

Interagency Committee  
on Disability Research  
Employment Symposium  
Washington, DC  
June 24, 2015



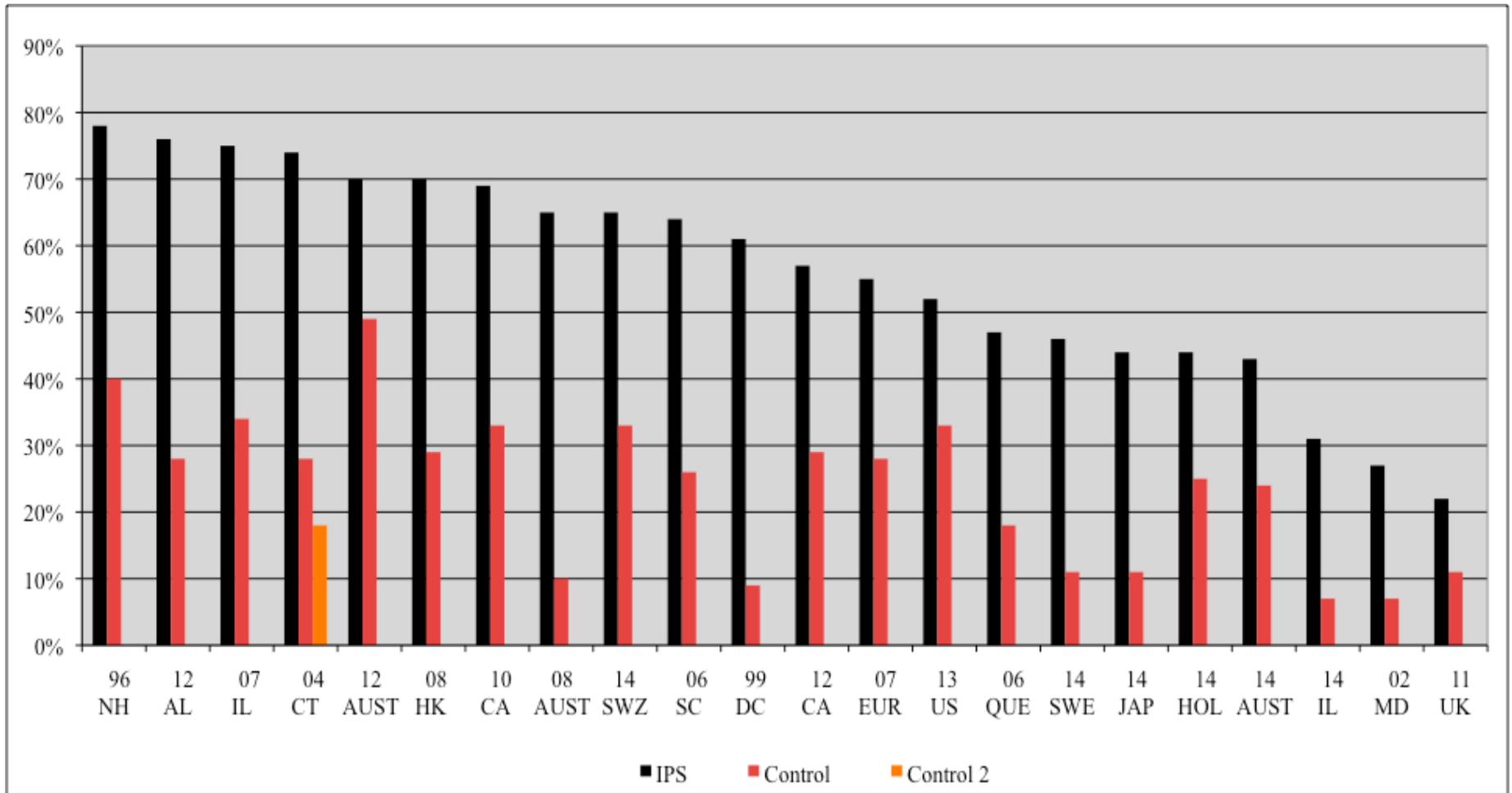
# **Supported Employment for People with Psychiatric Disabilities: When Evidence Alone is Not Enough**

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<sup>1</sup>
2. Evidence for work outcomes other than 26 closures<sup>2</sup>
3. Reassurance that the model works in different populations & regions of the country<sup>2,3</sup>
4. Confirmation that the team structure (in some form) is necessary for competitive employment<sup>4</sup>
5. Evidence for the importance of two essential vocational services: job development and ongoing job support<sup>5</sup>

<sup>1</sup> Bond et al., 2012; <sup>2</sup> Cook et al., 2005a; <sup>3</sup> Frey et al., 2011; <sup>4</sup>Cook et al., 2005b <sup>5</sup>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

1. Bond, G.R., Peterson, A.E., et al., (2012). Validation of the Revised Individual Placement and Support Fidelity Scale (IPS-25). *Psychiatric Services*, 63(8), 758-763.
2. Cook, J.A., Leff, H.S., et al., (2005a). Results of a multisite randomized trial of supported employment interventions for individuals with severe mental illness. *Archives of General Psychiatry*, 62(5), 505-512.
3. Frey, W., Drake, R. et al., (2011). *Mental Health Treatment Study: final report*. Baltimore, MD: Westat.
4. Cook, J.A., Lehman, A.F., et al., (2005b). Integration of psychiatric and vocational services: A multisite randomized, controlled trial of supported employment. *American Journal of Psychiatry*, 162(10), 1948-1956.
5. Leff, H.S., Cook, J.A., et al., (2005). Effects of job development and job support on competitive employment of persons with severe mental illness. *Psychiatric Services*, 56(10), 1237-1244.

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](mailto:jcook@uic.edu)

<http://www.cmhsrp.uic.edu/health/>

