

From Barriers to Bridges:

Expanding Career Pathways Through Peer-to-Career

Room 1004



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From Barriers to Bridges: Expanding Career Pathways Through Peer-to-Career

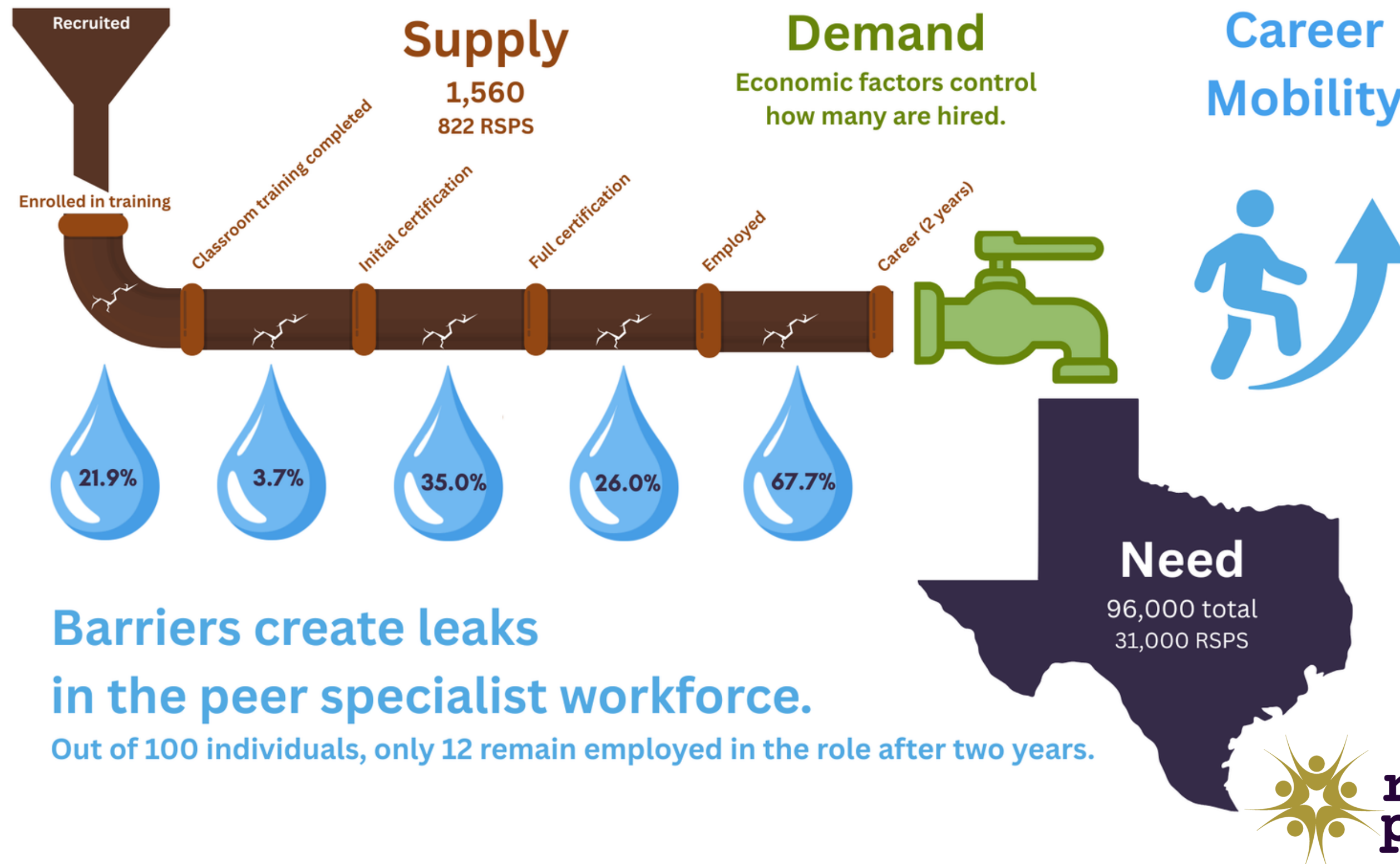
This training explores barriers that impact peer workforce entry, retention, and advancement while highlighting strategies that strengthen long-term workforce development. We will examine approaches that support access to training, certification, supervision, mentorship, and continuing education opportunities, including considerations for rural communities and underserved areas. The session also explores practical solutions for building sustainable career pathways, strengthening statewide partnerships, and supporting growth within the peer support workforce.



Learning Objectives

- Identify common barriers to peer certification, supervision, and employment, and explore how targeted interventions can increase equitable access statewide.
- Explain how data collection and continuous feedback mechanisms inform Peer-to-Career's approach to workforce development and problem-solving.
- Apply strategies to build collaborative networks among peer specialists, supervisors, and employers that strengthen retention and career advancement.

The Peer Workforce Pipeline



What is Peer-to-Career?



