



**South Carolina Department of Mental Health Annual
Consumer Employment Report
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Office of Consumer Employment & Recovery**

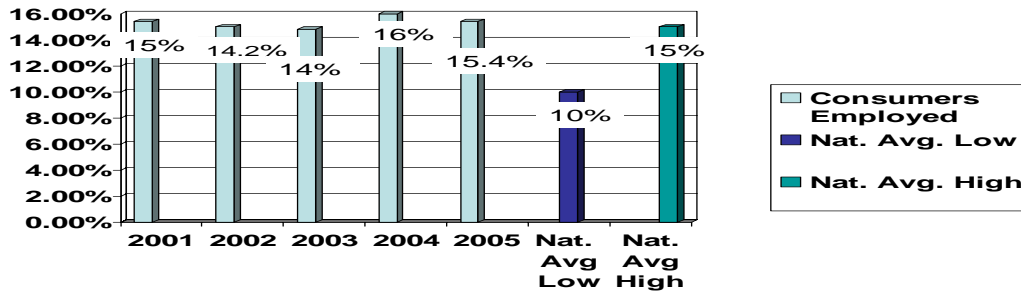
August 31, 2005

SCDMH Annual Employment Report FY 05

In Fiscal Year (FY) 2005, 15.6% of South Carolina consumers receiving mental health services were participating in some form of employment. This number is slightly lower than last year's 16%. The number of SCDMH consumers (clients or work candidates) working in competitive employment was 10%. Competitive employment is defined as working in an integrated environment (not disabled people) in the community and being paid minimum wage or above. The 10% figure is consistent with last fiscal year's competitive employment rate. The national employment rate for people receiving community mental health services range from 10%-15%. The three top Community Mental Health Centers (CMHCs) with the highest employment rates were Coastal, Greenville and Piedmont. The three CMHCs with the lowest employment were Tri-County, Spartanburg, and Pee-Dee. There are a number of factors that could impact employment rates such as the job market, county unemployment rates, untrained workforce, and not enough staff members designated to consumer employment, and revenue and funding restrictions.

Figure 1.1 Overall Employment Rates of Consumers Receiving Mental Health Services

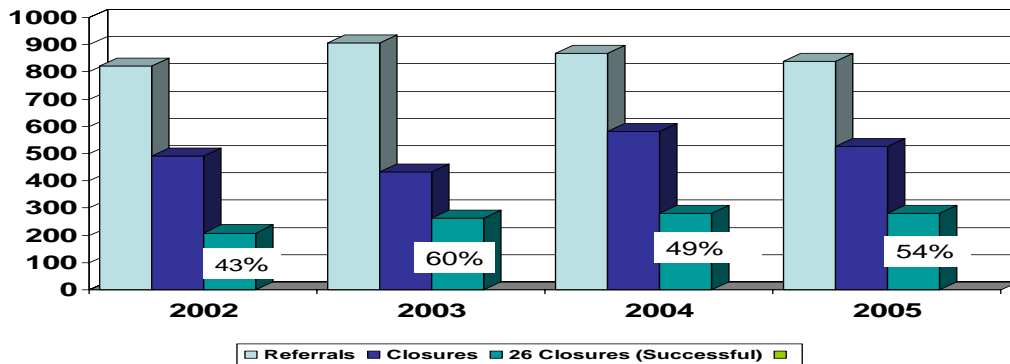
SCDMH Consumers Percentage Employed



The South Carolina Vocational Rehabilitation Department (SCVRD) and South Carolina Department of Mental Health (SCDMH) have formed a partnership to help people with mental illnesses obtain and maintain employment. The collaboration of these two state agencies has been viewed as a model partnership for other states. One program that involves the partnership of both agencies has a VRD Counselor outreaching weekly in the community mental health centers. The VRD Counselor receives referrals on consumers who want to work from community mental health center (CMHC) staff members. The VRD Counselor opens these referrals as cases and provides VRD services. The goal of VRD is to successfully close (Rehabilitation) these cases. A successful closure is called 26 closure. To achieve a 26 closure, a VRD client has to work 90 consecutive days before the case can be successfully closed. During FY 05, CMHCs referred 838 consumers to VRD Counselors. Of the 838 referrals, 525 were closed and 281 were closed successfully. To get the Rehab Rate divide 281 successful closures by the total number of closed cases 525. The Rehab Rate for the year was 54%, far exceeding the national average of 31.5% (see figure 1.2)

Figure 1.2 SCVRD Referrals and Closures on CMHC Referrals. (National Avg. 26 Closure Rate on psychiatric disabilities is 31.5%)

VRD Referrals, Closures, and Rehab Rate on People with Mental Health Disabilities



SCDMH and SCVRD have also collaborated to implement the evidenced-based best practices supported employment (SE) model called Individual Placement and Support (IPS). In 1995, South Carolina was one of the original states to participate in the research of IPS. Since 1995, SCDMH and SCVRD have implemented IPS programs in 9 of 17 CMHCs. During the beginning of the new fiscal year Dartmouth Medical College and Johnson & Johnson Inc., recognized SCDMH and SCVRD for their partnership and efforts with implementing IPS programs throughout the state and Mental Health Weekly- a national publication- did an article on IPS programs in South Carolina. South Carolina is considered by many states as a leader in the implementation of IPS.

