

# **Employment...Yes!**

## **The Role of Employment in Recovery**

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**September 13, 2018**

# Agenda

- Review of participants' interests and experiences
- Economic Self-sufficiency
- 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



# SAYING "YES" TO EMPLOYMENT

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NO ONE GROWS UP  
WANTING TO BE  
POOR AND IN THE  
MENTAL HEALTH  
SYSTEM

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# LABOR PARTICIPATION

July 2018 Disability Employment Statistics

## Labor Force Participation

- People with disabilities: 20.2%
- People without disabilities: 69.2%

## Unemployment Rate

- People with disabilities: 8.5% (11.1)
- People without disabilities: 3.9% (4.9)

Close to 80% of people with disabilities are not working  
or in the Labor Force

From the Office of Disability Employment (ODEP)

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YOU CAN'T WIN THE GAME IF  
YOU'RE NOT PLAYING IN IT.



# ACTIVATION





# TOWARDS ACTIVATION

## Stages of Change

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance

## Employment

- Not thinking about work
  - Considering work
  - Wants to start job search
  - Job search/employment
  - Follow along supports
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# WHAT WE NEED TO DO

- Have different conversations
  - Use IPS
  - Use social capital
  - Use our organizational capital
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# THANK YOU!

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# Question

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

# Answer

60 – 70%

Drake (1999), Mueser (2001)



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# 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?



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# YES



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# Why do people work?



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



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# 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



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# 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](http://www.practiceinnovations.org)



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# The Employment Resource Book



# Kathleen Herndon: Employment and Recovery



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# Thank You



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