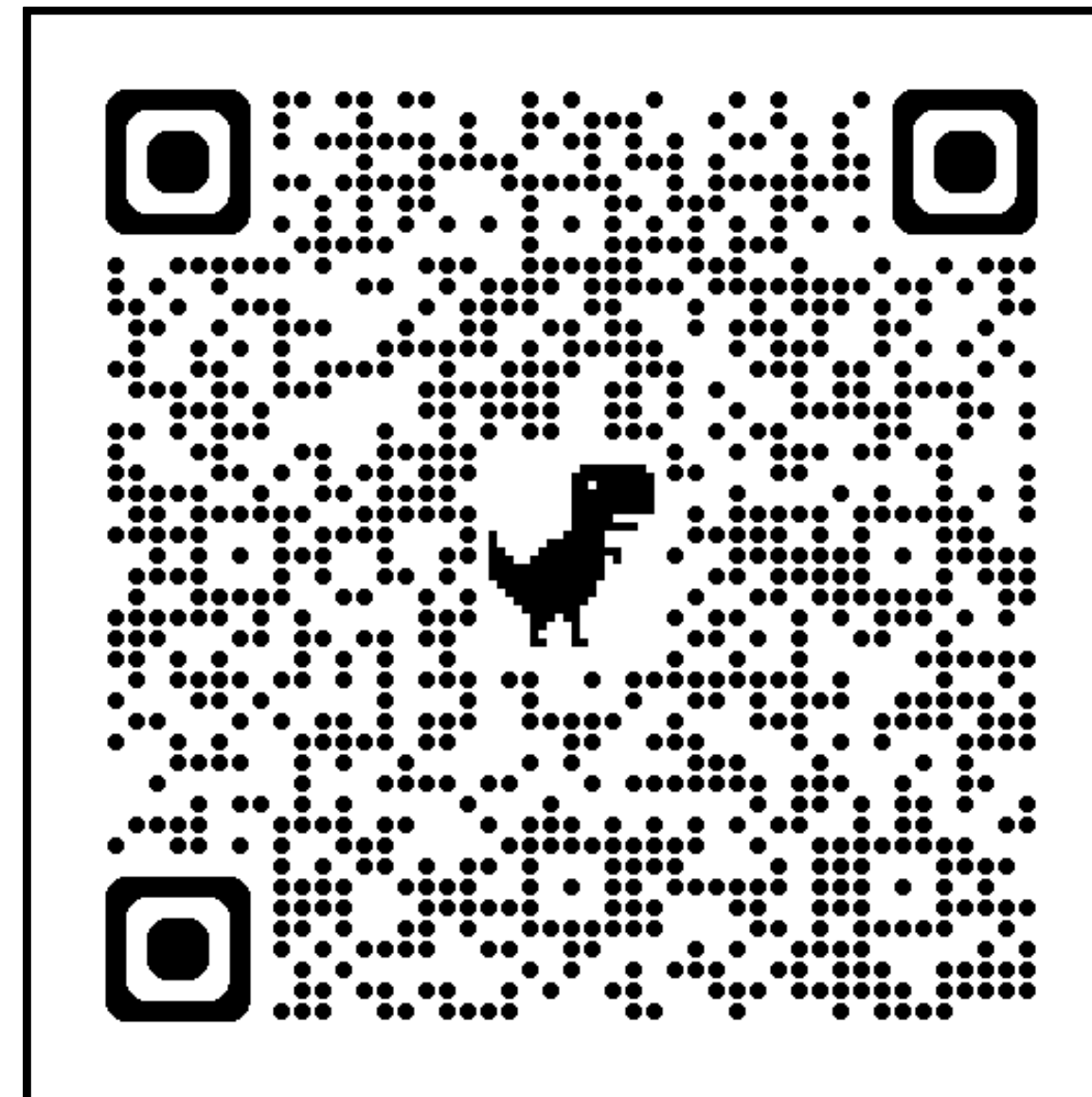
- Workforce expansion
- Barrier reduction
- Career sustainability
- Person-driven systems

