



# Employment, In-SHAPE, Galley & MRS <sup>III.</sup>

Individual Placement & Support

Opportunities for Success

Benefits Coaching

Michigan Rehabilitation Services

In-SHAPE

Galley

# A quick review about employment and mental health

- 60% of persons with mental health disorders desire to work competitively and 2% of clients in public mental health systems have access to IPS (Bruns et al., 2016)
- 60% of people with serious mental illness want to work, less than 20% are employed. (IPS Institute)
- Employment is possible for everyone, there are different paths, here at St. Clair County CMH those we serve have access to MRS, IPS, OFS and benefits coaching/planning

# Individual Placement and Support

IPS is an evidence based practice that provides supported employment for those with serious and persistent mental illness and/or substance use disorders.

## The Eight Key Principles

- Competitive Employment
- Systematic Job Development
- Rapid Job Search
- Integrated Services
- Benefits Planning
- Zero Exclusion
- Time-Unlimited Support

In 28 randomized controlled studies the success rate for IPS by the numbers:

	IPS	Control
North America	61%	28%
Europe	43%	19%
Asia	54%	20%
Australia	59%	27%

(Drake et al. 2019)

# Meet the IPS Team and the numbers

- Christine Davis (ES)
- Audrey Bell (ES)
- John Halliday (ES)
- Adam Rybarczyk (B2W Coach and ES)
- Jennifer Dugger (ES)
- Laura Bramlett (CPSS)
- Hope Lee (Clerical Support)

## 2023 First Quarter Data

- 95 persons served with at least 1 service provided
  - 36 jobs supported
  - 21 new jobs
- 27 jobs maintained (75% retention rate)
  - Average pay: \$13.57
  - Total Hours worked 6,128
  - 5 people reached 90 days
  - 1 people reached 6 months
  - 2 people reached 1 year

# Opportunities for Success

- Based on the Discovery Model and Customized Employment Model, both created for persons with intellectual/developmental disabilities
- Discovery is a process between 2 and 8 weeks (in some cases longer) where a person, their family/support system and case holder participate in a journey to create 3 themes for the Employment Specialist and person to explore to find the right fit for employment
- According to ODEP “customized employment is a process for achieving *competitive integrated employment* or *self-employment* through a relationship between employee and employer that is personalized to meet the needs of both.”

# Meet the OFS team and the Numbers

- Jalen Cates (ES)
- Amyjean Paterson (ES)
- Tiffany Humphrey (MHA)
- Hope Lee (Clerical Support)

## 2023 1<sup>st</sup> Quarter

- 27 served
  - 11 jobs
- All jobs were in competitive employment, no sheltered workshops
- All jobs were over minimum wage between \$10-\$12
  - 2 job losses

# Benefits Coaching/Counseling

- Benefits coaching is performed at CMH for any person who has a benefit and wants to work. We have two certified Benefit-to-Work coaches (State of Michigan micro-certification) Adam Rybarczyk and Erika Rice
- Erika Rice also holds Work Incentive Practitioner (WIP-C) credentials from Cornell University which allows us to perform more intensive work incentive planning and support a person if difficulties arise with the SSA
- We review work incentives including the Trial Work Period, Substantial Gainful Activity, Medicaid, Medicare, SSI 1619B and support a person with budgeting and reporting wages to the SSA ([db101.org](http://db101.org) is a great website to use for these meetings and provide the person with a working knowledge of benefits and work)
- Growing the benefits team will support more SSA and other benefits education at SCCCMH

# Michigan Rehabilitation Services

- The website for MRS states it provides "individualized services that assist potential employees with differing abilities to prepare for, pursue and retain careers. We partner with business in employee development, business consulting and corporate relations. We are committed to building the workforce of tomorrow... today."
- The Mission: "Develop customized workforce solutions for businesses and individuals with disabilities."
- The Vision: "A diverse and inclusive workforce that unites businesses and individuals with disabilities toward a common good."
- Michigan Rehab has two counselors that come in the agency Louise Wang-Weldon on Wednesday and Amy Sanderson is here on Friday



# In-S.H.A.P.E

- A health development initiative for individuals experiencing mental illness.
- The goals of the initiative are to improve physical health and quality of life, reduce the risk of preventable diseases, and enhance the life expectancy of individuals experiencing serious mental illnesses.
  - Studies show that individuals experiencing serious and persistent mental illnesses are at increased risk of morbid obesity, diabetes, hypertension, cardio-vascular disease, and nicotine dependence; and in the U.S. they have a life expectancy that is 25-30 years less than the general population
- The team: Health Mentors: Cheryl Keany, Tom Kingsbury, Emily Ash, Erin Sullivan, Jenny McElwain Clerical Support: Leana Jurn

# The Galley

- Homestyle Cooking classes have been developed with Mike Moretz at the Chef's table and Lori Gauthier supporting the program's needs
- Each person comes to the class two days a week to learn how to cook healthy low-cost meals
- Each class has 4 to 6 students, this allows each person to participate with making the meal and learning proper food handling and safety