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Supported Employment also known as the Individual Placement and Support Model (IPS)

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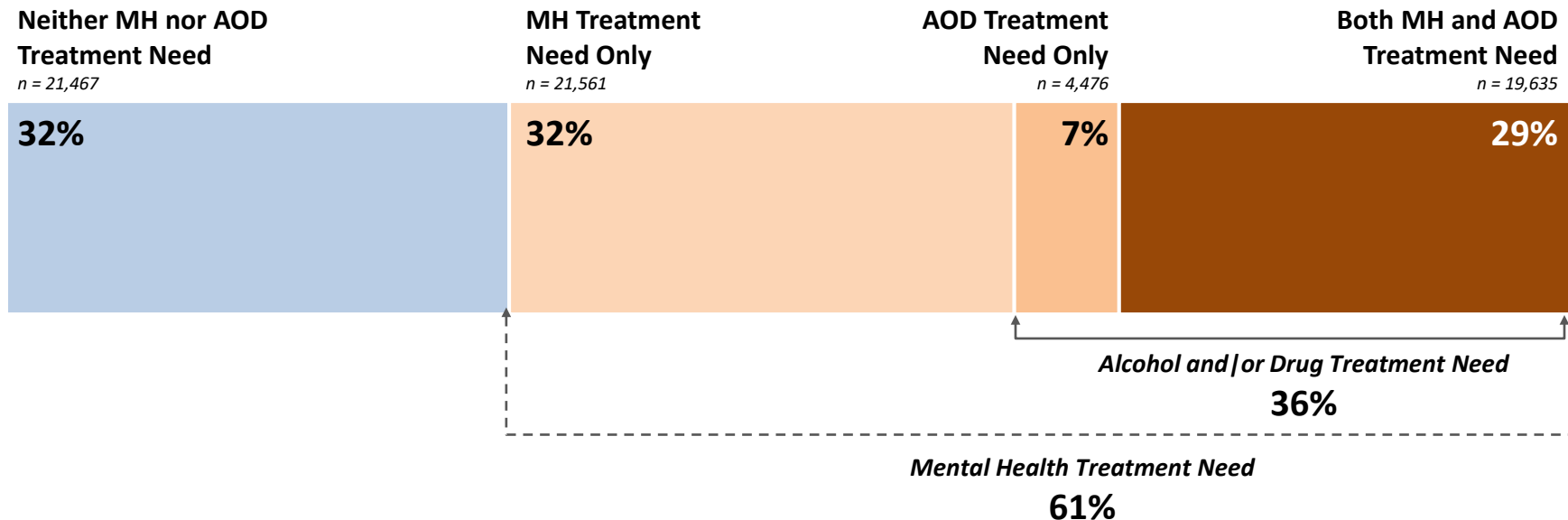
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Background

- Prevalence of behavioral health conditions among TANF participants
- Individuals with Mental Health and Substance Use Disorders tend to stay on TANF longer, and cycle back into the TANF system more frequently (WorkFirst, 2010)
- Governor's proclamation to use LEAN strategies to address barriers
- Paradigm shift for Behavioral Health/Health Care Systems to see unemployment as a social determinant of health

Behavioral Health Risks among SFY 2014 TANF Clients*

IDENTIFIED USING POOLED SFY 2012 TO SFY 2016 RISK INDICATORS



Highlights:

- ❶ 36 percent of clients have an identified alcohol/drug treatment need at some time over the FY 2005 to FY 2009 time period
- ❷ 61 percent of clients have an identified mental health need at some time over the period
- ❸ 29 percent have both alcohol/drug and mental health needs identified over the period

SOURCE: Washington State administrative data.

* Population is restricted to individuals who were 18 years of age or older as of July 1, 2013. Mental health and alcohol or substance use disorder (AOD) treatment needs were identified using administrative data. Mental illness is indicated for any individual who: 1) was diagnosed with a psychotic, mania/bipolar, depressive, anxiety, attention deficit and/or hyperactive, disruptive/impulse control/conduct, or adjustment disorder; 2) had a psychotropic medication prescription, 3) received mental health services, or 4) received behavioral health rehabilitation services from the Children's Administration. AOD treatment need is indicated through medical records, arrest information, and substance use disorder diagnoses and treatment.

