

**The Status and Evaluation of
Employment and Support Services for
Persons with Mental Illness**

Chapter V 2002 Update

**Produced by:
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Saint Paul, MN 55101**

**This is an addendum which updates the data contained in chapter V of a report originally
produced in December, 2000**

Copies of that document can be printed from the MDES website at:

<http://www.mnwfc.org/rehab/ee/reports/spmi2000.pdf>

December 2002

V. STATUS AND EVALUATION OF EXTENDED EMPLOYMENT GRANTS

Overview of Extended Employment-SPMI Provider Reporting System (PRS2)

Outcome Measurement System

MDES-RS and MDHS-MHD wanted to compare data across and between the projects in order to increase cost effectiveness and efficiency. Therefore, in 1998, a comprehensive electronic provider reporting system was developed to track demographic and employment outcome data. The data is both evolutionary and longitudinal. This system is more comprehensive and detailed than prior aggregate reporting requirements for the VR funded grants and is the first database of its kind in the country.

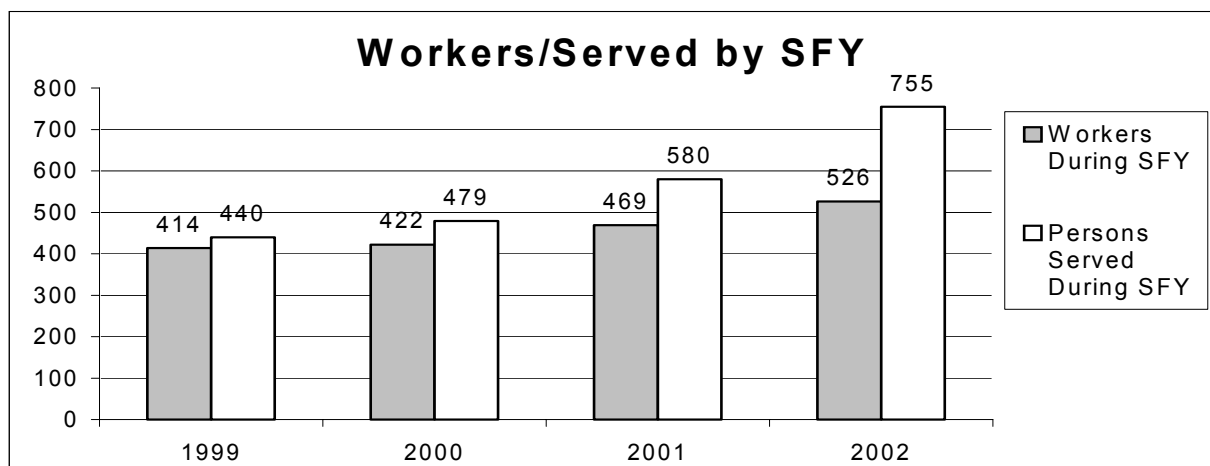
A unique comprehensive provider reporting system is in place to ensure accountability. Analysis of data indicate results that rival nationally recognized programs.

Electronic reporting by providers into this system began in State fiscal year 1999. From 1999-2002, 1160 persons (unduplicated count)

with serious mental illness received a variety of employment supports through these providers

The EE SPMI Provider Reporting System (PRS2) provides data on individual demographics, job types, wages, and types and amount of supports provided. In 2002, 23 providers reported into the system; six of them for six months and the remainder for the entire year. Of the individuals served during the past four years, 938 (unduplicated count) worked and earned over \$5.670,916 million in wages, while receiving individualized employment support services necessary for them to maintain their employment.

Table 1



OUTREACH ANALYSIS

Table 2 reflects the number of persons being served compared to the estimated number of unemployed persons with serious and persistent mental illness who need or could benefit from these services in each of the 16 Adult Mental Health Initiative areas of the state.

