

Fairfax-Falls Church Community Services Board

LOB #274:

ADULT BEHAVIORAL HEALTH EMPLOYMENT AND DAY SERVICES

Purpose

The purpose of Adult Behavioral Health Employment and Day Services is to provide employment assistance and training to improve independence and self-sufficiency and help individuals with behavioral health challenges enter and remain in the workforce. Employment has been proven to be an important element in individuals' recovery from mental illness and substance use disorders. Services are provided primarily through contracts and partnerships with private, nonprofit and/or public agencies. This service area includes group and individualized supported employment; psychosocial rehabilitation; and a specialized program for late-adolescent and young adults experiencing their first episode of psychosis. Limited transportation services are also available for persons who attend employment and day programs, if there are no other transportation options available to them.

Description

Individuals with behavioral health concerns of mental illness and/or substance use disorders need and wish for the same life opportunities that the rest of the population needs and desires, including meaningful social activities and employment, caring friends and family, and a safe home. With the appropriate level and type of support, people with behavioral health disorders can achieve these goals. This LOB provides an array of services to provide that support, from supported employment to vocational training and psychosocial rehabilitation, as well as a specialty program for young adults. Demand for these support services is high, and often a waiting list exists.

Employment Services

Behavioral health employment services utilize the evidenced-based model of Supported Employment. The major principles of this model are:

- Consumer choice. No one is excluded from participating.
- Integrated services. Employment specialists closely coordinate with other rehabilitation and clinical treatment practitioners, creating a comprehensive treatment program.
- Competitive jobs. Employment specialists help people find jobs in the open labor market that pay at least minimum wage and that anyone could have, regardless of their disability status.
- Benefits counseling. Employment specialists help people understand how benefits such as Social Security or Medicaid are affected by working. Most people are able to work and continue to receive some benefits.
- Timely support. Employment specialists help people look for jobs soon after they enter the program.
- Continuous supports. Once a job is found, employment specialists provide ongoing support, as needed.
- Consumer preferences. Choices about work are based on a person's preferences, strengths, and experiences.

Behavioral health employment services are primarily contracted from private providers with a small direct service component. Contracted staff works together with County employees on combined teams embedded in various behavioral health case management and treatment services. Evidence-based practices have demonstrated that embedding employment staff results in much more effective employment outcomes. Behavioral health employment staff work with individuals one-on-one and in employment groups.

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Psychosocial Rehabilitation (Day Services) provide a period for adjustment and skills development for persons with serious mental illness, substance use and/or co-occurring disorders who are transitioning to employment. Services include psycho-educational groups, social skills training, services for individuals with co-occurring disorders, relapse prevention, training in problem solving and independent living skills, health literacy, pre-vocational services and community integration. Services are available in a small directly-operated program or through contract with private providers. The Community Readiness and Support Program (CRSP) is the CSB's directly-operated psychosocial rehabilitation program for individuals who have limited social skills, have challenges establishing and maintaining relationships, and need help with basic daily living activities. Contracted psychosocial rehabilitation services use the same model as CRSP. In the contracted services, the model is called "Recovery Academy," and the above focus areas are addressed in multi-week "courses," such that the experience can be tailored for each person. At the end of a term, courses can be repeated or new courses can be selected depending on an individual's goals and progress.

Turning Point is a grant-funded coordinated specialty service program for adolescents and young adults aged 16-25 who are experiencing serious behavioral health conditions, including a first episode of psychosis. Psychotic disorders can derail a young adult's social, academic and vocational development; but rapid, comprehensive intervention soon after the first episode can set the course toward recovery.

Turning Point is based on the evidence-based model known as Recovery After an Initial Schizophrenia Episode (RAISE). The early intervention program helps the young people and their families understand and manage symptoms of mental illness and or substance use disorder, while also building skills and supports that allow them to be successful in work, school, and in life in general. The program can serve up to 120 people per year, and participation in the program may continue for up to three years as needed.

