

Peer Support Alliance of North Dakota



By Peers, for Peers, to Advance the Peer Profession in North Dakota.

OUR MISSION

We are a statewide network dedicated to advancing peer support in North Dakota. We are peer operated and directed with a mission to help people on their journey to recovery and wellness. We promote leadership, advocacy, education, and support.



ABOUT US

BUILDING CONNECTIONS

PSAND provides peers with a North Dakota based network of connection and support.

ADVANCING PEER SUPPORT

PSAND is dedicated to advancing the peer workforce to grow its recognition as a valued profession.

INTEGRATING & INNOVATING

Through collaboration, PSAND assists organizations and systems in integrating and utilizing peers.

A VOICE FOR PEERS

PSAND builds and sustains a deep understanding of the needs and interests of peer workers and serves as a unified voice.



WHO ARE WE HERE FOR?

- Peer support specialists
- Prospective peer specialists
- Peer supervisors
- Allies of peer support
- Employers of peer support specialists
- Agencies that utilize peer support services

PSAND IS FOR EVERYONE WHO BELIEVES THAT PEER Support makes A DIFFERENCE IN PEOPLE'S LIVES.

What We Offer:

- Training and continuing education
- Professional standards and ethics
- Statewide collaboration and advocacy
- *New membership program connecting peers, supervisors, employers with access to exclusive live and recorded training and support sources



Our Work in Action

Strengthening North Dakota's Peer Support Workforce

- SAMHSA Consumer & Family Network Grant
- \$120,000 annually (Sept 30, 2024 – Sept 29, 2027)
- Purpose: Strengthen the capacity of ND's peer-led organizations and partner with efforts to improve mental health support systems and services.
- Approach: Focus on three domains; Workforce, Peer Leadership, and Infrastructure Development

Key Activities & Impact

- Lunch and Learns – Monthly sessions with over 170 participants and 200 CEUs awarded
- Statewide Peer Workforce Environmental Scan – survey and focus groups identifying workforce needs
- Communications – Newsletters and blog posts connecting peers
- Local Peer Networks – MAPSS (Minot) and BAPSS (Bismarck)
- North Dakota Behavioral Health Plan, Aim 7, Goal 7.4: Establish a statewide peer support organization as an alliance to expand and strengthen the peer support workforce



Celebrating Success!

Peer Reunion & Summit

Event Overview:

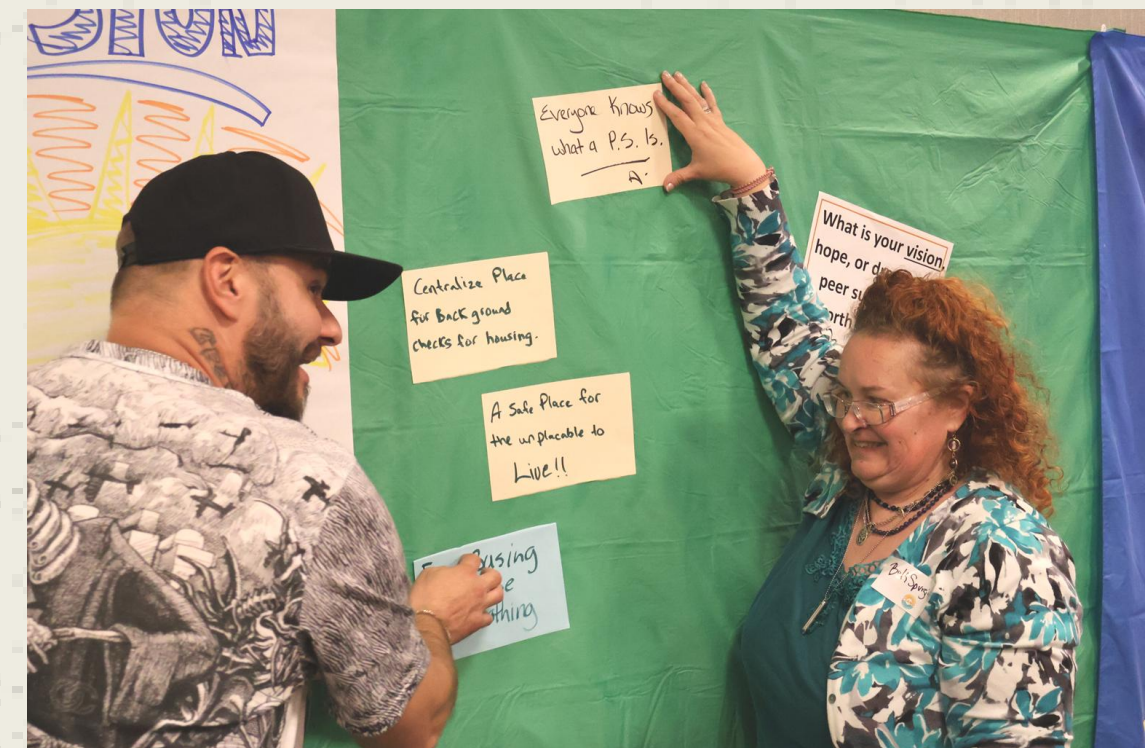
- Fargo, September 26th, 2025
- 70 peers from across North Dakota
- Focused on connection, learning, and celebration

Highlights:

- Keynote speakers, breakout session, peer-led panel
- Focus group with 15 peers shaping workforce strategies
- Peer Support Recognition Awards

Impact:

- Strengthened statewide peer relationships
- Elevated visibility of the peer profession
- Renewed energy and collective purpose



Looking Ahead

Building the Future of Peer Support in North Dakota

Upcoming Initiatives:

- Formation of a PSAND Advisory Board
- Development and Implementation of Peer Workforce Training Plan
- Expansion of Local Peer Networks
- Planning for Peer Support Summit 2026

Ongoing Commitment:

- Strengthen infrastructure for peer leadership and professional growth
- Deepen collaboration with behavioral health systems and partners

Together, we are advancing the peer profession and shaping the future of behavioral health in North Dakota.



TODAY'S OVERVIEW

- Rationale and Purpose of Workforce Assessment
- Methods Used
- Main Results
 - Peer Workforce Survey & Feedback
 - Peer Workforce Focus Group
- Key Findings
- Next Steps



Why conduct a workforce assessment?

- Little information overall about the peer support workforce
 - How many trainees go on to work as peer support specialists?
 - What does the peer support specialist role look like in different settings?
 - What career trajectories are common among peer support specialists?
- Desire to tailor professional development to the needs and preferences of the community



METHODS

WHAT?

Survey of peer support specialist training participants

Focus group with peer support specialists

WHEN?

PSAND launched the survey on August 1. The survey was kept open for two weeks. On August 15, PSAND announced the survey would remain open for another two weeks.

HOW?

Several rounds of survey design → Survey analysis → Focus group questions

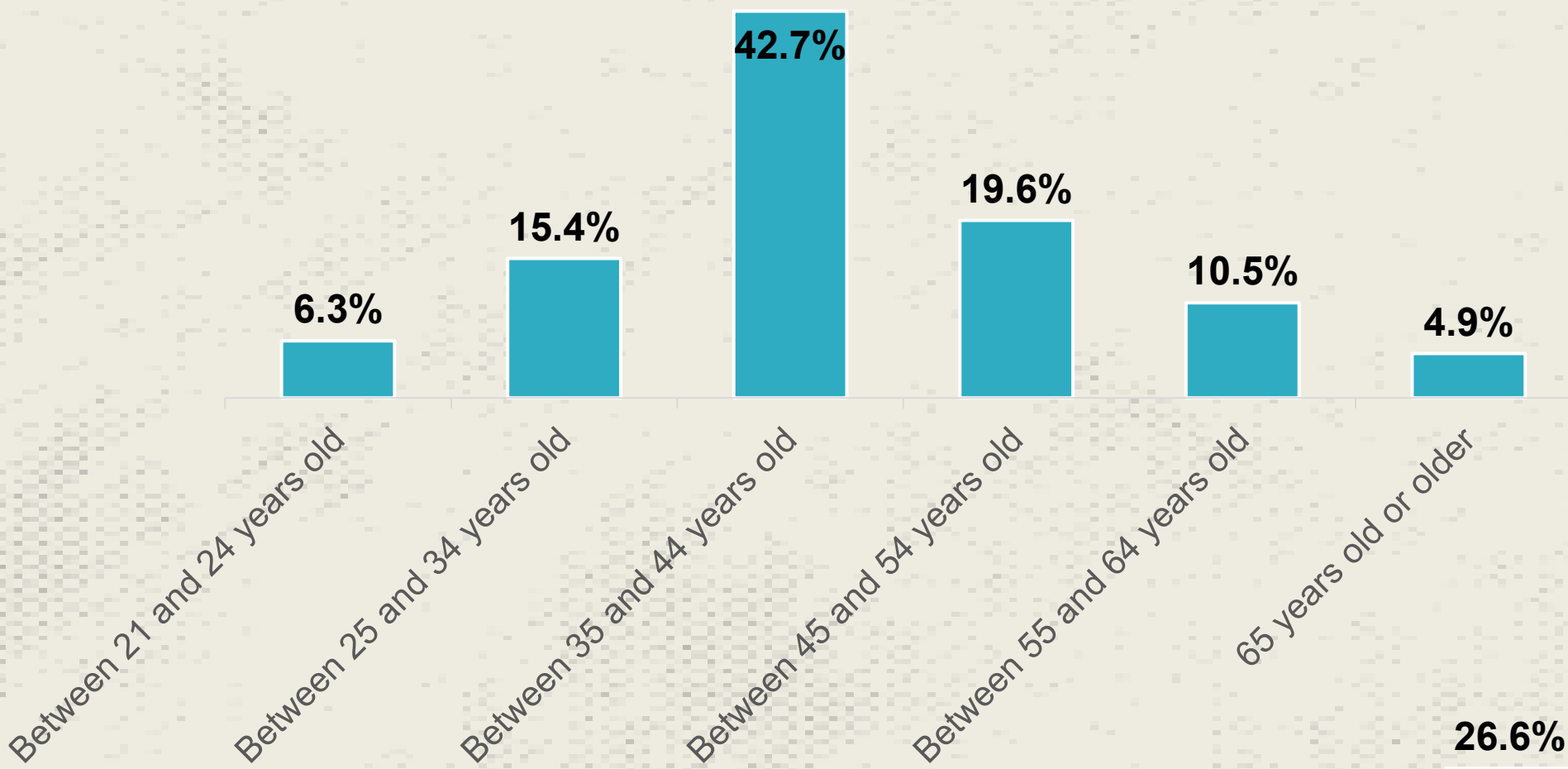
WHAT'S NEXT?

PSAND invites you to share your written comments after today's presentation. Findings & feedback are currently being used to inform a workforce development plan.

