

**The Status and Evaluation of
Employment and Support Services for
Persons with Mental Illness
2010 Update Chapter V (Data)**

This November 2010 addendum updates the data contained in chapter V of a report originally published in December, 2008

Copies of the document referenced above can be accessed at the DEED website at:

http://www.positivelyminnesota.com/JobSeekers/People_with_Disabilities/PDFs/EE-SMI_Evaluation_Report.pdf

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V. Extended Employment-SMI Outcome Measures for SFY 2010

Vocational Rehabilitation Services (VRS) initially wanted to compare data across and between the Extended Employment-Serious mental Illness (EE-SMI) projects in order to assess and improve cost effectiveness and efficiency. Therefore, in 1998, a comprehensive electronic provider reporting system was developed to track demographic and employment outcome data. The data is both evolutionary and longitudinal. This system is more comprehensive and detailed than prior aggregate reporting requirements for VRS funded grants. Electronic reporting by providers into this system began in state fiscal year 1999. The data reporting system was modified to accommodate program changes as they occurred. A revision of the reporting system was completed in 2010.

In 2006, VRS initiated four projects designed to meet Evidence Based Practice in Supported Employment (EBP-SE). EBP-SE is described in Chapter IV of the 2008 report. These are referred to in the data charts as EBP-SE. In SFY 2007, VRS announced that SMI funding will move in the direction of EBP-SE, and two more projects, funded as regular EE-SMI projects, were added with the goal of enhancing fidelity to EBP-SE principles. These are referred to as EE-SMI Enhanced projects.

Table 1 indicates the total number of persons served and the number of persons who had work hours reported in SFY 2010.

The EE SMI Provider Reporting System provides data on individual demographics, job types, wages, amount of supports provided. In state fiscal year 2010, 671 persons worked 254,555 hours and earned \$2,399,436 in wages at an average hourly wage of \$9.78 while an additional 685 persons received individualized employment services necessary for them to seek employment. Twenty projects provided EE-SMI services in SFY 2010, although one project ceased providing project services 6 months into the state fiscal year. A list of these projects can be found at the end of the 2008 report in Appendix B. Six additional projects provided EBP-SE in SFY 2010 either through the VRS funded J & J Dartmouth Community Mental Health

Program or the EE-SMI Enhanced fidelity projects. A list of these projects can be found in Appendix C of the original 2008 report.

Table 1. Number of Persons receiving EE SMI funded services in SFY 10

Program	Persons Served	Persons with Work Hours
EE-SMI	1001	504
EBP-SMI	259	126
EE-SMI Enhanced	93	41
Total	1,353	671

Demographic Characteristics

Primary Disability – SFY 2010

The primary disability of the persons receiving employment supports are: Major Depression, Bipolar Disorder, and Schizophrenia spectrum disorders.

Primary Mental Health Disability	
40%	Major Depressive Disorder
24%	Bipolar Disorder
13%	Schizophrenia
10%	Schizoaffective Disorder
2%	Personality Disorder
6%	Anxiety Disorder (including PTSD)
5%	Other Mental Health Disability

Gender

Approximately the same number of women and men were served in SFY 2010.

Age

Fifty-four percent are between the prime working years of 21-45. Individuals served in the 16-20 age range were primarily youth served in a project that was designed to target “school to work transition” for youth with Serious Emotional Disturbance (SED).

Age Range (years)	16-20	21-45	46-64	65-74
Percent	3%	54%	42%	Less than 1%

Educational Achievement

Of the individuals served over the last year, sixty percent have achieved at least a high school education. Forty percent of persons served completed some level of post-secondary education.

Ethnicity & Race

The ethnicity & race of the individuals served in the projects continues to approximate the ethnicity of the state population overall.

	Race
88%	White
9%	Black
2%	American Indian or Alaskan Native
1%	Asian or Hawaiian or Pacific Islander

	Ethnicity
98%	Not Hispanic or Latino
2%	Hispanic or Latino

Hour and Wage Data

Consistent with national trends that reflect that many people with SMI work part-time, participants worked a weekly average of 12 hours in SFY 2010. Across all EE SMI programs, participants worked 254,555 hours in SFY 2010, with an average hourly wage of \$9.78.

Hour and wage data in employment programs for persons with disabilities is confounded by perceived or real disincentives to work in public benefits programs. As a result, persons with SMI may choose to keep hours and wages below certain levels to retain eligibility for necessary public benefits and health insurance.

Wages and Hours			
Calculated by overall sums			
	Wages	Work Hours	Average Wage
EE SMI basic	\$1,750,061	190,409	\$9.20
EBP-SE	\$502,428	49,457	\$10.16
EE SMI Enhanced	\$146,947	14,689	\$10.00

Hours per Week	avg hours/weeks
EE SMI Basic	11.04
EBP-SE	12.64
EE SMI Enhanced	12.61

Job Tenure

Job retention (tenure) varies across projects but is comparable to rates for persons without disabilities in entry levels jobs. This data is longitudinal, and consistent with national best practices, the projects have placed an emphasis on helping people advance in employment. Consistent with this philosophy to help consumers retain and advance in jobs, some of these jobs may have been sequential or simultaneous.

Number of Jobs held	Average
EE SMI	1.20
EBP-SE	1.17
EE-SMI Enhanced	1.12
All Programs	1.12

Job Retention (weeks)	Average	Minimum	Maximum
EE SMI	75.50	0	626
EBP-SE	33.81	0	156
EE-SMI Enhanced	32.62	1.4	139
All Programs	47 weeks	---	---

Occupational Data - SFY 2010

The occupational data below shows a wide variety of occupations. Consistent with national data on the employment of persons with severe disabilities, many individuals choose to work in building service/maintenance occupations and office support and retail sales positions which are readily available to entry level workers or workers who have had interrupted or extremely limited work histories.

Occupation Frequency by O*Net category title	Percentage of Jobs
11 Management Occupations	11%
13 Business and Financial Operations Occupations	Less than 1%
15 Computer and Mathematical Occupations	Less than 1%
19 Life, Physical, and Social Science Occupations	Less than 1%
21 Community and Social Services Occupations	1%
25 Education, Training, and Library Occupations	1%
27 Arts, Design, Entertainment, Sports, and Media Occupations	Less than 1%
29 Healthcare Practitioners and Technical Occupations	Less than 1%
31 Healthcare Support Occupations	4%
33 Protective Service Occupations	Less than 1%
35 Food Preparation and Serving Related Occupations	15%
37 Building and Grounds Cleaning and Maintenance Occupations	23%
39 Personal Care and Service Occupations	5%
41 Sales and Related Occupations	10%
43 Office and Administrative Support Occupations	15%
45 Farming, Fishing, and Forestry Occupations	Less than 1%
47 Construction and Extraction Occupations	Less than 1%
49 Installation, Maintenance, and Repair Occupations	1%
51 Production Occupations	10%
53 Transportation and Material Moving Occupations	7%

Support Services

Employment support services include both on and off-the-job supports, such as helping design job accommodations, managing interpersonal relationships, job skill training, regular observation/supervision on the work site, supportive counseling, coordination with supervisors or other mental health professionals, money management, and assistance with benefits. Service needs vary from individual to individual and also over time.

Most employment support services are provided at job sites. Because of fear of the stigma and discrimination related to having a mental illness, some workers choose to receive much of their support services away from the job. During the past few years, there has been an increase in the hours of services reported in the job development or job placement category.

Type of Support Services Provided	Percentage of Service Hours
Job Coaching at the work site	24%
Facilitation of natural supports	2%
Supportive Counseling - off the work site	16%
Coordination of support services	9%
Job development or job placement for the individual off site	36%
Training in IL Skills/Money Mgmt/Social Skills, off site	Less than 1%
Other Service	Less than 1%
Staff travel time to job site	13%