

## WORK WELL INITIATIVE



### **Effective July 1, 2018: Employment Specialist Performance Expectations**

San Diego County Behavioral Health Services (BHS) Supported Employment Five Year Strategic Employment Plan established in July 2014. The strategic plan reflects the intent to implement the Individualized Placement and Support (IPS) Model. Effective July 1, 2018 BHS intends to align Employment Specialist positions with the IPS Model through the following transformation.

#### **The IPS Principles:**

*Competitive Employment*  
*Rapid Job Search*  
*Benefits Planning*  
*Time Unlimited Supports*

*Systemic Job Development*  
*Integrative Services*  
*Zero Exclusion*  
*Worker Preferences*

**Employment Specialist Role:** This position should be carved out from all other program services. This position serves as the Supported Employment expert for the team, which includes education to team members on the importance of employment in recovery. Weekly scheduled should include: 50% of time providing administrative services to or on behalf of a job seeker which includes but is not limited to strategic job development, integrated services, meetings and other not-billable tasks. 50% of time providing direct services to or on behalf of a job seeker which includes but is not limited to field work with job seeker, skill rehabilitation, benefits planning, and job seeker meetings.

- 30-40% billable (face to face) services
- 65% field work (locating employers or in field with client)
- 20% meetings and other tasks
- Subject matter expert for the team on IPS Model
- Integration with team (including psychiatrist and nurses)
- Carries out all phases of vocational services
- Active caseload ratio 1:20; serving a minimum of 40 job seekers
- 80% of active job seekers placed in employment within 90 days.