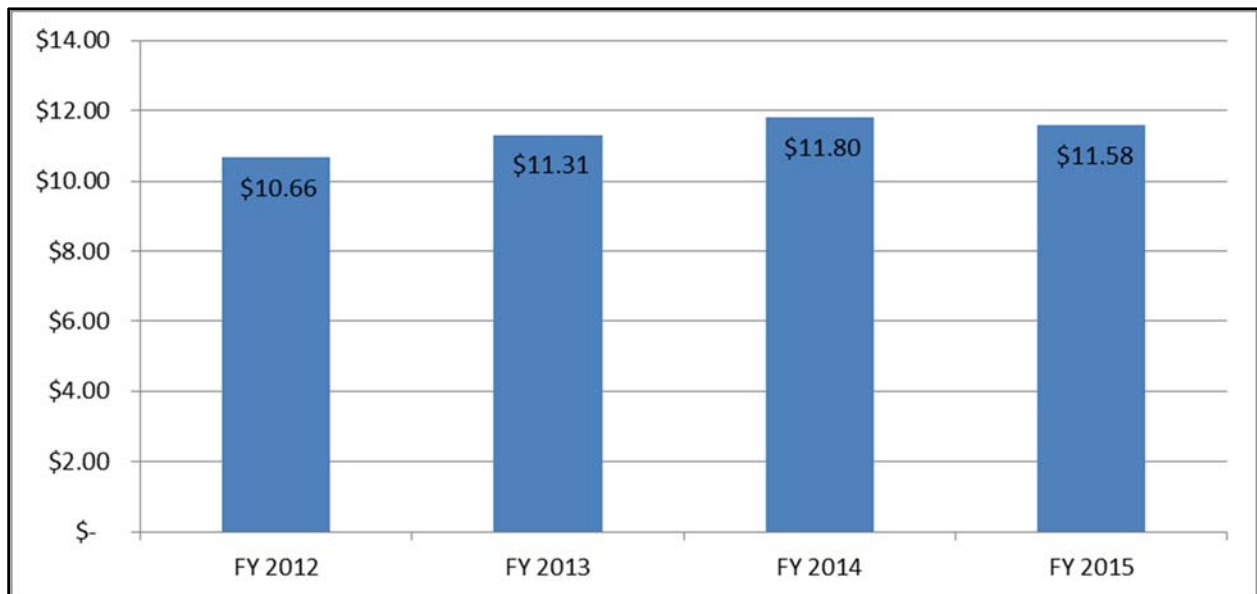
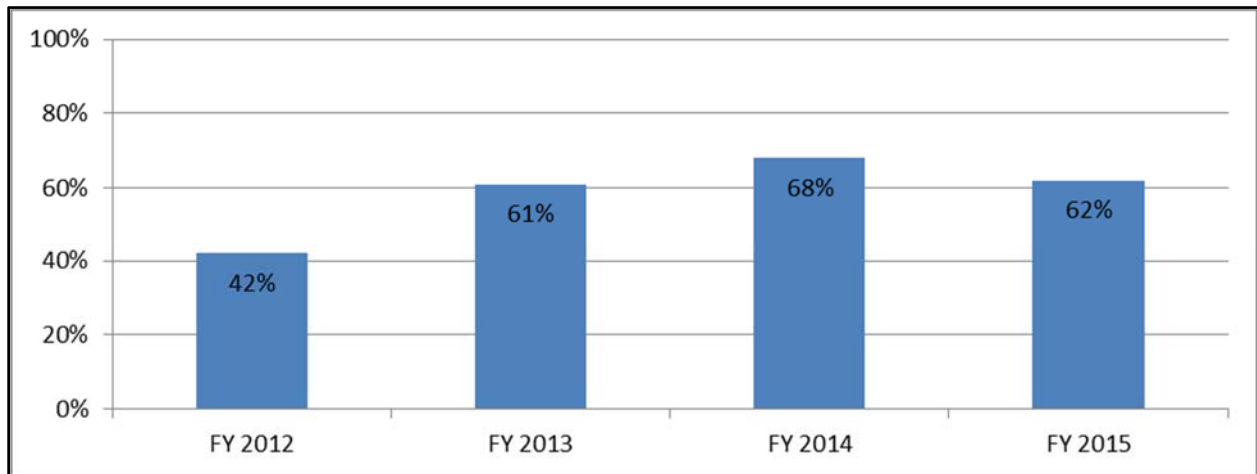
Benefits

Employment is a normal part of most people's life and involvement in the community. Employment supports a person's recovery and reintegration to a normal community life. Indeed, research has shown that integrated employment services reduce the cost and need for other more intensive services. Specifically, research has shown that employment resulted in:

- Reduced substance use
- Improved psychiatric symptoms and functioning
- Decreased hospitalization
- Increased housing stability
- Fewer arrests, and
- Improved quality of life.

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The following chart shows the percentage of persons served who obtain employment. The placement rate for CSB BH Employment services is well above the national average (17-35 percent). Research indicates that with evidence-based practices, placement rates as high as 85 percent can be achieved.



Above is the average hourly wage of persons who obtained employment with supports from CSB behavioral health employment services. Below is a data “snapshot” for behavioral health employment services for FY 2015:

- 1,209 people were served in groups (some of these numbers are duplicates)
- 491 received services other than group services
- 332 people were served individually in 1:1 supported employment
- 206 people achieved employment
- Wages ranged from \$7.25/hour to \$62.50/hour
- The average wage was \$11.58
- 64 jobs were full time
- 41 jobs came with benefits
- Average hours worked per week were 25

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- An additional 300+ individuals received psychosocial rehabilitation services

Mandates

Employment and Day Services for persons with behavioral health issues are not mandated services; however, the outcome of employment and/or a meaningful day activity is a value of the community, County, and government.

