Enhancing the Peer HIV Workforce

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Learning Objectives
Following participation in the program attendees will be able to:

1. List two advantages of developing a peer certification program in the State of Florida.
2. Identify five recommended topics that individuals completing the Peer Capacity Building Questionnaire in Spring 2022 identified to be included in a Florida Peer Curriculum/Certification Program.
3. Discuss some of the support measures and resources rural areas in Florida will need to ensure peer access and successful completion of the Peer in HIV Certification Program.

Disclosures
- The activity planners and speaker do not have any financial relationships with commercial entities to disclose.
- The speaker will not discuss any off-label use or investigational product during the program.

This slide set has been peer-reviewed to ensure that there are no conflicts of interest represented in the presentation.
Session Overview

Who are Peers in HIV Care?

- Peer Certification Programs
- Peer Certification Competencies
- Peer Certification Florida
- HIV Workforce Development
- History
- EHE Initiative

Peers Working in HIV Prevention, Treatment and Care

- Peers and Their Work History
  - When the Ryan White CARES Act was enacted, peers became more integrated into the HIV health care delivery model, mostly as volunteers.
  - Following the passage of the Affordable Care Act (ACA), peer navigation became more widespread to help PWH achieve health and wellness.
  - With the EHE initiative and the onset of the COVID-19 pandemic, peers have become a critical component of linkage, engagement, and reengagement in HIV care.
  - Research strongly supports that peers improve chronic disease health outcomes for PWH.


Two-Part Course: Design, Equity

Assessments, Accessibility, Accommodations

Peer Certification Competencies

Florida Assessments

Accessibility

Equity

4

5

6
Who is a Peer Working in HIV?

Peer navigators have been defined as:

- "HIV-positive, medication-adherent role models living with a shared experience and a shared community membership with the populations they work." (AIDS United)

- "Specially-trained individuals who provide information, support and assistance in navigating services." (Target Center)

- "Mentors" of health and disease management.


Peers Help to Support Health Equity and Access to Care

Healthy People 2020
"The attainment of the highest level of health for all people."
Peers are Mentors and Leaders

GOAL
PWH Will Stay Connected to HIV Care

Peer Titles
- Peer Navigator
- Peer Educator
- Peer Worker
- Peer Health Worker
- Peer Support Specialist
- Certified Peer Counselor
- Client Support Assistant
- Client Support Worker
- Community Health Worker
- Medical HIV Care Coordinator

The work of peers and their titles varies from organization to organization.

Peers Are Employees, Not Volunteers
- Peers are compensated for their time and effort, just as other members of the care team.
- Almost all of the AIDS United funded service organizations (92%) pay their peer navigators as staff, and of those who are paid, 58% receive benefits.
- Broward Ryan White Part A Program has written a clause in their contracts with HIV service organizations that 30% of their RW funding be used to employ and support peers as part of their workforce.

The Advantages to Becoming a Certified Peer in HIV Care

- Standardized Competencies with Code of Ethics
- Evidence-Based Skill Development
- Access to Continuing Education Learning and Networking
- Employment Opportunities for Certified Peers

Who is Ready to Become a Certified Peer in HIV Care?
Peer Program Guidelines and Best Practices

HIV Peer Navigation Program Guidelines

Best Practices

For Research, Advocacy, and Awareness of HIV

Florida Health

Prevention

Peer Program Guidelines and Best Practices

Empowering Positive Health Practices Through Peer Advocacy

Abstract

ID#: 958

Debra Cestaro-Seifer, MS, RN and the Broward RW EMA

Introduction

This abstract summarizes the Broward County Health Department's peer navigator program, which focuses on increasing HIV knowledge and skills among marginalized communities in Broward County, Florida. The program aims to empower and educate individuals, fostering support and navigation through their lived experience to help others.

Objectives

1. To increase HIV knowledge and awareness among community members.
2. To provide educational opportunities for peer navigators to share their lived experience with HIV.
3. To foster a culture of support and engagement among all community members.

Curriculum Highlights

- 12-Week Classroom and 80-hour Practicum
- Core Competencies include:
  - Medical, Behavioral, and Social Determinants
  - Confidentiality and Confidentiality
  - Substance Use and Abuse
  - Trauma, Stress, and Resilience
  - Unmet Needs
  - Client Care
  - Engagement and Activation
  - Antiretroviral Medication and Suppression
  - Ruler: A Special Design for the Optimal HIV Care Continuum

Enrollment/Graduation Stats

- Initial enrollment: 12 students
- 14 students completed 120 hours of combined classroom and practicum hours and received certifications.
- Class attrition was due to illness, death, and loss of employment.
- 12 students graduated, 10 of whom started new career/education opportunities following their programs.

Lectures Learned & New Steps

- Social determinants of health and poverty
- Peer learning and engagement in health disparities
- Case studies and peer support for community members

Peer Navigator Needs Assessment

Conducted Spring 2022

- Spring 2022
- 168/225 Surveys completed
- Respondents’ location map
Respondents' Reported Roles

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Highly Recommended Peer HIV Education Topics

1. Antiretroviral medications/adherence
2. Behavioral health/SUDs
3. HIPAA
4. Cultural proficiency
5. Engagement in HIV care
6. Health record documentation
7. Health literacy
8. Person-centered care
9. HIV basic science
10. HIV linkage to care
11. HIV prevention
12. HIV testing
13. Peer/client boundaries
14. Ryan White system of care
15. Self-care
16. Sexual health
17. Sexually transmitted infections
18. Viral suppression

Introducing the Peer Specialist in HIV Care

A certified Peer Specialist in HIV Care (PSHC) is a person with HIV who supports a status neutral approach to HIV prevention, and HIV treatment and care for all persons as part of a multidisciplinary team. PSHCs help people with HIV (PWH) navigate and access needed medical and support services and use evidence-based and evidence-informed strategies to support client engagement in HIV prevention and HIV treatment and viral suppression.
Peer Specialist in HIV Care (PSHC) Program Development

1. Identify online platform
2. Build online and live curriculum
3. Implementation: 2 urban and 2 rural locations
4. 12 weeks, 12 modules, 6 hours/week = 72 hours
5. 6/8-week preceptorship = 48 hours
6. Graduation! (120-hour commitment)

Course Requirements

Each student accepted into the Program will need to have a working email address, internet access and a phone. Students who do not have access to a computer or tablet will be able to borrow/access these items from the Peer Specialist in HIV Care Certification Collaborative Partner Group.

- Application and application process
- Possible interviews
- Student acceptance and commitment agreement
- Supervisor/employer agreement
- Transportation and technology needs assessment
- Program onboarding session with introduction to online course materials and paper handbook.

PSHC Certification Program

...More to Come
Anticipated “Soft” Launch March 2023

Working Partners
• Southeast AETC
• North Florida and South Florida AETCs
• Florida DOH including the Community HIV Advisory Board (CHAG)

Graduation and Continued Peer Professional Development

Peer Graduation Video
Question, Comments and Conversations

Speaker’s Question to the Audience

- What will rural areas have to do to support and ensure peer access and successful completion of a blended online and live peer certification program as described in this presentation?

- Please feel free to email your ideas and suggestions to Debbie 

Speaker Contact Information

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