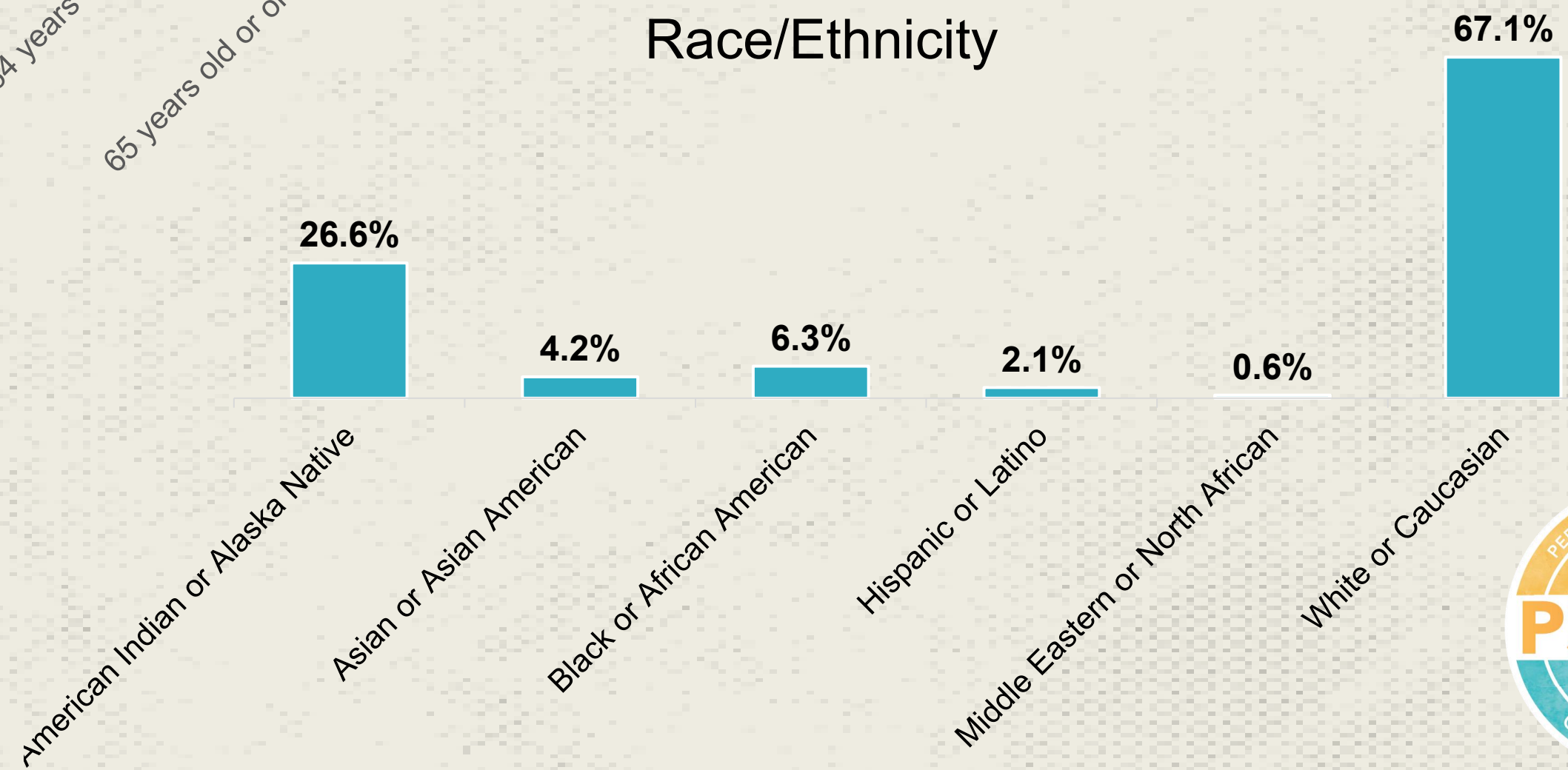


RESPONDENTS

Age

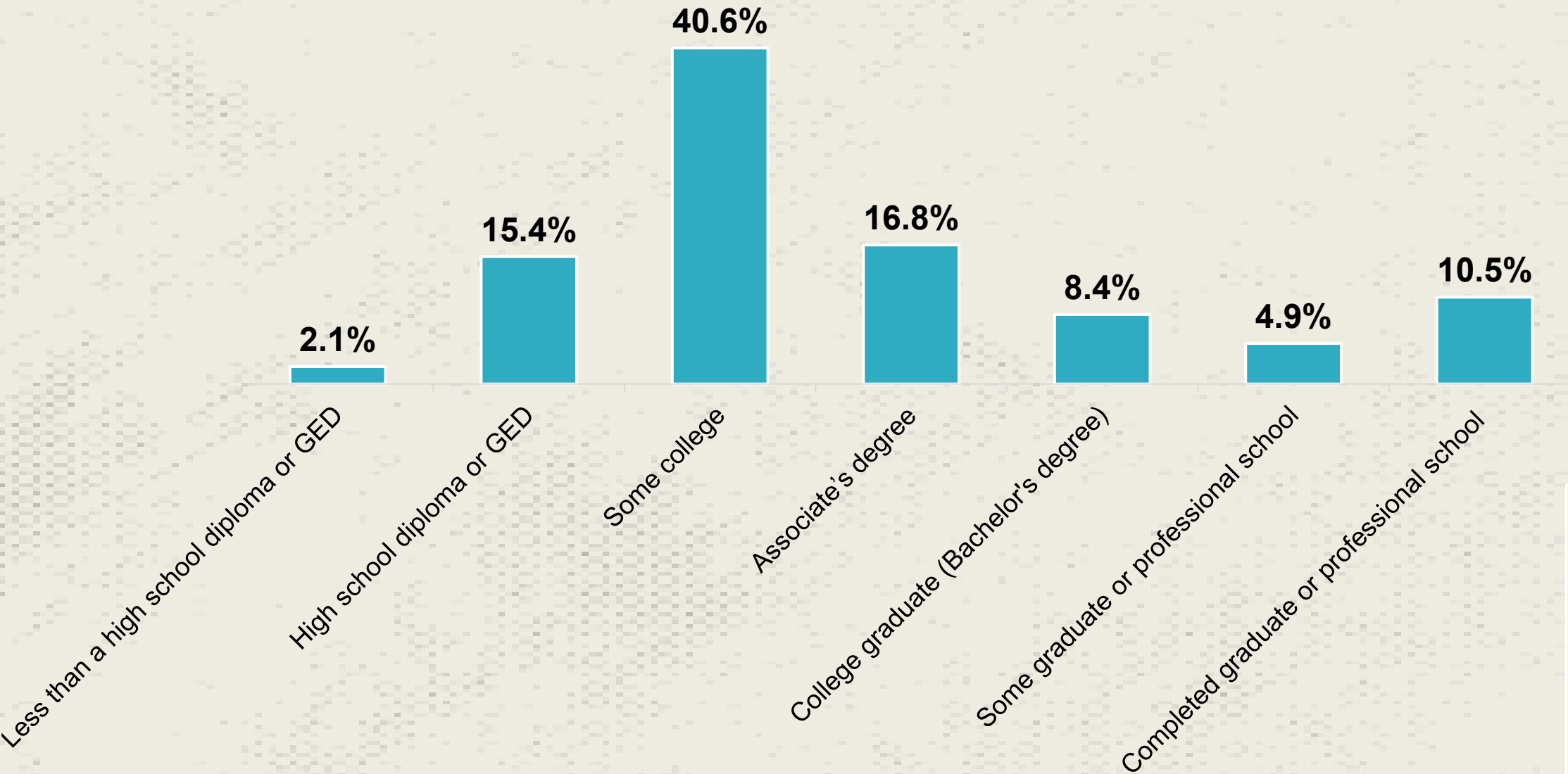


Race/Ethnicity

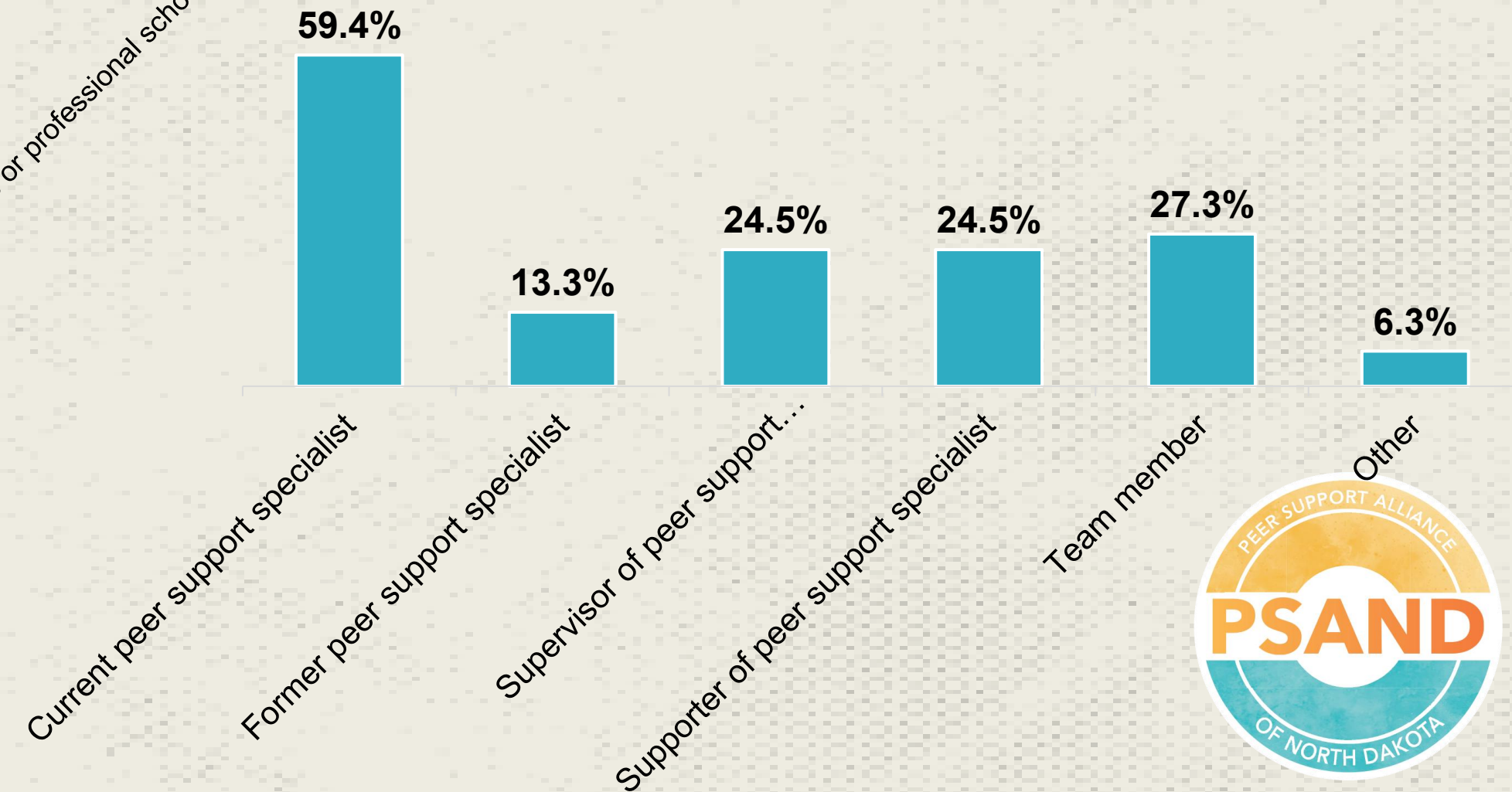


RESPONDENTS

Level of Education

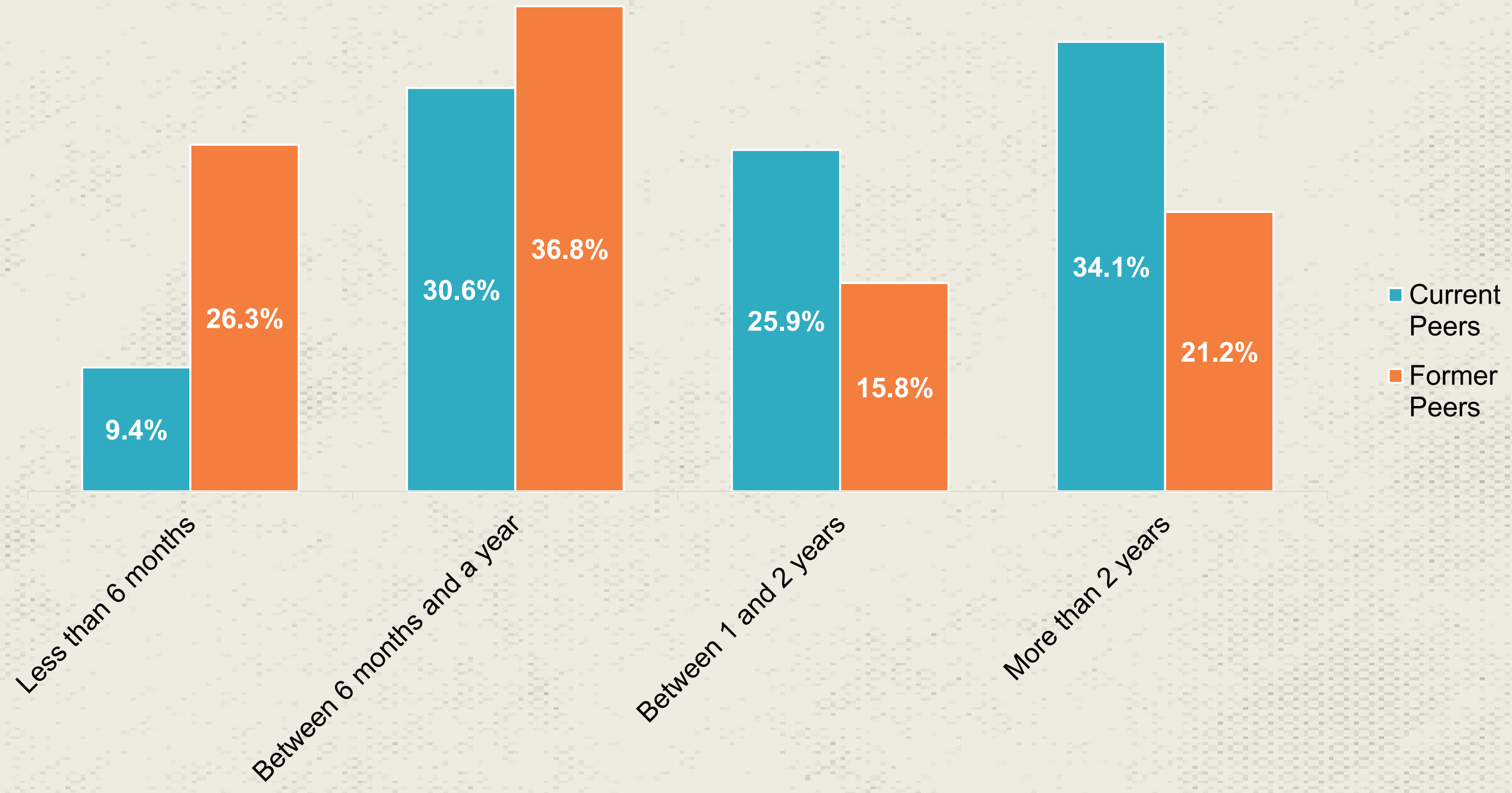


Professional Role



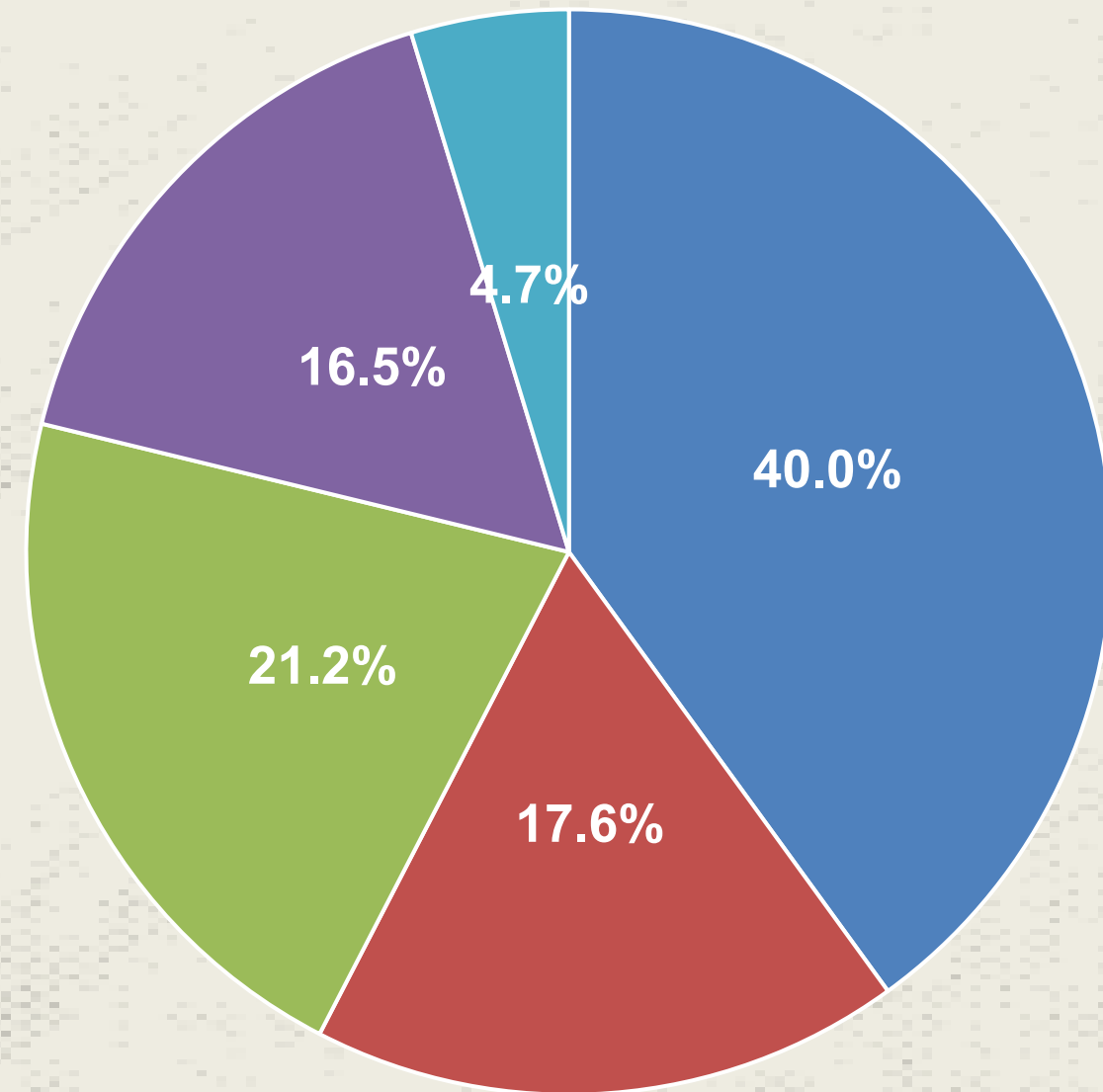
PEER SUPPORT SPECIALISTS

Length of Time Working as Peer Support Specialist



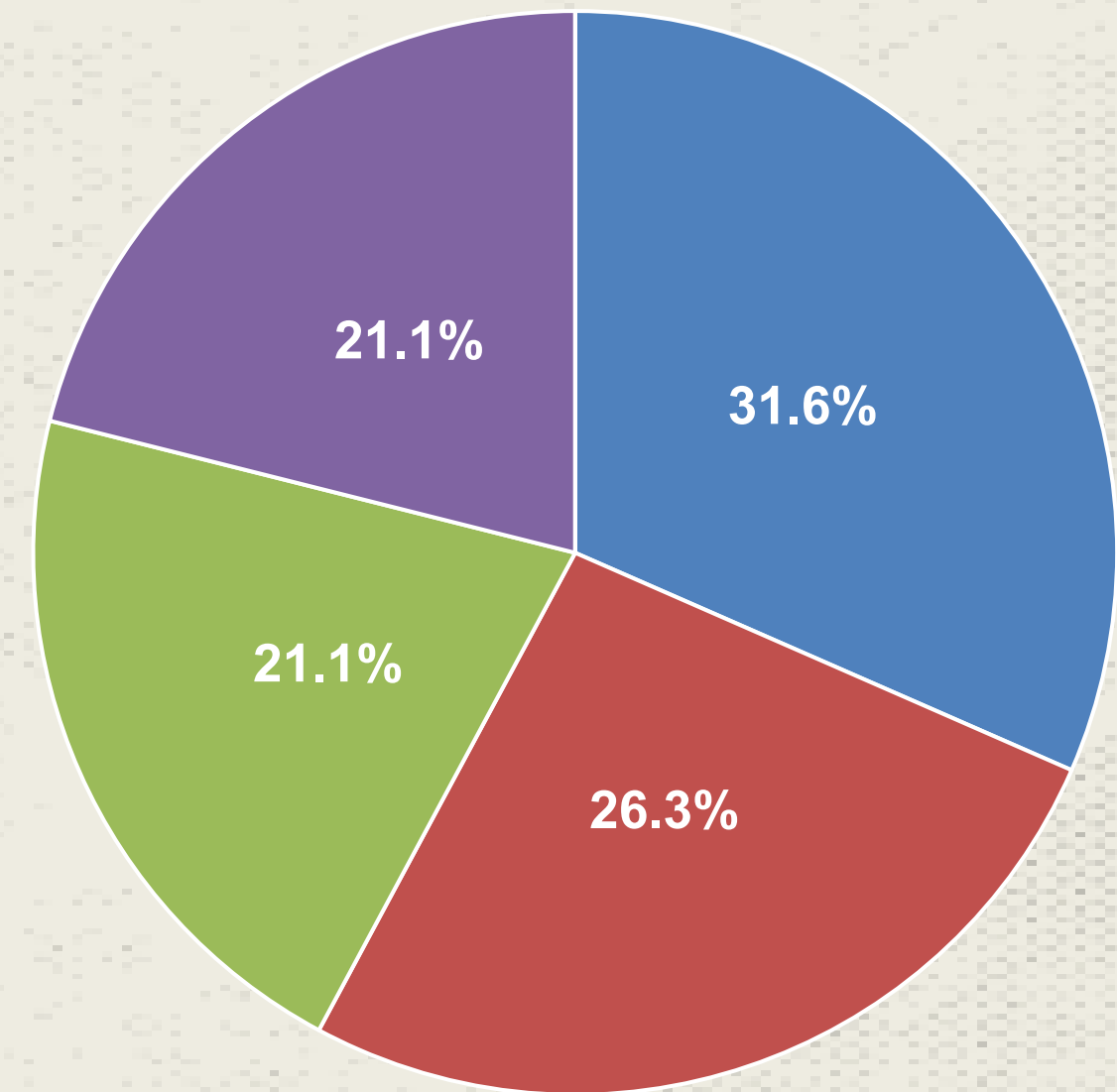
PEER SUPPORT SPECIALISTS

Peer Support Specialist Employment – Current Peers



- Single job as a peer support specialist
- Multiple jobs (with multiple employers) as a peer support specialist
- Multiple jobs (with multiple employers), but only one as a peer support specialist
- Multiple jobs (with same employer), but only one as a peer support specialist
- Other (please describe)

