

Foundational Community Support (FCS)

Supported Employment



AGENDA

9:00am | Welcome

9:05am | Foundational Community Support - Dawn Miller and Darren Paschke

10:30am | Q&A

10:40am | Adjourn



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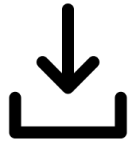
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Thank You for Attending!



Find this presentation on our website under the “Resources” section at www.greaterhealthnow.org



See you at the next Learning Collaborative on February 21. This meeting is FCS Supported Housing. Find more info on our website.



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Employment is an important part of behavioral health recovery

Greater Health Now

2/7/2024



Learning Objectives



- ▶ Understand the importance of employment to support behavioral health recovery
- ▶ Discuss employment as an important part of SDOH
- ▶ Promote the principles of IPS supported employment
- ▶ Support the positive impact of competitive employment for people with behavioral health conditions



Something to think about.....

What if I told you, you could not work anymore?

But,

promised you a monthly income of \$943 a
month free of charge,

In,

Exchange for a little bit of your freedom?



SDoH-HRSN

Do they matter?

Social Determinants of Health are the economic and social conditions that affect health outcomes and are the underlying, contributing factors of health inequities

Examples include housing, educational attainment, employment and the environment

Social Related Health Needs is the newly used terms used by Medicaid.

HRSN are **an individual's unmet, adverse social conditions that contribute to poor health**. These needs—including food insecurity, housing instability, unemployment, and/or lack of reliable transportation—can drive health disparities across demographic groups.





Housing First / Employment First Principles

- **Housing is a basic right**
 - Full community integration
 - Client-driven
 - Respect choice, the sequence, and for how long they want service
 - Services/supports to maintain housing
- **Employment is a basic right**
 - Full community integration
 - Client-driven
 - Respect choice, the sequence, and for how long they want service
 - Services/supports to maintain employment

Employment is a Social Determinant of Health

“Employment is a critical
mental health intervention.”

Drake and Wallach (2020)

Supported education is considered part of supported
employment.



Mental Illness and Poverty 5 Facts You Should Know!

- 1) The lower the socioeconomic status of an individual is, the higher is his or her risk of mental illness (Hudson, 2005).
- 2) There is a strongly negative relationship between socioeconomic status and mental illness (Hudson, 2005).
- 3). The conditions of poverty can cause certain mental health disorders and that alleviating poverty can have positive effects on Adult & Children's mental health (Costello et al, 2003).
- 4) The stresses associated with low socioeconomic status lead to higher mental illness (Hudson, 2005).
- 5) Higher unemployment, poverty, and lack of housing affordability in poorer communities account for more than half of community differences in psychiatric hospitalization rates (Hudson, 2005).

Compared to people without disabilities, people with any mental disability are:

- Far less likely to work.
- If not working, more eager to work,
- BUT far less hopeful that they will get a job.

	Total Sample	Unemployed Sample	
Survey Respondents Who Report...	Employment Rate	"Would like a paid job now or in future"	"Very likely" to get job
No Disability (N = 421)	76%	78%	51%
"Emotional or Mental Disability" (N = 120)	40%	90%	27%

(Ali, 2011)




Research Findings on Barriers to Service Engagement

- ▶ Not all barriers are “equal”.
- ▶ Perceptual barriers (e.g., stigma) and prior negative experiences have been shown to have the greatest influence on initial and ongoing engagement.
- ▶ Addressing perceptual barriers may be more important than focusing only on concrete obstacles.

Negative Impact of Job Loss and Extended Unemployment

- Job loss leads to demoralization, lowered self-esteem, social isolation, depression, suicide, substance abuse, health issues
- Huge impact on earnings, in both short and long term
- Return to work increasingly difficult as time passes
- Some laid-off workers never return to the labor force
(especially true for women)

(Korpi, 2001; Paul, 2009; Roelen, 2012)



Positive Impact of Competitive Employment for People with Mental Illness

**Benefits of work for people with
mental illness similar to those for
general population:**

increased self-esteem, improved
financial security, reduced mental
health symptoms, less social
isolation, reduced substance use, and
reduced health care

(Drake, 2020; Gibbons, 2019;
Luciano, 2014; Wallstroem, 2021)



