Tracking IPS Supported Employment Services and Evaluating Outcomes

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Research and Data Analysis Division

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BEST and TANF SE Pilot Participating sites

Sunrise Community Mental Health
North Sound RSN
Snohomish and Skagit Counties

Grant Mental Healthcare
Spokane County RSN

Columbia River Mental Health Services
Southwest Washington Behavioral Health RSN
Clark County

BEST Site
TANF SE Site

BEST Site
TANF SE Site
BEST and TANF SE Pilot Highlights
IPS Supported Employment Practice Principles

• Every person who wants to work is eligible
• Personalized benefit counseling is provided
• Individual preferences are honored
• Employment specialists build relationship with employers
• Competitive employment is the goal
• Rapid job search
• Time-unlimited support
• IPS supported employment is integrated with treatment
Systematic Job Development & Time-Unlimited Support

**BEST** (March to September 2015)

- Total employer contacts: 369
- Total enrolled participants: 57
- Found jobs for clients: 23

2 participants had 2nd job placement

**TANF Support Employment Pilot** (April to September 2015)

- Total employer contacts: 858
- Total enrolled participants: 74
- Found jobs for clients: 30

2 participants had 2nd job placement
## Timely Job Development and Job Placement & Competitive wages

### BEST (March to September 2015)

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Average</th>
<th>Maximum</th>
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</thead>
<tbody>
<tr>
<td><strong>Job Development</strong></td>
<td>0</td>
<td>14</td>
<td>99</td>
</tr>
<tr>
<td><strong>Job Placement</strong></td>
<td>4</td>
<td>51</td>
<td>120</td>
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<tr>
<td><strong>Hourly Wage</strong></td>
<td>$9.47</td>
<td>$11.00</td>
<td>$16.00</td>
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</table>

### TANF Support Employment Pilot (April to September 2015)

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Average</th>
<th>Maximum</th>
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<tbody>
<tr>
<td><strong>Job Development</strong></td>
<td>0</td>
<td>42</td>
<td>117</td>
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<tr>
<td><strong>Job Placement</strong></td>
<td>0</td>
<td>36</td>
<td>106</td>
</tr>
<tr>
<td><strong>Hourly Wage</strong></td>
<td>$9.47</td>
<td>$11.00</td>
<td>$17.00</td>
</tr>
</tbody>
</table>
BEST Participants Enrolled as of September 2015

Grant Mental Healthcare

TOTAL = 29

TARGET = 25
By September 30, 2015

Columbia River Mental Health Services

TOTAL = 27

TARGET = 25
By September 30, 2015

SOURCE: BEST participant log. Data reported as of September 30, 2015.
TANF SE Pilot Participants Enrolled as of September 2015

SUNRISE MENTAL HEALTH SERVICES

TARGET = 165 by March 2016

TOTAL = 74

Skagit

47

Snohomish

27
BEST Supported Employment Service Encounters

32 of 54 clients had reported SE services (delay in data transfer)

These 32 clients who were enrolled in BEST... had a total of 216 SE services... for an average of 75 minutes per service.
39 of 54 clients received public mental health services

These 39 clients who were enrolled in BEST
... had a total of 837 public mental health services
... for a total of 563 hours of services
... for an average of 41 minutes per service

Excluded 4 clients with Involuntary Treatment Investigation
32 of 65 clients had reported SE services (delay in data transfer)

These 32 clients who were enrolled in TANF SE Pilot

... had a total of 309 SE services

... for an average of 89 minutes per service
63 of 65 clients received public mental health services

These 63 clients who were enrolled in SE TANF Pilot . . . had a total of 523 public mental health services . . . for an average of 72 minutes per service

Excluded 4 clients with Involuntary Treatment Investigation
Data Collection, Program Monitoring and Evaluation
Timeline for BEST

- **24 months prior to enrollment**

- **BEST enrollment**

- **6 months reassessment**
  With GPRA at 6 mos.
  (on going...)