Why Individual Placement and Support (IPS) model was chosen for the pilot project

- Legislatively mandated to implement evidence-based/research-based practices
 - 23 Randomized Controlled Studies
- Aligns with the WorkFirst Principles and efforts to reduce barriers for TANF families
 - Practitioners focus on each person's strengths
 - Work promotes recovery and wellness
 - Practitioners work in collaboration with state vocational rehabilitation counselors
 - IPS uses a multidisciplinary team approach
 - Services are individualized and last as long as the person needs and wants them
 - The IPS approach changes the way mental health services are delivered

TANF SE Pilot Overview

- Built pilot on California State's CalWORKS Individual Placement and Support (IPS) project.
- Braided funding between Division of Behavioral Health & Recovery (DBHR), TANF Block Grant Funds, North Sound BHO, Snohomish County/Building Changes System Innovation and Sunrise Services.

Principles of IPS:

- Zero exclusion criteria
- Participant preferences
- Work incentives planning offered
- Ongoing support services from Employment Specialists
- SEP and Mental Health services are integrated
- Rapid job search – assumption of readiness
- Competitive Jobs are integrated in the community
- Systematic job development

Why Supported Employment?

Designed to transform how we serve WorkFirst clients with mental illness by promoting sustainable access to supported employment.

Research behind supported employment services (RDA 2016):

- ✓ Increased employment rates
- ✓ Increased use of Community based outpatient mental health services (non-crisis)
- ✓ Decreased arrest rates



3 Goals of the Pilot

- Demonstrate and evaluate evidence-based practice IPS for TANF population with BH conditions (small cohort=homeless)
- Bring the BH system and CSO system closer together (monthly administrative calls: BHO, CSD, MH Provider, County)
- Braiding 4 funding streams together (TANF BG, MHBG, Gates Foundation, Medicaid)

Three Components of IPS SE Evaluation

1. Program Implementation

DESCRIPTION – Monitoring the enrollment numbers, describing participant characteristics, and services received

2. Changes Overtime

DESCRIPTION – Examining the changes over time since client entered TANF SEP program

KEY COMPARISON – Client employment and other key indicators during/after TANF SEP participation compared to the same client at/prior to TANF SEP enrollment

3. Outcome Evaluation (Possible in Future)

DESCRIPTION – Examining how Supported Employment helped clients in the TANF SEP program relative to a comparison group not in the program

KEY COMPARISON – Outcomes for clients who participate in the TANF SEP program relative to outcomes for similar Washington adults receiving other (non-TANF SEP) publicly funded services