Peer Support Specialist Employment – Former Peers

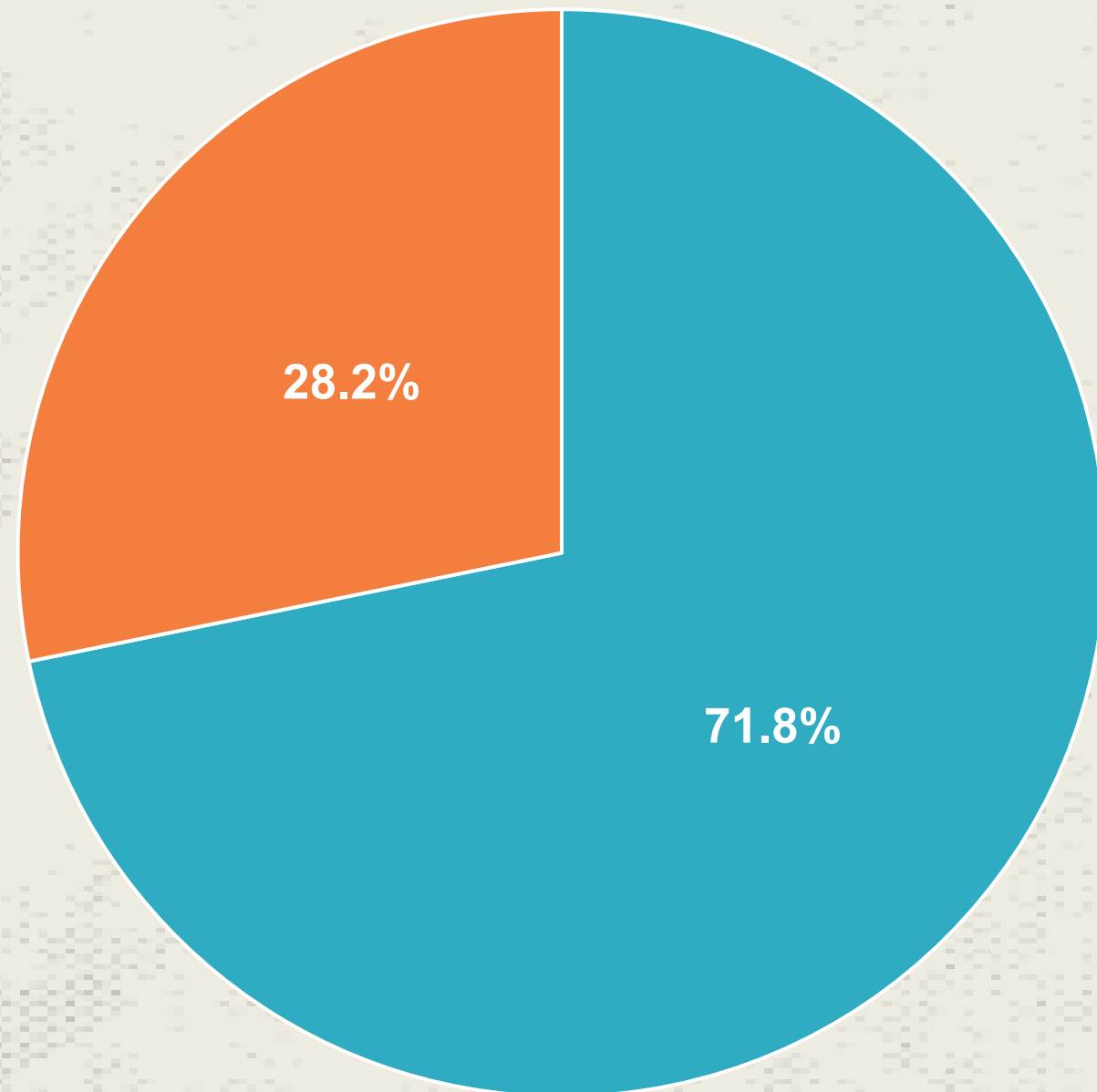


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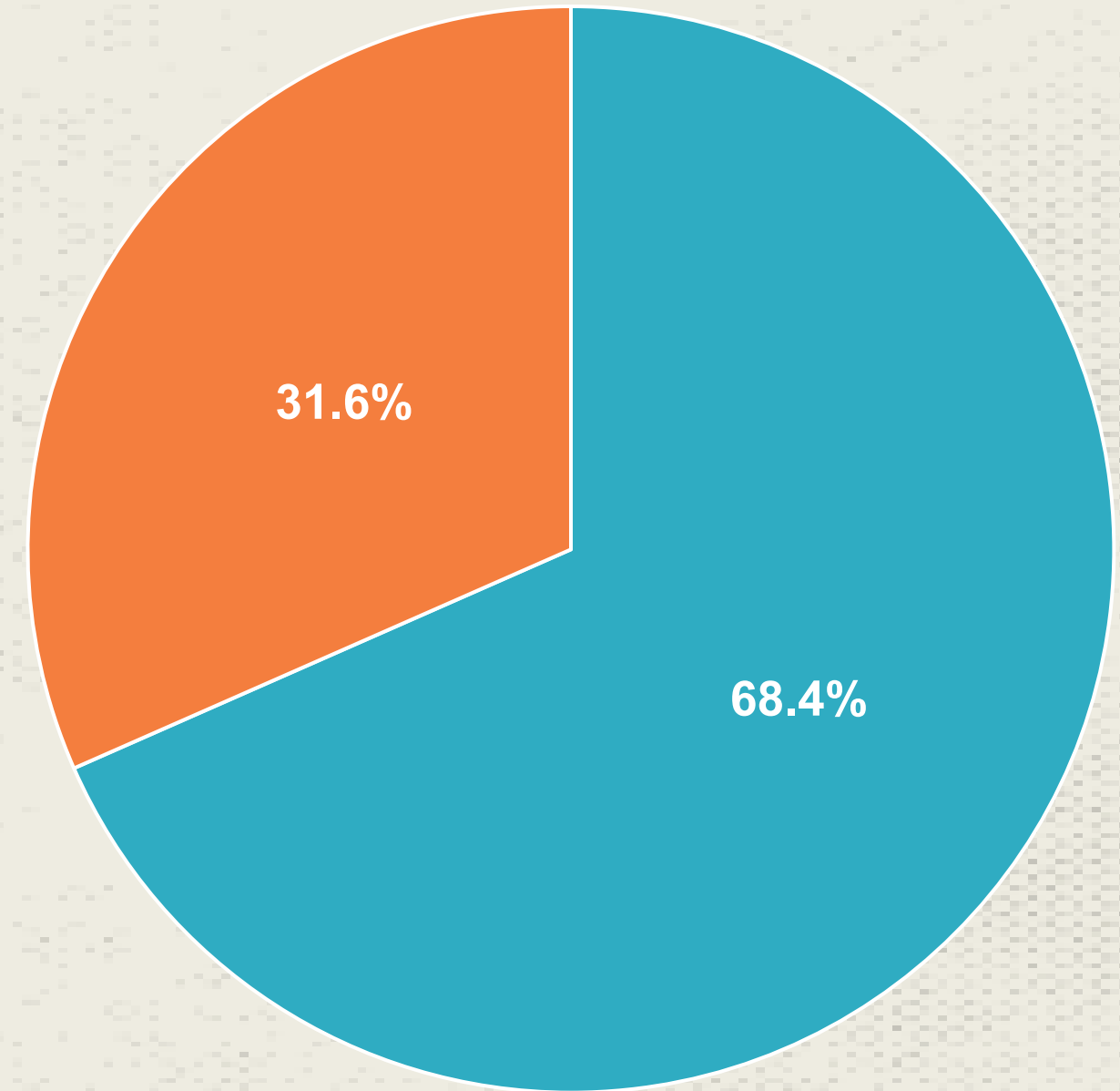
PEER SUPPORT SPECIALISTS

Main Source of Income – Current Peers

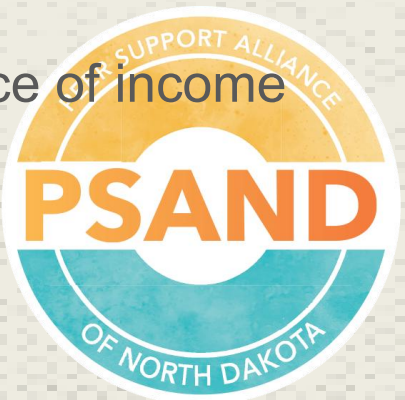


■ Peer support specialist employment ■ Other source of income

Main Source of Income – Former Peers

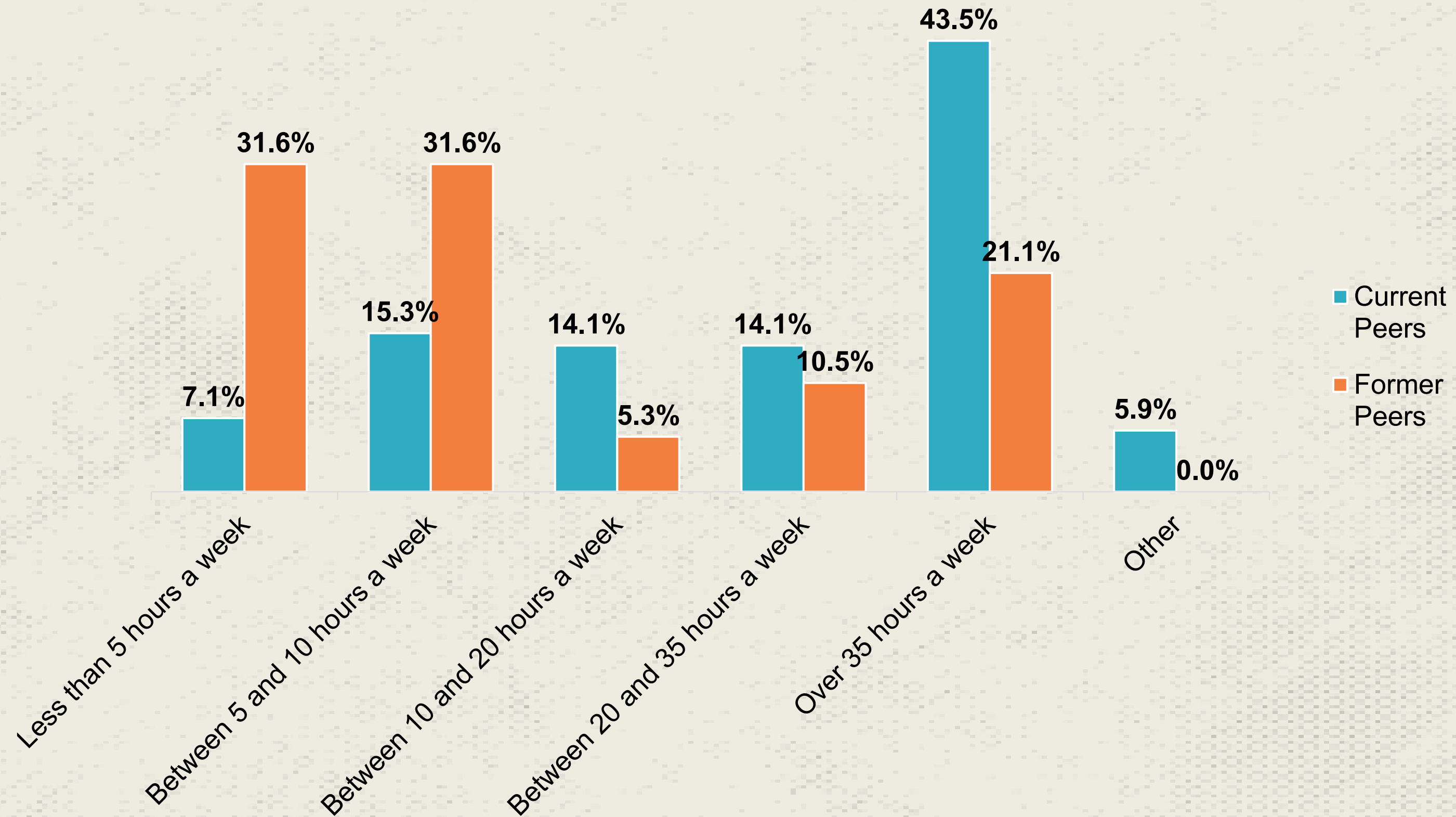


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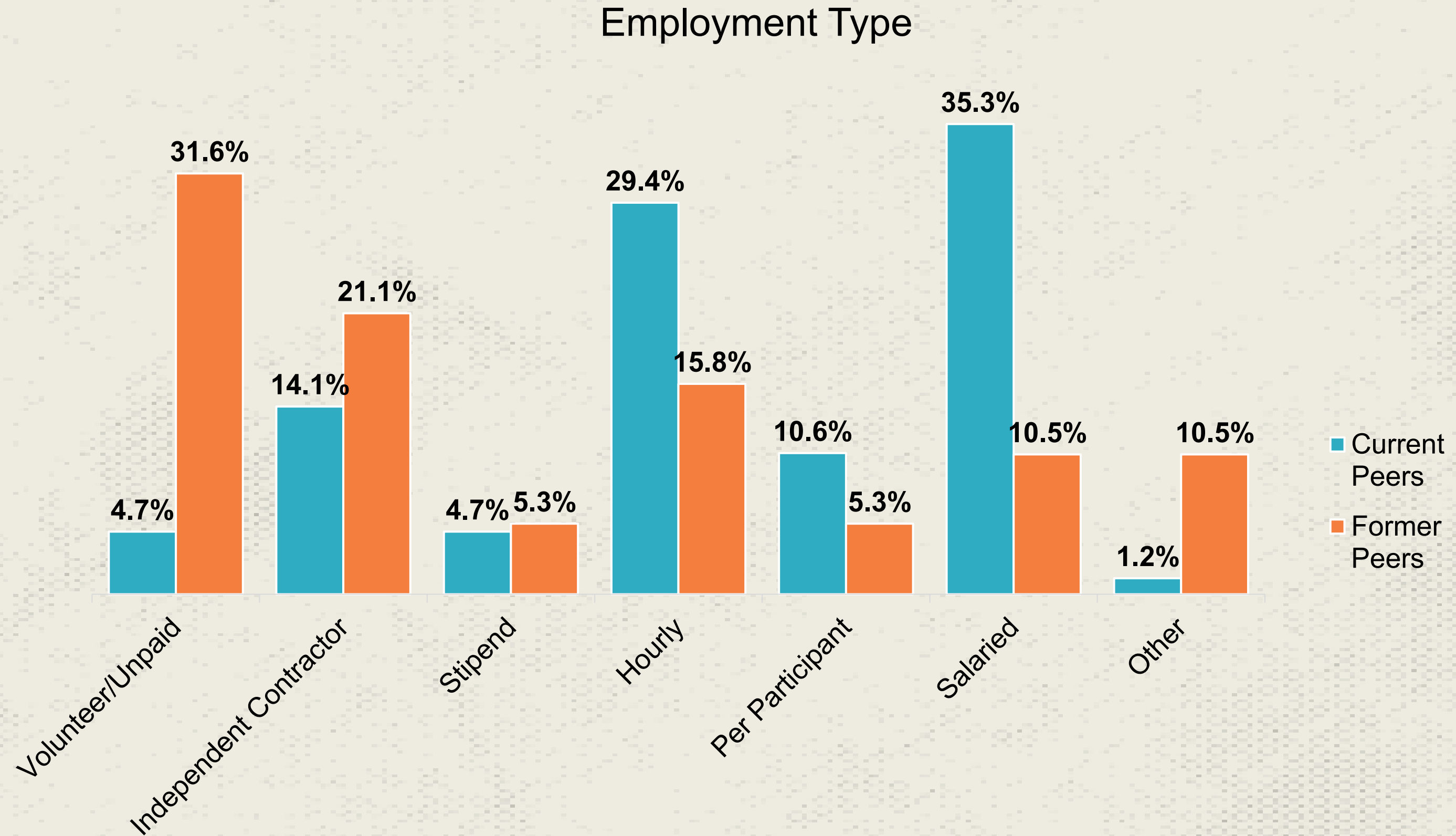


PEER SUPPORT SPECIALISTS

Hours Worked as Peer Support Specialist

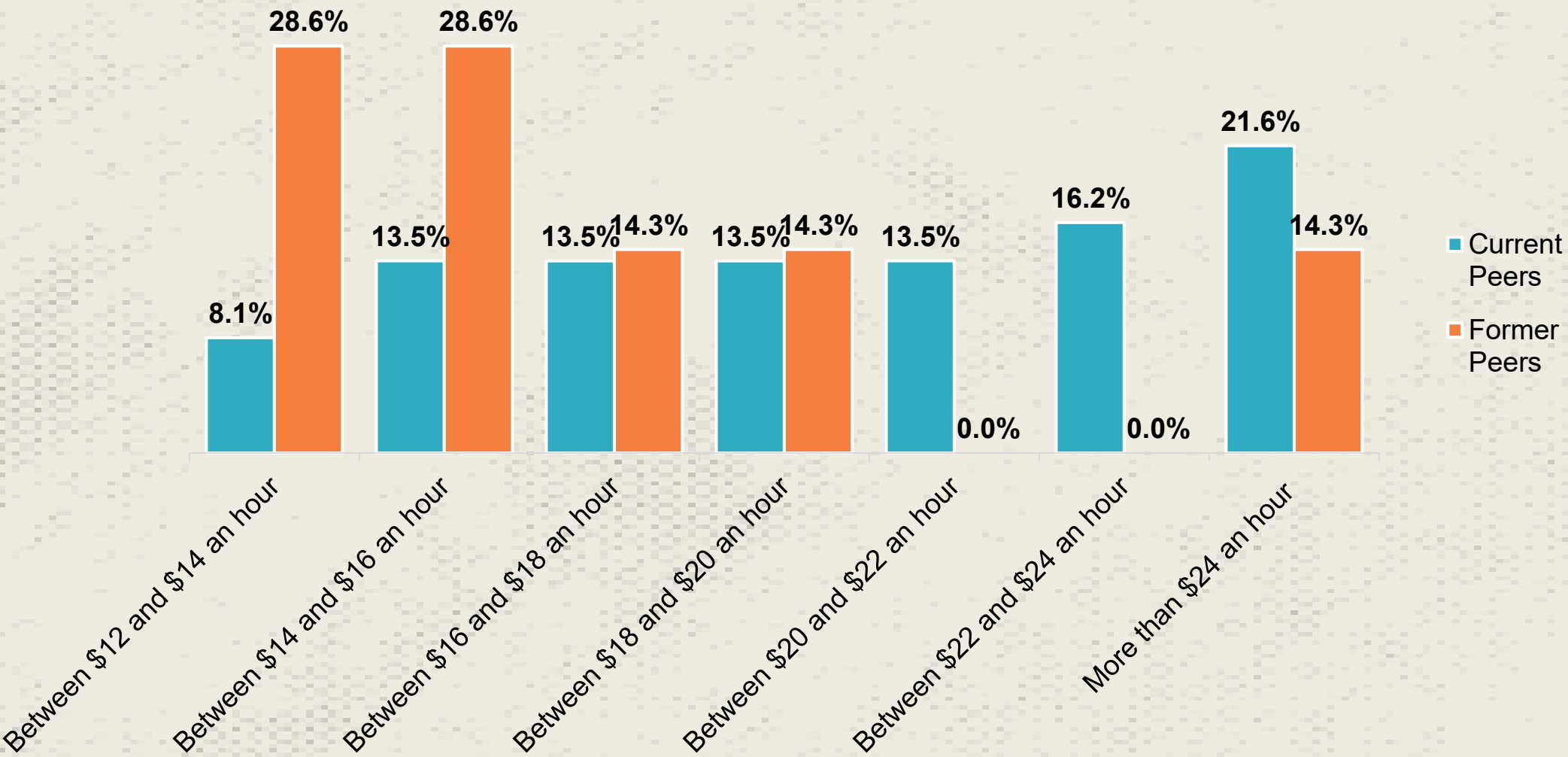


PEER SUPPORT SPECIALISTS

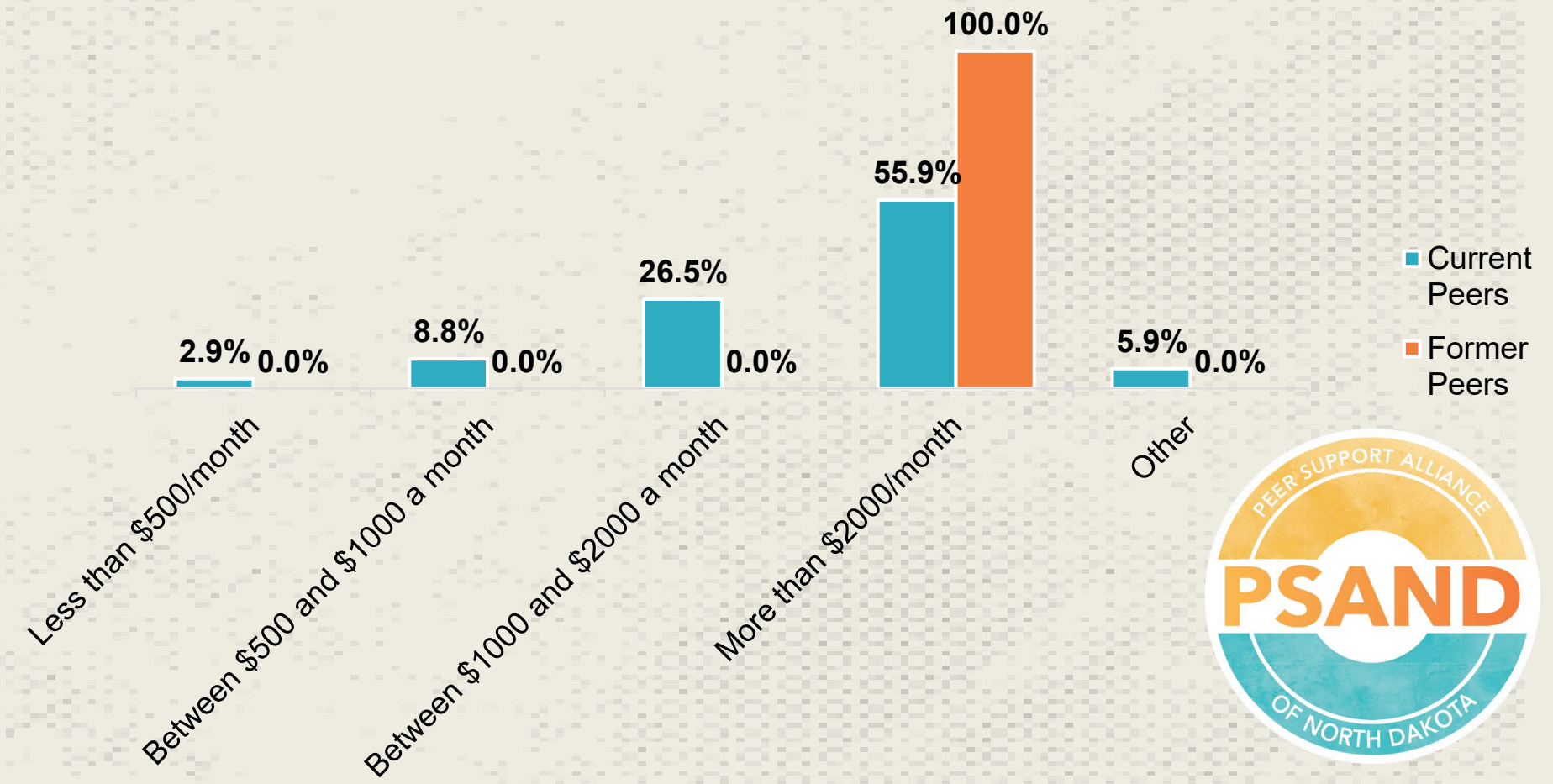


PEER SUPPORT SPECIALISTS

Payment – Hourly

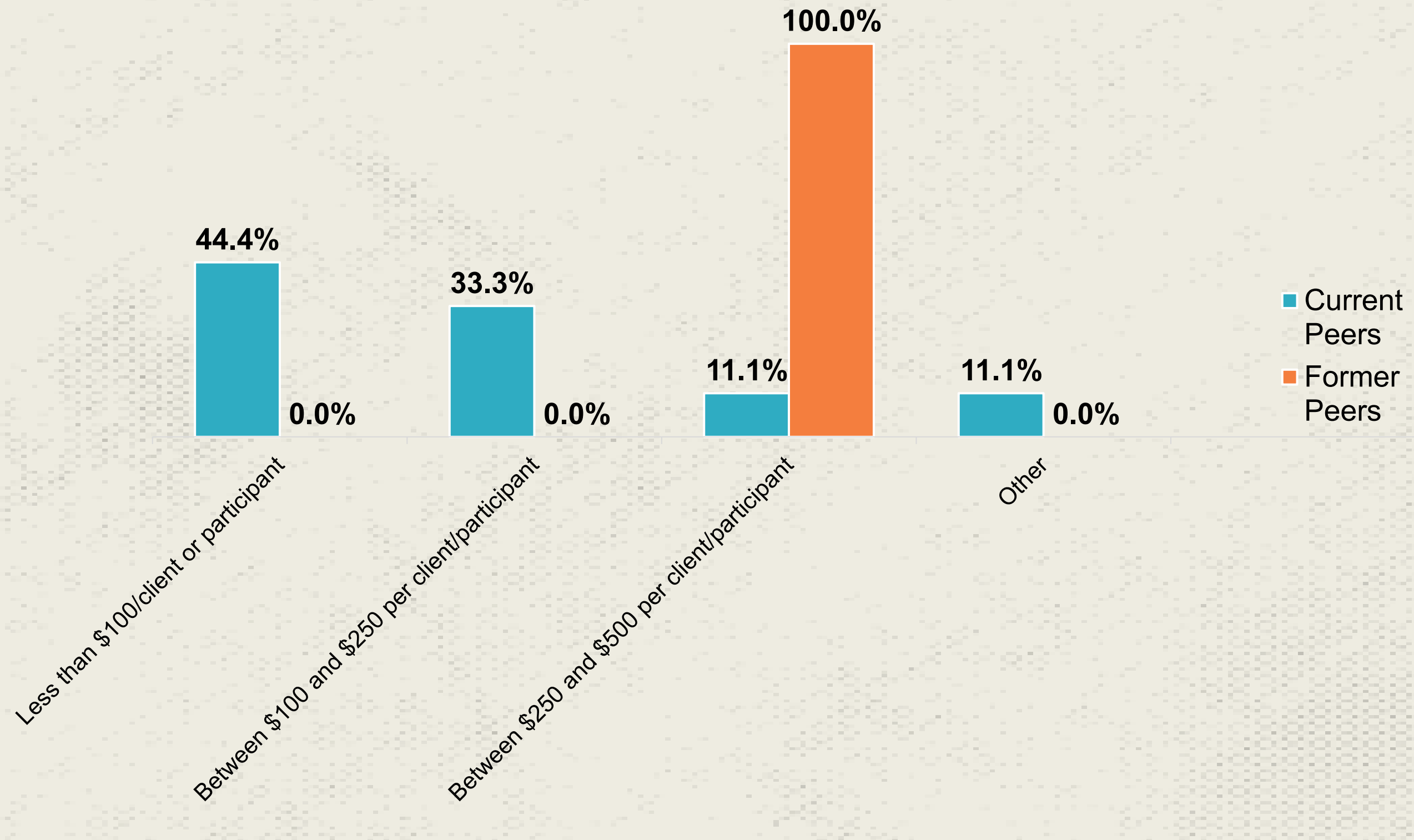


Payment – Monthly



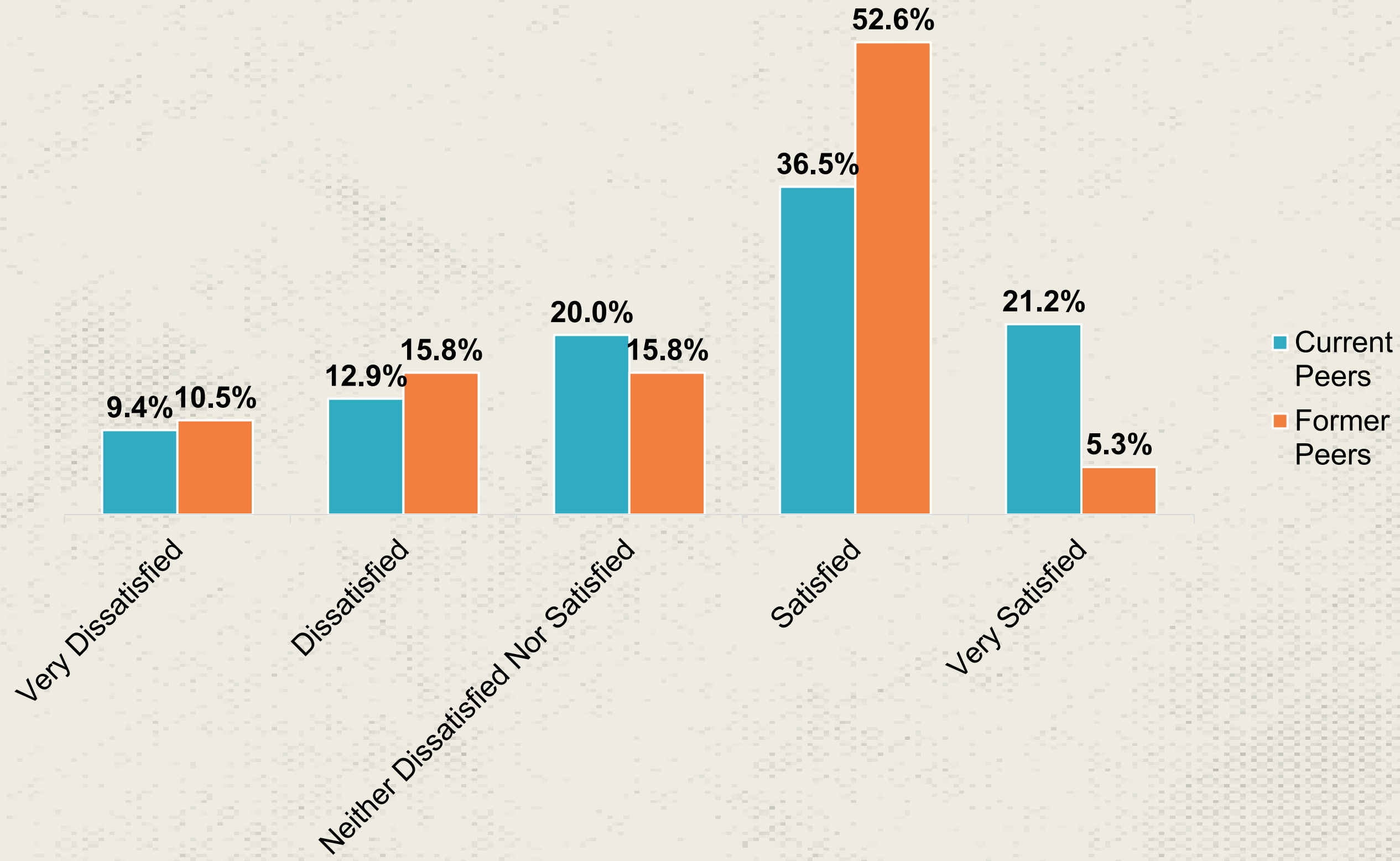
PEER SUPPORT SPECIALISTS

Payment – Per Participant



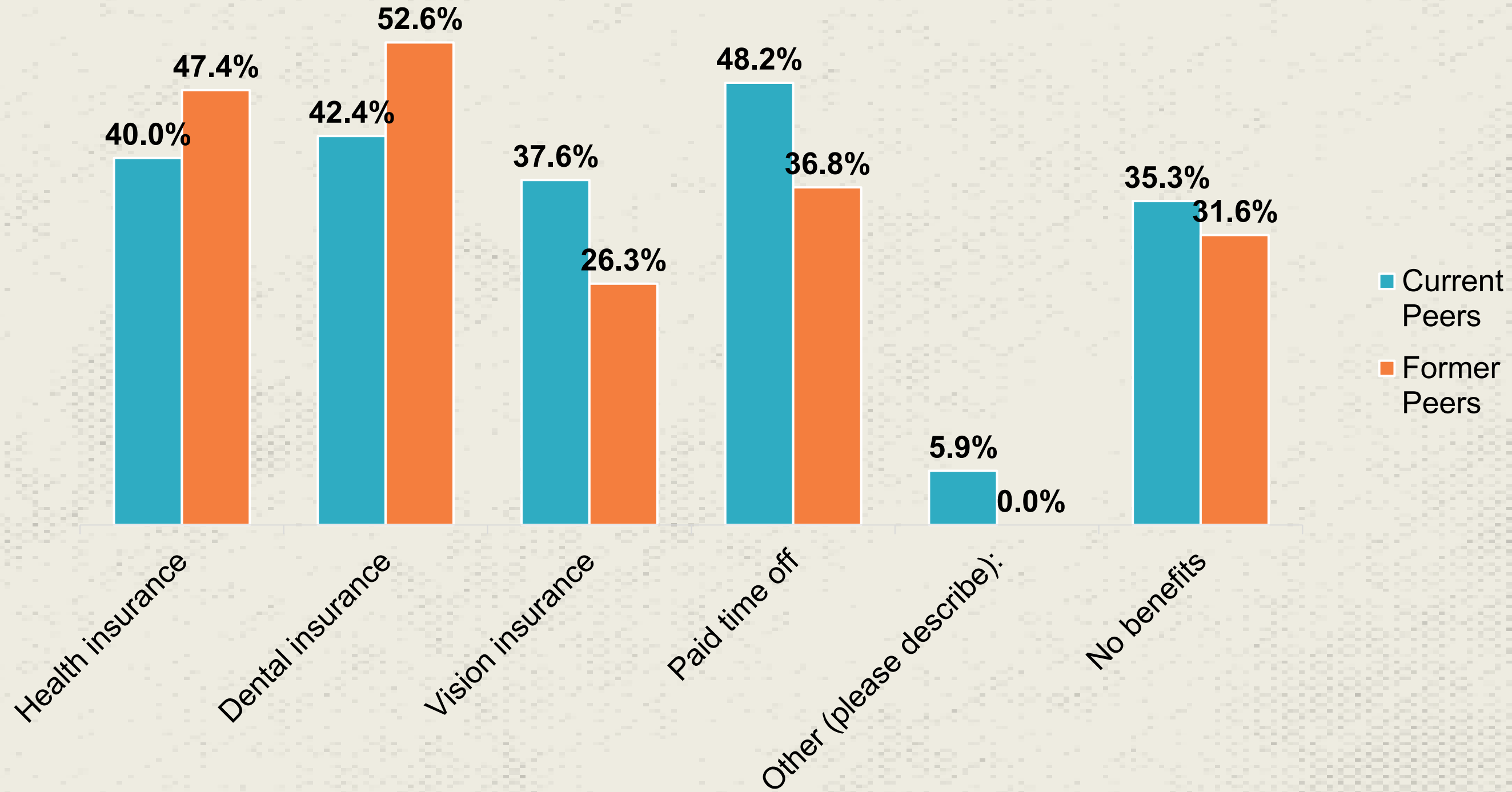
PEER SUPPORT SPECIALISTS

Wage Satisfaction



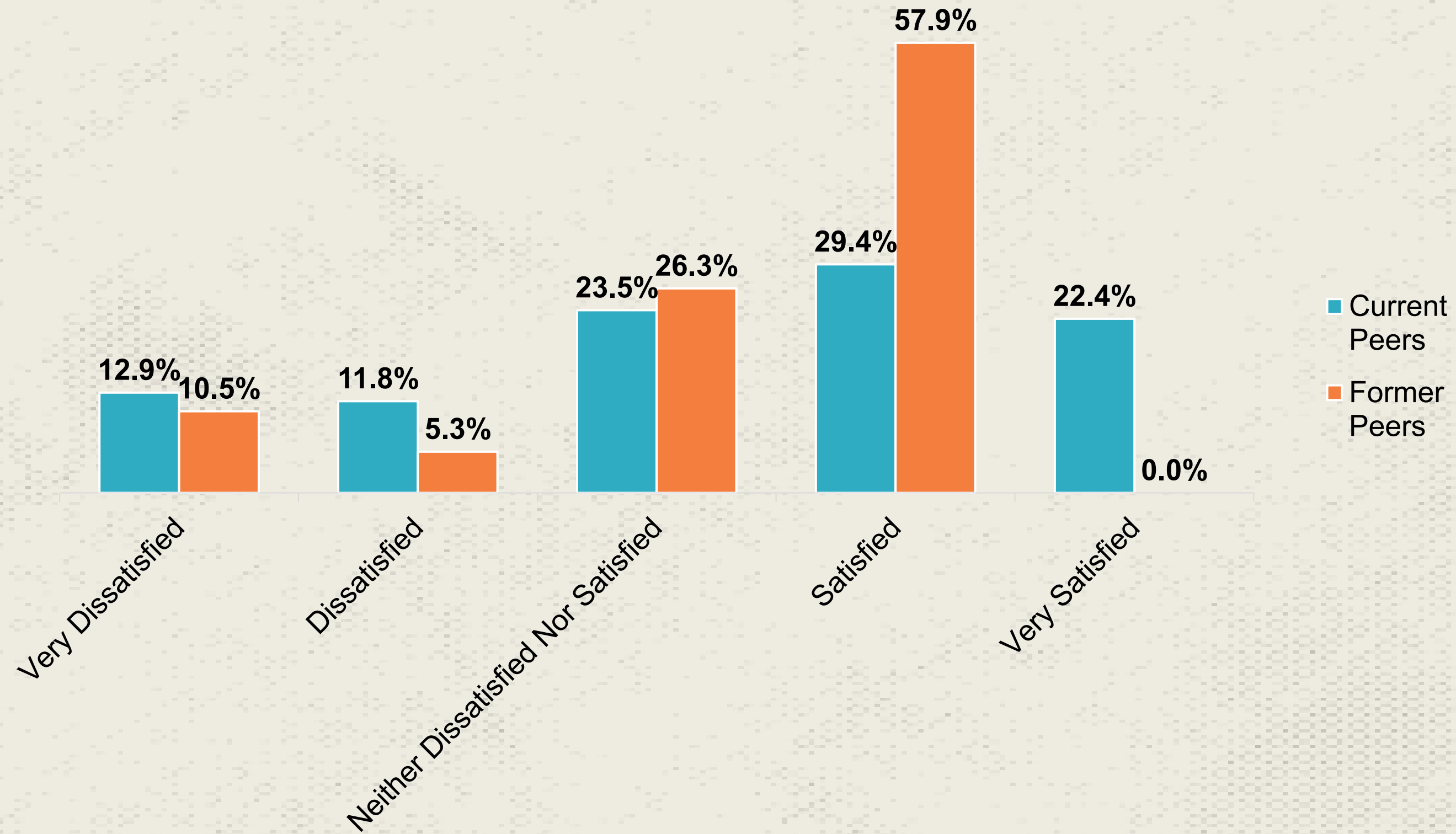
PEER SUPPORT SPECIALISTS

Benefits



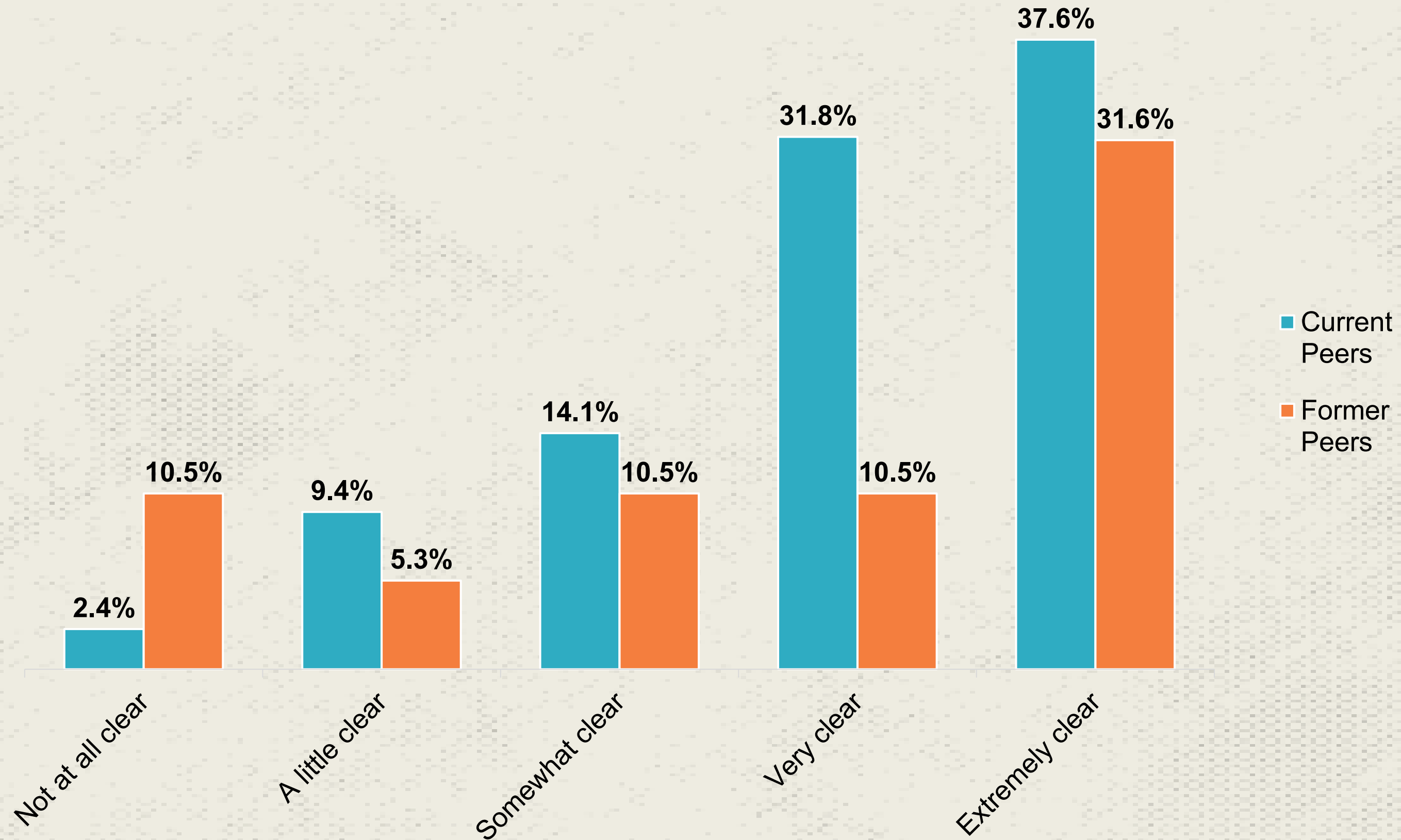
PEER SUPPORT SPECIALISTS

Benefits Satisfaction



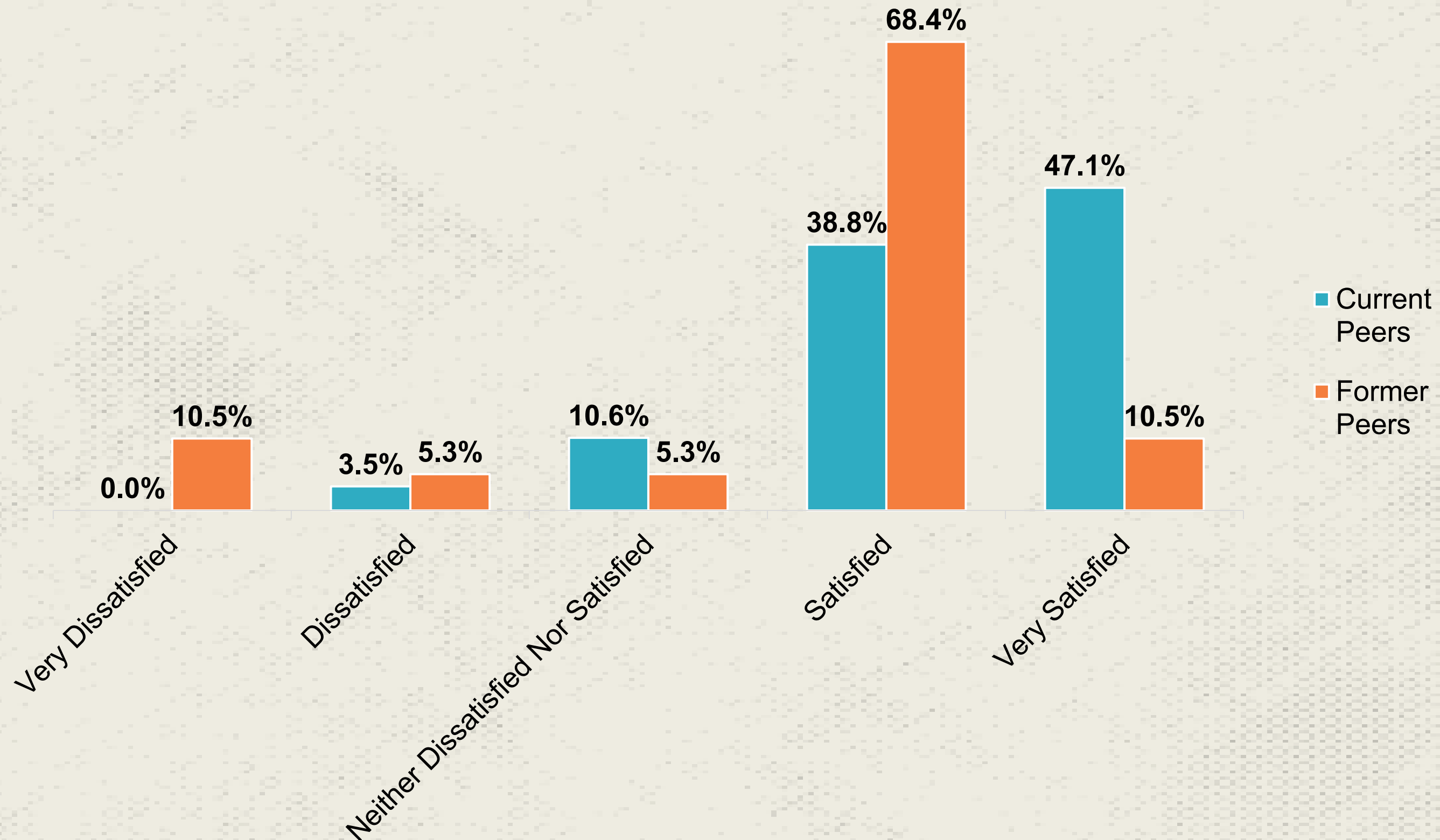
PEER SUPPORT SPECIALISTS

Role Clarity



