

CA Association of Local Behavioral Health Boards and Commissions

November 2019 www.calbhbc.com

ISSUE BRIEF: 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 Employment Practice as implemented in Alameda County, 20+ states and many countries.

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.

MH Cooperative Programs

CA's Mental Health Cooperative programs are partnerships between County Mental Health agencies and the Department of Rehabilitation. These programs assist consumers find, get, and keep meaningful community employment. Programs serve over 7,000 consumers annually, resulting in over 750 successful closures annually. More than 80% of consumers with a mental health diagnosis receive vocational rehabilitation plan services when participating in the DOR Mental Health Cooperative programs. More at:

[MHFACTS](#)

Peer Provider Certification (SB 803)

With the passage of SB 803 (Beall), 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 or their representatives.

See: www.calbhbc.org/peer-supports.html