Table 2 - Number of Persons Served by Adult Mental Health Initiative Area in SFY 2002

<i>Adult Mental Health Initiative Area</i>	<i># of Persons with SPMI Needing Work[#]</i>	<i># of Persons in EE-SMI Projects being Served</i>	<i>Percentage of Persons being Served</i>
Northwest MN 8	1,142	32	2.8%
Region 2 Beltrami- Clearwater-Hubbard	858	0	0.0%
Becker-Clay-Ottertail-Wilkin	1,799	60	3.3%
Region 5+	2,066	10	.50%
Region 4 South	814	28	3.44%
CommUnity	3,819	86	2.25%
Anoka	3,513	1	.03%
Ramsey-Washington	8,656	168	1.94%
Hennepin	14,061	168	.01%
South West 18	3,524	113	3.2%
Tri-County	5,994	30	.50%
South Central	3,652	75	.02%
CREST (SE 10)	4,766	1	.02%
Region 7 East	1,624	52	3.2%
Region 3 North	3,913	164	.04%
Total State	60,200	755+	1.3%

[#] Persons with SPMI needing work is calculated by taking 85% (the typical unemployment rate for people with SPMI) of the people with SPMI in the public sector, as reflected in the Department of Human Services -Mental Health Division Federal Block Grant application.¹⁰

*These numbers only reflect the number of persons served by the Coordinated Employability Projects funded by the EE SPMI Program. In 2002, the DES-RS Extended Employment program provides partial funding for employment supports for approximately 2,533 persons with a primary disability of mental illness working in center based or community employment.

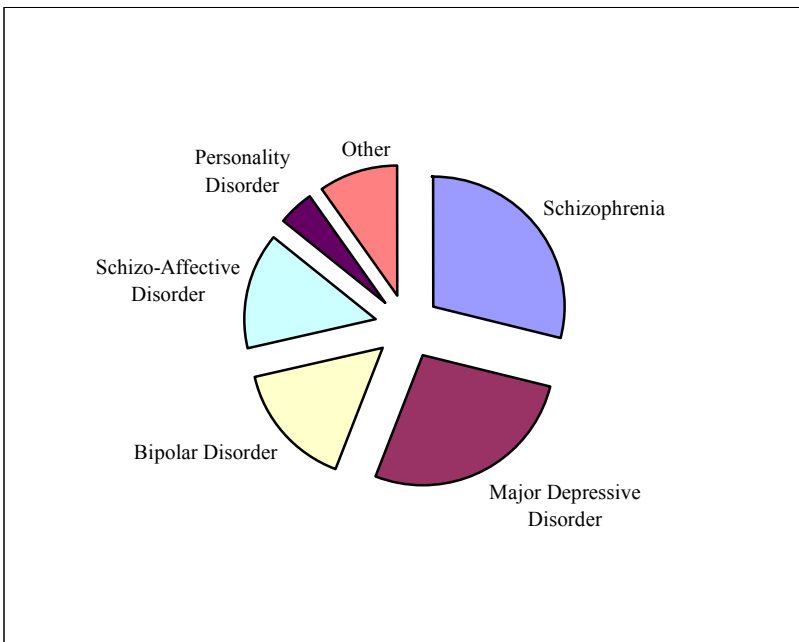
DEMOGRAPHIC CHARACTERISTICS

Primary Disability

The primary disability of the persons receiving employment supports are: Bipolar Disorder, Major Depression, and Schizophrenia or other thought disorders.

Table 3 - Primary Disability for SFYs 1999-2002 Combined

Primary Disability	Percentage
Schizophrenia and other Thought Disorders	29%
Major Depressive Disorder	27%
Schizo-Affective Disorder	14%
Other Major Mental Illness	11%
Bipolar Disorder	15%
Personality Disorder	4%



In a previous research study conducted by the agencies (HSRI) 29 percent of participants reported a chronic physical condition that impacted their ability to work in addition to their mental illness. In this study, substance abuse or chemical dependence was self-reported by 32 percent of the participants.

Gender

Slightly more men than women were served -- 398 males (53 percent) and 357 females (47 percent) in SFY2002.

