


## Enhancing the Peer HIV Workforce

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Division of Infectious Diseases & Global Medicine



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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.



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## 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.



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## Session Overview

**Who are Peers in HIV Care?**

- HIV Workforce Development
- History
- EHE Initiative

**Peer Certification Programs**


- Models
- Programs
- Collaborations
- Sustainability

**Peer Certification Competencies**

- Two-Part Course
- Design
- Equity

**Peer Certification Florida**

- Assessments
- Accessibility
- Accommodations



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## Peers Working in HIV Prevention, Treatment and Care



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## 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.**

**Today in HIV/AIDS History**

August 18, 1990

Congress enacts the Ryan White CARE Act, providing \$200.5 million in funds for HIV care in its first year.





Reference accessed on 4/15/21 at AIDS United. *Best Practices for Integrating Peer Navigators into HIV Models of Care*. Washington, DC. 2015

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## 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.

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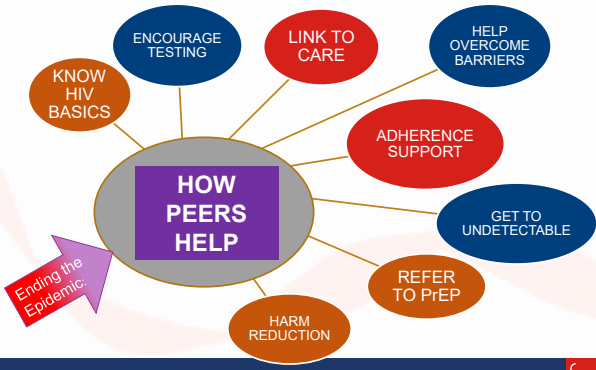
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## HOW PEERS HELP



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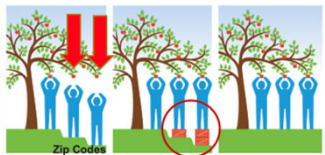
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## Peers Help to Support Health Equity and Access to Care



**Healthy People 2020**  
 "The attainment of the highest level of health for all people."

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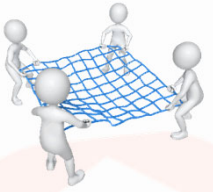
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## Peers are Mentors and Leaders

**GOAL**  
PWH Will Stay  
Connected to  
HIV Care




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## 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.






Image Accessed on 5/20/21 at <https://aetghiv.org/library/topics/peer-programs>

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## 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.



Reference accessed on 4/15/21 at AIDS United. *Best Practices for Integrating Peer Navigators into HIV Models of Care*. Washington, DC. 2015

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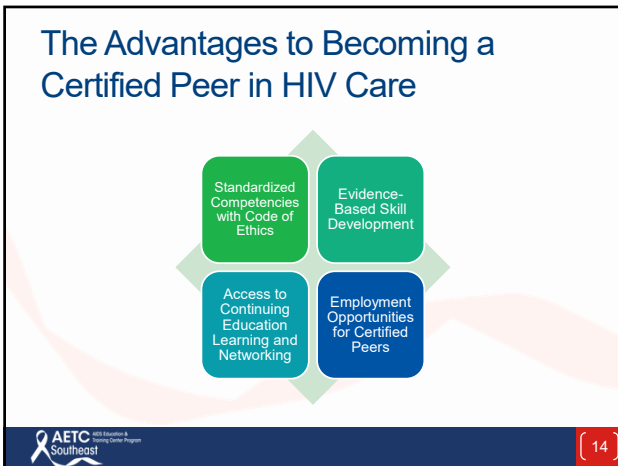
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## Peer Program Guidelines and Best Practices

HIV Peer Navigation Program Guidelines

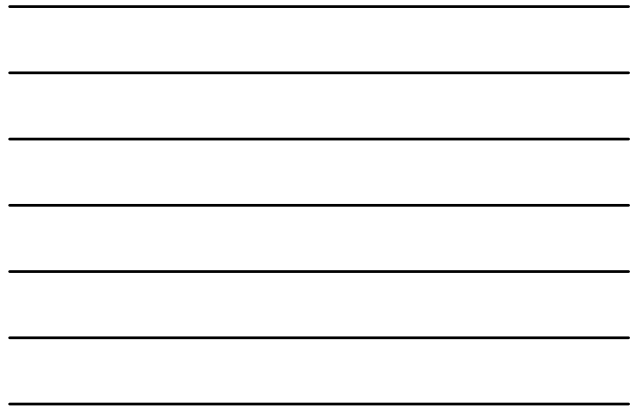


THE FLORIDA DEPARTMENT OF HEALTH - BUREAU OF COMMUNICABLE DISEASES - HIV/AIDS SECTION



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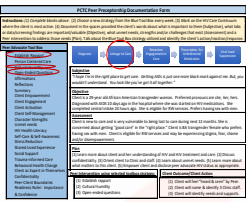
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## Empowering Positive Health Practices Through Peer Advocacy

