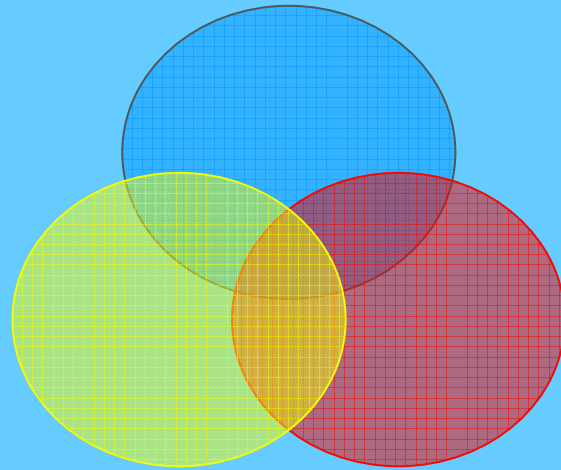


WELCOME

Recovery is Possible



Consumers

Administrators

**CONSUMER
EMPLOYMENT
WORK
SHOP**



THERE IS NO EMPOWERMENT

**WITHOUT
EMPLOYMENT**

TINA WOOTON

MHSA TEAM, DMH



DEVELOPED IN PART BY:

*SHARED INFO FROM CONSUMER &
ADMINISTRATORS OF*

- *SACRAMENTO COUNTY*
- *CONTRA COSTA COUNTY*
- *LOS ANGELES COUNTY*
- *STANISLAUS COUNTY*

**POWER POINT PRESENTATION AND
DELIVERY;**

**CONSUMER
PROVIDERS**

**POSITIVE
VALUES**



Benefits of Consumer-Providers

POSITIVE VALUES

- ❖ **People in Recovery have a unique way of engaging clients because of the wisdom they bring from struggling with their own problems associated with mental illness !**

Benefits of Consumer-Providers

Positive Values

- **Staff in recovery serve as role models to those they provide service for !!**
- **Consumer providers take great pride in what they do and are loyal to those who give them a chance !!**

Benefits of Consumer-Providers

Positive Values

- **People in recovery act as organizational stimulants (**irritants**) for change. Create a more positive organizational conception of what can be accomplished by persons with persistent mental illnesses !!!**

Benefits of Consumer-Providers

Positive values

- ❖ **People in recovery have amassed a great deal of knowledge in how to access needed resources !!**
- ❖ **Consumer providers help to combat stigma by teaching co-workers and management that people who are mentally challenged can work successfully !!**

CONSUMER PROVIDERS

**BARRIERS ;
CHALLENGES**



Barriers To Hiring Consumer-providers

CHALLENGES

- People who have mental health diagnosis often create their own stigma !!
- Programs themselves have their own stigma !!
- Developing strong relationships between consumer providers and other staff to ensure consumers are treated as equal contributors within treatment teams can be a difficult undertaking !!

Barriers To Hiring Consumer-providers

CHALLENGES

- **Dual roles can raise boundary issues and present unique challenges for management !!**
- **Staff members sometimes lack respect for consumer provider's ability to provide quality care !!**

Barriers To Hiring Consumer-providers

CHALLENGES

- **Consumer providers deal with feelings of low self-esteem and fear of failure !!**
- **Consumer providers inability to recognize their limits. Lack skills to maintain their own wellness !!**

Barriers To Hiring Consumer-providers

CHALLENGES

- **Consumer positions often have lower pay than other similar jobs in the mental health field and frequently provide no benefits.**
- **Having other staff members recognize people that are in recovery as professionals can be a challenge ! !**

RECOMMENDATIONS

Consumers

- **Qualified consumers need to ask for what their worth and not accept job offers that could jeopardize their current income & benefits !!**
- **Consumers should have their own a Wellness Recovery Action Plan before entering into the helping profession !!**

RECOMMENDATIONS

Management

- Continue to develop fully benefited entry level positions so people can learn the values and responsibilities needed to advance within our company ! !
- Do not set low expectations of consumers providers as employee's (**self-fulfilling prophecy**)

THANK YOU !!!

**SPECIAL THANKS TO
ALL OUR
TEAM-MATES
WHO WORK SO HARD
WHILE WE ARE AWAY !!**