Age Range

All of the individuals served by the projects are of working age with a range from 17-76 years. Sixty-three percent are between the prime working years of 20-49. Individuals served in the 17-20 age range were primarily youth served in a project that targets "school to work transition" for youth with Serious Emotional Disturbance (SED).

Table 5 - Age Range for Program Participants for SFYs 1999- 2002 Combined

<i>Age Range</i>	<i>Percentage</i>
17-20	5%
21-29	13%
30-39	26%
40-49	34%
50-59	18%
60 and over	4%

Educational Achievement

The majority of the individuals served over the last four years, 82 percent have achieved at least a high school education and 34 percent have completed some level of post-secondary education.

Table 6

<i>Years of Education: 1999-2002</i>	
Average	12.4
Median	13
Range	3-25

Public Assistance

Sixty-three percent reported receiving Social Security Benefits based on disability. Fifty-five percent of the individuals served over the past four years reported that they were receiving Medical Assistance (Medicaid) benefits at the time they entered the projects.

Table 7 - Type of Public Assistance 1991-2002

GA	GAMC	MA	TANF	SSDI	SSI	SSDI & SSI
6%	3%	55%	2%	39%	31%	7%

GA= General Assistance

GAMC= General Assistance Medical Care

MA-Medical Assistance/Medicaid

TANF-Temporary Assistance to Needy Families/MFIP

SSDI-Social Security Disability Insurance (Not Needs Based)

SSI-Social Security Income (Needs based)

Living Situation

Seventy-one percent of the individuals served in the projects live independently or with their families in the community.

Table 8 - Living Situation for Program Participants for SFYs 1999-2002

Residence	Percentage
Lives Independently with no Formal Housing Supports*	60%
Lives with Parents or Family Members	11%
Lives Independently with Formal Living/Housing Supports	11%
Adult Foster Care	4%
Skilled Nursing Facility	6%
Half-way House	4%
Board and Care	3%
Rule 36-Residential Treatment Facility	≤1%
Board and Lodge	≤1%

*Individuals are not receiving any formalized "housing supports" but may be receiving other mental health services such as case management and outpatient services.

Ethnicity

The ethnicity of the individuals served in the projects continues to approximate the ethnicity of the state's population overall.

Table 9 - Ethnicity of Program Participants During SFYs 1999-2002

<i>ETHNICITY</i>	<i>Ethnicity of SPMI Program Participants</i>	<i>Ethnicity for MN Adults in 2000*</i>
Caucasian	92%	89.4%
African American	2%	1.1%
Hispanic	2%	2.9%
Asian Pacific Islander	1%	2.9%
American Indian or Alaskan Native	1%	3%
Other or Not Reported	1%	0.3

*2000 Census, MN Demographic Center

WAGE AND HOUR DATA ANALYSIS

As noted in Table 10 below, in state fiscal years 1999 through 2002, 938 individuals received supports while working and earning wages. The combined earnings of the employed program participants totaled over \$5.6 million in wages. With an average wage of \$7.01 per hour, individuals are working at well above the federal minimum wage of \$5.15. As noted in Table 11 below, the average number of hours worked by individual participants was 13 hours per week.

Table 10 - Hours and Wages for SFYs 1999-2002

<i>Year</i>	<i>Workers</i>	<i>Total Hours</i>	<i>Total Wages</i>	<i>Average Hourly Wage</i>
SFY 02	526*	228,636	\$1,702,542	\$7.44
SFY 99-02	938*	808,573	\$5,670,916	\$7.01

* unduplicated

Table 11 - Hours Worked per Week for SFYs 1999-2002

<i>Statistic</i>	<i>Hours per Week</i>
Average (Mean)	13
Median	10.2
Range	1 - 56

SUPPORT SERVICES DATA ANALYSIS

As seen in Table 12, over the past four years, most of the consumers in the projects worked part-time, averaging 52 hours per month, and on average receive 7.37 hours per month of employment support, counseling, and/or job coaching. Employment support services include both on and off-the-job supports such as helping design job accommodations, managing interpersonal relationships, job skill training, regular observation or supervision on the work site, supportive counseling, coordination with supervisors or other mental health professionals, money management, and assistance with benefits. (Definitions of these support services are listed in Appendix F.)

