

Starting and Sustaining a Peer Support Program

PATH to SUCCESS

First step starts with a question: *Would a peer support program benefit employees and families in our organization?*



Next, use info to **build buy-in** with leadership (especially address concerns re. liability, costs and confidentiality).



Once completed, submit to leadership: (a) copy of policy and (b) request to **implement program** and **allocate funds**.



Host basic **training** then provide new peer **orientation** -OR- provide new peer **orientation** then host basic **training**.



Conduct peer team **meetings** and offer opportunities for **continuing education** and ongoing development training.



If yes, then **gather information** re. peer support such as: services, limitations, liability, potential cost, benefits, etc.



After answered questions and addressed concerns, seek approval to **draft policy**.



After approved, **vet** and **select** peer candidates and training vendor.



As peers provide support, collect **stats** and report **outcomes** (while upholding confidentiality and protecting identifiable information).



Continue **recruiting**, **vetting** and **training** quality peers. As program grows, consider **train-trainer**.