Together Housing Support and Employment Make a Difference

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Objectives

Define Evidence-Based Practice core principles utilized to support community tenure and self-sufficiency.

Identify collaborative processes that support care coordination when working with behavioral health members.

Outline assessment tools to support program success.

Provide HOME Program overview & outcomes.

Share how supporting individuals with employment opportunities integrates with the Housing First model.
Together housing support and employment make a difference

Typically, housing support is reserved for persons experiencing chronic homelessness.

Underserved population – the "not chronically homeless" individuals engaged in behavioral health who are at risk of becoming homeless due to financial challenges.

Permanent Supportive Housing and Supported Employment services offer the person the support needed to maintain community tenure and self-sufficiency and avoid homelessness.

Temporary Housing Assistance Program (THAP) pairs evidence based practices with short-term financial support and has proven effective in supporting persons maintain community tenure.
How did we get here?

• Arnold v. Sarn

• SAMHSA’s Supported Employment Model

• Housing First

• Integrated care

• Mistakes of the past
The need

Individuals with SMI are more likely to face unemployment, arrests, and homelessness compared to those without mental illness.

Research estimates that approximately 26 percent of adults staying in shelters live with a SMI designation.

SMI costs the US nearly $200 billion in lost earnings each year.
The solution

Interventions that target stable housing and employment can have far-reaching impact that extend beyond reducing homelessness and unemployment alone

Including:

• Chronic disease management
• Mental health stabilization
• Substance use treatment

Resulting in Decreased:

• Hospitalization
• Admission for psychiatric care
• Hospital lengths of stays
Evidence-Based Practices (EPB)

• Services that have consistently demonstrated their *effectiveness* in helping people with mental illness to achieve their desired goals.

• Effectiveness was established by different people who conducted rigorous studies and obtained similar outcomes.
Why EPB?

According to the New Freedom Commission on Mental Health:

“If effective treatments were more efficiently delivered through our mental health services system ... millions of Americans would be more successful in school, at work, and in their communities.”

— Michael Hogan, Chairman
Supported Employment

Supported Employment helps people with mental illness to find and keep competitive employment that is meaningful to the person.

• Jobs exist in the open labor market
• Pay minimum wage or above
• Integrated
Supported Employment

Emphasizes:

• Member preferences
• Benefits counseling
• Services integrated with behavioral health treatment
• Rapid job-search
• Ongoing support
• Competitive employment is the goal
Supported Employment Principles 081919

Supported Employment

Your path to finding and keeping a competitive job
Supported Employment services

- Career exploration
- Disability benefits planning
- Interviewing skills and resume building
- Job development and placement
- Job coaching to maintain employment
- Advocacy with employers
- Transportation to job fairs, hiring events and interviews
- Coordination of Care
- Coordination with community partners
Meaning of work

• Important part of recovery
• Structure and routine
• Choices - where to live and what to buy

• Good for your mental health
• Feel good & see yourself in a more positive way

Supported Employment Member
Voice  https://youtu.be/cCJKFvYI6KE
Positive outcomes

- Obtain employment
- Earn higher wages
- Increase support system
- Decreased symptoms
- Enhanced self-esteem
- Satisfaction with finances
- Maintain housing
Key principles of housing first

Video https://www.youtube.com/watch?v=pwdq2VWavtc
What is Permanent Supportive Housing (PSH)?

Community-based housing that is:

• Decent
• Safe

AND

• Affordable
Where tenants are provided:

• Rights of tenancy
• Voluntary and flexible supports

AND

• Services designed to meet tenants’ needs and preferences
Evidence Based Practice of PSH

PSH Dimensions

• Choice
• Separation of housing and services
• Decent, safe and affordable
• Community integration and rights of tenancy
• Access to housing and privacy
• Flexible, voluntary, & recovery-focused services
Types of PSH Services

- Tenant orientation and tenant rights
- Case management/service coordination
- Goal development (through participation with clinical team)
- Crisis intervention
- Peer mentoring
- Transportation skills
- Personal hygiene and self-care
- Housekeeping skills
- Stress management
NORC case study findings

Supportive Housing

- Total Cost of Care
- Behavioral Health Costs
- Psychiatric hospitalizations (Per 1000 members)

Supported Employment

- Behavioral Health Professional services
- Behavioral Health Facility Costs

Creation of the Temporary Housing Assistance Program (THAP)

Housing expansion focused on PSH
- Individuals experiencing homelessness
- VI-SPDAT of 8+

THAP program created to address the gap
- Individuals at-risk or in need of short-term assistance
- VI-SPDAT between 3 and 7
- Modeled after Rapid Rehousing
- Temporary financial support
- Supported Employment AND PSH Services
HOME Program: An Overview

Supporting individuals with employment is an important and often missed aspect of housing stability.

- Assist individuals who would like to obtain or maintain a job and are in need of supportive housing navigation
- Prevent homelessness by supporting the individual’s ongoing success in both housing and employment
- Utilize the Supported Employment model to enhance and sustain housing through benefits planning, collaboration with employers, and person-centered support
- Empower individuals, break down barriers & eliminate fears associated with working
Consider Your Own Employment
Consider Your Own Housing
Consider the Relationship between Housing and Employment
HOME: Employment Services

- Resumé building
- Career exploration and career analysis
- Interviewing skills and strategies
- Job development and placement
- Job coaching to maintain employment
- Coordination with community partners
- Advocacy with employers
- Disability benefits counseling
- Assistance with applying for Ticket to Work and Freedom to Work
- Transportation to job fairs, hiring events and interviews
- Coordination of Care (e.g. with SMI clinics and VR)
HOME: Housing Services

- Advocacy with property managers
- Property research and application assistance
- Funding for security deposits, utility bills, rental assistance to prevent eviction
- Budgeting
- Hygiene and self-care
- Social skills and meaningful activities
- Meal planning and preparation
- Cleaning
- Peer support
- Coordination with community partners and SMI clinics
Outcomes
Outcomes

% Employed - La Frontera/Empact-THAP - (January 2020 - June 2020)

- June 19: 64%
- July 19: 59%
- August 19: 54%
- September 19: 61%
- October 19: 58%
- November 19: 53%
- December 19: 57%
- January 20: 56%
- February 20: 51%
- March 20: 54%
- April 20: 46%
- May 20: 43%
- June 20: 49%
HOME Success Stories