

Employment... Yes!

Paul Margolies, Ph.D.
Center for Practice Innovations

Kathleen Herndon, B.A.
MHA Putnam

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Center for Practice InnovationsSM
at Columbia Psychiatry
New York State Psychiatric Institute
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Agenda

- Review of participants' interests and experiences
- Questions for participants
- Why focus on employment?
- Individual Placement and Support (IPS) approach to Supported Employment
- Resources available to consumers and families
- One consumer's experiences – employment and recovery

Question

What percentage of people diagnosed with a serious mental illness say they want to work?

Answer

60 – 70%

Drake (1999), Mueser (2001)

Question

What percentage of people diagnosed with a serious mental illness are currently working?



Answer

<15%

Bond & Becker (2001)

Question

Does working create so much stress that it typically leads to an increase in symptoms and other problems?



Answer

No

Becker & Drake (2003)

Question

Should people who have been diagnosed with a serious mental illness and who are actively using/abusing substances wait until they are no longer using before considering work?

Answer

No

Becker & Drake (2003)

Question

Are vocational services best provided by agencies that do not offer other services, so that they can fully concentrate on helping people find work?

Answer

No

Becker & Drake (2003)

Question

Should people who are receiving benefits consider work?

Answer

Yes

Becker & Drake (2003)

Do you believe that working in regular community jobs with people who don't have a severe mental illness enhances people's lives, promotes wellness, and reduces stigma?

YES

Why do people work?

Are these motivations any different for people diagnosed with serious mental illness?

Why Focus on Employment?

Why Focus on Employment?

- Viewed by many as an essential part of recovery
- Most consumers want to work
- A typical role for adults in our society

Bailey (1998), Rogers (1995)

Individual Placement and Support (IPS) approach to Supported Employment

Evolution of Vocational Rehabilitation

What approaches to vocational rehabilitation have been offered to consumers over the years?

What has been their track record?

What is Supported Employment?

- Supported Employment helps people diagnosed with mental illnesses find and keep meaningful jobs in the community.
- These jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled.

SAMHSA Supported Employment Tool Kit



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Individual Placement and Support Principles

- Competitive employment is the goal
- Eligibility is based on consumer choice – zero exclusion
- Consumer preferences are important
- Supported employment is integrated with treatment
- Personalized benefits counseling is provided
- Employment staff develop relationships with employers based upon consumers' job preferences
- Rapid job search -- starts soon after a consumer expresses interest in working
- Follow-along supports



Individual Placement and Support Practitioner Skills

- Engagement
- Assessment: Career / Vocational profile
- Employment planning
- Benefits counseling
- Job development
- Working with ACCES-VR
- Follow-along supports

CPI's efforts to bring IPS to consumers in NYS

- PROS programs
- State facility clinics
- Soon -- HCBS



CPI's Resources

Designed for consumers and family members:

- Employment Resource Book
- Infomercials and inspiring videos – available without login at Consumer/Family portal of CPI's website

www.practiceinnovations.org

The Employment Resource Book



Kathleen Herndon: Employment and Recovery



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Thank You