This last fiscal year, SCDMH expanded the IPS model in three CMHCs: Anderson- Oconee-Pickens, Aiken Barnwell and Greenville. Two additional CMHCs are inquiring about the possibilities of starting an IPS program. The IPS program competitive employment outcomes had superior results when compared to other traditional employment programs. The IPS model uses CHMC and VRD staff to form an IPS team. The IPS team principles are to rapidly find the best job that meet the consumer wants and experiences, and provides unlimited support. The IPS program outcomes for this report were collected on six IPS sites that have been operating for at least 12 months. The newer three IPS sites data were not included because they were implemented last than 12 months ago. Figure 1.3 represents by quarter the percentage of clients working in competitive employment in the community in FY05. Fourth quarter data collected on six IPS sites showed 56% of the consumers on their caseloads working in competitive employment in the community. The national average based on IPS research indicates that people working competitively on IPS caseloads range from 40%-58% compared to 18% for traditional vocational programs. The goal of IPS is to assist people with severe mental illnesses obtain and maintain competitive employment. Figure 1.4 indicates the number of people on the six IPS sites caseload and the number of people employed on the IPS caseloads. In the fourth quarter of FY05 six sites had 348 clients on their active caseloads and 198 of these clients were working in competitive employment. Figure 1.5 indicates the number of new jobs that consumers started each quarter. In FY 05, six IPS sites had placed consumers in 208 new jobs in the community. Figure 1.6 indicates the yearly percentage of IPS consumers working. In FY 04, 44% of the consumers on the IPS caseloads were working in competitive employment. In FY05, the percentage of consumers working competitively on the IPS caseloads increased to 50%.

