

Handout 1: Texas Council Conference Breakout Activity

My Dream Job Posting

Activity Purpose

Imagine the kind of peer workforce role you would be excited to see, apply for, build, or offer. This activity is designed to help you think beyond today's job market and identify what a meaningful, ethical, supportive, and sustainable peer workforce role could look like.

For **peer professionals**, write a dream job posting for the role you would love to have in the future.

For **employers or organizational leaders**, write a dream job posting for the role you would love to offer peer professionals in the future.

Part 1: Create Your Dream Job Posting

Job Title:

Employer / Organization Name:

Location:

City: _____ County: _____

Workplace Type:

- ☐ In-person
- ☐ Hybrid
- ☐ Remote
- ☐ Statewide / regional
- ☐ Other: _____

Employment Type:

- ☐ Full-time
- ☐ Part-time
- ☐ Contract
- ☐ Internship
- ☐ Volunteer-to-employment pathway
- ☐ Other: _____

Role Type:

- ☐ Recovery Support Peer Specialist
- ☐ Mental Health Peer Specialist
- ☐ Reentry Peer Specialist
- ☐ Family Partner
- ☐ Peer Specialist Supervisor
- ☐ Peer Program Coordinator
- ☐ Peer Workforce Trainer
- ☐ Peer Leadership / Management Role
- ☐ Other: _____

Compensation:

Hourly rate or salary range: _____

Benefits or supports included:

- ☐ Health insurance
 - ☐ Paid time off
 - ☐ Mileage / travel reimbursement
 - ☐ Certification support
 - ☐ Training / CE support
 - ☐ Supervision support
 - ☐ Career advancement pathway
 - ☐ Other: _____
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Job Summary

Write a short paragraph describing the role. What does this person do? Who do they support? What impact does this role have?

Key Responsibilities

List 3 to 5 responsibilities that would make this role meaningful and effective.

1. _____
2. _____
3. _____
4. _____

5. _____

Qualifications

What experience, certification, lived experience, skills, or training would be needed for this role?

Preferred qualifications:

What Makes This a “Dream” Peer Workforce Role?

What would make this job supportive, ethical, sustainable, and worth staying in?

- ☐ Fair pay
- ☐ Clear role expectations
- ☐ Strong supervision
- ☐ Respect for peer values
- ☐ Opportunities for advancement
- ☐ Flexible scheduling
- ☐ Training and continuing education
- ☐ Supportive team culture
- ☐ Clear boundaries between peer work and clinical work
- ☐ Lived experience is valued, not exploited
- ☐ Other: _____

Explain your choices:

Application Information

Who would applicants contact?

Contact Name: _____

Email: _____

Phone: _____

Deadline to Apply: _____

How to Apply:

Part 2: Making the Dream Job Real

What problem or workforce need does this role respond to?

What would need to be in place before this job could become real?

Check all that apply.

- ☐ Funding
- ☐ Leadership buy-in
- ☐ Clear job description
- ☐ Peer-informed policies
- ☐ Supervision structure
- ☐ Training plan
- ☐ Certification support
- ☐ HR understanding of peer roles
- ☐ Community partnerships
- ☐ Organizational culture change
- ☐ Data showing the need for the role
- ☐ Other: _____

Who would need to be involved in making this job possible?

What is one barrier that could get in the way?

What is one realistic next step toward making this role possible?

What support could Peer-to-Career or a workforce network provide?

Small Group Discussion

Share the highlights of your dream job posting with your group.

Discussion prompts:

1. What stood out about the role you created?
2. How does this role support retention, advancement, or sustainability in the peer workforce?
3. What would make this role attractive to peer professionals?
4. What systems, policies, funding, or partnerships would need to change to make this role possible?
5. What is one action step you or your organization could take after today?

Closing Reflection

One thing I want to remember from this activity:

One action I can take after this conference:
