

WORK WELL INITIATIVE



WORK WELL COMMITTEE UPDATES

Employment Updates Brought to you by:

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Agenda

- Mission of the Work Well Committee
- Employment Data Review
- Individual Placement and Support Model (IPS)
- Transitional Aged Youth (TAY) Council Participation
- Looking Forward



Work Well Committee

- Partnership with County of San Diego, Corporation for Supportive Housing, & San Diego Workforce Partnership
- Goal of Increasing Employment Opportunities for those Living with Mental Illness in our communities
- Reducing Stigma and Engaging Employers
- Tracking Employment Data Over Time
- Work Well Committee Meetings and Employer Opportunities
- Efforts led into IPS Roll Out July 2018 for all locations



Employment Data Review

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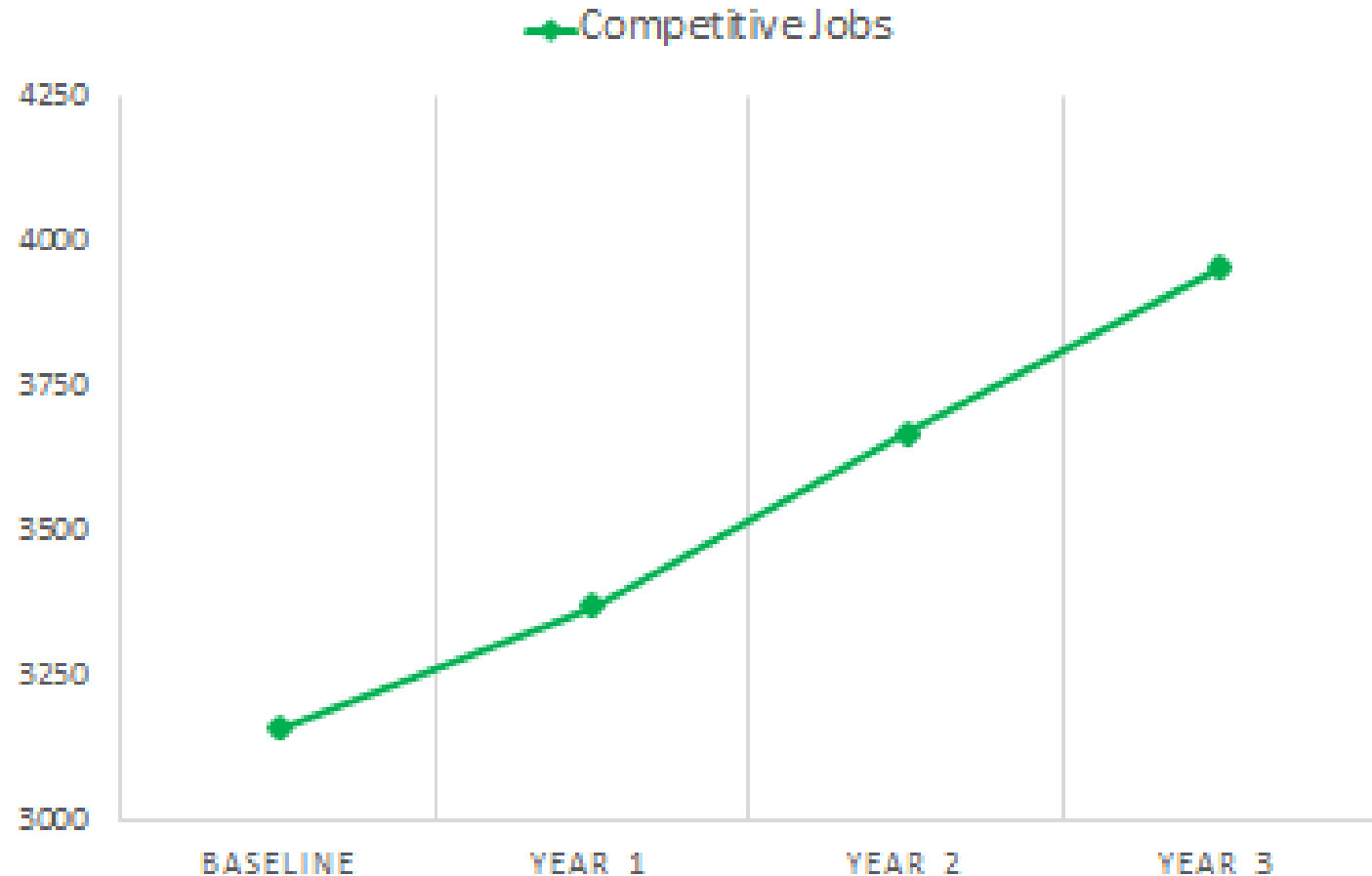
2014-9%
Employment

Today-
approximately
13%
Employment
throughout the
SD BHS
System

CA State
Average-9% in
2017

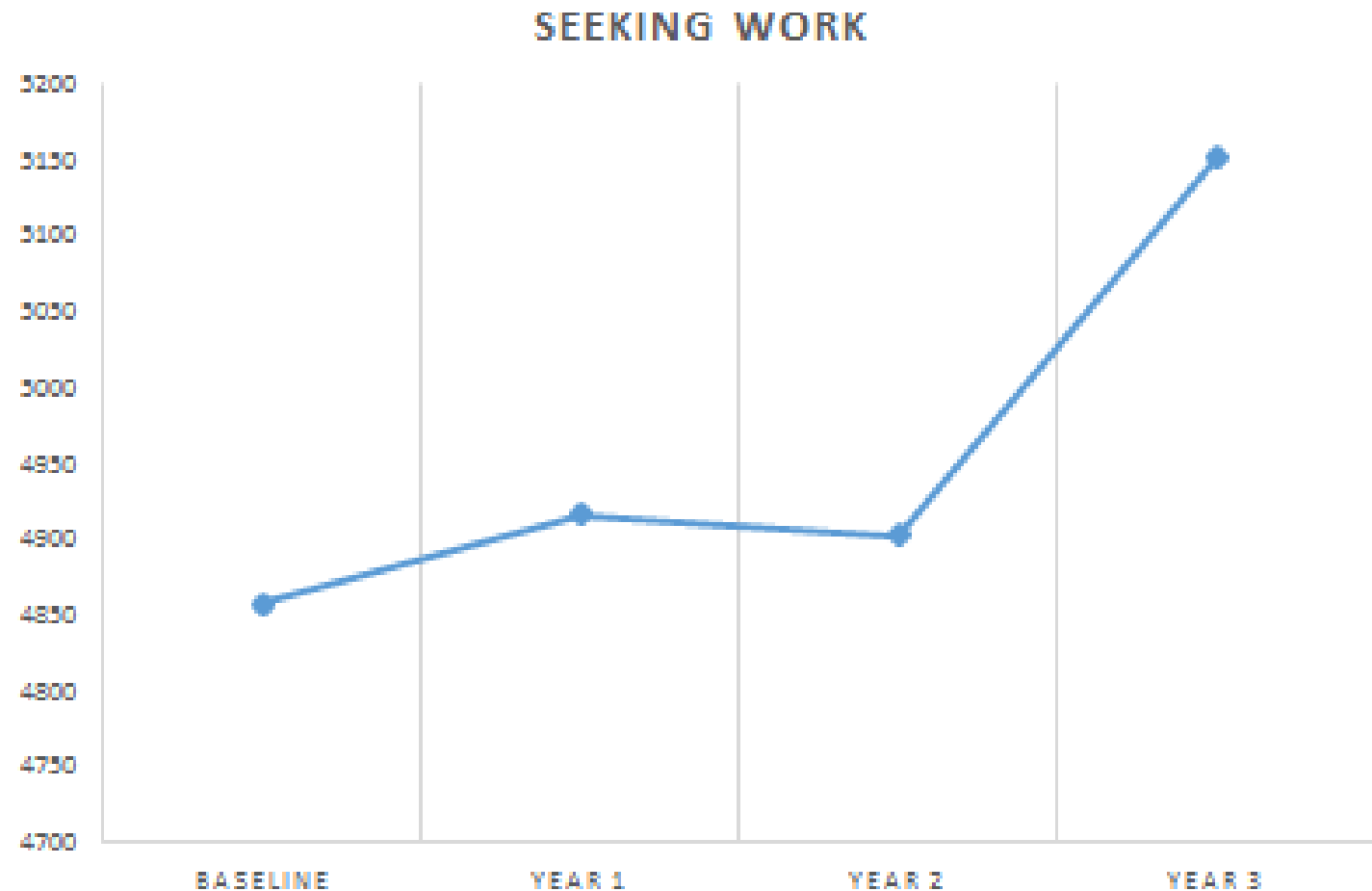
Results!

EMPLOYMENT OUTCOMES



More Clients
Within the
BHS System
Report that
they are
Seeking
Employment

Results!

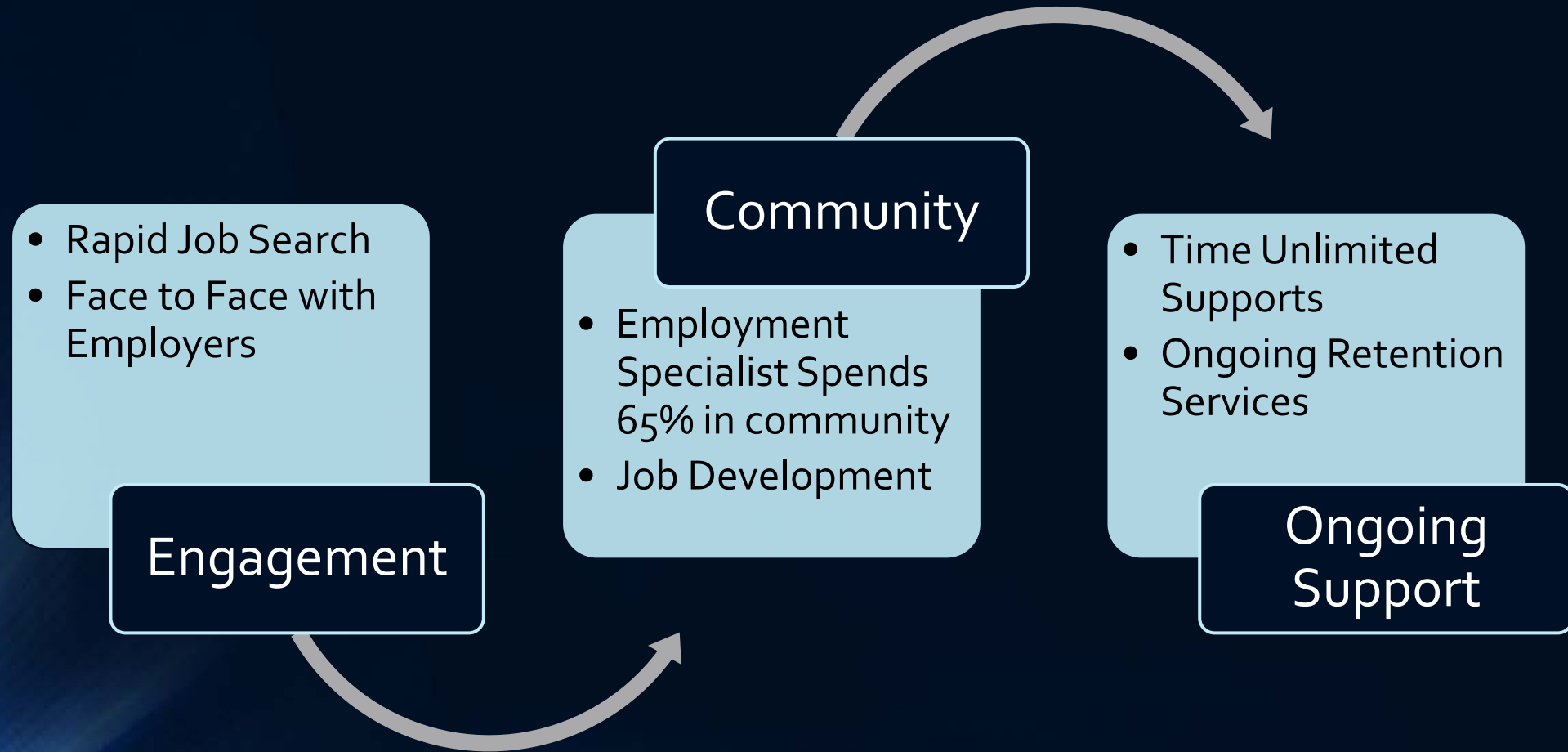


Individual Placement & Support Model (IPS)

- What is IPS?
- Evidence Based Model for Employment Placement and Retention Support
- Developed in a clinical setting to integrate employment programs with clinical treatment
- Research shows that employment helps speed recovery and increase stability
- Economic empowerment for people who traditionally have been limited to fixed income government benefits



Individual Placement and Support Model



Individual Placement & Support Model (IPS)

- Roll out at clinics clubhouses and ACT Programs 7/1/18
- Implementation included 90 minute training and onsite support
- Road Tour: In person explanation on program, fidelity, and tracking
- Work Well Committee Meetings monthly to discuss resources and employment focused events in the community and quarterly employer socials to offer face to face interaction with employers
- Ongoing support and technical assistance throughout the implementation phase of the program



Individual Placement & Support Model (IPS)

- Fidelity Model
- Includes low case loads, rapid job search, integrated employment teams with clinical staff, frequent face to face employer engagement, community engagement, time unlimited supports.
- Employment specialists provide wrap around services and complete job development with the client out in the field 65% of the time
- Teaching clients how to find jobs and keep jobs with modeling and community involvement



Individual Placement & Support Model (IPS)

- Over 30 years of data shows that clients find employment more than double that of traditional vocational services with IPS Model.
- Retention is also a key factor for the implantation. The rate of employment after one year is triple that of traditional vocational programs.
- All data and research evaluations can be found online at:

ipsworks.org



Transitional Aged Youth Council

- SDWP has taken a role with regular attendance at the San Diego County Behavioral Health TAY Council Meetings
- Volunteered to be a part of the TAY Council Employment Work Group
- Came together to brainstorm on new and innovative additions to employment services for youth aged 16-25 within the behavioral health system of care.
- Challenges presented included youth engagement, disconnection and the gap between children's services and adult treatment programs, and the intersection of other barriers such as homelessness and substance abuse



TAY Council Employment Work Group

Recommendations from the group included the following:

- Development of a mobile peer and employment specialist team focused on TAY in the community
- Meeting clients where they are in the community utilizing the IPS Model that includes access to supportive services
- Additional Training for all BHS staff regarding the issues around TAY including LGBTQIA+ populations, gender identification, Cultural Awareness, Trauma Informed Care.
- Streamlined Data Collection between all systems of care regarding employment.



What's Next?

- Fidelity Reviews Rolling throughout the regions starting in November
- Feedback provided to the sites on how to improve fidelity
- As fidelity improves, placements should also increase
- Ongoing support and training for current and new staff members on implementation
- Including more sites on IPS implementation plan including the latest-Kickstart Program
- Continuing Support of the TAY Council



Questions and Answers???