Table 12 - Hours of Service per Worker per Month During Dates of Service for SFYs 1999 - 2002

<i>Statistic Type</i>	<i>Hours of Support Services Per Month</i>
Average (Mean)	7.4
Median	3.0
Range	1 - 63

Reasons for Ending Jobs or Supports for Jobs

The following table on Job Terminations and Primary Exit Reasons shows that less than nine percent of jobs were terminated due to being “fired by employer.” Less than two percent of job terminations were attributed to psychiatric hospitalization, which indicates that the stress of working does not contribute to psychiatric hospitalization and people with serious mental illness are a fairly stable workforce. In eight percent of the job terminations, the worker left a job to accept a different job with another employer-- In most cases this was a job upgrade.

Table 13 - Reasons for Ending Jobs or Supports for Jobs -1999-2002 Combined

Primary Job Termination / End of Service Reason	Jobs	% of jobs
Person is competitively employed-no longer requires support services	141	21%
Quit due to personal dissatisfaction with job	72	11%
Fired by employer	64	9%
Unable to continue work due to interference of psychiatric symptoms	63	9%
Quit to take another job with another employer	56	8%
Person moved out of program service area	56	8%
End of seasonal or temporary job	37	5%
Moved from area	37	5%
Physical illness or injury	34	5%
Lay off	31	5%
Left program; kept same job	29	4%
Quit due to social or interpersonal conflicts in work environment	21	3%
Psychiatric hospitalization	12	2%
Promotion/Transfer to another position with same employer	9	1%
Death	9	1%
Quit due to fear of or loss of benefits	7	1%
Quit to attend post-secondary education or training	5	1%
Retired	1	0.1%

Job Tenure

Job retention (tenure) varies across projects but is comparable to rates for persons without disabilities in entry levels jobs.¹⁹ This data is longitudinal, and the projects have placed an emphasis on helping people advance in employment. Consistent with this philosophy to help consumers upgrade their employment, 938 workers held 1,745 jobs over the last four years. Some of these jobs may have been sequential or simultaneous; hence they are described as being “duplicated” in some of the following tables. Additionally, not all workers were served during the entire four years. The average number of jobs held by all workers during the last four years was 1.9. The average length of time workers had been employed was 44 weeks.

Table 14 - Length of Jobs in Weeks SFYs 1999 - 2002

Statistic	Length of job (Weeks) during 4 Years
Average (Mean)	44
Median	22
Range	.1 - 209
Standard deviation	7.1

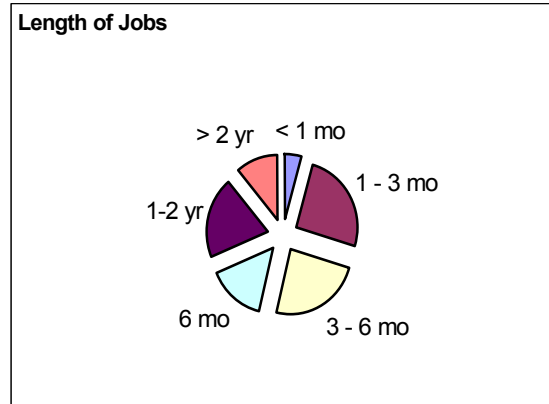
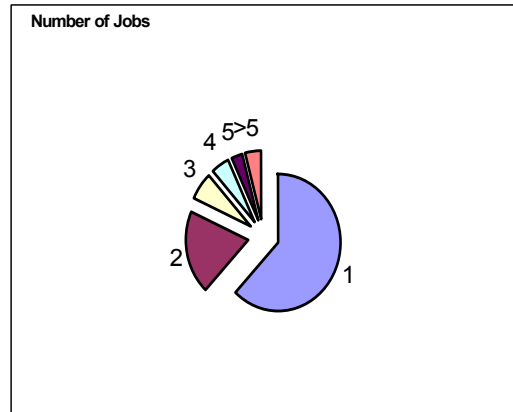