Common Barriers Across the Pipeline

- FINANCIAL BARRIERS
- ACCESS BARRIERS
- EMPLOYMENT BARRIERS
- SYSTEMIC BARRIERS



Needs Assessment

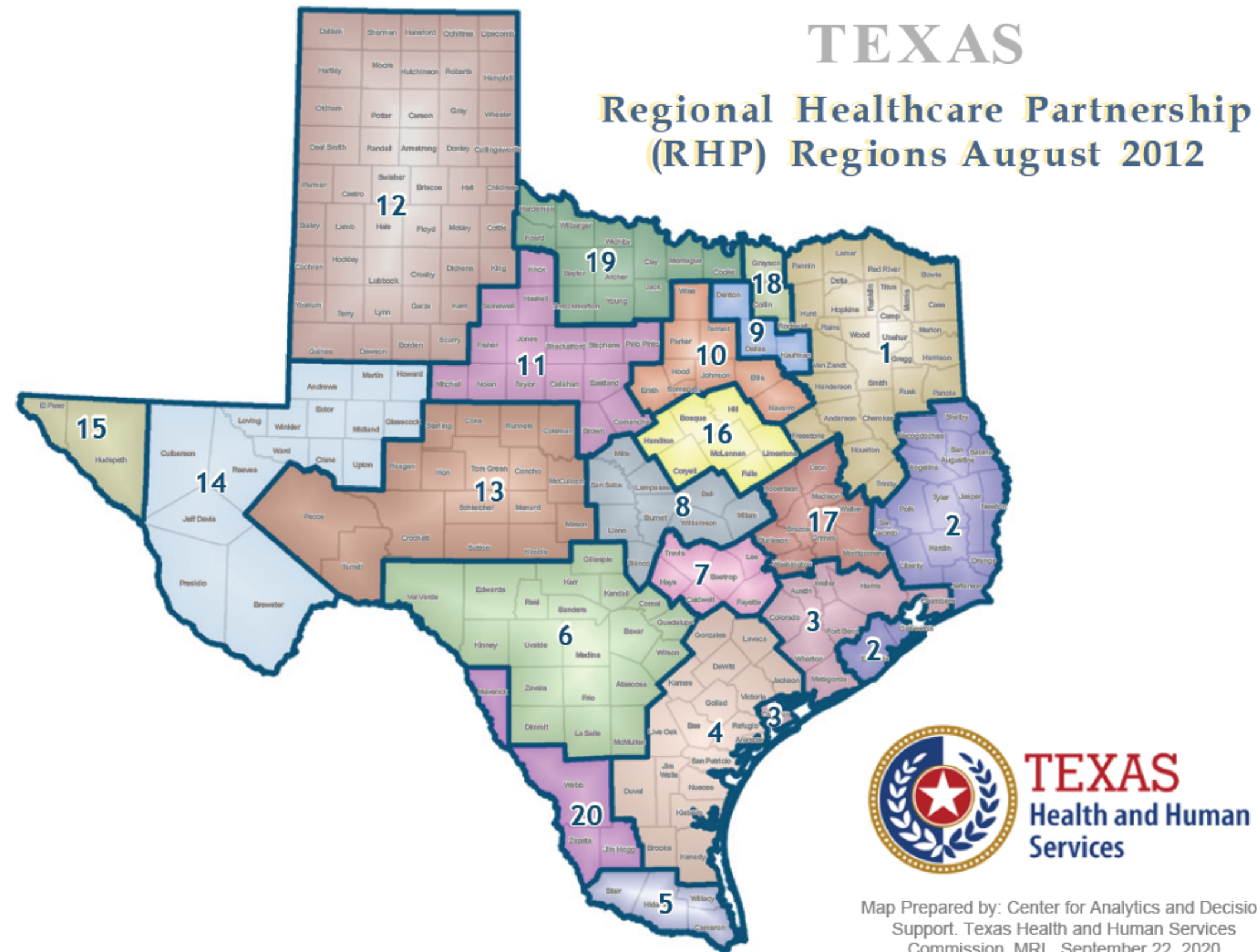


EXPANSION & GROWTH

- GEOGRAPHIC DISPARITIES
- REGIONAL WORKFORCE SHORTAGES
- ACCESS INEQUITIES



IDENTIFY YOUR BARRIERS ACTIVITY



- What barriers exist in your region?
- Where does your workforce pipeline “leak”?
- What populations are underserved?



