

Evidence-Based Supported Employment

Paul Gorman

Dartmouth Evidence-Based Practices
Center

Essential Themes of

Supported Employment

Hope

Optimism

Expectations

Well-being

Respect

Confidence

Critical Values in Supported Employment

Consumer Driven Services

Living Life Outside of the "Mental
Health System"

Supporting Motivation

Critical Values in Supported Employment

Being Non-Discriminatory

Integrating Services to Support
Consumer Goals

Shared Decision Making

Evidence-Based Supported Employment

- Vocational staff work with 50 or more individual consumers
- Employment specialists work with 20 – 25 individual consumers who are in different phases of employment

**NOT
SE**

SE

Evidence-Based Supported Employment

- Employment specialists work some of the time doing SE and some of the time doing case management or other services
- Employment specialists provide only Supported Employment services

**NOT
SE**

SE

Evidence-Based Supported Employment

- Employment specialists work with individual consumers on all phases of the employment process from vocational profile to ongoing work supports
- Employment specialists refer consumers to other agencies for job development

SE

**NOT
SE**

Evidence-Based Supported Employment

- Vocational staff have no regular contact with members of the consumer's "mental health treatment team"
- Employment specialists are integrated as regular members of the consumer's "mental health treatment team"

**NOT
SE**

SE

Evidence-Based Supported Employment

- The only criteria for a person to receive SE is their own interest in becoming competitively employed
- Consumers demonstrate their “motivation” or “abilities” to work through transitional slots or other training positions

SE

**NOT
SE**

Evidence-Based Supported Employment

- Consumers with co-occurring disorders are eligible for SE
- Consumers must “demonstrate a period of sobriety” before becoming eligible for employment services

SE

**NOT
SE**

Evidence-Based Supported Employment

- Consumers are placed in slots for vocational training programs without regard for their individual employment preferences
- Competitive employment jobs are developed based on each individual consumer's employment preferences

**NOT
SE**

SE

Evidence-Based Supported Employment

- Employment specialists provide consumers with jobs that are part of agency work contracts with other organizations
- Employment specialists develop individual competitive employment for and with consumers

**NOT
SE**

SE

Evidence-Based Supported Employment

- Vocational staff teach consumers how to do their jobs
- Employment specialists help consumers with coping skills and strategies to manage symptoms that may impact their work

**NOT
SE**

SE

Implementing Supported Employment

- Faithful implementation of SE requires an organizational change that involves
 - Recovery Philosophy and Perspective
 - Competitive Employment is a Helpful Goal not a harmful goal
 - Community Based Services
 - Consumer Preferences, Choices and Risks
 - A “loss of a sense of protection and control for line staff”

-
- Effect in Leadership is Crucial
 - Integration is Crucial
 - Knowing the Community is Important
 - Networking is Crucial
 - Getting Connected in the Community Matters
 - Good Supervision Happens in the Field
 - Motivational Interviewing
 - Fidelity is Important

