

Supported Employment

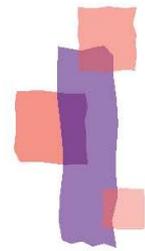
An Evidence-Based Practice



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Substance Abuse and Mental Health Services Administration
Center for Mental Health Services
www.samhsa.gov



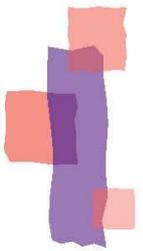
What Are Evidence-Based Practices?



Services that have consistently demonstrated their *effectiveness* in helping people with mental illness to achieve their desired goals

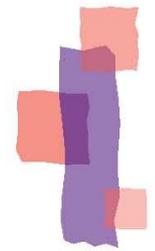
Effectiveness was established by different people who conducted rigorous studies and obtained similar outcomes

Examples of Evidence-Based Practices



- **Supported Employment**
- **Assertive Community Treatment**
- **Family Psychoeducation**
- **Illness Management and Recovery**
- **Integrated Treatment for Co-Occurring Disorders**

Why Implement Evidence-Based Practices?



According to the New Freedom Commission on Mental Health:

State-of-the-art treatments, based on decades of research, are not being transferred from research to community settings

Why Implement Evidence-Based Practices?

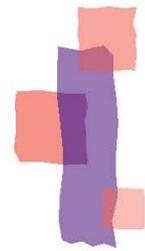
(continued)

According to the New Freedom Commission on Mental Health:

If effective treatments were more efficiently delivered through our mental health services system . . . millions of Americans would be more successful in school, at work, and in their communities

—Michael Hogan, Chairman

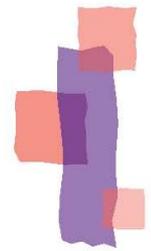
What Is Supported Employment?



Supported Employment helps people with mental illnesses find and keep meaningful jobs in the community

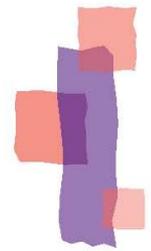
The jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled

Practice Principles of Supported Employment



- Eligibility is based on consumer choice
- Supported Employment services are integrated with comprehensive mental health treatment
- Competitive employment is the goal
- Personalized benefits counseling is important
- Job search starts soon after consumers express interest in working
- Follow-along supports are continuous
- Consumer preferences are important

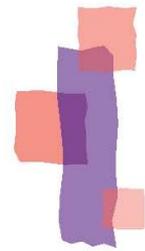
Eligibility Is Based on Consumer Choice



All consumers who want to work are eligible for Supported Employment

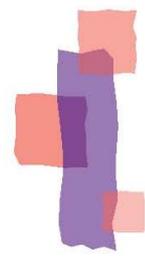
Consumers are not excluded because of severity of symptoms, substance use, diagnosis or recent hospitalizations

Supported Employment Is Integrated with Mental Health Treatment



Employment specialists coordinate services with other mental health practitioners (for example, case managers, therapists, psychiatrists, etc.)

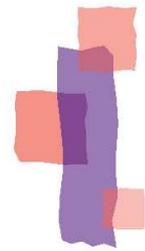
Competitive Employment Is the Goal



Employment specialists help consumers find jobs that exist in the open labor market and that pay at least minimum wage, including part-time and full-time jobs

Consumers are not steered into sheltered jobs (jobs that are set aside for people with disabilities and that may not pay minimum wage) but work in community settings with people who do not have disabilities

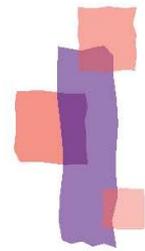
Personalized Benefits Counseling Is Important



Employment specialists help consumers understand how benefits (such as Social Security or Medicaid) are affected by working so they can make informed decisions about starting or changing jobs

Most consumers are able to work and continue to receive some benefits

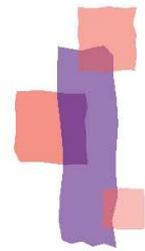
Job Search Starts Soon After Consumers Express Interest in Working



Employment specialists help consumers start looking for jobs within 1 month after they start the program

Pre-employment assessment, training, and counseling are not required and are kept to a minimum

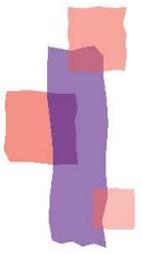
Follow-Along Supports Are Continuous



Employment specialists continue to stay in regular contact with consumers and (when appropriate) the employer—without arbitrary time limits

Consumers are never terminated from Supported Employment unless they directly request it

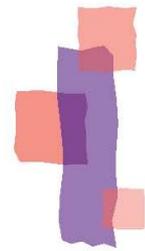
Consumer Preferences Are Important



Employment positions are found based on consumers' individual preferences, strengths, and work experiences

Job finding is not based on a pool of jobs that are available or set aside specifically for consumers

Summary

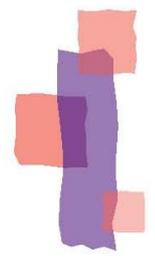


People with mental illnesses do want to work and can work in competitive jobs

Programs following evidence-based principles of Supported Employment have better outcomes

Programs must address financial and organizational barriers to be successful

Additional Resources



For more information about Supported Employment and other evidence-based practices, visit

www.samhsa.gov/shin