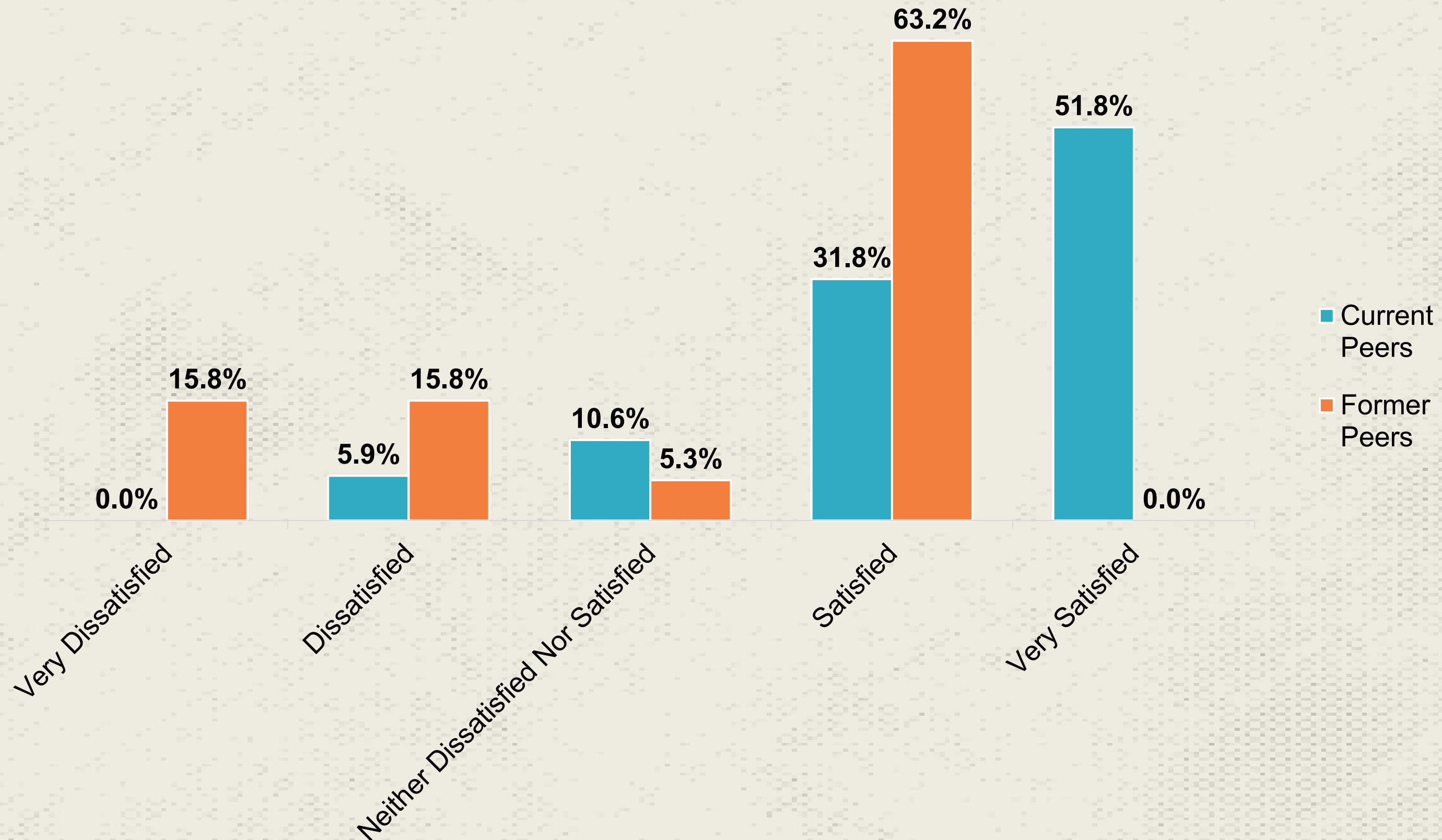
PEER SUPPORT SPECIALISTS

Work Satisfaction



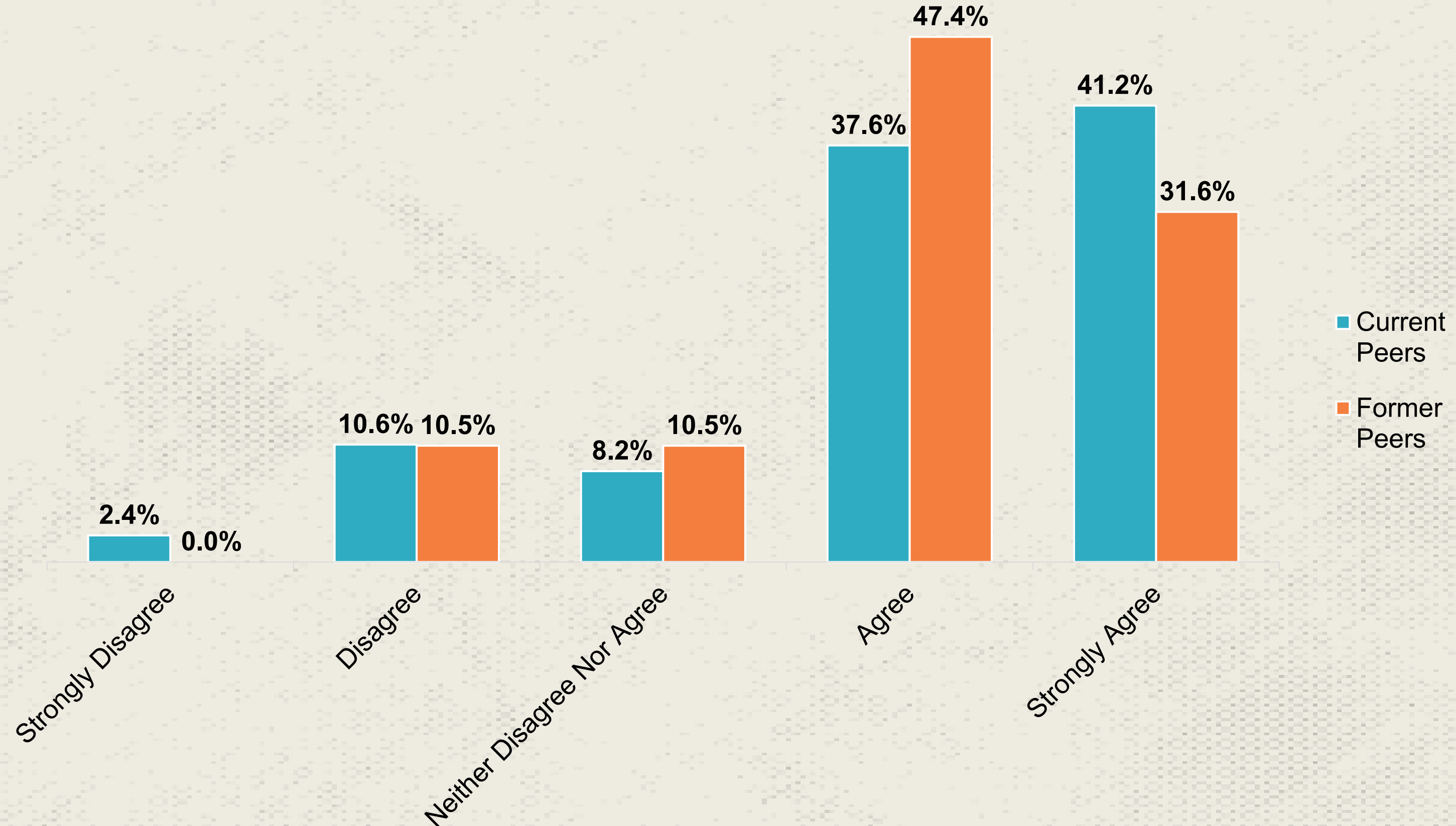
PEER SUPPORT SPECIALISTS

Workplace Satisfaction



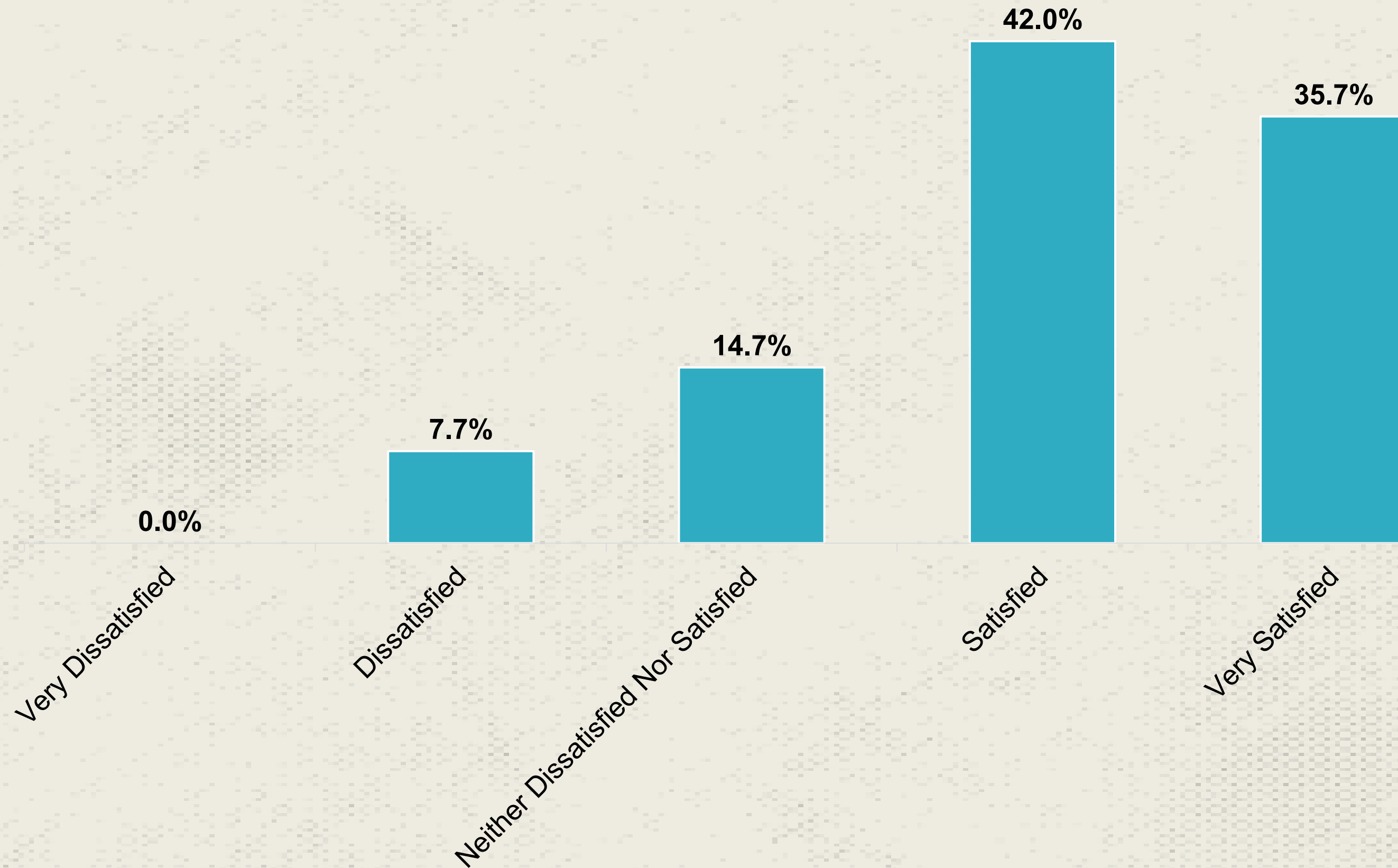
PEER SUPPORT SPECIALISTS

Opportunities for Growth



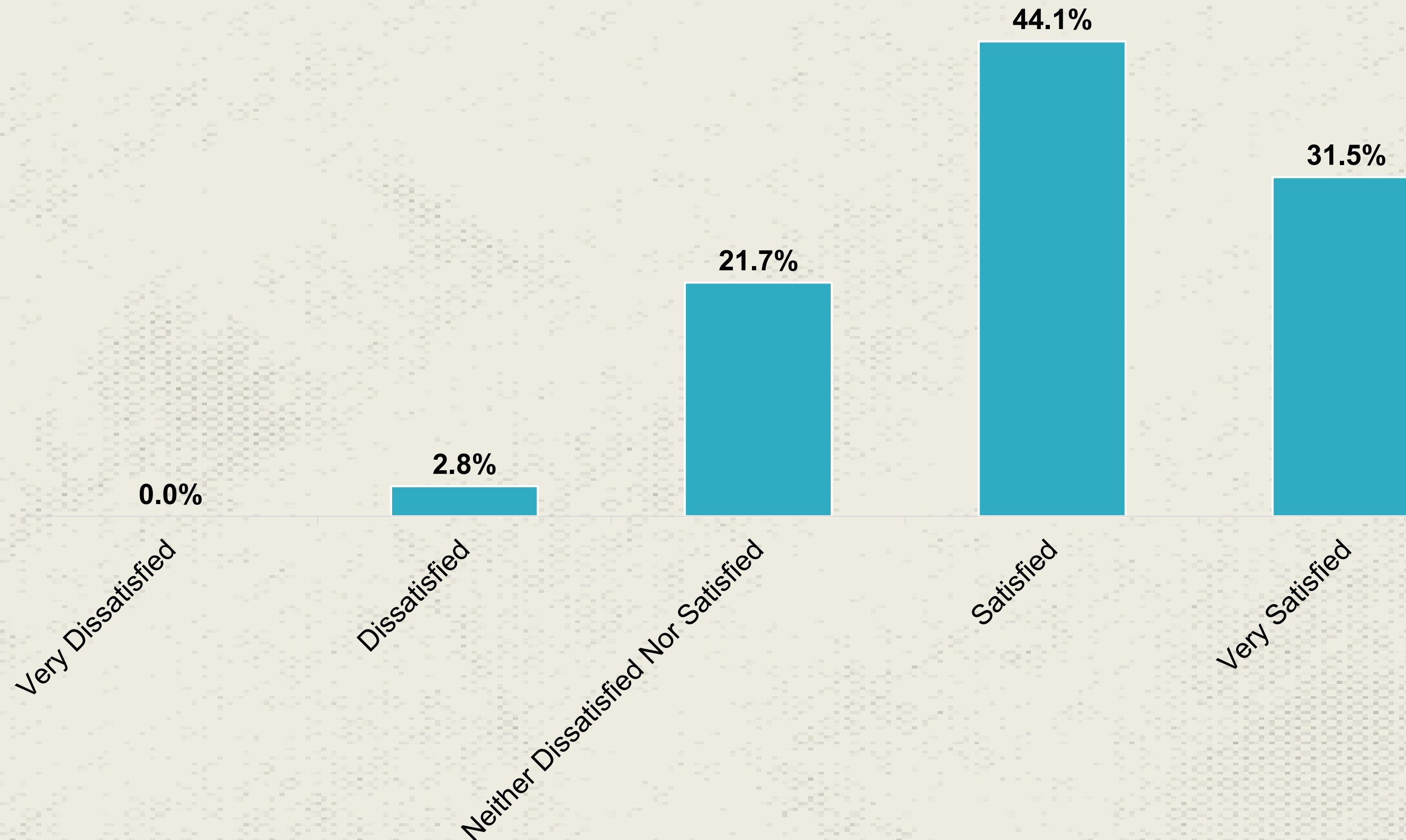
PROFESSIONAL DEVELOPMENT

Satisfaction with Access to Professional Development



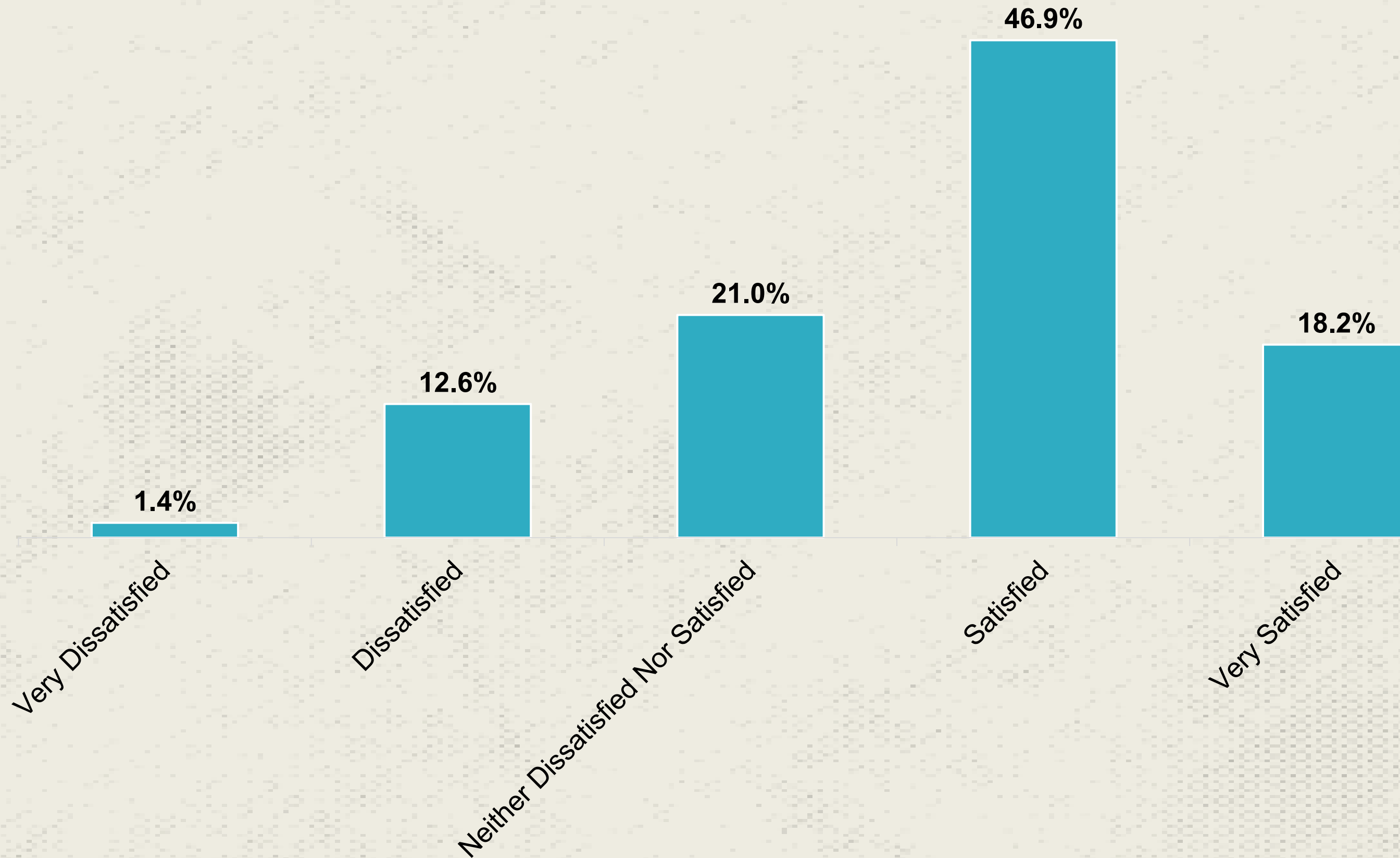
PROFESSIONAL DEVELOPMENT

Satisfaction with Quality of Professional Development



PROFESSIONAL DEVELOPMENT

Satisfaction with Available Resources



PROFESSIONAL DEVELOPMENT

Peers

Self-care

Mental health

Cultural
competency

Supervisors

Peer
retention

Self-care

Peer ethics

Teams

Collaboration

