

Minutes – November 7, 2013

SRC Advocacy, Outreach and Education Committee

| SRC Advocacy, Outreach and Education Committee | | |
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| Thursday, November 7, 2013 | 1:30 am – 3:30 | VABVI, 60 Kimball Avenue, South Burlington, VT 05403 |
| Meeting called by | Sarah Launderville, Chair at 1:45pm | |
| Members Present | Patti Shane, Diane Dalmasse, Anthony Williams, and Whitney Nichols via phone | |
| Members Absent | none | |
| SRC Liaison | n/a | |
| SRC Coordinator | Rebekah M. Stephens | |
| Interpreters | n/a | |
| Speakers/Presenters | Laura Flint, Department of Mental Health Support Employment Programs | |
| Facilitator | n/a | |
| 1. Today's Agenda | | |
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| Discussion | None. | |
| Conclusions | Today's agenda accepted. | |
| 2. Approval of Minutes – September 5, 2013 Committee Meeting | | |
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| Discussion | Diane Dalmasse shared that under “Other Business” the sentence referencing “CWS is currently duplicating...” is an incorrect statement. Members agreed that sentence does not accurately reflect the discussion. Sentence is to be removed from September 5, 2013 draft minutes. Patti Shane moved to approve minutes with change. Anthony Williams 2 nd . | |
| Conclusions | Minutes approved with incorporation of above referenced change. | |
| Action Items | Person Responsible | Deadline |
| Correction to be made to September 5, 2013 draft AOE minutes | Rebekah Stephens | 11/14/2013 |
| Approved minutes to be uploaded to www.VTSRC.org | Rebekah Stephens | 11/15/2013 |
| 3. Discussion – Update on CRT Program since January 10, 2013 Joint Meeting | | |
| ----- | Laura Flint, Department of Mental Health Support Employment Programs | |
| Discussion | Laura Flint gave a power point summary of the CRT (Community Rehabilitation and Treatment) Program. The Department of Mental Health (DMH) supports the use of the IPS (Individual Placement and Support) Evidence-Based Supported Employment model in its CRT (Community Rehabilitation and Treatment) program. Employment is an important part of the recovery process of person with a mental illness. The IPS Evidence-Based Supported Employment model has 8 principles: 1. every interested person is eligible; 2. benefits planning is offered; 3. individual preferences are honored; 4. employment services and mental health services are integrated; 5. competitive employment is the goal; 6. job search process starts rapidly; 7. once person is employed job supports are continuous; and 8. outreach by employment counselors to employers happens every week. In order to ensure that CRT partner agencies are accurately utilizing the IPS Evidence-Based Supported Employment model, DMH uses the Fidelity Scales to measure an agency's programs. The Fidelity Scale operates under the belief that “Whatever you pay attention to is more likely to be improved. Information alone motivates people.” The Fidelity Scale consists of 25 items that look at staffing, organization and services. “Fidelity Scales help differentiate between programs that follow the practice and those that do not.” “Fidelity helps maintain the quality of the program.” DMH combines the use of the Fidelity Scale with a 2 to 3 day on-site assessment and interviews. After each visit a report is presented to the CRT partner agency showing the ratings, acknowledged strengths and recommendations for improvement. Laura provided a brief chronological history of Supported Employment in the DMH. The partnership between DMH and VR has been very strong. In 1986, VR provided funding for employment positions in MH programs. 1998 saw the introduction of the “Evidence-Based Supported | |

