

MIDD 2 Initiative RR-10: Behavioral Health Employment Services and Supported Employment

How does the program advance the adopted MIDD policy goals?

This initiative impacts the adopted MIDD policy goal of “improve health and wellness of individuals living with behavioral health conditions.”

Helping individuals achieve employment outcomes makes a significant difference not only in the income levels of the individuals being served within the behavioral health system, but also helps them achieve self-sufficiency and improve non-vocational based outcomes such as improved self-esteem, sense of purpose, decreased isolation and meaningful activities that employment often provides.¹³⁰

1. Program Description

◇ A. Service Components/Design (Brief)

This initiative continues the existing MIDD 1 program Employment Services for Individuals with Mental Illness and Chemical Dependency, also known as “Supported Employment,” and offers modified employment services to enhance employment options for people living with mental illness and/or substance use disorders.

Based on the needs of each individual job seeker within the integrated behavioral health system (formerly the mental health and substance use disorders systems), this program provides a two-tiered model to assist the job seeker to receive either the fidelity-based, intensive, Supported Employment (SE) services or a modified employment model that provides less intensive services for individuals requiring less employment support who can benefit primarily from linkage and referral to external employment service providers. This model allows employment services to be offered to a greater number of individuals while disseminating the principles of the evidence-based Supported Employment model.

◇ B. Goals

The primary goal of this program is to increase the number of individuals with behavioral health conditions that gain and maintain employment in competitive and integrated jobs in the community that pay at or above minimum wage.

¹³⁰ The Impact of Competitive Employment on Non-vocational Outcomes (Luciano, Bond, & Drake, 2014). In addition, a four-year examination of MIDD-funded supported employment by King County Behavioral Health and Recovery Division (BHRD) found a correlation between program participation and decreases in hospitalization and jail utilization. “Treatment Effect of Supported Employment in Reducing Hospitalizations and Incarcerations.” Floyd, 2016.

◇ C. Preliminary Performance Measures (based on MIDD 2 Framework)¹³¹

1. How much? Service Capacity Measures

This initiative will serve 800 unduplicated individuals annually.

2. How well? Service Quality Measures

- Increased job placements and retentions

3. Is anyone better off? Individual Outcome Measures

- Increased stability in treatment, employment, or other quality of life measures
- Improved wellness and social relationships
- Reduced unnecessary incarceration and hospital use

◇ D. Provided by: Contractor

2. Spending Plan

Year	Activity	Amount
2017	Continued supported employment services at behavioral health provider agencies, with less intensive employment support services also available	\$973,750
2017 Annual Expenditure		\$973,750
2018	Continued supported employment services at behavioral health provider agencies, with less intensive employment support services also available	\$999,068
2018 Annual Expenditure		\$999,068
Biennial Expenditure		\$1,972,818

¹³¹ Throughout 2017, review and refinement of Results-Based Accountability (RBA) performance measures for MIDD 2 initiatives will be conducted whenever applicable, in consultation with providers. Updates to performance measures that may result from this collaborative process will be reported in the next MIDD Annual Report in August 2018.

3. Implementation Schedule

◇ *A. Procurement and Contracting of Services*

Behavioral health providers currently under contract with BHRD will provide supported employment services and/or linkage to external employment services. No RFP is needed.

◇ *B. Services Start date (s)*

Services continued on January 1, 2017.

4. Community Engagement Efforts

Stakeholder input for this initiative was gathered from BHRD-contracted agencies providing supported employment services, and separately from other contracted agencies providing linkage and referral services to external employment service providers. This input addressed positive program impacts that may extend beyond employment; the possibility of funding for support services for work readiness; and the possibility of expansion of the external linkage and referral employment program.