Abstract ID# 958

Debbie Costaro-Seifer, MS, RN and the Broward RW EMA


<b>Introduction</b> <p>Peers have contributed to the care of others since the beginning of the HIV epidemic in the 1980's. Today, Peers continue to provide social support, education, navigation, and education, all the while, fostering consumer empowerment, engagement, activation and long-lasting viral suppression to ultimately enhance the HIV Continuum of Care.</p>	<b>12-Week Classroom and 80-hour Practicum</b> 	<b>Enrollment/ Graduation Stats</b> <ul style="list-style-type: none"><li>Initial enrollment = 23 students</li><li>10 employed by Part A agencies and working as Peer Navigators, HIV Testers or Outreach Workers</li><li>13 consumers were chosen by a Special Selection Committee</li><li>Class Demographics: 13 males, 10 females; 15 Black (Non-Hispanic); 1 White (Non-Hispanic) and 8 White-Hispanic individuals; several students self-identified as LGBTQ</li><li>19 students completed 180 hours of combined classroom and practicum hours and received certification.</li><li>Class attrition was due to illness, death and loss of employment.</li><li>Two students were offered Peer Counselor positions immediately following their practicums.</li></ul>
<b>Objectives</b> <ol style="list-style-type: none"><li>Design and implement the first Ryan White (RW) Peer Counselor Training and Certification (PCTC) Program in the State of Florida, where the incidence of HIV is the highest in the Nation.</li><li>Standardize Peer HIV knowledge and skills across Broward EMA agencies.</li><li>Provide financial stability for consumers who are interested in using their lived experience to help others.</li></ol>	<b>Curriculum Highlights</b> <ul style="list-style-type: none"><li>Novel curriculum based on the HIV Care Continuum, the IOM's definition of person-centered care and the NY State Department of Health AIDS Institute's Core Competencies (2015)</li><li>Interactive classroom learning activities, homework learning included partner work with classmates focused on self-care</li></ul>	<b>Lessons Learned &amp; Next Steps</b> <ul style="list-style-type: none"><li>Program created a culture of Peer learning and engagement in OI</li><li>Peers Unplugged starts 9/2019 to provide ongoing support to Peers in promoting self and others care</li></ul>

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## Peer Navigator Needs Assessment Conducted Spring 2022

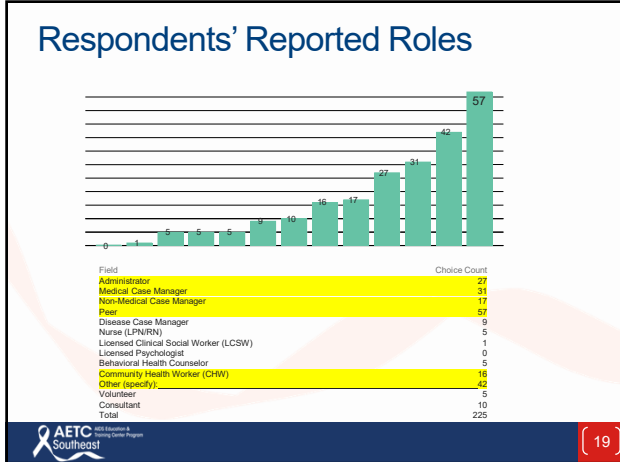


- Spring 2022
- 168/225 Surveys completed
- Respondents' location map

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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
- AETC Southeast** HIV Education & Training Center Program (20)

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### 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.

**AETC Southeast** HIV Education & Training Center Program (21)

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## 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)


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## 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.


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## PSHC Certification Program

... More to Come



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### Anticipated "Soft" Launch March 2023



**Working Partners**

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

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### Graduation and Continued Peer Professional Development



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### Peer Graduation Video



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Question, Comments and Conversations




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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



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Speaker Contact Information

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