- **Discharge or end of the project**

**Administrative data**
(Service use, risk indicators, encounters, outcomes, expenditures)

**Program data on treatment and supported employment services**
Demographics of BEST Participants

Columbia River Mental Health Services  TOTAL = 26
Southwest WA Behavioral Health

Gender
- Female: 46% (n = 12)
- Male: 54% (n = 14)

Age Distribution
- Average = 40 years

Race/Ethnicity
- White Only Non-Hispanic: 85%
- Any Minority: 15%

Grant Mental Healthcare  TOTAL = 28
Spokane RSN

Gender
- Female: 46% (n = 13)
- Male: 54% (n = 15)

Age Distribution
- Average Age = 37 years

Race/Ethnicity
- White Only Non-Hispanic: 79%
- Any Minority: 21%

SOURCE: Washington State administrative data. Data lag in linkage processes yields some missing data.

Transforming lives
Mental Health History of BEST Participants
(24 months prior to the index month)

Grant Mental Healthcare TOTAL = 28
Spokane RSN

- Mental Health Diagnosis: 23, 82%
- Mental Health Services: 23, 82%
- Mental Health Medications: 15, 54%

Columbia River Mental Health Services TOTAL = 26
Southwest WA Behavioral Health

- Mental Health Diagnosis: 26, 100%
- Mental Health Services: 26, 100%
- Mental Health Medications: 15, 58%
Substance Abuse and Arrest History of BEST Participants
(24 months prior to the index month)

**Grant Mental Healthcare** TOTAL = 28
Spokane RSN

- Substance Abuse Treatment Needed: n = 6 (21%)
- Substance Abuse Treatment Received: n = 4 (14%)
- Any Arrest: n = 3 (12%)

**Columbia River Mental Health Services** TOTAL = 26
Southwest WA Behavioral Health

- Substance Abuse Treatment Needed: n = 9 (35%)
- Substance Abuse Treatment Received: n = 5 (19%)
- Any Arrest: n = 7 (25%)
Evaluation Overview

1. Program Implementation
   a. Enrollment numbers
   b. Participant characteristics
   c. Services received

2. Changes over Time (next steps)
   a. Changes in recovery and employment during BEST participation
   b. Changes in other key outcomes after BEST participation (e.g., employment, criminal justice)
   c. Adopting changes in data collection tools (GPRA/DCI/TRAC)

3. Outcome Evaluation (future work)
   a. Statistically matched comparison group
   b. Changes over time for BEST participants compared to similar Washington adults publicly funded services
Changes Over Time – Example from Prior Work

- Housing Stability Improved after 12 months of PORCH Services

Self-reported Housing Status
Participants enrolled 12 or more months, Total = 83

Pierce County
- Baseline
- Follow-up

<table>
<thead>
<tr>
<th>Status</th>
<th>Baseline</th>
<th>Follow-up</th>
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<tbody>
<tr>
<td>Homeless/Unstable</td>
<td>18%</td>
<td>9%</td>
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<tr>
<td>1 Day Minimum, Past 30 Days</td>
<td>9%</td>
<td></td>
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<tr>
<td>Homeless/Unstable</td>
<td>34%</td>
<td>12%</td>
</tr>
<tr>
<td>Any Point 6 Months Prior</td>
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<td></td>
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<tr>
<td>Institutional Setting</td>
<td>75%</td>
<td>23%</td>
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<tr>
<td>Any Point 6 Months Prior</td>
<td></td>
<td></td>
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</table>