Trends and Challenges

Nationally, there is an increased emphasis on employment for persons with disabilities. There is considerable evidence for its related benefits, including reduction in the utilization of other direct, support services, and safety net services when employment is achieved. Increasingly, offering employment as a first choice in service options is becoming a civil rights expectation. As such, the demand for behavioral health employment services is expanding, and while CSB has attempted to meet increased needs, related resources are at best stable with only very limited expansion possible. This results in waiting lists which are contrary to evidence-based practices and reduce provision of services when a person not only needs employment but may also be in their most opportune window to acquire it.

Changing Medicaid rules and regulations, particularly in the area of mental health supports, and changing documentation requirements put additional demands on program resources but do not result in an increased census of people being served.

The trend towards employment and/or education for even those with the most severe disabilities and obstacles is desirable. However, for individuals with the most significant challenges, more support is required for a successful outcome. This puts even more pressure on limited resources to meet the outstanding need.

The Turning Point grant program reflects a trend toward earlier intervention and support for persons experiencing a first episode psychosis. This initial involvement with wraparound supports is having a significant, positive impact on outcomes and future service needs for individuals experiencing behavioral health issues.

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Resources

Category	FY 2014 Actual	FY 2015 Actual	FY 2016 Adopted
LOB #274: Adult Behavioral Health Employment and Day Services			
FUNDING			
<u>Expenditures:</u>			
Compensation	\$299,644	\$527,157	\$516,903
Benefits	117,945	189,209	221,292
Operating Expenses	3,148,103	2,637,151	2,557,168
Total Expenditures	\$3,565,692	\$3,353,517	\$3,295,363
Total Revenue	\$100,654	\$108,467	\$107,869
<u>Transfers In:</u>			
Transfer In from General Fund	\$3,465,038	\$3,245,050	\$3,187,494
Total Transfers In	\$3,465,038	\$3,245,050	\$3,187,494
POSITIONS			
Authorized Positions/Full-Time Equivalents (FTEs)			
<u>Positions:</u>			
Regular	6 / 6	6 / 6	6 / 6
Total Positions	6 / 6	6 / 6	6 / 6

Metrics

Metric Indicator	FY 2013 Actual	FY 2014 Actual	FY 2015 Actual	FY 2016 Estimate	FY 2017 Estimate
Number of individuals served	297	386	491	550	550
Average cost per individual served	NA	NA	\$1,671	\$1,380	\$1,380
Percentage of individuals who obtained employment after receiving assistance through individual supported employment services	61%	68%	62%	65%	65%
Average hourly rate of individuals receiving individual supported employment services	\$11.31	\$11.80	\$11.58	\$11.80	\$11.80

During the past fiscal year, Employment Services were provided to 491 adults with mental health, substance use and co-occurring disorders. This represents a 65 percent increase over FY 2013. These increases were made possible by the addition of another staff position. It should be noted that the number served represents people who are documented in the CSB's electronic health record, and does not capture a number of people who received employment services in group settings. The CSB will develop an automated solution to accurately reflect the number of people served in group settings, and it is anticipated that the number served will increase in FY 2016. In addition, more adults are expected to receive services as outreach is provided to the Fairfax County Public Schools, with the goal of engaging graduating students who have behavioral health issues. The cost to serve each individual was \$1,671 in FY 2015.

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During the past year, Employment Services staff focused on more individual job development. Approximately 70 percent of those served received individual supported employment services. Sixty-two percent of those who received individual supported employment obtained paid employment, continuing a positive trend that is expected to continue in FY 2016; the percentage increases to 67 percent when volunteer placements are included. Individuals who obtained paid employment worked an average of 25 hours a week and received an average wage of \$11.58. The average wage earned has remained relatively stable for the past three years.

These outcomes are significant for a number of reasons. Supporting individuals with mental health, substance use and co-occurring disorders in obtaining employment and meaningful day activity is an evidence-based practice, and supports development of social skills, self-image and economic stability. Historically, a significant number of people who would benefit from employment services were reluctant to participate in programs or to actively seek employment. This reluctance was due in part to feeling ill-prepared to enter the workforce, but also due to concerns about financial stability. In addition, the decision about how much to work is often influenced by a desire to transition to a working life while minimizing the risk of being both out of work and without disability benefits. Employment services helps to bridge that gap, assisting those who receive services to determine the most realistic plan for employment. The success and scope of this service has grown over the past few years, and participants report a high level of satisfaction with the program. Ninety-two percent of those who received services in FY 2015 indicated that they were satisfied with programming.

Grant Support

FY 2016 Grant Total Funding: Federal Pass Through and State funding of \$700,000 and 1/1.0 FTE grant position supports the Adult Behavioral Health Employment and Day Services LOB. There is no Local Cash Match associated with this grant. The Department of Behavioral Health and Developmental Services provides funding for medical and psychosocial support services as well as supported employment, education and family engagement services for young adults, ages 16 to 25, experiencing first episode psychosis.