

Fact Sheet: Employment to Support Mental Health Recovery

Updated: October 16, 2016

<p>Overview</p>	<p>The Supreme Court’s 1999 decision in <i>Olmstead v. L.C.</i> established that unnecessary segregation of individuals with disabilities is a violation of the Americans with Disabilities Act (ADA) of 1990. The <i>Olmstead</i> decision ensures that people with disabilities can fully participate as citizens protected under the ADA. <i>Olmstead</i> is most typically understood as addressing the question of <u>where</u> people with disabilities live - in institutions or in the community. <i>Olmstead</i> is in fact mostly about <u>how</u> people with disabilities live, such as having the same array of day-to-day choices, opportunities, and interactions that people without disabilities take for granted.</p> <p>According to the Substance Abuse and Mental Health Services Administration’s (SAMHSA) research, about 70 percent of adults with serious mental illnesses desire to work (Mueser et al., 2001; Roger et al., 2001). Supported Employment, also known as the Individual Placement and Support (IPS) model, has been proven effective in 23 randomized, controlled trials. IPS is three times more effective than other vocational approaches in helping people with mental illness to work competitively. IPS has been found effective for numerous populations, including:</p> <ul style="list-style-type: none"> • People with many different diagnoses, educational levels, and prior work histories; • Long-term Social Security beneficiaries; • Young adults; • Older adults; • Veterans with post-traumatic stress disorder or spinal cord injury; and • People with co-occurring mental illness and substance use disorders (<i>Making the Case for IPS-Supported Employment</i>).
<p>Eligibility Requirements</p>	<p>In 2015 Washington State applied for a five-year demonstration waiver through the Centers for Medicaid/Medicare Services (CMS) to demonstrate transformation through foundational community supports to targeted Medicaid populations. Initiative 3 of the 1115 Medicaid Demonstration waiver will serve specific populations and seeks to achieve the following outcomes:</p> <ul style="list-style-type: none"> • Helping people stay engaged in the labor market: Those enrolled in the Aged, Blind and Disabled (ABD) program, or who have the potential to be enrolled in Housing & Essential Needs (HEN); • Preventing the escalation of behavioral health service need: Individuals with severe and persistent mental illness, multiple episodes of inpatient substance abuse treatment and/or co-occurring mental illness and substance use disorder; • Supporting those with significant needs for long-term services and supports: Individuals with traumatic brain injury and physical disabilities; and • Supporting vulnerable youth and young adults: Working age youth with a behavioral health

	<p>diagnosis.</p> <p>For more information see the Initiative 3 Fact Sheet at http://hca.wa.gov/assets/program/waiverfactsheet-i3.pdf.</p>
Authority	<p>According to the Dartmouth Psychiatric Research Institute, regarding the evidence-based practice toolkit on Supported Employment, there are eight practice principles:</p> <ul style="list-style-type: none"> • Competitive employment is the goal • Supported Employment is integrated with treatment • Eligibility is based on the individual’s choice; people are not excluded because of their symptoms or current substance use • Attention to the individual’s job preferences • Benefits counseling is important • Rapid job search after the individual expresses their desire to work • Job development through the development of employer relationships • Time-unlimited support
Budget	Not applicable at this time
Rates	Not applicable at this time
Costs and Numbers Served	<p>The DSHS Research and Data Analysis Division analyzed 3,642 adults who received supported employment services under the previously funded B-3 Medicaid services. A copy of the report is available at https://www.dshs.wa.gov/sites/default/files/SESA/rda/documents/research-11-230.pdf.</p>
Partners	<p>In 2013, SAMHSA sponsored a virtual policy academy to further the goals on the Olmstead U.S. Supreme Court decision of further integrating people into the community. The DSHS Division of Behavioral Health and Recovery submitted an application to participate with partners such as the state Division of Vocational Rehabilitation, Governor’s Committee on Disability Employment Policy, the Employment Security Department, Home and Community Services, Developmental Disabilities Administration, Regional Support Networks, and provider organizations.</p> <p>The Washington State Olmstead Policy Academy on Employment has developed a strategic plan to improve the employment rate of individuals with significant behavioral health issues. The plan includes action steps in the areas of financing supported employment services, workforce development, and community education, including educating people with disabilities.</p>
Oversight	<p>In 2014, the Legislature adopted 2SSB 6312, directing DSHS to integrate chemical dependency treatment purchasing primarily with managed care contracts administered by BHOs. Within funds appropriated by the legislature for this purpose, behavioral health organizations shall develop the means to serve the needs of people with mental disorders residing within the boundaries of their regional service area. Elements of the program may include supported housing and supported employment services.</p>
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