

DBH Supported Employment

Recovery and Employment

Chad Hinkle, DBH Director of Employment Services

September 12, 2023



DIVISION OF BEHAVIORAL HEALTH

The Division of Behavioral Health (DBH) is responsible for assuring the State of Missouri has availability of prevention, treatment, and recovery support services for individuals with substance use disorders and for assuring the availability of prevention, evaluation, treatment, and rehabilitation services for individuals and families requiring public mental health services.

This is done through statewide contracted DBH providers at Community Mental Health Centers, Certified Community Behavioral Health Organizations, and Substance Use Treatment Programs.

<https://dmh.mo.gov/behavioral-health>

DIVISION OF BEHAVIORAL HEALTH (2)

Through the screening/assessment process a qualified professional will determine if an individual meets criteria for services.

Individuals who are eligible are adults living with a serious and persistent mental illness and children/youth who are living with a serious emotional disturbance. Certain behavioral health programs and services have specific requirements regarding diagnosis and assessment scores

<https://dmh.mo.gov/behavioral-health/treatment-services/locating-services-treatment>

WHY??

DO
WHAT
YOU
LOVE

LOVE
WHAT
YOU
DO

WHY? SOME BENEFITS OF WORKING

- Sense of purpose or meaningfulness
- Coworkers/Peers/Friends (social network) – We are social beings
- Express Creativity – Passion
- Contribute to society – Service to others
- Medical Insurance/Perks
- MONEY!!

ARE THESE BENEFITS OF WORKING ANY DIFFERENT FOR SOMEONE WITH A MENTAL ILLNESS, SUBSTANCE USE DISORDER, DISABILITY, HOUSING CONCERNS, ETC.??

IMPACT OF COMPETITIVE EMPLOYMENT ON MENTAL HEALTH AND WELL-BEING

In general population:

Work is beneficial for employee well-being, if:

- good-quality supervision
- positive workplace environment

Unemployment has consistently negative effects

(Modini et al., 2016)

IMPACT OF COMPETITIVE EMPLOYMENT ON MENTAL HEALTH AND WELL-BEING

For people with serious mental illness:

- Increased self esteem
- Better control of psychiatric symptoms
- Increased life satisfaction
- Reduced psychiatric hospitalizations

(Luciano, Bond, & Drake, 2014)

EMPLOYMENT & RECOVERY

SAMHSA's definition of recovery from mental disorders and/or substance use disorders:

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

EMPLOYMENT & RECOVERY

SAMHSA's Four Major Dimensions of Recovery:

Health: Overcoming or managing one's disease(s) or symptoms—for example, abstaining from use of alcohol, illicit drugs, and non-prescribed medications if one has an addiction problem— and for everyone in recovery, making informed, healthy choices that support physical and emotional wellbeing.

Home: A stable and safe place to live

Purpose: Meaningful daily activities, such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income and resources to participate in society

Community: Relationships and social networks that provide support, friendship, love, and hope

INDIVIDUAL PLACEMENT & SUPPORT (IPS)

- 8 Evidence Based Principles of Supported Employment
 - Eligibility is based upon consumer choice – zero exclusion.
 - Supported employment services are closely integrated with mental health treatment services.
 - Competitive jobs are the goal.
 - Employer contact begins rapidly after consumers enter the program.
 - Employment specialists build relationships with employers based upon consumer job interests.
 - Job supports are continuous.
 - Consumer preferences are honored.
 - Benefits & Work incentives planning is offered to all consumers who receive entitlements.

<https://ipsworks.org>

CORE PRINCIPLES OF SUPPORTED EMPLOYMENT

1. Eligibility is based upon consumer choice (zero exclusion).

Rationale: Research has demonstrated that interest in employment is so important that it sometimes outweighs other factors. People are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.

2. Employment services are closely integrated with mental health treatment services.

Rationale: Employment outcomes are better when programs are integrated & not separate.

3. Competitive employment is the goal.

Rationale: Most people receiving services report that they want to work in competitive jobs.

4. Employer contact begins rapidly after consumers enter the program (rapid job search).

Rationale: People who have access to a rapid job search are more likely to obtain jobs & to retain motivation.

5. Systematic Job Development

Rationale: Employment specialists systematically visit employers, who are selected based on the job seeker's preferences, to learn about their business needs and hiring preferences.

6. Job supports are continuous & are the team's responsibility.

Rationale: The amount of job supports people need may increase or decrease over time due to variety of factors.

