



ISSUE BRIEF: Employment

EMPLOYMENT – Successful practices for adults with mental illness.

Work helps us feel well. Employment is a major therapeutic tool, improving quality of life and reducing symptoms in those with mild to moderate to severe mental illness. The following items are important for board/commission members to understand and consider as they advise locally and as they join with CALBHB/C for statewide advocacy.

Individual Placement & Support (IPS) is a successful, evidence-based employment practice.

What is IPS?

IPS is a model of supported employment for people with serious mental illness (for example, schizophrenia spectrum disorder, bipolar, depression.) IPS is based on eight principles:

1. Competitive Employment
2. Systematic Job Development
3. Rapid Job Search
4. Integrated Services
5. Benefits Planning
6. Zero Exclusion
7. Time-Unlimited Support
8. Worker Preferences

IPS Data

- In CA, only 10% of people in the public mental health system work.
- IPS helps 50% or more of people get jobs. People are 2.5 times more likely to get a job with IPS vs. traditional rehab programs.
- People in IPS work longer stints, earn more, and are more likely to become steady workers than people in traditional programs.

See: www.calbhbc.org/employment.html

Vocational/Mental Health Services Program Examples

Behavioral health staff in a small county (Calaveras), medium county (Solano) & large county (Alameda) presentations in a recorded webinar: www.calbhbc.org/vr

Solano County's 2020/2021 Mental Health Services Act (MHSA) Annual Update reports that of 142 consumers who received employment services, 105 consumers secured employment. Of the 105 consumers, 78% (82) secured jobs that are considered "competitive employment" positions, and of those 55 consumers maintained their employment for 90 days or more for a **job retention rate of 67%**.



Peer Provider Certification

Due to SB 803, CA will implement a process for certification for peer support specialists (who have lived experience with the process of recovery from mental illness, substance use disorder, or both). This bill requires DHCS, by July 1, 2022, to establish requirements for counties.

www.calbhbc.org/peer-supports.html