Figure 1.3 Percentages of IPS Clients Working

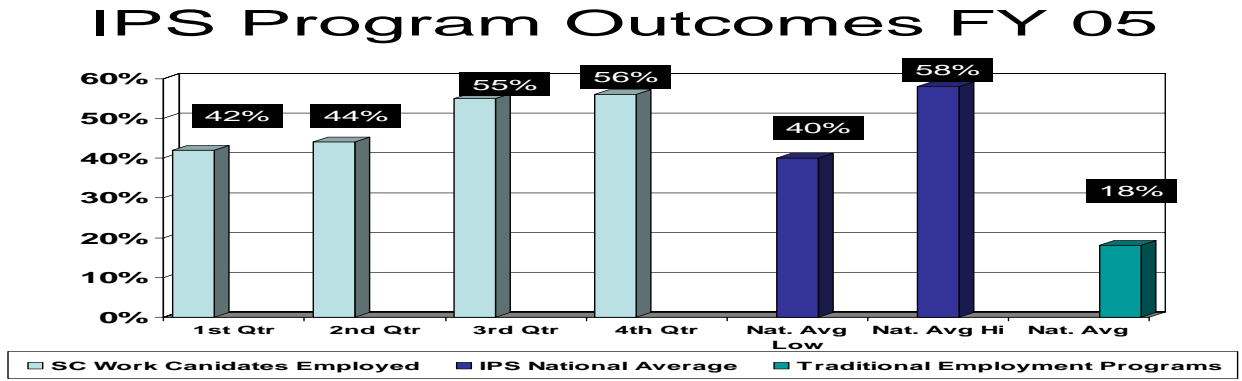


Figure 1.4 Number of People on Caseload and Employed

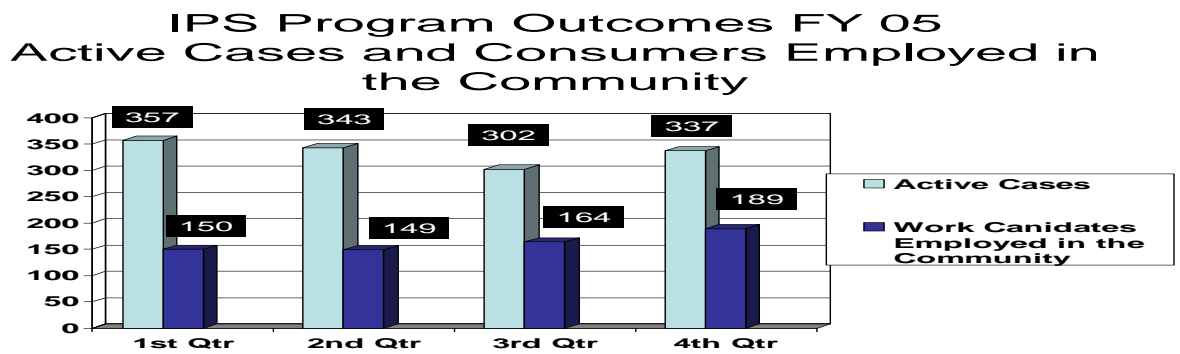


Figure 1.5 New Jobs Each Quarter in FY 05

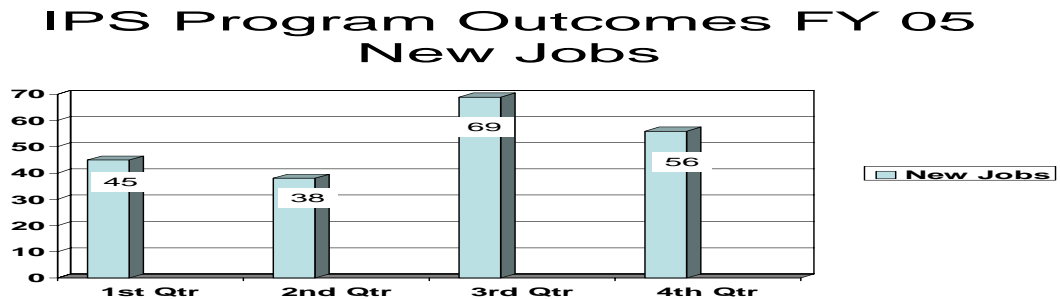


Figure 1.6 Yearly Percentages of IPS Clients Working

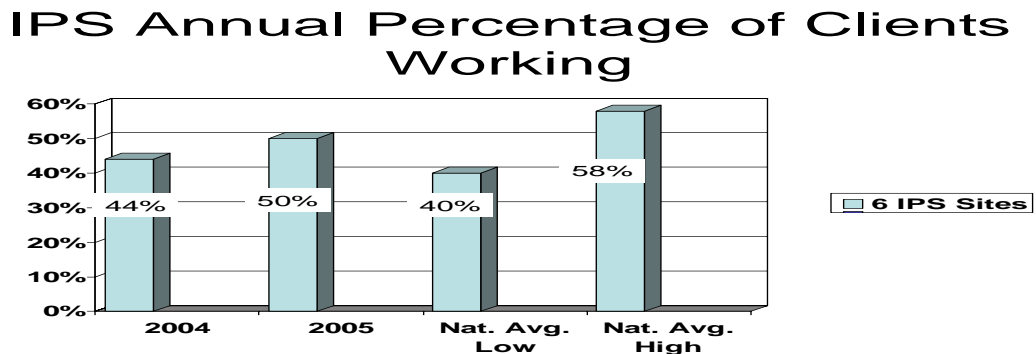
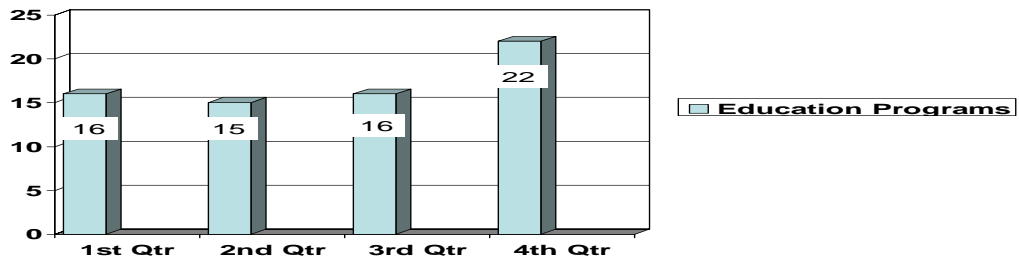


Figure 1.7 Number of IPS Clients participating in Education Programs

Clients Participating in Education programs



During FY 05, a fidelity review was completed on all new and existing IPS sites. The fidelity review uses a 15-item Supported Employment Fidelity Scale to measure implementation of evidence-based practice. The fidelity review results indicate that all IPS sites are successfully implementing the evidenced-based supported employment model.

Figure 1.8 Fidelity review ratings on new and exiting sites

Sites	1	2	3	4	5	New Site	6	New Site
Dates	4/28/05(2)	3/30/05(2)	4/1/05(2)	3/31/05(1)	4/29/05(1)	4/26/05(1)	5/27/05(2)	4/27/05(1)
Good	x	x	x	x	x	x		x
Fair							x	
Not SE								

66-75= Good Supported Employment Implementation
55-65= Fair Supported Employment Implementation
55 and below= Not Supported Employment

Work-In-Progress (WIP) is an independent employment agency contracted through SCDMH to place people in employment from the Richland County area. WIP uses the supported employment practices and principles of rapidly placing people in competitive employment based on their preferences, and provide unlimited support to help Richard County area residents with mental illnesses obtain and maintain employment in the community.

Figure 1.9 WIP annual (calendar year) total of clients placed in employment.

W-I-P Clients Placed in Employment