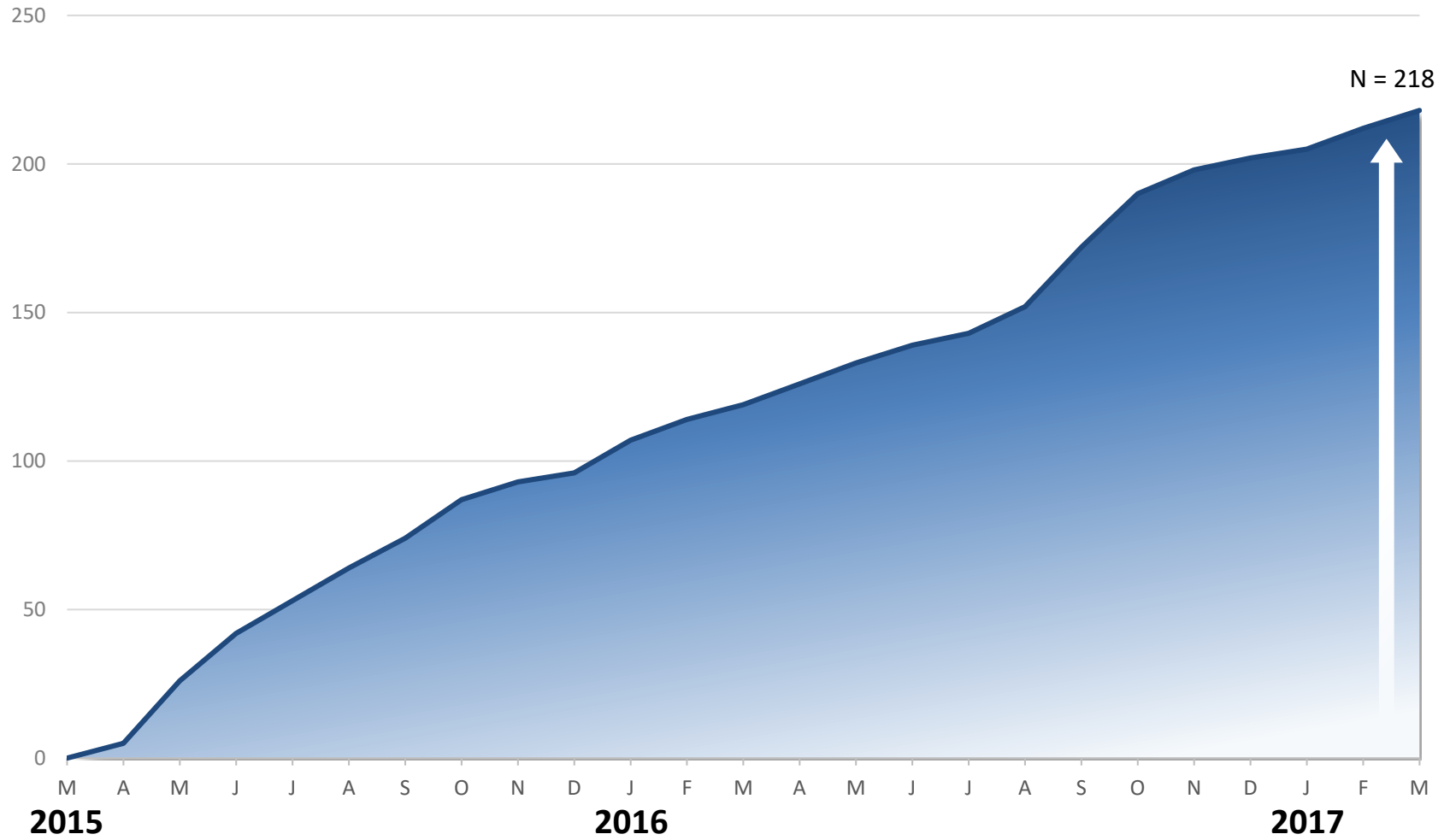
TANF SE Pilot Participating Sites

**Sunrise Community
Mental Health**
North Sound RSN



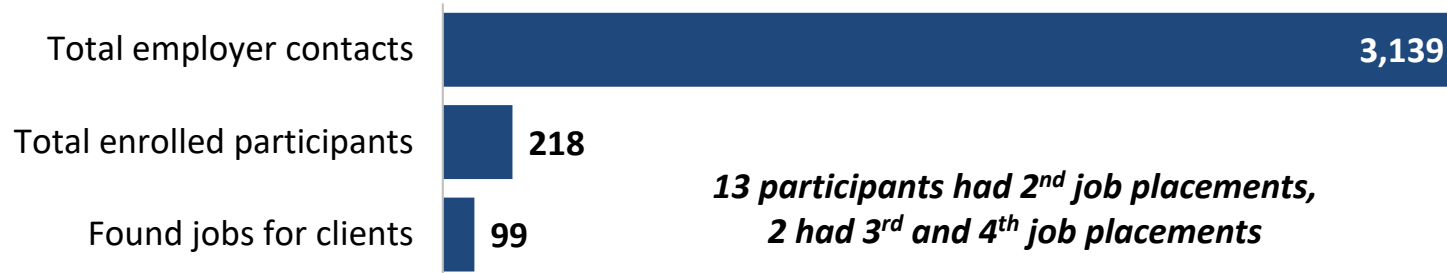
TANF SE Pilot Participants Enrolled as of April 2017