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| <p>Employment approach to all 10 CRT programs.” Employment rates increased from 17% to 29% during the years of 1999-2002. Between the years of 2009 and 2011, as a result of the decline in employment rates VR and DMH put employment incentives in place. CWS (Creative Workforce Solutions) led by VR was created during the period of 2009-2011. 2012 saw the revitalization of the SE (Supported Employment) State Leadership Committee and the 1st year of Master Grant Agreements. In 2013, DMH added a second TA (Technical Assistance) position, on-site technical assistance increased, and 1 fidelity assessment was completed in St. Albans. 5 more fidelity assessments are scheduled to be completed in the near future. DMH knows that Evidence-Based Supported Employment works and that is why DMH wants to make sure it is being used by its partner agencies. Since January 2013, there has been an increased focus on Master Grant employment outcome requirements, a change in the MH Commissioner and NAMI-VT is providing information on IPS in Family-to- Family education classes. Laura has recommended to the new Commissioner that letters be sent to each of the designated agencies with 2 focus points regarding employment. The master grant agreement does provide for some disincentives to agencies not effectively using the Evidence-Based practices or if numbers are particularly low. Not everyone in the MH process is referred for supported employment services. Of those that are receiving supported employment services, those that receive at least 6 services per year are employed at the rate of 40%. Patti Shane shared that “Appreciative Inquiry” is a strength based way to look at things – DOE is researching this approach. MH agencies are reducing employment staff across the State. In 2007 there were 33 CRT staff members compared to only 26.5 CRT staff members in 2012. If agencies were using the Evidence-Based practices there would be 2 CRT employment counselors and one supervisor for each location. The GROW (Gaining Recovery Outcomes through Work) Committee has been working on a root cause analysis of the lack of growth in employment numbers within the CRT program. The SRC requested that DMH conduct this root cause analysis. DMH went to the GROW Committee to answer the questions about what GROW thinks is the cause of the decline in the employment rates. DMH is in the process of drafting a response letter to the SRC on this topic. Sarah Launderville mentioned that at a recent conference she met the founders of GYST – Get Your Stuff Together, a Vermont based organization that works with young men and women between the ages of 17 – 24. GYST GYST recruits right outside of the courthouses.</p> | | |
| Conclusions | Excellent presentation. Next steps are discussed under #4 below. Carolyn McBain of the CRT program was unable to attend today’s meeting due to illness. | |
| Action Items | Person Responsible | Deadline |
| None | n/a | n/a |
| 4. Discussion- Plan around future CRT discussions, support, etc. | | |
| ----- | Committee members and Laura Flint | |
| Discussion | Discussion around possible next steps included: 1. Assist agencies to develop Culture of recovery and employment; 2. Maintain focus on IPS Evidence-Based Supported Employment; 3. ensure supported employment (SE) and mental health workforce is competent, strength-based and person-centered; 4. develop method for ongoing quality assurance and quality improvement activities at local and state level; 5. work more closely with peer and family advocates; and 6. get legislators to understand data behind how Evidence-Based Supported Employment works. | |
| Conclusions | Sarah Launderville will speak with Wellness Workforce Coalition and VCDR to see if this topic could fit into Disability Awareness Day at the Statehouse. If not, maybe SRC/AOE could do a separate SRC sponsored Disability Day at the Statehouse – bring in some VR counselors or peer counselors. The SRC has reserved the Card Room at the Statehouse for May 27, 2014. | |
| Action Items | Person Responsible | Deadline |
| Speak with Wellness Workforce Coalition and VCDR | Sarah Launderville | TBD |

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| Check feasibility of inclusion in Disability Day at the Statehouse | Sarah Lauderdale | TBD |
| 5. Other Business | | |
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| Discussion | None. | |
| Conclusions | None. | |
| Action Items | Person Responsible | Deadline |
| None | n/a | n/a |
| 6. Adjournment | | |
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| Discussion | None. | |
| Conclusions | Meeting adjourned at 3:32pm | |
| Action Items | Person Responsible | Deadline |
| Draft minutes submitted for approval | Rebekah Stephens | 12/6/2013 |
| Draft minutes uploaded to website www.VTSRC.org | Rebekah Stephens | 12/6/2013 |
| Minutes approved by Committee | Committee Members | 1/9/2014 |
| Approved minutes uploaded to website www.VTSRC.org | Rebekah Stephens | 1/17/2014 |