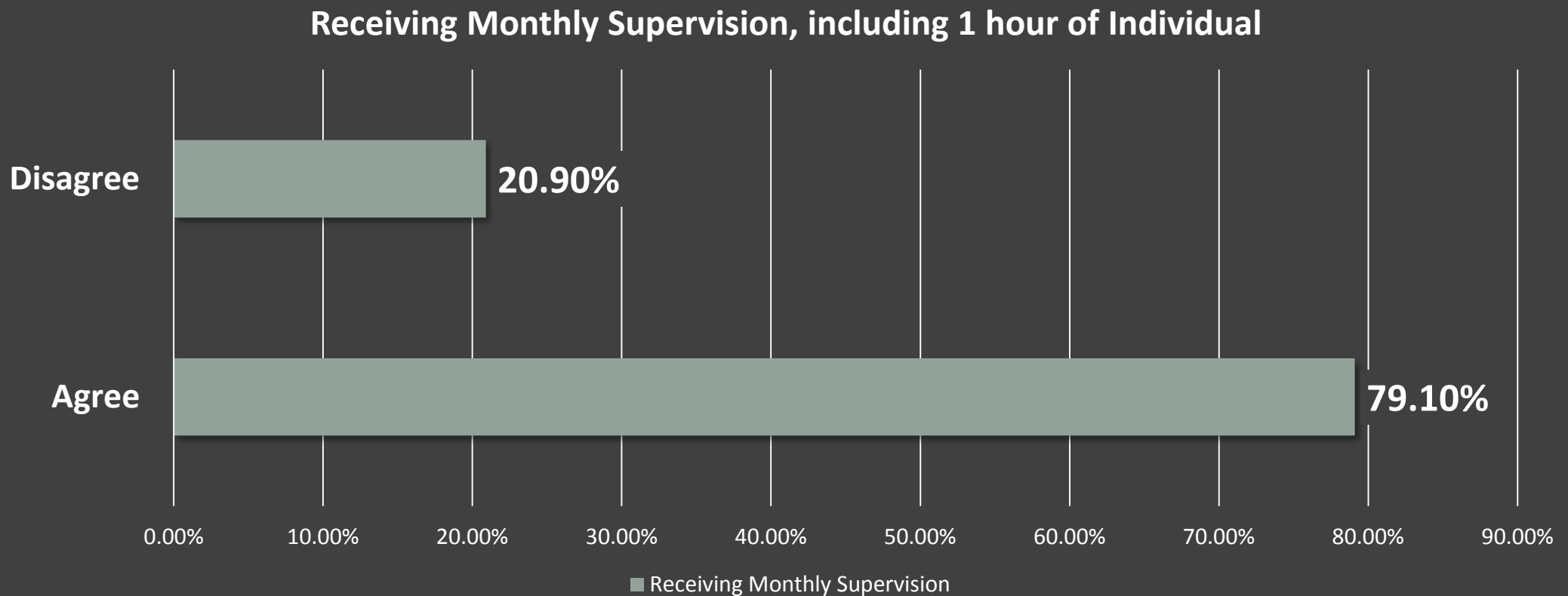
Over 50% of behavioral health workers report that clients "often to sometimes" wait to access/enter services for weeks or months



57.3% of peers report clients "often to sometimes" must wait to access services



Do you receive at least 2 hours of supervision per month, including at least 1 hour of individual supervision?



What is your specialty as a peer? (*word cloud generator*)

Program Long Term Youth Pain Support Services
Child Welfare Housing Mental Health Parent
Criminal Justice Court Recovery Health Care Gambling
Older Adults