Competitive Employment is the Goal



IPS Supported Employment is Integrated with Treatment



Zero Exclusion



Client Preferences are Honored



Benefit Planning and Education is provided



Rapid Job Search



Systematic Job Development

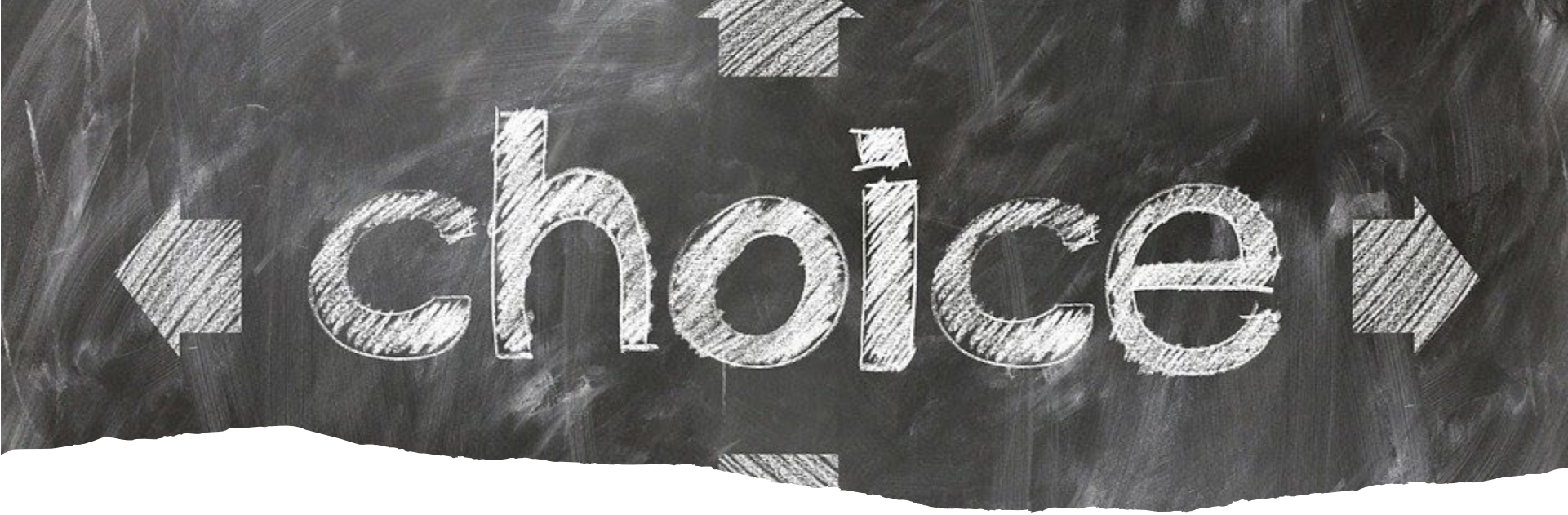


Time Unlimited Supports

Principles of IPS: Supported Employment

IPS Principles also encourage:

- Caseloads of 20 or fewer
- Collaboration with Division of Vocational Rehabilitation
- Employment Specialist (ES) provides only employment services
- ES is a “Vocational Generalist”
- ES spends 65% of their time in the community
- Discussions around disclosure happen more than once, include pros and cons of disclosing, are based on individual choice, and are documented.
- Assertive engagement occurs in conjunction with other colleagues and natural supports if someone ceases to attend services
- Supported education is a part of supported employment



Considerations For Supported Education

- Does the person want to go to college?
- Are they familiar with time and energy commitments?
- Do they feel confident about their level of self motivation?
- Have they chosen a major?
 - Research job postings/job descriptions to determine educational requirements
 - Utilize online resources:
 - [WorkSource WA](#)
 - [Contents - DOT Dictionary of Occupational Titles \(occupationalinfo.org\)](#)
 - [Careers and Career Information - CareerOneStop](#)
- Have they chosen a college?
- What about funding for education?