TEXAS
Health and Human
Services



Person-driven Workforce Development

Support
Connection
Exploration
Plannning



Why Data Matters

- DATA REVEALS ATTRITION POINTS
- DATA GUIDES INVESTMENT
- FEEDBACK SHAPES SOLUTIONS



Person-Driven Workforce Development



Needs Assessment

Surveys

Focus groups

Advisory Committee

Evaluations

Ongoing participant feedback

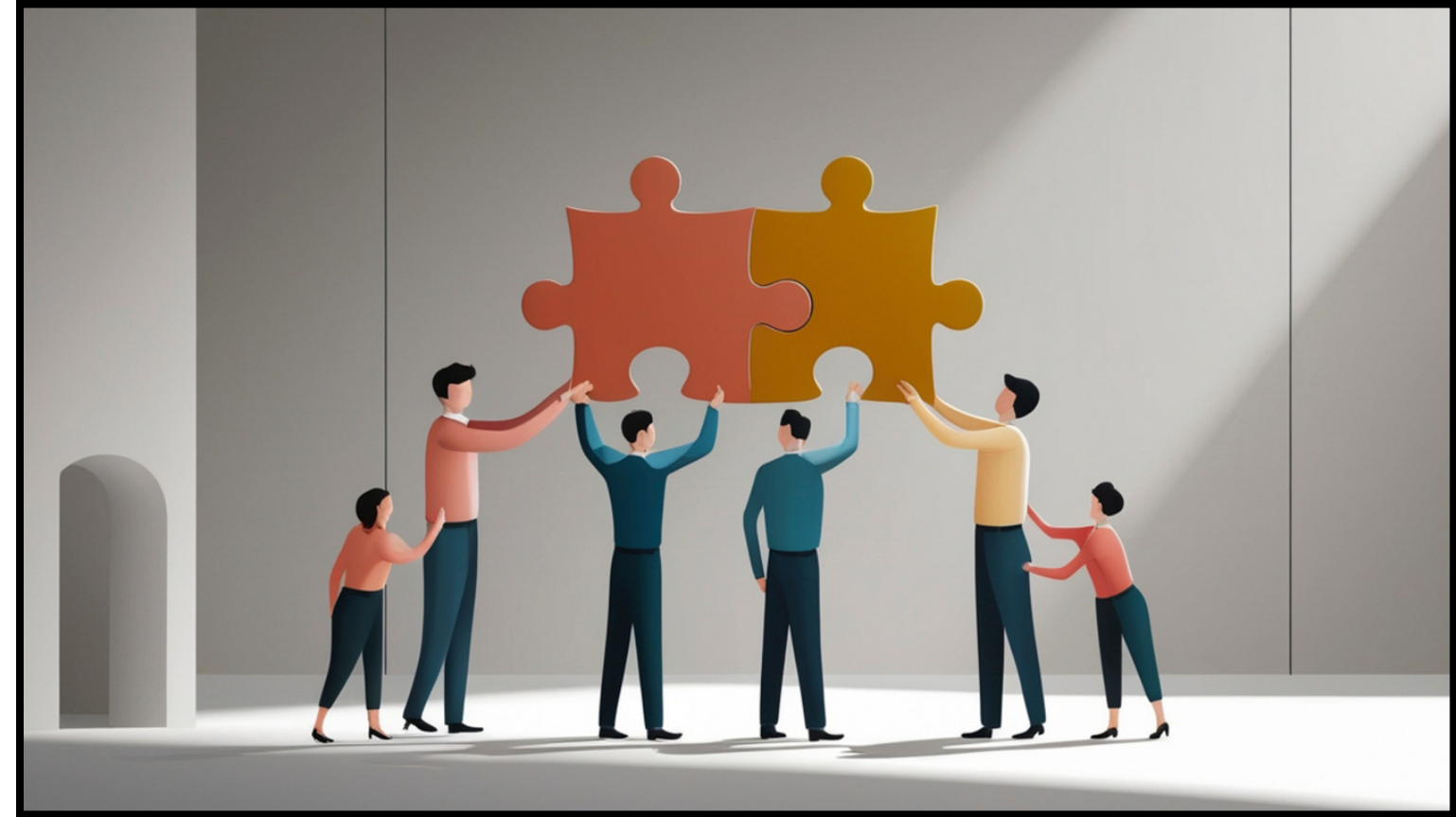
Continuous Feedback Loops

- Survey/focus group
- Advisory Committee
- CE topics adjustments
- Job Board evolution
- Resource Hub updates
- Employer engagement



