

SUMMARY REPORT

CPSP National Certification and Competencies Revision

November 2018

32 states contributed to the national scan regarding
State Competency Standards

% of reporting states currently using competencies that align
with each of NFFCMH's current 11 competencies



These high percentages tell us that our current competencies remain important and relevant to the work of Parent Support Providers across the country today.

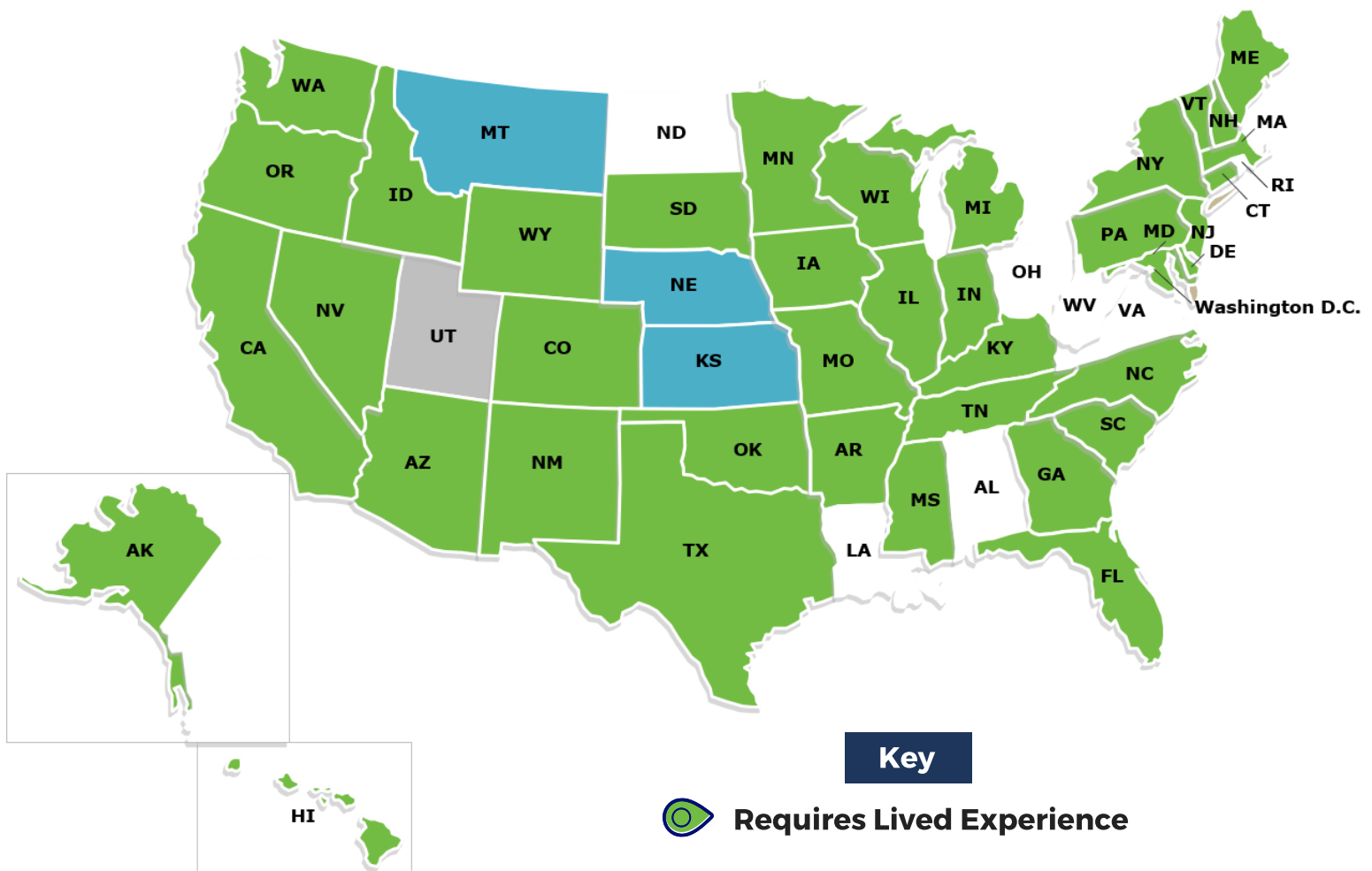
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44 states contributed 81 job descriptions for the national scan of parent peer support roles including their titles and skill requirements

92% of the analyzed job descriptions require lived experience to be a Parent Peer Support Provider



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What did we learn?

1. While the basis of the competencies were very similar nationwide, states used different titles or language to describe their competencies.

Example: Instead of **Ethics** and **Confidentiality**, states use the term **Professionalism**.

