Supported Employment for People with Psychiatric Disabilities: When Evidence Alone is Not Enough

Judith A. Cook, Ph.D., Professor & Director
UIC Center on Mental Health Services Research and Policy
Features of Evidence-Based Practice Supported Employment (EBP SE)

1. integrated clinical & vocational services through multidisciplinary teams
2. rapid job search & placement activities
3. focus on competitive employment
4. jobs meeting preferences of participants
5. individualized benefits counseling
6. ongoing supports with no time limits
7. zero exclusion
Competitive Employment Rates in IPS* Studies

Gary Bond, 2014

*Individual Placement & Support Found to be Effective in 22 Randomized Controlled Trials (RCTs)
Challenges to an Inclusive Statewide System

• Covering both Medicaid eligible & non-eligible clients
• Covering job-specific services for non-VR clients
• Covering those served outside the clinical team structure (i.e., seeing an individual psychiatrist)
• Covering service to those who remain unemployed in VR systems that use outcome payments based only on employment milestones
• Serving those not eligible for home and community based services under waivers
How EBP SE Funds are Braided in Maryland: Division of Rehabilitation Services & Department of Health & Mental Hygiene

1. Pre-placement (state general funds)
2. Job Development (VR funding)
3. Placement (state general funds)
4. Job coaching (VR funding)
5. Psych Rehabilitation for SE clients (Medicaid)
6. Clinical Coordination – EBP only (state general funds)
Research Challenges Studying EBP SE

1. Absence of unified data systems across VR, MH, & Medicaid authorities
2. RSA-300, MH authority & Medicaid service definitions don’t match EBP SE services
3. Studying clients served in some but not all systems
4. Absence of agreed-upon definition of competitive employment
5. Long-term supports dilemma – who is doing it & what is it?
What EBP SE Research Offers VR

1. Well-validated fidelity measure with predictive validity\(^1\)
2. Evidence for work outcomes other than 26 closures\(^2\)
3. Reassurance that the model works in different populations & regions of the country\(^2,\(^3\)
4. Confirmation that the team structure (in some form) is necessary for competitive employment\(^4\)
5. Evidence for the importance of two essential vocational services: job development and ongoing job support\(^5\)

\(^1\) Bond et al., 2012; \(^2\) Cook et al., 2005a; \(^3\) Frey et al., 2011; \(^4\) Cook et al., 2005b; \(^5\) Leff et al., 2006
What the VR System Offers EBP SE Researchers

1. Potential to study large national samples
2. Expertise & perspective of an additional team member – the VR rehabilitation counselor
3. Multi-disability perspective & interdisciplinary approach
4. Financial and other resources
5. Opportunity to conduct practice- and policy-relevant research with immediate real-world applications
References


Additional Research
http://www.psych.uic.edu/eidp/eidppubs.htm
http://www.dartmouthips.org/about-ips/articles-and-books-about-ips-supported-employment/
Contact Information

Judith A. Cook, PhD
University of Illinois at Chicago
1601 W. Taylor St. M/C 912
Chicago, IL 60612
312-355-3921
jcook@uic.edu
http://www.cmhsrsp.uic.edu/health/