Building the Network

- Connection
- Collaboration
- Infrastructure
- Community problem-solving



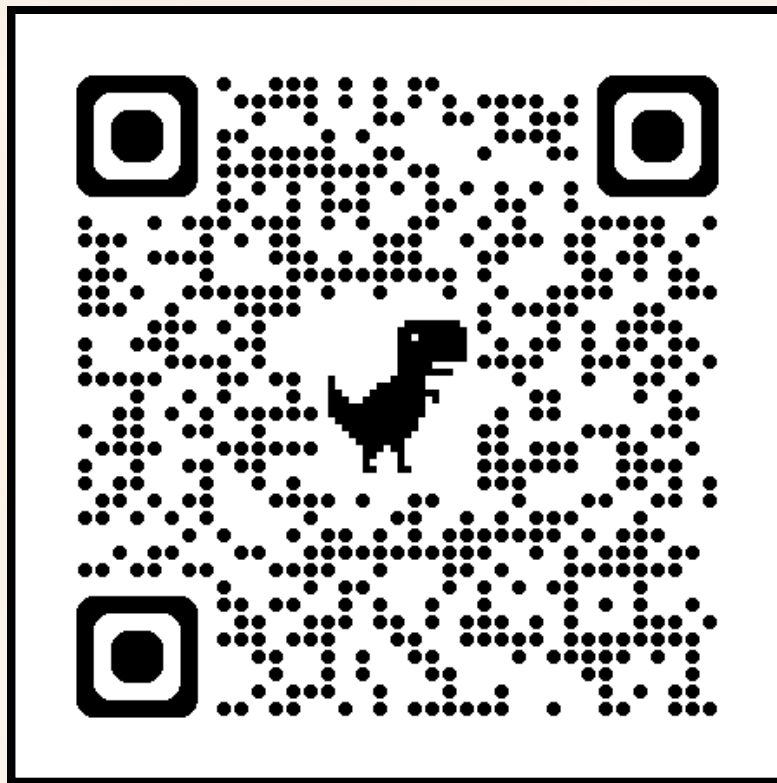
Measuring Success



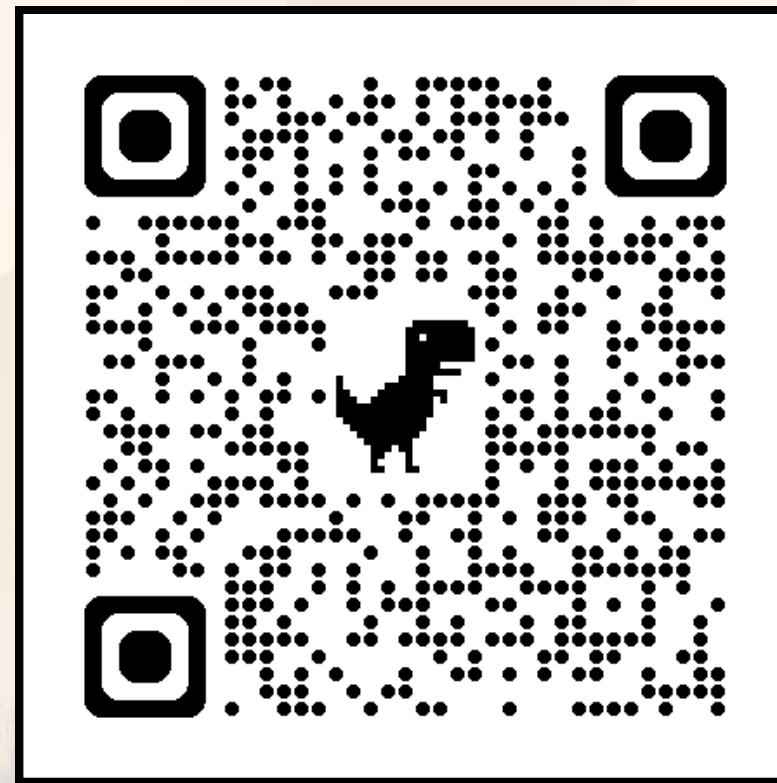
- Enrollment initiatives
- Certification completion
- Employment placement
- Retention rates
- Satisfaction surveys
- Career advancement