Chelan/Douglas
- Baseline
- Follow-up

<table>
<thead>
<tr>
<th>Status</th>
<th>Baseline</th>
<th>Follow-up</th>
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</thead>
<tbody>
<tr>
<td>Homeless/Unstable</td>
<td>93%</td>
<td>3%</td>
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<tr>
<td>1 Day Minimum, Past 30 Days</td>
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<td></td>
</tr>
<tr>
<td>Homeless/Unstable</td>
<td>95%</td>
<td>13%</td>
</tr>
<tr>
<td>Any Point 6 Months Prior</td>
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<td></td>
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<tr>
<td>Institutional Setting</td>
<td>19%</td>
<td>5%</td>
</tr>
<tr>
<td>Any Point 6 Months Prior</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SOURCE: PORCH Housing Calendar. Includes PORCH participants enrolled 12 months or more between May 2011 to April 2013 (n = 83).
Evaluation Overview

1. Program Implementation
   a. Enrollment numbers
   b. Participant characteristics
   c. Services received

2. Changes over Time in Outcomes (next steps)
   a. Changes in recovery and employment during BEST participation
   b. Changes in other key outcomes after BEST participation (e.g., employment, criminal justice)

3. Outcome Evaluation (future work)
   a. Statistically matched comparison group
   b. Changes over time for BEST participants compared to similar Washington adults publicly funded services
Despite having similar rates of employment prior to entering drug court, RSS recipients had much higher rates of employment in the fourth quarter following admission than those without RSS (46% versus 29%).

**Employment Outcomes**

*Percent with earnings by quarter • 4 quarters pre- and post- Drug Court admission date*

- Pre-period
  - RSS: 21%
  - No RSS: 32%
- Post-period
  - RSS: 46%
  - No RSS: 29%
### Changes over Time: Example from Prior Work

**WA-CARES RSS recipients were less likely to be arrested**

- Over the course of the 12-month follow-up period 34% of the RSS group were arrested, compared to 46% of those without RSS ($p < .05$).
- The felony arrest rate was also lower among RSS recipients, although the difference between the two groups did not reach statistical significance.

### Any Re-Arrest

<table>
<thead>
<tr>
<th></th>
<th>Percent with any re-arrest during follow-up*</th>
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<tbody>
<tr>
<td>RSS</td>
<td>34%</td>
</tr>
<tr>
<td>No RSS</td>
<td>46%</td>
</tr>
<tr>
<td>$n = 60$</td>
<td>$n = 80$</td>
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*Unadjusted

### Felony Re-Arrest

<table>
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<tr>
<th></th>
<th>Percent with felony re-arrest during follow-up*</th>
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</thead>
<tbody>
<tr>
<td>RSS</td>
<td>24%</td>
</tr>
<tr>
<td>No RSS</td>
<td>29%</td>
</tr>
<tr>
<td>$n = 42$</td>
<td>$n = 51$</td>
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*n.s.*
Outcome Evaluation

Final Evaluation (coming in 2019) . . .

- Impact of BEST on participant outcomes using a statistically matched comparison group
- Compared to similar mental health system consumers who did not receive supported employment services, are BEST participants:
  - More likely be employed?
  - Earning more money?
  - Less likely to be arrested?
  - Less likely to be hospitalized? homeless?

PRE-PERIOD

24 months or more prior
Integrated Client Databases
  • DSHS service use, behavioral health indicators, and employment 24 months prior to BEST enrollment

POST-PERIOD

12 months after
BEST Enrollment Baseline Assessment

GPRA/TRACs, Program Data
  • At baseline and every 6 months, ongoing

Outcome Measures
  • Employment, earnings and other outcomes post BEST enrollment
What’s Next?

1. Continue to Monitor Program Implementation

2. Continue to Track Changes over Time in Outcomes

3. Outcome Evaluation (Year 5)

Compared to similar Washington adults receiving other publicly funded services (statistically matched comparison group):

• Are BEST participants more likely to be employed? Have higher annual earnings?
• Are BEST participants more likely to experience a reduction in criminal justice involvement?

Other possible questions:

- Health utilization
- Homelessness
- Education and training
BEST Evaluation Ever!

https://www.dshs.wa.gov/sesa/research-and-data-analysis