



Handout 2 - Texas Council Conference Breakout Activity

Peer Workforce Resource Hub: From Challenge to Action

Activity Purpose

The Peer Workforce Resource Hub was created to organize practical tools in one place for peer professionals, supervisors, employers, and organizations working to strengthen the peer workforce. The Hub includes resources related to shared language, peer practice, supervision, role clarity, recovery-centered workplaces, sustainability, employer implementation, and long-term peer career development.

This activity will help you identify a real peer workforce challenge, connect it to a Resource Hub section, and turn that resource into a practical next step.

Part 1: Identify the Challenge

Think about a challenge you have experienced, observed, or want to help solve in the peer workforce.

What peer workforce challenge are you thinking about today?

- ☐ Role confusion
- ☐ Lack of supervision
- ☐ Burnout or workforce sustainability
- ☐ Limited career advancement
- ☐ Employer readiness
- ☐ Unclear language or non-recovery-centered language
- ☐ Ethical decision-making
- ☐ Peer role integration
- ☐ Workplace culture
- ☐ Training or certification barriers
- ☐ Retention of peer professionals
- ☐ Other: _____

Describe the challenge in your own words:

Who is most impacted by this challenge?

- ☐ Peer specialists
- ☐ Peer specialist supervisors
- ☐ Employers
- ☐ Program leaders
- ☐ Trainers or training entities
- ☐ People receiving services
- ☐ Communities
- ☐ Other: _____

Part 2: Match the Challenge to a Resource Hub Section

The Peer Workforce Resource Hub includes several sections designed to support different needs across the peer workforce. Choose the section that seems most connected to your challenge.

Which section would you visit first?

☐ **Terms & Acronyms**

Core terminology used in peer support, behavioral health, and workforce development.

☐ **Language Matters**

Recovery-centered, person-first, and role-aligned language in peer practice.

☐ **Foundational Workforce Tools**

Role clarity, supervision tools, ethical decision-making, and core peer practice foundations.

☐ **Recovery Support Tools**

Engagement strategies, recovery planning, trauma-informed approaches, and crisis response tools.

☐ **Staying Grounded in the Work**

Resources to support sustainability, boundaries, and long-term workforce wellness.

☐ **Employer Decision & Implementation Framework**

Structured guidance for designing, hiring, and sustaining peer roles.

☐ **Recovery Ready Workplaces**

Tools and guidance to support workplace culture, language, and systems that allow peer roles to function effectively.

☐ **Building a Strong Peer Career**

Resources to help peer specialists enter the workforce, strengthen their practice, grow professionally, and build sustainable careers over time.

Why did you choose this section?

Part 3: Turn the Resource Into Action

Now think about how this resource could be used in real life.

What could you do with this resource?

- ☐ Use it for personal reflection
- ☐ Share it with a supervisor
- ☐ Share it with peer staff
- ☐ Use it in team training
- ☐ Bring it to leadership
- ☐ Use it during onboarding
- ☐ Support a policy or procedure update
- ☐ Strengthen a job description
- ☐ Support supervision conversations
- ☐ Improve workplace language or culture
- ☐ Build a career development plan
- ☐ Other: _____

What is one practical next step you could take after today?

Who would need to be involved in that next step?

What support, information, or buy-in would you need?

Part 4: What's Missing from the Hub?

The Resource Hub is also a place that can continue to grow based on what peer professionals, supervisors, employers, and organizations need. The Hub includes a feedback area where users can share if something is unclear, missing, inaccurate, outdated, broken, or if they have a suggestion or idea.

What resource, tool, or guidance would have helped you earlier in your peer workforce journey?

What resource would help new peer professionals entering the field?

What resource would help employers better understand, hire, support, or retain peer professionals?

What topic should the Resource Hub continue building out?

Part 5: Small Group Discussion

Share your challenge, the Resource Hub section you selected, and your action step with your group.

Discussion prompts:

1. What challenge did you choose, and why does it matter?
2. Which Resource Hub section did you connect it to?
3. How could this resource be used in your workplace, team, or career path?
4. What would make this resource more useful or easier to apply?
5. What is one action you could take after the conference?

Closing Reflection

One resource or section I want to revisit after today:

One action I can take after this conference:

One idea I want to share with the Peer-to-Career team:
