SEE Webinar

hosted by PEPPNET

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Presenters

• Cathy Adams, LMSW, ACSW, CAADC
  Clinical Director and Michigan FEP Trainer and Consultant
  ETCH Early Treatment and Cognitive Health
  East Lansing, MI

• Scott Palazzolo, LLMSW
  SEE Trainer and Consultant
  Individual Resiliency Training (IRT) Clinician
  ETCH Early Treatment and Cognitive Health
  East Lansing, MI
## AGENDA

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<th>TOPIC</th>
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<th>PRESENTER</th>
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<td>Welcome/Logistics</td>
<td>3-5 minutes</td>
<td>Kate/Judith</td>
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<td>Survey Synopsis</td>
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<td>ETCH</td>
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<tr>
<td>Overview SEE support in FEP programs</td>
<td>10 minutes</td>
<td>ETCH</td>
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<tr>
<td>AGENCY SPOTLIGHTS (challenges input)</td>
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<tr>
<td>EASA</td>
<td>12 minutes</td>
<td>Ryan Melton (Logistics)</td>
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<td>EASA</td>
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<td>Ryan Melton (Staff Expertise)</td>
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<td>OnTrack</td>
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<td>Iruma Bello (Engagement)</td>
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<td>Felton</td>
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<td>Adriana Furuzawa (Intra-Agency Operations)</td>
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<td>WRAP UP/NEXT STEPS/CHAT QUESTIONS</td>
<td>17 minutes</td>
<td>Kate/ETCH</td>
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Compilation of SEE Pre-Call Survey

1. How are SEE services rendered at your site?

35 responses

- 68.6% SEE support embedded in CSC (Coordinated Specialty Care) program such as NAVIGATE or OnTrack
- 25.7% SEE support obtained through connection with IPS (Individualized Placement and Support) services
- Both embedded and obtained through connection with Department of Rehabilitation
- IPS embedded in CSC program
2. How were you oriented to your SEE role?

34 responses

- 32.4%: In-house training specific to FEP
- 20.6%: In-house training for agency wide IPS
- 20.6%: WESTAT online training
- 8.8%: Self-study (manuals, other resources)
- 8.8%: IPS training and shadowing another...
- 4.1%: IPS Online Practitioner Skills Course
- 4.1%: Combination of in-house FEP traini...
- 4.1%: Ringnet calls
2. How were you oriented to your SEE role?
34 responses

- We have an enhanced model for IPS & Supported Education: 32.4%
- Certified Rehab Counselor/ Part of MMC Department of VOC Services: 20.6%
- Other: 20.6%
- Other: 8.8%
7. Are you connected with any networks that support your SEE/IPS work, e.g. Rehabilitation Services, Work Coalition, etc?

32 responses

- Yes: 65.6%
- No: 34.4%
Response to #7: Connection to Networks Supporting IPS/SEE

• Department of Rehab, vocational services, employment and placement services, the one stop.
• Opportunities for Ohioans with Disabilities
• OVR, CIS (Community Integrated Services)
• Beth Israel-Deaconness Medical Center
• DOR Mental Health Co-Op
• State Workforce Agencies (Workforce1, MichiganWorks, Ohio Means Jobs (OMJ) etc.)
• City, County, and State Mental Health Organizations
• Local Workforce Development Center
• Re entry counsel
• Association of People Supporting Employment First
Key Ingredients to SEE Success

**Theme #1: Engagement**
- Empowerment/Encouragement
- Helping the consumer to see his or her potential through positive engagement and supports
- Really good at engaging young people

**Theme #2: Staff Expertise**
- Assessment of Client Skills, Short- and Long-Term Goals
- Creating time for job development
- Shared Decision Making
- Really knowing participants strengths, skills and abilities to adequately job develop

**Theme #3: Interagency/Community Communication**
- Contact with employers during session
- Community Partnership

**Theme #4: Intraagency Operations**
- Support Team/Team based planning
- Staff Buy-in and clear understanding
- Collaboration with the rest of the team
- Well trained staff who can access resources
- Training and supervision
Key Ingredients to SEE Success

Theme #5: How to obtain and sustain Employment/Education
• Matching interest and career goals
• Natural support on and off the job
• Networking a relationship with businesses
• Searching for jobs, filling out applications, resume development, interview preparation and follow up contacts with potential employers during session

Theme #6: Logistics
• Accessing resources in the community
• Getting resources through individuals in the field
• Reduce barriers

Theme #7: Stigma
• Zero Exclusion
• Competitive Employment Placements
• Advocacy to ensure individuals are welcomed and accommodated in placements
Individual Placement & Support (IPS)

- What is IPS? An Evidenced-Based Practice of supported employment and education
- IPS is a program of rapid job search, placement in competitive employment/school that matches the individual’s skills and preference following a core set of principles.
- Its utility has been supported in almost 20 randomized controlled trials, including 2 with first episode episode consumers.

Described in:
Research
Killackey et al. (2019)

• Participants with FEP who expressed interest in vocational recovery followed for 18 months

• Random assignment to one of two conditions: IPS or TAU
  - Randomized Control Trial (RCT)

• n=146

Significant Findings:

• IPS showed significantly higher rates of employment: 71.2% (47/66) compared to TAU 48% (29/66) over 6-month intervention period

• Rates of employment were no different than TAU at 12 and 18 month follow up (after intervention period ended)
SEE in NAVIGATE Programs

• Key Principles of SEE
  – Rapid placement to employment and school
  – ALL NAVIGATE Participants can participate in SEE
  – SEE/Clinical Integration
  – Comprehensive Assessment
  – Employment/Education Development based on participants interests, skills, and preference
  – Follow Along Supports

• Key Elements of SEE
  – Community Based
  – Place and Train
  – Full Inclusion
  – Adapting the workplace environment or school setting to fit the person. Not the inverse
  – Shared Decision Making
Key Tenets of Supported Employment and Education

Remember: The job match or school match is critical!

1. Discover why the participant wants to work and/or go to school
2. Identify the participant’s strengths and build on them
3. Find the right placement for the participant
4. Don’t expect the participant to change a lot for the job or school
5. Provide ongoing support; anticipate challenges and successes

What SEE looks like in ACTION
Agency Spotlights and Challenge Troubleshooting
8. What are you most interested in moving forward?

34 responses

- SEE listserv: 27 (79.4%)
- Ongoing SEE-focused webinars: 27 (79.4%)
- Additional SEE materials: 1 (2.9%)
- HHSC/DSHS: 1 (2.9%)
- Sharing of resources: 1 (2.9%)
- More resources on education: 1 (2.9%)
- Resource listings: 1 (2.9%)
- Additional SEE resources: 1 (2.9%)
- Creating coalitions for FEP based employment: 1 (2.9%)
Wrap Up, Next Steps, and Resources

References