Table 15 - Number of Jobs SFYs 1999-2002

Statistic	Number of jobs during 4 Years
Average (Mean)	1.9
Median	1
Range	1 - 14y

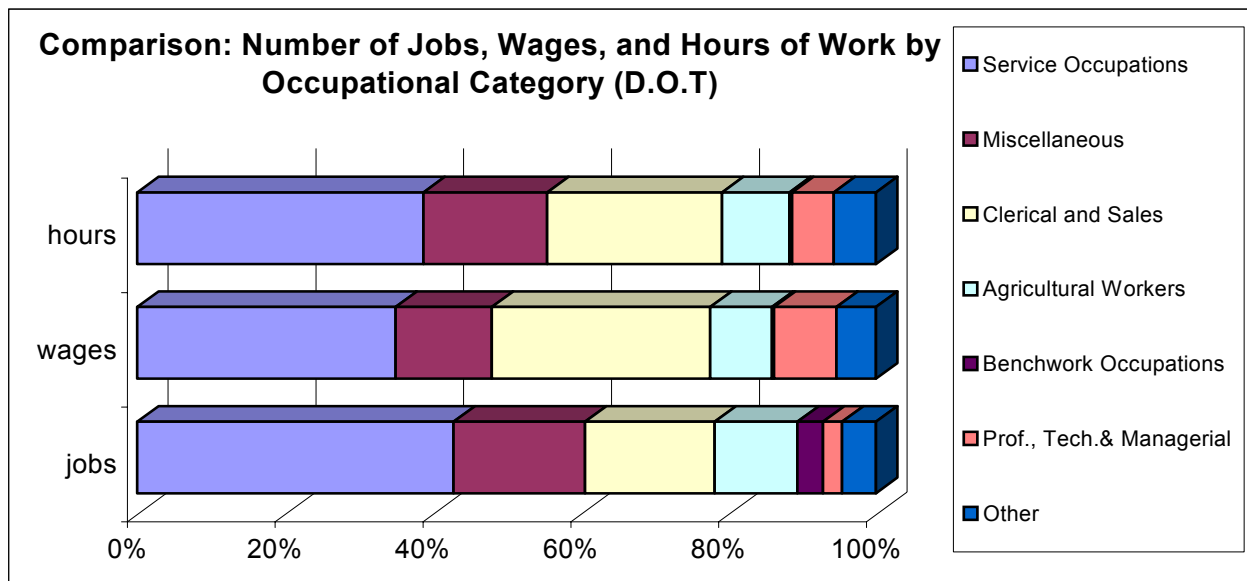


Occupational Data

The occupational data in Table 16 below indicates that individuals work in a wide variety of occupations. Consistent with national data on the employment of persons with severe disabilities, many individuals are choosing service occupations and clerical and sales positions which are readily available to entry level workers or workers who have had interrupted or extremely limited work histories.

Table 16 - Occupations Held for SFY 2002

<i>Occupational Category (D.O.T.)</i>	<i>Jobs</i>		<i>Wages</i>		<i>Hours of Work</i>	
Service Occupations	298	43%	\$ 595,398	35%	88,559	39%
Miscellaneous Occupations	124	18%	\$ 221,647	13%	38,236	17%
Clerical and Sales	122	18%	\$ 503,254	30%	54,084	24%
Agricultural Workers	78	11%	\$ 142,027	8%	20,848	9%
Benchwork Occupations	24	3%	\$ 4,494	0%	786	0%
Professional, Technical & Managerial Mm Mn	18	3%	\$ 143,619	8%	12,863	6%
Other	32	5%	\$ 91,758	5%	13,149	6%



Hours and Wages by Type of Work Model

The Coordinated Employability Projects offer four different models of employment. Table 17 below clearly shows that the more normalized model of individualized single site employment with supports provides significantly higher wages and work hours. A more detailed description of the four work models provided by the Coordinated Employability Projects is described in Appendix G, Definitions of Support Services Reimbursable Under the EE-SMI Program.