Systems and
support

Trauma-
informed care



KEY TAKEAWAYS

Most peer specialists work multiple jobs.

Many peer specialists lack role clarity.

Some peer specialists do not see opportunities for growth.



PEER FEEDBACK

Why do peers work multiple jobs?

What % of peers work in different areas?

How many peers have crossed ethical boundaries? What were they and why?

Professional development and feedback around mental health system needed

Department of Experience/Professionalism



FOCUS GROUP FINDINGS

“Treasure of Peer Support”

- Reciprocity
- Potential for change (self and peers)
- Autonomy
- Collaboration
- Connection

Challenges

- Structures do not match values of peer support
- Peers are used to solving problems without resources
- Lack of awareness or recognition of peer support role
- Lack of a clear career ladder

Opportunities

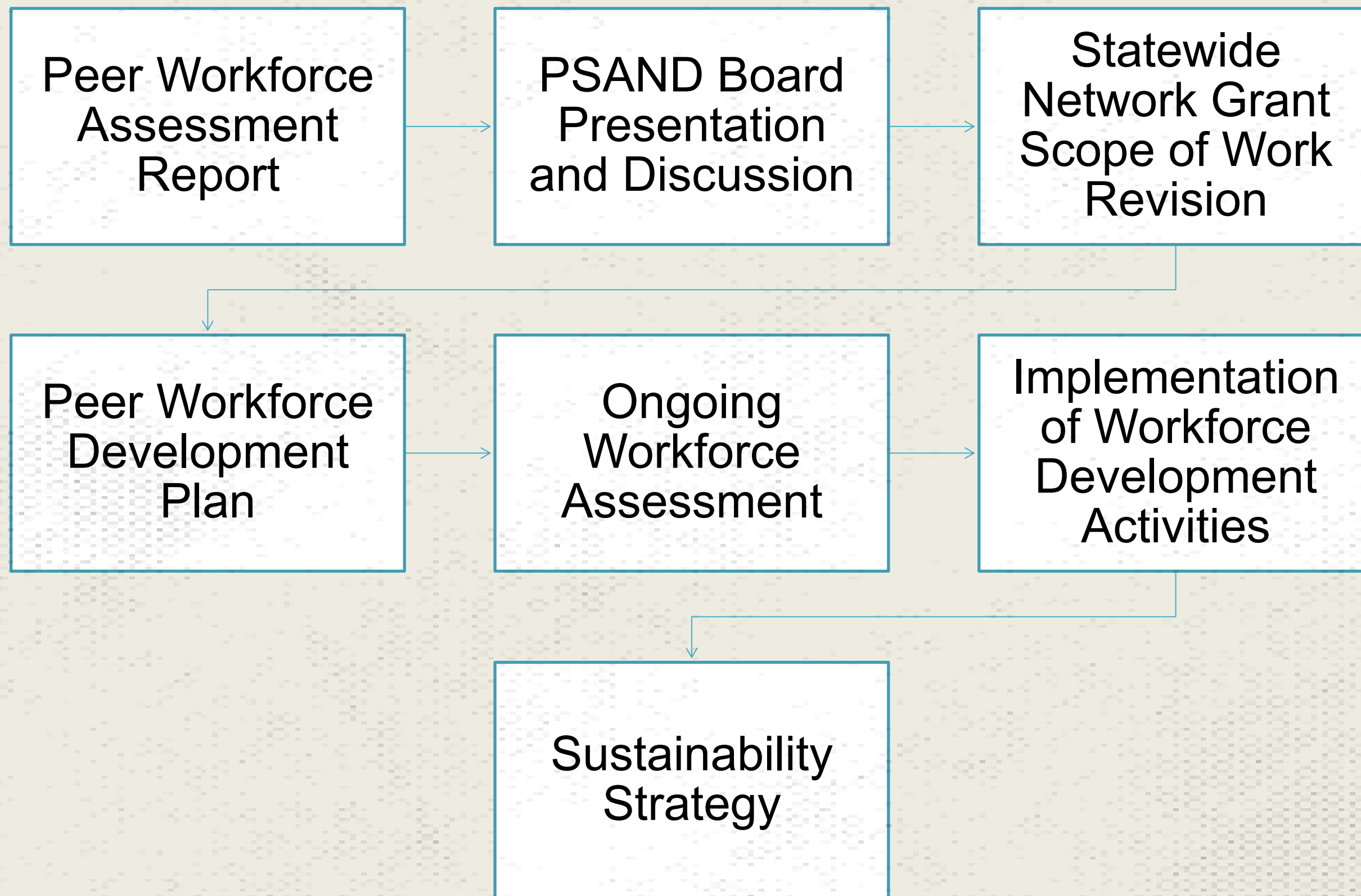
- Commensurate compensation and benefits
- Peers as supervisors
- Peer-run organizations
- Educational pathways
- Traveling or substitute peer support

Professional Development

- Reimbursement for attendance/participation
- Identify peer champions
- Peer-led workshops
- Accessible resources/directories of certified peer specialists & orgs
- Opportunities for feedback/decision-making



NEXT STEPS



— LETS CONNECT —

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**SCAN THE QR CODE
TO CONNECT**





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