CUMULATIVE

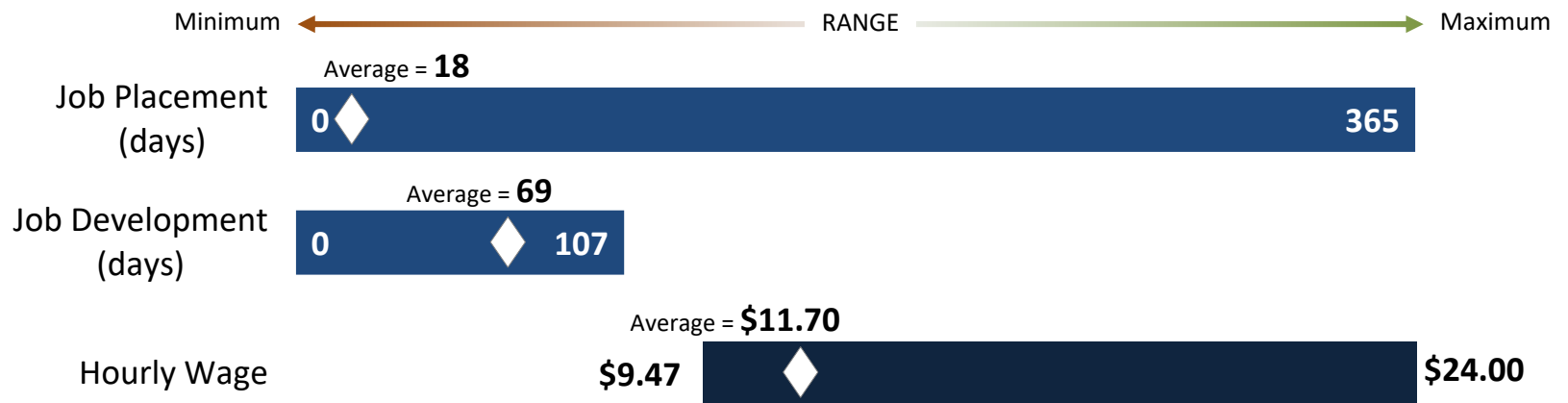


IPS Program Metrics, April 2015 through March 2017

■ Systematic job development and time-unlimited support



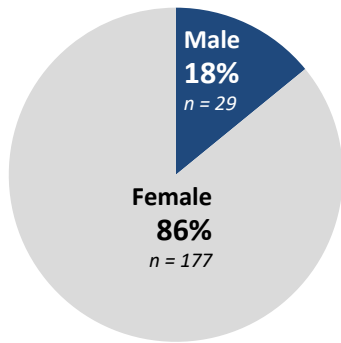
■ Timely job development and job placement and competitive wages



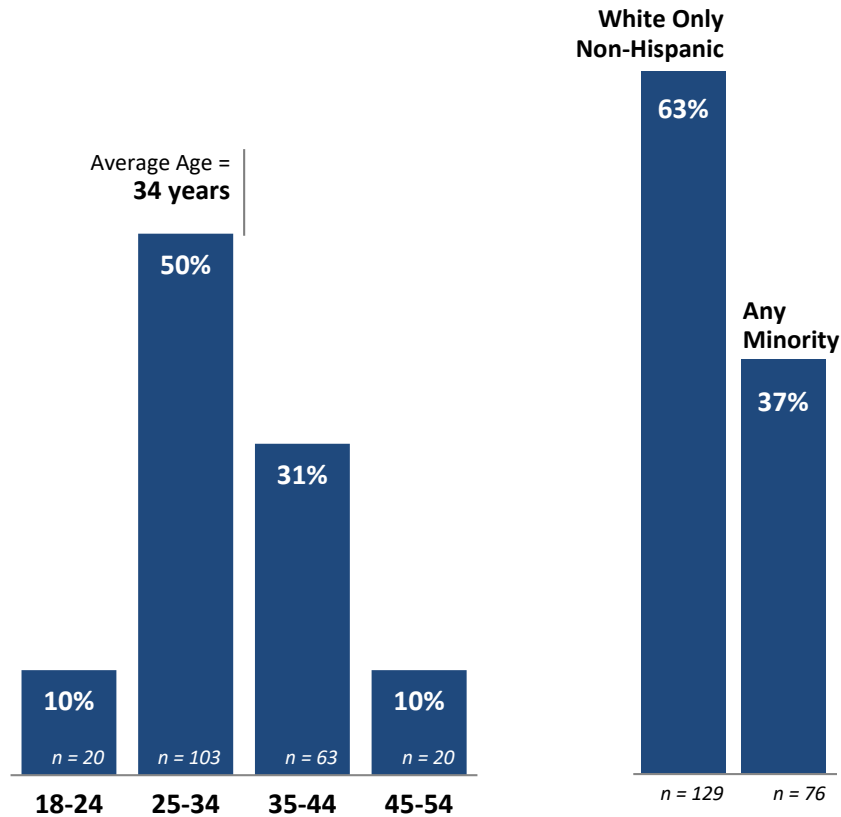
TANF SEP Participant Demographics and Mental Health Treatment Needs

as of March 2017 (TOTAL Both Sites = 206)

Gender

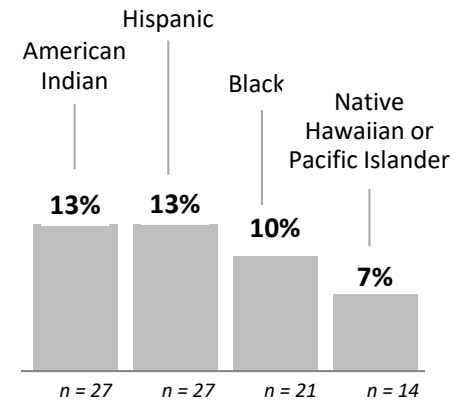


Age Distribution



Race/Ethnicity

DETAIL

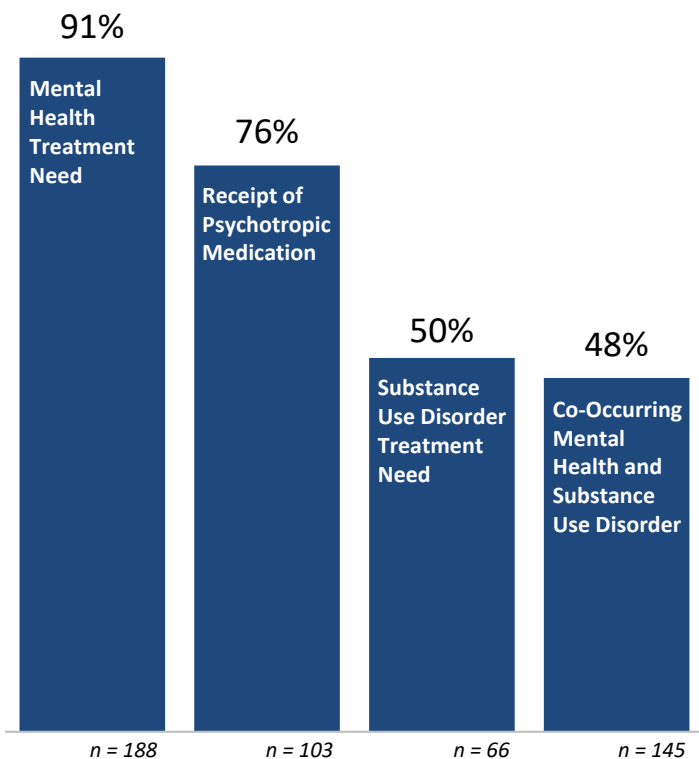


Behavioral Health Needs and Self-Sufficiency of BEST Participants

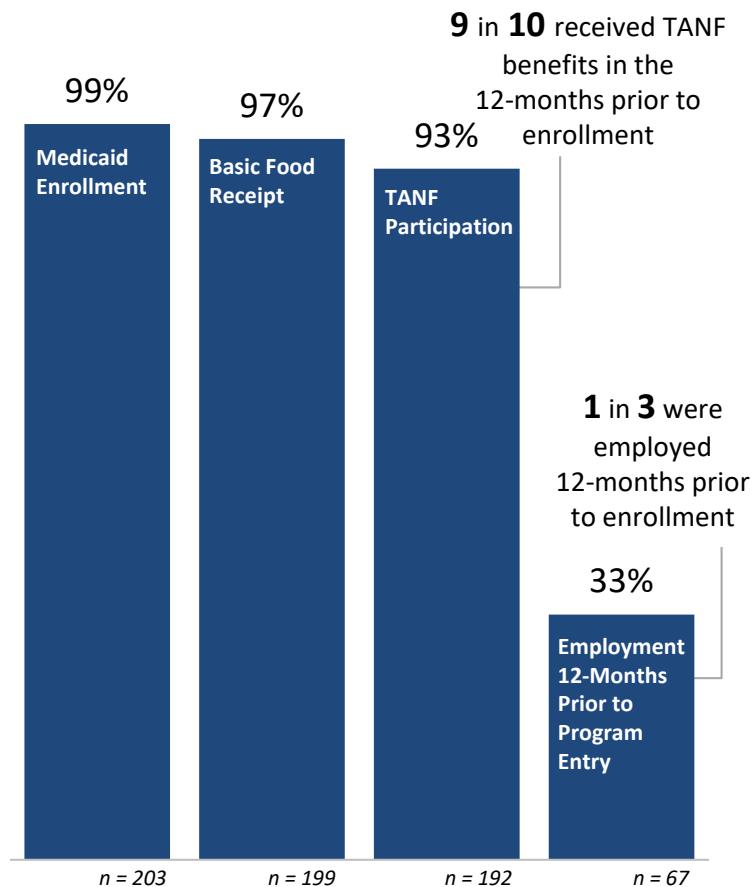
TOTAL Both Sites = 206

Mental Health and Substance Use Disorder Treatment Need*

24 months prior to enrollment, as of March 31, 2017



Measures of Self-Sufficiency



SOURCE: Integrated Client Database (ICDB)

* Broad definition (presence of substance use disorder and mental illness over a 24-month window based on health and behavioral health diagnoses, prescriptions, and treatment records, combined with related drug and alcohol-related arrest data maintained by the Washington State Patrol).

TANF SE Pilot Supported Employment Service Encounters

198 of **206 clients** received TANF services in the year prior to enrollment in supported employment