Tools That Strengthen the Workforce

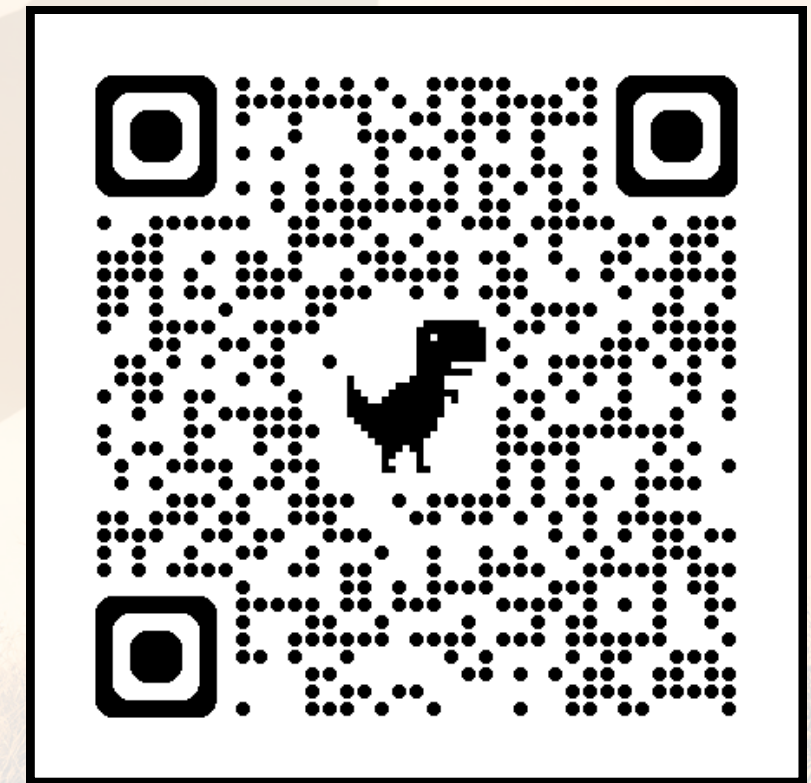
PEER WORKPULSE NEWLETTER



TRAINING APPLICATIONS

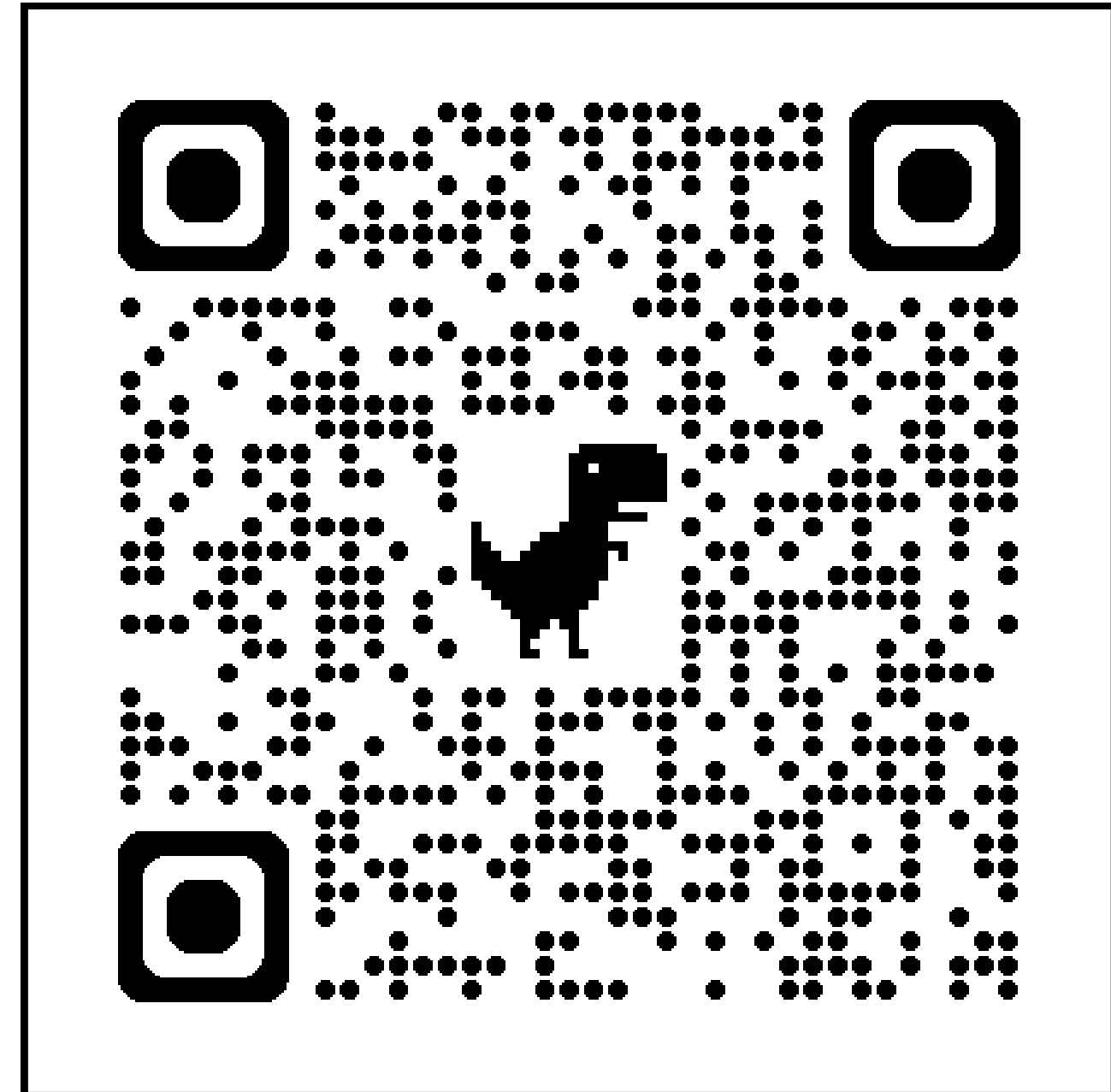


FREE CONTINUING EDUCATION



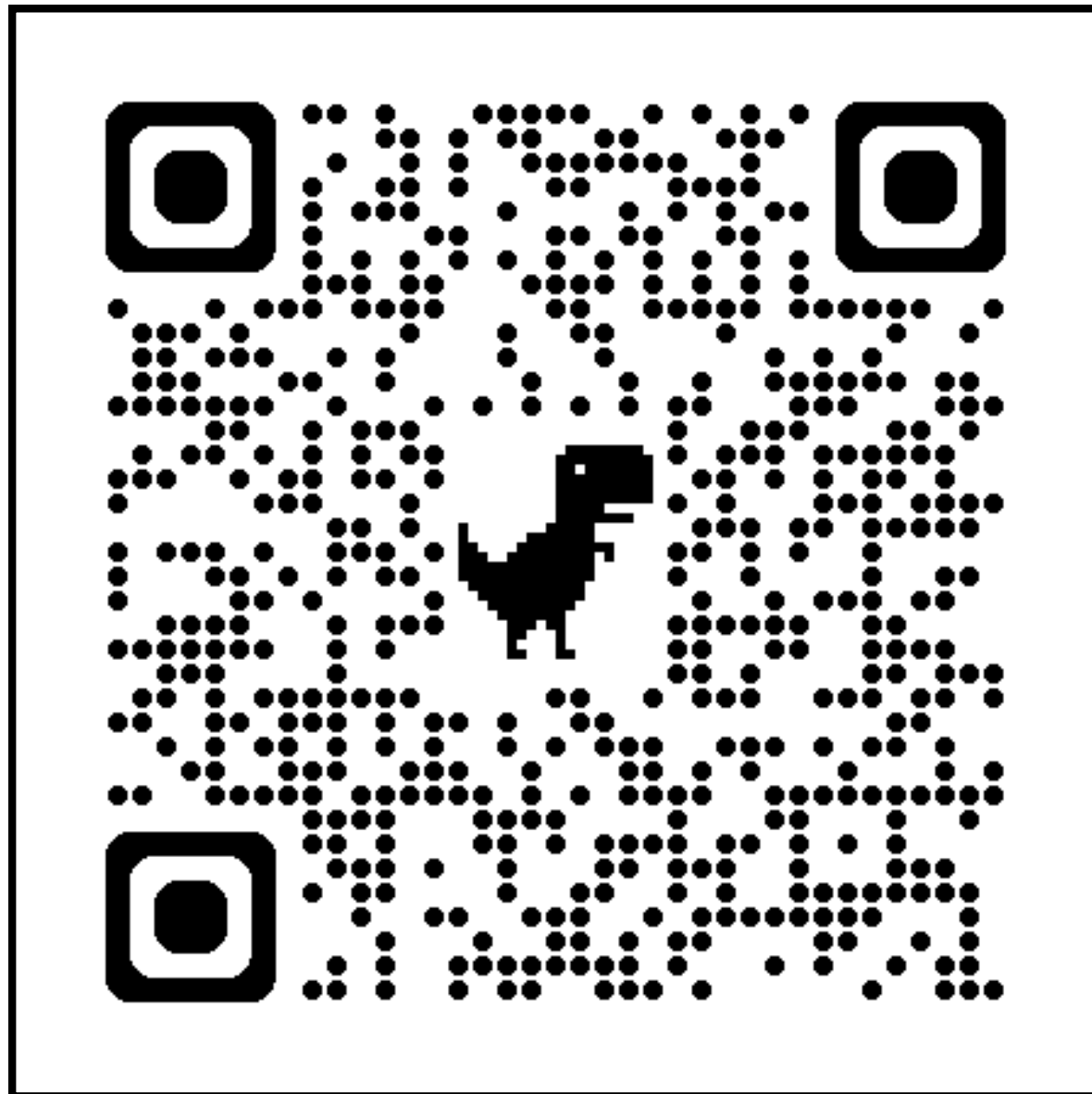
Practice Activity: Jobs Board

Jobs Board



Practice Activity: Resource Hub

Peer Workforce Resource Hub



From Barriers to Solutions



- Identify the Barrier
- Stakeholders involved
- Existing assets
- Potential interventions
- Next actionable step

