



INFORMATION

...foundation for good policy

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The Department of Mental Health and Addiction Services A Healthcare Service Agency



John G. Rowland
Governor

Supported Employment Services

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Commissioner

“Work is about daily meaning as well as daily bread.” – Studs Terkel

The “command focus” of the DMHAS healthcare strategy is to assure that our healthcare system emphasizes recovery-oriented services. **Work** provides the kind of meaningful activity which is at the core of a person’s **recovery**. It is a key part of restoring self-esteem, promoting a positive identity, and providing a meaningful role in the community. Persons with behavioral health disorders consistently express their desire to work. DMHAS provides financial support for 35 private agencies in Connecticut which offer a broad menu of vocational rehabilitation services. These include career planning, job readiness preparation, job placement, on-the-job coaching and other job retention services.



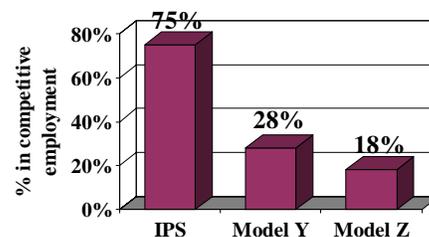
More than 3,100 persons each year are assisted in finding and keeping employment through the DMHAS Healthcare System. We are committed to significantly increasing this number over the next two years, both for persons with a mental health disability and those with substance use disorders.



The “**supported employment**” model of vocational services helps people with disabilities to participate as much as possible in the competitive labor market, working in jobs they prefer with the level of professional help they need. The **Capitol Region Mental Health Center (CRMHC)**, a state operated unit of the DMHAS Healthcare System, operates a supported employment program known as **Individual Placement and Support (IPS)**. The approach integrates vocational services with clinical services to form multi-disciplinary teams that provide both clinical and vocational supports concurrently. This highly effective recovery-oriented service:

- ✓ Emphasizes what the person prefers for type of job, work hours, setting, and disclosure of disorder.
- ✓ Promotes rapid job searches and placements, including on the job training if needed.
- ✓ Supports competitive employment along with time-unlimited supports.
- ✓ Integrates vocational and clinical services in multidisciplinary teams.
- ✓ Uses community-based, competitive job settings.
- ✓ Uses a zero-reject eligibility policy.

The March 2001 publication of **Psychiatric Services** cited the CRMHC program in the article by Bond et al., “[Implementing Supported Employment as an Evidence-Based Practice](#)”. A comparison of three different vocational rehabilitation models demonstrated that persons enrolled in CRMHC’s **Individual Placement and Support (IPS)** program had the **best outcomes**, i.e. highest rates of competitive employment, number of hours worked, and amount of wages earned.



Next



Steps

DMHAS intends to increasingly emphasize funding of “preferred” and “evidence-based practices”, approaches demonstrated to be most effective. Consequently, there will be an accelerated review of our vocational services over the next two years not only to broaden the range of opportunities for persons with behavioral health disorders but also to assess how well the services measure against the good results noted in the **Individual Placement and Support (IPS)** approach.