Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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WPPNT Reminders

• Call 877-820-7831 before 11:00 a.m.

• Enter passcode 107633#, when prompted.

• Questions may be asked, if time allows.

• To ask a question, press *6 on your phone to un-mute yourself. *6 to remote.
Public Psychiatry Teleconference
Making employment a reality for people with serious mental illness

24 May 2018
Mike Edwards
Employment specialist
topics

• Current and recent employment rates
• What do people served by MH programs say about employment?
• Common evidence-based practices
• Two core factors
• Partnership working with DVR
• Summary of essential values and effective practices
how are we doing now?

• Nationally, rates of employment of ‘people with a diagnosable mental illness with substantial impairment’ seems to be falling (2008: 56%; 2013: 48%)

• Even lower among people receiving public services (less than 40%)

• At any time only 2-3% of people receiving public mental health services have access to supported employment services, nationally and in WI

• WI ranked 12th for employment rate of people with serious mental illness
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<th>% with no disability who are employed</th>
<th>2009</th>
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<td>% with any disability who are employed</td>
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<td>% with a cognitive disability who are employed</td>
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what do people with mental illness say about employment?

• “I want to work because I don’t want to be in this program when I am old.”

• “Now that I am working again I can buy my daughter presents.”

• “Employment has been an essential part of my recovery. My self esteem and confidence have grown immeasurably.”
common evidence-based approaches

• Individual Placement and Support
• Program of Assertive Community Treatment
• Clubhouse Programs
• Customized Employment
individual placement and support

Derived from the range of practices known as supported employment, IPS currently focuses on 8 principles:

• Competitive employment
• Zero exclusion
• Integrated services
• Worker preferences
• Benefits planning
• Rapid job search
• Systematic job development
• Time unlimited supports
program of assertive community treatment

• One team delivers all aspects of treatment and rehabilitation
• All staff support the employment goals of service users
• Unlike IPS, no referral to external agencies
• Otherwise incorporates the same SE principles as IPS
clubhouse programs

- Membership-based, with members delivering services, as well as receiving services
- Incorporates same SE principles as IPS
- In addition, offers Transitional Employment Placements:
  - part-time positions in local businesses
  - on-the-job and off-site support and back up from staff and other members.
  - last from six to nine months.
customized employment

• Uses mostly the same SE principles as IPS
• Adds:
  – A focus on engaging family, friends and others in a ‘discovery’ process to identify the talents and interests of the job seeker and make connections in the local community
  – Identification of businesses that potentially offer positions that match these specific talents and interests
  – If needed, negotiation with an employer to create a customized job, designed so that the job seeker will ‘sparkle’ and add value to the business
two core factors

• The job seeker’s network – strength of weak ties in getting jobs; support of close social networks in keeping work

• Making work pay – knowing how much work pays; making use of work incentives in benefits systems
TWO TYPES OF SOCIAL CAPITAL
the job seeker’s network

- mental health team
- employers
- employment specialist
the job seeker’s network

- mental health team
- employment specialist
- family & friends
- employers
the job seeker’s network
the job seeker’s network

- Aim to engage and expand the job seeker’s networks
- Facilitate interviews between the job seeker and key people, with focus on job seeker’s talents
- Get involved in your community
- Make direct contact with employers to learn about their business and workforce needs
making work pay

• Complicated relationship between earnings and benefits, and other factors, e.g. child support
• Avoid overpayments
• Get an expert to work with you
  – Benefit specialists
  – ADRCs; ILCs;
  – Work Incentives Planning and Assistance program
• As needed advice and monitoring
working with the department of vocational rehabilitation

• DVR, and the wider range of DWD resources, can provide expertise and resources that can help job seekers
• This includes purchasing vocational services on an outcome payment basis
• Community-based mental health funding and DVR funding can ‘braided’ together to fund employment services
dvr categories of services

Customized Employment
Individual Placement and Support (IPS)
Internship Temporary Work (I/TW)
Job Preparation Development and Placement
Job Shadow
Skills to Pay the Bills
Student Work Based Learning Services
Supported Employment
Systematic Instruction
Vocational Evaluation
Walgreens Retail Employees with Disabilities Initiative (REDI)
Work Incentive Benefits Analysis
dvr services

• Providers must meet required standards and undergo specified training before VR counselors can authorize services.

• Most DVR categories of service can be provided by a wide range of providers to people with mental health conditions.

• In Wisconsin, DVR has an agreement with DHS to approve IPS providers that meet certain standards and to fund certain steps in the IPS process.

• A specialist VR counselor attends the team meetings of each CSP/CCS/PACT program and employment specialist that acts as an IPS provider.
summary: values

• Everyone has a right to a place in the workforce
• There is a job for everyone
• People choose:
  – their career paths
  – whether they get employment support services
  – the type of services
summary: practice

• Employment support services:
  – are integrated into the mental health team (CSP; PACT; CCS; CRS; Clubhouse)
  – collaborate with the job seeker and their family and friends
  – develop relationships with employers that are responsive to their business needs
  – are available as needed and without time limits

• In a professional team, it is everyone’s job to support the career goals of job seekers and to promote connections with employers and the local community

• Expert advice about the impact of earnings on benefits is available on an as-needed basis without time limits

• Employment search begins as soon as the person expresses interest – no artificial hoops to jump through!