



NC Balance of State Continuum of Care

Permanent Supportive Housing Subcommittee

November 16, 2015

10:30 AM

Today's Agenda

- Supportive Employment program
- Data from PSH projects in CoC application



Overview

Many BoS PSH projects could be performing better for CoC application

- APR performance used in scoring for CoC project priority listing
 - 145 of 199 total possible points are in Project Performance section
- 49 PSH APRs used for 2015 scoring
 - Scores combined for consolidated grants
- Project application information also used in regional CoC application
 - Former Exhibit 1 / Collaborative application



APR data in CoC scoring: participants employed at exit

What percentage of program participants were employed at program exit?		
Performance met HUD Goal: At least 20%	5	
Performance met BoS Goal: At least 28%	15	

- 37 projects scored 0
- 10 projects scored 5
- 2 projects scored 15



Supportive Employment Program

Individualized Placement and Support (IPS)

Evidence Based Supported Employment

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11/16/15

SO, WHAT IS IPS?

- **INDIVIDUAL PLACEMENT AND SUPPORT**
 - **IPS Supported Employment** is an evidence-based approach to supported employment for people who have a severe mental illness and co-occurring disorders.
- Developed by the **Dartmouth Psychiatric Research Center**
 - IPS was first studied in a randomized controlled trial in 1996
 - Between 1996 and 2011, IPS was evaluated in 15 randomized controlled trials. This research has established IPS as an **evidence-based practice**
 - Funded and approved by SAMHSA; developed into the SE-EBP toolkit

The logo for SAMHSA (Substance Abuse and Mental Health Services Administration) is displayed in a bold, italicized, blue font. The letters 'S', 'A', 'M', 'H', and 'S' are connected, and the 'A' is slightly larger. The letters 'A', 'M', 'H', and 'S' have a light blue shadow or underline effect.

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GUIDELINES DESCRIBING CRITICAL COMPONENTS

Fidelity Scale

Treatment Manual



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IPS Supported Employment



- The only EBP @ employment for people with psychiatric diagnoses
- Most are located within a MH center
- ES provide full range of employment services
- ES work closely with MH Practitioners who also provide job supports within their area of expertise
- Carefully defined by the “8 practice principles” as well as the 25 item fidelity scale

Characteristics of IPS SE

- It is an evidence-based practice
- IPS supported employment practitioners focus on client strengths
- Work can promote recovery and wellness
- Practitioners work in collaboration with state vocational rehabilitation
- It uses a multidisciplinary team approach
- Services are individualized and long-lasting
- The IPS approach changes the way mental health services are delivered



8 Practice Principles of IPS

1. **Competitive Employment:** same job opportunities as anyone in the community, full or part time
2. **Zero Exclusion:** the only criteria is to want to work
3. **Team Approach:** integration of employment and mental health
4. **Preferences:** “you are a great baseball player but we’re playing soccer”



8 Practice Principles of IPS

5. **Benefits Counseling:** information/education to make informed decisions
6. **Rapid job Search:** not based on pre-employment readiness programs
7. **Dual Customer:**
8. **Time Unlimited:** no punitive discharges



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Making the Case for IPS

Individual Placement and Support (IPS) supported employment works!

- IPS helps people join the competitive labor market.
- IPS is 3 x's more effective than other vocational approaches in helping people to work

Making the case for IPS

IPS improves long-term well-being

- People who obtain competitive employment through IPS have
 - increased income,
 - improved self-esteem,
 - improved quality of life, and
 - reduced symptoms.
- Approximately 40% of clients who obtain a job with help from IPS become steady workers and remain competitively employed a decade later