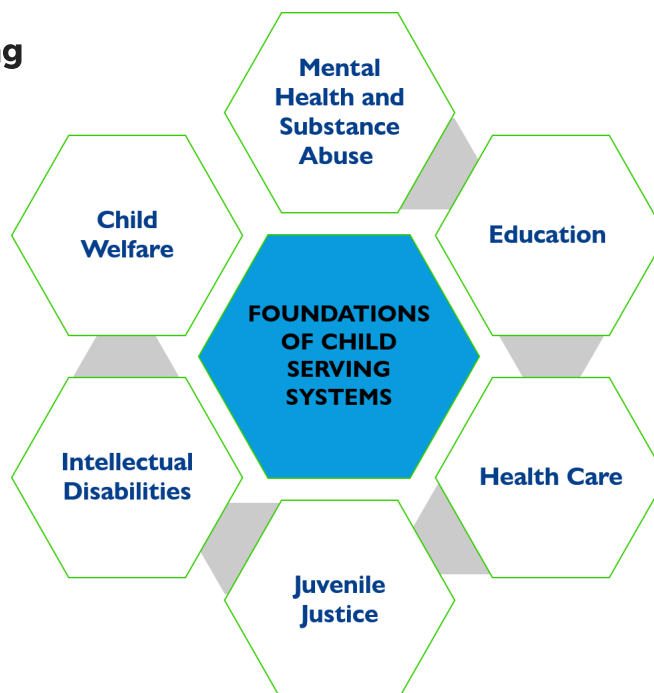


2. The review of states' competencies and job descriptions showed that the skills attributed to the competencies vary by state.

3. Many states have combined competency areas creating broader, more encompassing categories that link to specific skill sets. This allows states to further specialize the skills needed under the competency to their state's needs.

Example developed during Focus Group Call:

New:
**Foundations of
Child-Serving
Systems** was
suggested to
capture knowledge
and skills relating to
all systems that
might be involved
in a child and
family's life.



Current:
The current
competencies
list **Behavioral
Health** and
Education as
stand alone
competency
areas.

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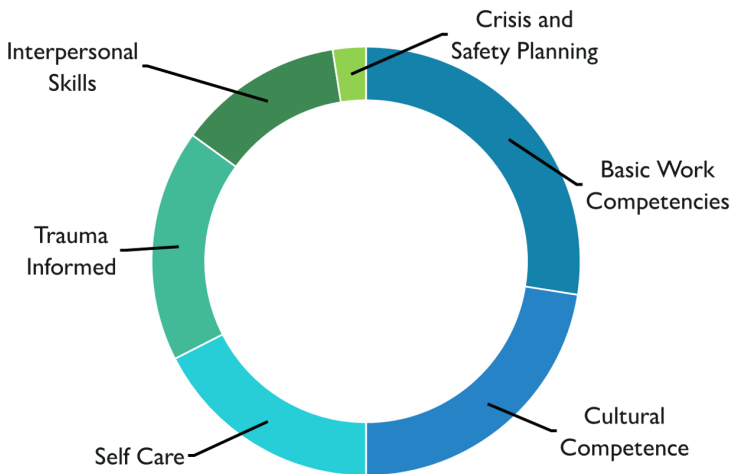
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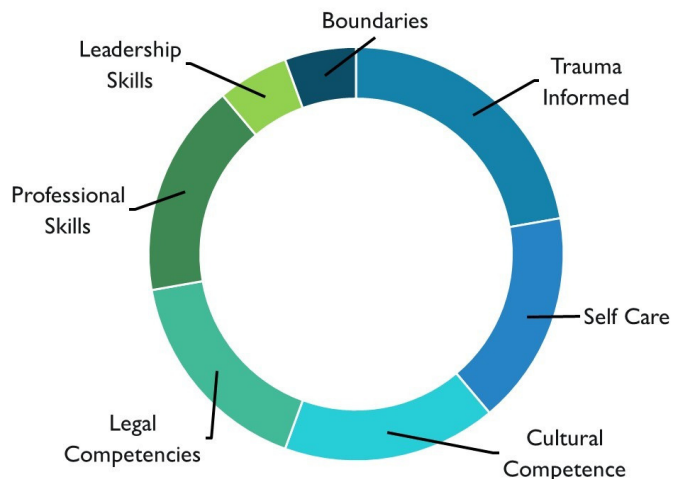
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4. Several distinct new categories emerged that are outside of the current competency categories. These were reflected in the job description and competencies analysis as well as in the Peer Support Provider nationwide survey.

From the Job Description and Competencies Analysis



Submitted by PSPs through the National Survey



5. Based on the data analysis, the combining and redefining of some categories has emerged as a priority to more accurately reflect the work in the field. For example, the skills in the two current national competency categories titled **Ethics** and **Confidentiality** easily fit with the emerging categories of **Professional Skills** or **Basic Work Competencies** which could all be combined to form **Professionalism**.



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6. We also learned that we will not be able to come to consensus on everything. Due to state, grant or MCO requirements, competencies and job descriptions vary from state to state.

7. Based on the work so far, are there areas that lend themselves to merging or redefining to be considered. Are there other competencies that should be redefined?

Current Competency Areas

Ethics & Confidentiality
Empowerment
Behavioral Health & Education Information
Communication
Parenting for Resiliency
Advocacy In & Across Systems & Effecting Change
Wellness & Natural Support & Local Resources

Possible Redefined Competency Areas

- Professionalism
- TBD
- Foundations of Child-Serving Systems
- TBD
- TBD
- Advocacy & Effecting Change
- Resources and Natural Supports

What input do we need from you?

1. Did we get it right so far?
2. Can we effectively combine or organize competency categories in ways that will allow them to be broader and more encompassing?
3. As the field has emerged, are there additional competencies to be added?



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