Table 17 - Hours and Wages by Work Model for SFY 2002

<i>Work Model</i>	<i>Number of Workers (Duplicated)</i>	<i>% of Workers</i>	<i>Total Hours of Work</i>	<i>Total Wages</i>	<i>Average Hourly Wage</i>
Supported Employment - Single Site	402	62%	162,799	\$1,335,352	\$8.20
Supported Employment Group	107	17%	29,042	\$196,896	\$6.78
Community Employment Individual	34	5%	4,189	\$21,135	\$5.07
Community Employment Group	104	16%	32,588	\$150,269	\$4.61

Table 18 - Hours of Service by Work Model for SFY 2002

<i>Work Model</i>	<i>Hours of Service</i>	<i>% of Services</i>	<i>Hours of Work</i>	<i>% of Work</i>	<i>Work Hours ratio to Service Hours</i>
Supported Employment - Single Site	11,171	42%	162,799	71%	14.6
Supported Employment Group	7,482	14%	29,042	13%	3.9
Community Employment Individual	566	5%	4,189	2%	7.4
Community Employment Group	7,225	14%	32,588	14%	4.5

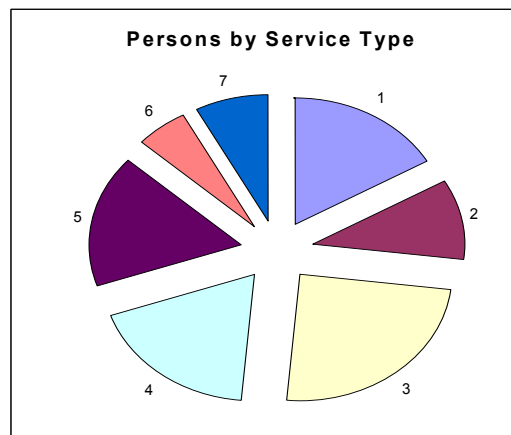
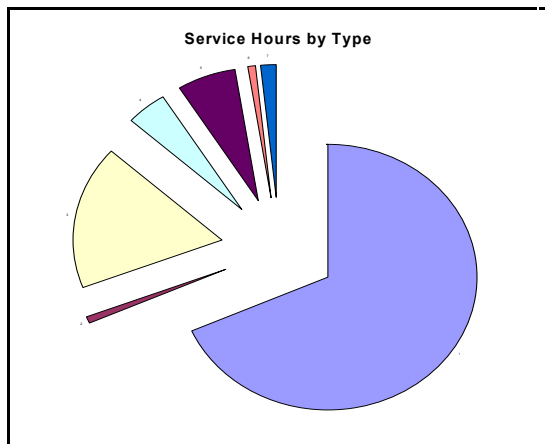
When comparing types of work model, and the ratio of work hours to employment support services hours, we find that significantly more hours are worked per hour of support services provided in the individual supported employment work model.

Types of Support Service Hours

Table 19 below shows the types of individualized employment support services provided by the projects. More than 68 percent of all of the employment support service hours are provided to individuals at their job sites. However, 18 percent of workers receive much of their support services in the community—away from the work site.

Table 19 - Support Services Provided During SFY 2002

<i>Description of Support Service</i>	<i>Service Hours</i>	<i>Percentage of Hours</i>	<i>Number of Workers (Duplicated)</i>	<i>Percentage of Total Workers</i>
1. Job coaching at work site	18,133	68%	546	47%
2. Facilitation of natural supports	244	1%	202	29%
3. Supportive counseling - off work site	4,676	18%	460	69%
4. Coordination of support services	1,147	4%	383	52%
5. Job development / placement for individual off Site	1,691	6%	240	48%
6. Training in IL skills/money mgt/ social skills off site	265	1%	117	16%
7. Other service	409	2%	136	22%
Total Hours of Support Services	26,545	100%	(Duplicated)	of total



DEPARTMENT OF ECONOMIC SECURITY-REHABILITATION SERVICES BRANCH
COORDINATED EMPLOYABILITY PROJECTS-EE SMI FUNDED
SFY 2002-03

PROJECT NAME	ADDRESS	PHONE FAX E-MAIL	CONTACT PERSON	COUNTIES	RS FIELD OFFICE	VR GRANT CYCLE
Sher-Wright Employability Program	Functional Industries, Inc. Box 336 Buffalo, MN 55313	763/682-4336, ext 23 fax 763/682-9692 fiiprograms@quest.com	Catherine Blonigen	Sherburne & Wright	Monticello	1/92-12/95
New Horizons	Mankato Rehabilitation Center, Inc. 15 Map Dr., PO Box 328 Mankato, MN 56002-0328	507/386-5673 fax 507/345-5991 durenbgr@mnrc.net	Kathy Durenberger	Blue Earth	Mankato & St. Peter	1/93-12/96
ACE (Accessing Community Employment)	West Central Industries 1300 - 22 nd St SW Willmar, MN 56201	320/235-5310 fax 320/235-5376 paulette@wceservices.org	Paulette Liestman	Kandiyohi, McLeod, & Meeker	Willmar	1/93-12/96
Long Term Supports Project (formerly TIP)	Lifetrack Resources Inc. (Formerly SPRC) 709 University Ave W St. Paul, MN 55104	651/227-8471 fax 651/227-0621 stanh@lifetrackresources.org	Stan Hunter	Ramsey	St. Paul Downtown & Midway	1/93-12/96
EOP (Employment Options Program)	Tasks Unlimited 2419 S Nicollet Ave Minneapolis, MN 55404	612/871-3320 x 210 fax 612/871-0432 rcondon@mail.tasksunlimited.org	Roxanne Condon	Hennepin	Minneapolis Downtown & Hennepin South	1/93-12/96
Employment Innovations II	Rise, Inc. 13265 Sylvan Ave PO Box 336 Lindstrom, MN 55045	651/257-2281 fax 651/257-3861 mharper@rise.org	Mike Harper	Chisago & N. Washington	Cambridge & N. St. Paul	7/94-6/98
Northland Range Employability Project	Occupational Development Center 1200 E 25 th St Hibbing, MN 55746	218/263-8303 fax 218/263-6338 odc@the-bridge.net	Julie Kline	Itasca, N. St. Louis & Koochiching	Grand Rapids, Hibbing, Virginia, & International Falls	7/94-6/98
Job Shop Occupational Development Center	Job Shop 110 S. Main St Crookston, MN 56716	218/281-7072 fax 218/281-7281 solson@odcmn.com	Susie Olson	Kittson, Marshall, Red Lake, Polk, Norman, & Mahnomen	Crookston & Bemidji	7/94-6-98