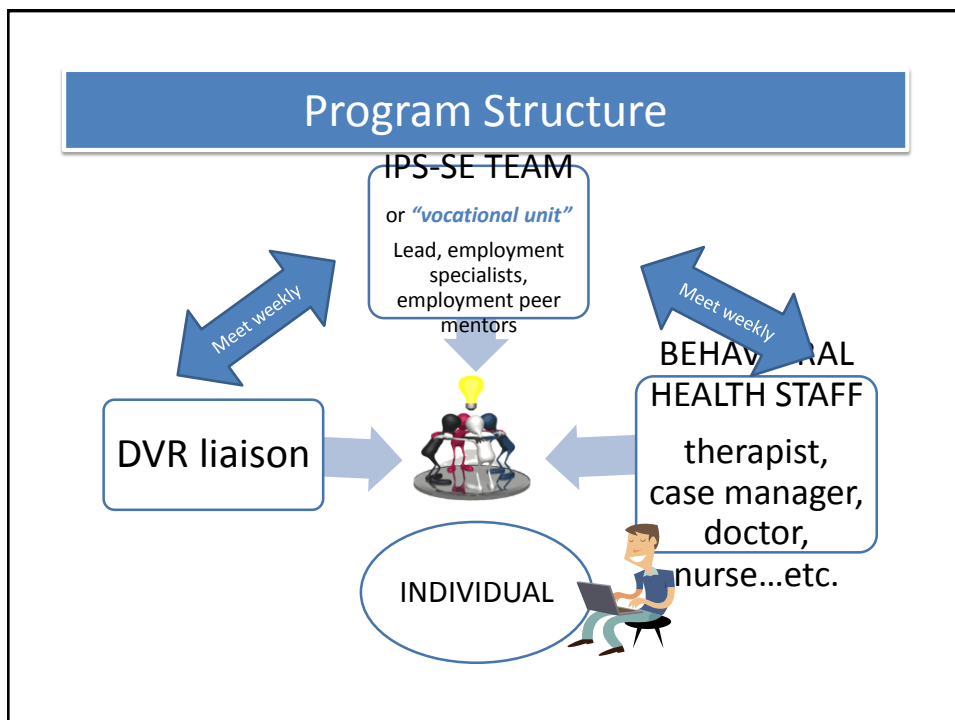
Transitions to Community Living - 2012



**North Carolina
settlement with
Department of Justice.
Impacts housing,
employment and ACT.**

USDOJ & North Carolina

"The isolation of persons with disabilities can breed fear and stereotypes about persons with disabilities, which in turn can generate additional discrimination that spills over into other areas, such as employment, public accommodations, and transportation."



Who provides this model?

- ✘ Behavioral health providers who add SE to their array
- ✘ Stand-alone SE programs who must partner with behavioral health agencies to establish collaboration and integration

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Who provides this model?

✘ Programs that have access to:

- | | |
|----------------------------|--|
| ✚ SE staff | ✚ Housing staff |
| ✚ VR liaison- local office | ✚ Substance abuse counselors |
| ✚ benefits specialists | ✚ Therapists |
| ✚ Peer Specialists | ✚ Other staff members who are involved with the person |
| ✚ Psychiatrists, nurses | ✚ Family members, friends, peers |

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Who is providing IPS in North Carolina?

- Community Partnership-Raleigh/Durham
- Monarch NC
- Johnston Co. Industries
- Service Source
- Easter Seals-Raleigh
- Monarch-Albemarle
- Caramore
- Innervision
- UNC CECMH-Carrboro
- Monarch-W-S
- Easter Seals-Wilmington
- Physician Alliance for Mental Health
- Client First of NC-Goldsboro
- Family First Support Center-Mt. Olive
- Monarch-Lumberton
- New Dimension Group
- Easter Seals-New Bern
- Easter Seals-Greenville
- Faithworks
- Le'Chris Health Systems of Greenville, Inc.
- NuVizations, LLC.
- RHA Howell-LaGrange
- Monarch
- Lifespan-Gaston/Iredell/Cleveland
- PQA
- RHA Howell
- Easter Seals-Guilford
- Family Preservation Services--Rutherfordton
- Meridian

Data from PSH Projects in CoC Application

APR data in CoC scoring: adults served who were veterans

What percentage of the adults served by the project were veterans? [APR]		
Less than 25%	0	
Between 25% and 49%	4	
Between 50% and 74%	8	
Between 75% and 99%	12	
100%	16	

- 48 projects scored 0
- 1 project scored 4



APR data in CoC scoring: unit utilization

Performance Data	Possible Score	Project Score
What is the program's unit utilization rate?		
95% or higher	5	
80-94%	0	
0-79%	-5	

- 10 projects scored 5
- 16 projects scored 0
- 23 projects scored -5



APR data in CoC scoring: eligible entry

Did 100% of program participants enter the program from an eligible homeless situation?		
Yes	0	
No	-5	

- 17 projects scored 0
- 32 projects scored -5



APR data in CoC scoring: exits to permanent housing

Permanent Supportive Housing Programs: what percentage of program participants exited to a permanent housing destination? (if no exits, 10 points is automatically awarded)		
80% or higher	10	

- 28 projects scored 0
- 21 scored 10



APR data in CoC scoring: exit to known destination

What percentage of program participants exited to a known destination?		
95% or higher	5	
80-94%	0	
0-79%	-5	

- 31 projects scored 5
- 2 projects scored 0
- 16 projects scored -5



APR data in CoC scoring: participants receiving mainstream benefits at exit

What percentage of program participants were receiving mainstream benefits at program exit?		
Performance met HUD Goal: At least 20%	5	
Performance met BoS Goal: At least 75%	15	

- 13 projects scored 0
- 5 projects scored 5
- 31 projects scored 15



APR data in CoC scoring: participants remaining in program 6+ months

Permanent Supportive Housing programs: what percentage of program participants remained in the program for 6 months or longer?		
Performance met HUD Goal: At least 80%	5	
Performance met BoS Goal: At least 94%	15	

- 24 projects scored 0
- 14 projects scored 5
- 11 projects scored 15



Stay in touch!

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