FCS Pre-Employment Services

Wellpoint
contracted
services

- Job related Discovery or assessment (Vocational Profile, per IPS)
- Person-centered employment planning
- Individualized job development and placement
- Job Carving/Customized Employment
- Benefits Education and counseling
- Transportation (only in conjunction with an authorized service)
- Build rapport
- Supported education
- Help to identify potential barriers in order to come up with solutions prior to job start
- Collaborate with the support team during planning—identify those people in the job seeker's life that will provide support initially and over time; document responsibilities of each, including the job seeker



FCS Employment Sustaining Services

- Career advancement
- Negotiation with employers
 - Job accommodations
 - Assistive technology
- Job analysis
- Job coaching
- Benefits education and coaching
- Transportation (only in conjunction with an approved service)
- Asset development
- Follow-along supports

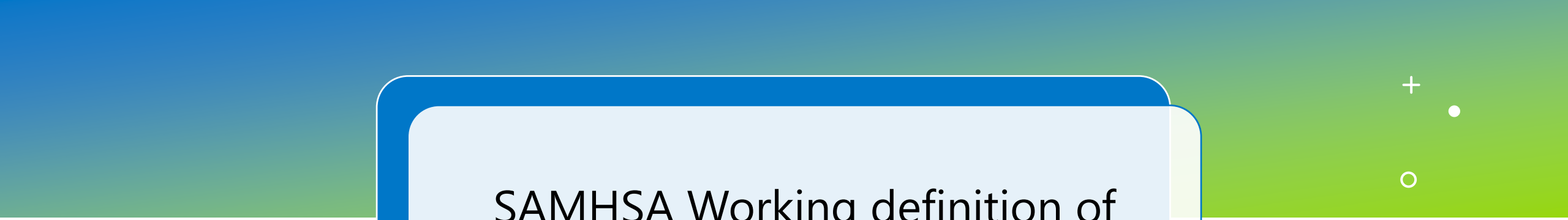
Wellpoint contracted services




Looking Through the Recovery Lens

Effective Engagement begins with looking at relationships through a recovery Lens.





SAMHSA Working definition of
recovery from mental disorders
and/or substance use disorders



A process of change through
which individuals improve
their health and wellness, live
a self-directed life, and strive
to reach their full potential.

Through the Recovery Support Strategic Initiative, SAMHSA has delineated four major dimensions that support a life in recovery:

- **Health**

- Overcoming or managing one's disease(s) or symptoms—for example, abstaining from use of alcohol, illicit drugs, and non-prescribed medications if one has an addiction problem— and for everyone in recovery, making informed, healthy choices that support physical and emotional wellbeing.

- **Home**

- A stable and safe place to live

- **Purpose**

- Meaningful daily activities, such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income and resources to participate in society

- **Community**

- Relationships and social networks that provide support, friendship, love, and hope

Basic Principles Through the “Recovery Lens”

- **Recovery is possible.**
- Recovery can occur without professional intervention.
- Recovery is not linear.
- Recovery is a highly individualized process.
- Recovery occurs in the presence of someone who believes in and stands by the person.
- Recovery from the consequences of the illness/substance use is sometimes more difficult than recovering from the illness/substance itself.





Economic Self-Sufficiency

1. Having **control** over one's financial life
2. Having **independence** from public programs
3. Having sufficient **earned income**
4. Having **assets**
5. Being able to **contribute** to one's communities



Costs and Services for ~4000 IPS Clients in King Co., Wash. (Floyd, 2016)

	12 months Pre	12 months Post	Pre-Post Change	% Change
Jail costs	\$798,843	\$447,860	-\$350,983	-44%
Psychiatric hospital costs	\$8,139,295	\$2,401,125	-\$5,738,170	-70%
Crisis service hours	3,851	4,300	449	12%
Outpatient non- crisis service hours	65,079	100,610	35,531	55%

Helpful Links to Resources

- ▶ Pathways to Employment webpage
- ▶ Pathways to Housing webpage
- ▶ Washington State Able Savings Plan
- ▶ Health Care for Workers with Disabilities (HWD)
- ▶ Social Security
- ▶ Social Security Red Book
- ▶ FCS Online Assessments for SE/SH
- ▶ HCA YouTube Channel/FCS
- ▶ Individual Placements and Supports:
 - ▶ <https://ipsworks.org/>

If you would like more content on any of this information, please reach out .

DBHR/HCA

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