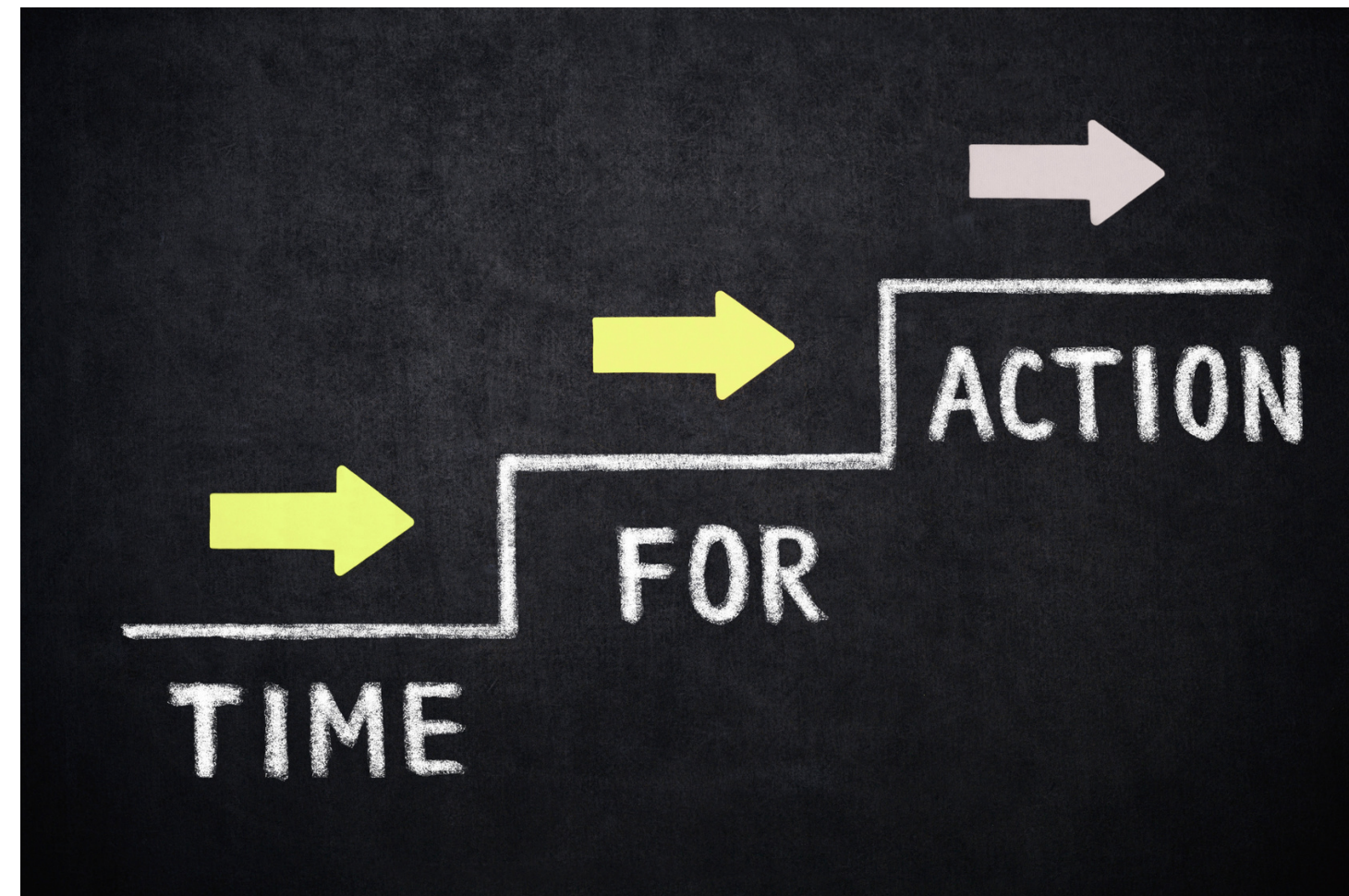
What We've Learned

- Barriers exist across certification, supervision, and employment pathways.
- Data and lived experience feedback help guide stronger workforce decisions.
- Practical tools and collaboration strengthen peer workforce networks.
- Workforce development is both strategic and relational.
- The strongest solutions are built *with* the people most impacted by the barriers.



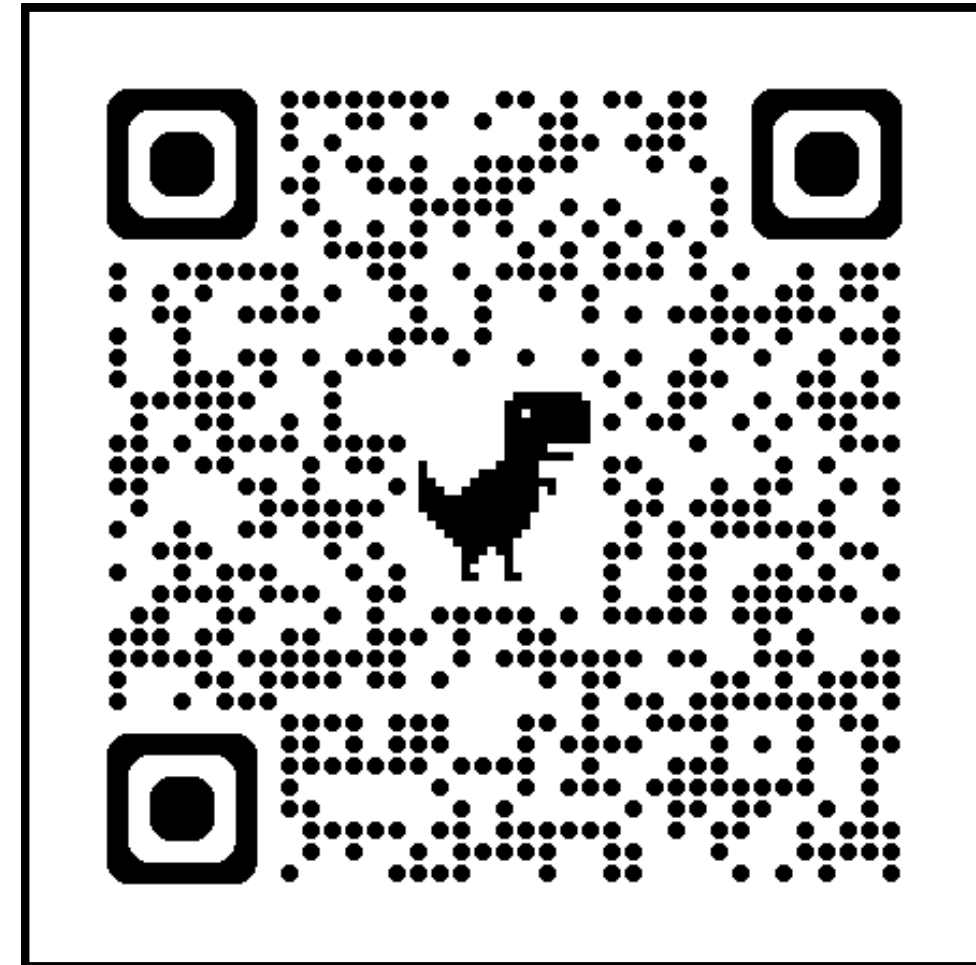
Building the Future of the Peer Workforce

Employers
Supervisors
Instructors
Peer specialists



Your voice matters!

**JOIN THE
PEER-TO-CAREER
NETWORK**



Stay Connected



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