The **198 clients** who were enrolled in TANF prior to their program enrollment

... Had a median TANF service length of **7 months**, and

... Received TANF for an average of **13 months**

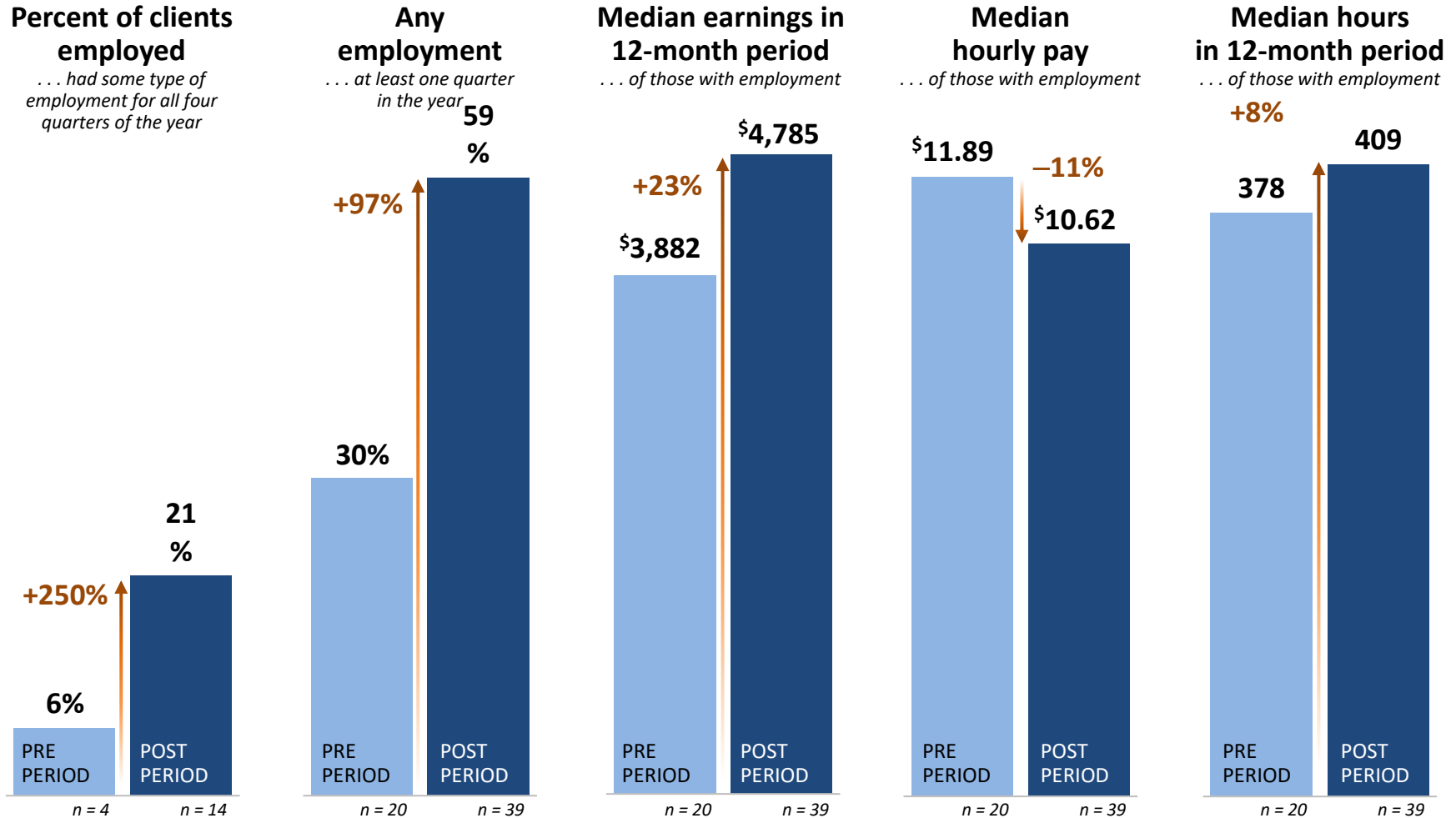
Length of Most Recent TANF Receipt Span

NO TANF
Receipt



Preliminary Outcomes: Employment and Earnings

Comparison of outcomes 12 months prior to enrollment and 12 months after program discharge, as of March 31, 2016
 Data is restricted to individuals discharged from the program • TOTAL Both Sites = 66



RESOURCES:

- Prevalence data on MH and TANF, research reports from our DSHS Research and Data Analysis team and a link to the Integrated Database.

<https://www.dshs.wa.gov/sites/default/files/SESA/rda/documents/research-11-153.pdf>

<https://www.dshs.wa.gov/sites/default/files/SESA/rda/documents/research-11-158.pdf>

<https://www.dshs.wa.gov/sesa/rda/research-reports/integrated-client-database>

<https://www.dshs.wa.gov/sesa/rda/research-reports>

IPS Works – www.ipsworks.org

CalWorks Study – www.cibhs.org

Next Steps:

Transforming
Lives

- Sustaining Supported Employment – IPS through 1115
Medicaid Transformation Demonstration



Medicaid Transformation Project Demonstration



Medicaid transformation goals

Over the five-year demonstration, Washington will:

- Integrate physical and behavioral health purchasing and service delivery
- Convert 90% of Medicaid provider payments to reward outcomes
- Support provider capacity to adopt new payment and care models
- Implement population health strategies that improve health equity
- Provide targeted services that address the needs of our aging populations and address the key social determinants of health



Supported employment target population

- Aged, Blind, Disabled (ABD)/Housing and Essential Needs (HEN)
- Individuals with severe and persistent mental illness, individuals with multiple episodes of inpatient substance use treatment and/or co-occurring
- Working age youth with behavioral health conditions
- Individuals receiving long-term services and supports

Questions?

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