PROJECT NAME	ADDRESS	PHONE FAX E-MAIL	CONTACT PERSON	COUNTIES	RS FIELD OFFICE	VR GRANT CYCLE
HDC Employment Connection	Human Development Center 1406 E. Second St. Duluth, MN 55805	218/728-3931 fax 218/728-3063 emplconn@cpinternet.com	Brad Gustafson	S. St Louis & Carlton	Duluth & Moose Lake	7/94-6/98
Project Opportunity	The Achievement Center 414 Industrial Lane Worthington, MN 56187-3107	507/376-3168 fax 507/372-4360 tacmike@frontiernet.net	Mike Dempster	Rock, Cottonwood, Nobles & Jackson	Worthington	7/94-6/98
Region V Employability Project	Productive Alternatives 1451 Industrial Park Road Baxter, MN 56425	218/825-8148 fax 218/825-8362 pai2@brainerd.net	Colleen Schommer	Crow Wing & Aitkin	Brainerd	7/94-6/98
*Cook-Lake Employability Project	Human Development Center Cook-Lake Employability 629 First Ave Two Harbors, Mn 55616	218/834-5520 fax 218/834-4264 dwood@cpinternet.com	Dolly Wood	Lake & Cook	Duluth	1/97-12/00
*Central Minnesota Works	RISE, Inc Central MN Works 3400-First St. N., Suite 105 St. Cloud, MN 56303	320/656-5608 fax 320/656-5617 dorisillies@hotmail.com	Doris Illies	Stearns & Benton	St. Cloud	1/97-12/00
*Washington-Ramsey Employability Project	Lifetrack Resources 709 University Ave W St. Paul, MN 55104-4804	651/227-8471 fax 651/227-0621 stanh@lifetrackresources.org	Stan Hunter	Washington & Ramsey	St. Paul (downtown), Roseville, & N. St. Paul	1/97-12/00
*Supported Coordinated Employability Project	Tran\$Em 810 4 th Ave S. Ste 206 Moorhead, Mn 56560	218/233-7438 fax 218/233-5665 transem@msn.com	Steve Brink	Clay, Becker & Otter Tail, Wilkin	Fergus Falls & Moorhead	1/97-12/00
*Tri-County Mental Illness SE Project	West Central Industries 1300 - 22 nd St. SW Willmar, MN 56201	320/235-5310 X249 fax 320/235-5376 dawn@wciservices.org	Dawn Hattlestad	Renville, Chippewa, & Swift	Willmar	1/97-12/00
Southern Minnesota Employment Project	Mankato Rehabilitation Center 15 Map Drive, PO Box 328 Mankato, MN 56002-0328	507/386-5600 fax 507/345-5991 brianben@mnica.net or bbenshof@ngwmail.des.state.mn.us	Brian Benshoof	South Central (except Blue Earth)	St. Peter, Mankato, Fairmont, Faribault & Albert Lea	7/98-6/02
Project Place	Service Enterprises, Inc./	507/537-4844	Carol Mulligan	Lincoln, Lyon,	Marshall &	7/98-6/02

PROJECT NAME	ADDRESS	PHONE FAX E-MAIL	CONTACT PERSON	COUNTIES	RS FIELD OFFICE	VR GRANT CYCLE
	Project Place MN Workforce Center 607 W Main St Marshall, MN 56258	fax 507/537-6362 projectplace@starpoint.net or cmulliga@ngwmail.des.state.mn.us		Murray, Redwood, & Pipestone	Worthington	
North Central Job Wrap	Occupational Development Center 502 Beltrami Ave Bemidji, MN 56619	218/751-5538 fax 218/759-1984 mvacek@odcmn.com	Melissa Vacek	Beltrami, Hubbard, Clearwater, N. Cass, & Lake of the Woods	Bemidji & Park Rapids	7/98-6/02
Prairie Partners	Productive Alternatives* 302 S Kenwood St Alexandria, MN 56308 * in collaboration with Prairie Community Waivered Services	320/763-4101 fax 320/763-5741 pailf@inet-serv.com	Lynette Holtberg	Douglas, Grant, Pope, Stevens, & Traverse	Alexandria & Fergus Falls	7/98-6/02
Custom Futures	RISE, Inc. 8406 Sunset Rd NE Spring Lake Park, MN 55432	763/792-2432 fax 763/786-0008 sgerst@mail.rise.org	Sarah Gerst	Anoka	Blaine (Anoka Co)	7/98-6/02
Western Supported Employment	West Central Industries PO Box 813 Willmar, MN 56201	320/235-5310 X 249 fax 320/235-5376 dawn@wciservices.org	Dawn Hattlestad	Yellow Medicine & Lac qui Parle	Marshall & Willmar	7/98-6/02
Guild Community Employment Services	Guild Incorporated Guild Employment Services 1740 Livingston Ave. W. St. Paul, MN 55118	651-457-2248 fax: 651-455-4344 pdarmody@guildincorporated.org	Peggy Darmody	Dakota	W. St Paul and Burnsville	N/A Replaces Capacity from Horizons Project which ceased on 7/1/02. Start date 10/1/02

* Transitioned to EE SPMI on one year "bridge funding" provided by DHS-MH through Federal Mental Health Block Grant Funds.