7. Individual preferences are honored.

Rationale: Using an individualized approach leads to success. Jobs that match preferences = job retention

8. Personalized benefits counseling is provided.

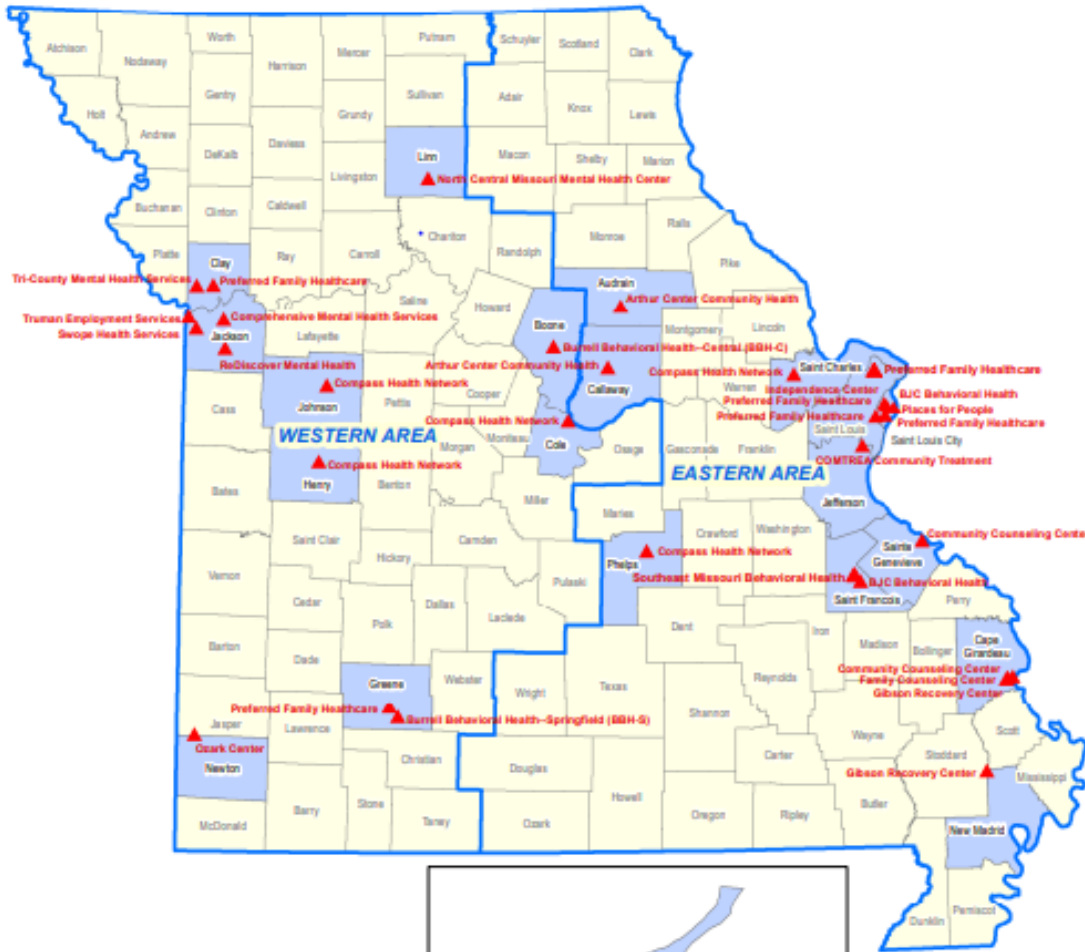
Rationale: People need information to make informed choices going to work & keeping benefits or help with exiting the system.

MISSOURI IPS

- 33 sites
- 19 agencies
- 1409 individuals received IPS
- 50% successfully employed; the rate of employment is 18% for individuals in Community Psychiatric Rehabilitation without this service
- Higher than national IPS average



INDIVIDUAL PLACEMENT AND SUPPORT (IPS) Program Sites



LEGEND

- ▲ IPS Sites
- Division of Behavioral Health Adult Service Regions
- County Boundaries

Missouri Department of Mental Health
Division of Behavioral Health
Research and Statistics
ArcGIS/RS_Smith/IPS.mxd
Revised March 2, 2023



DBH PROGRAMS – EMPLOYMENT

- Employment Specialists serve on Assertive Community Treatment Teams; twenty-six teams that serve either adult or transition-age youth:

<https://dmh.mo.gov/behavioral-health/treatment-services/specialized-programs/assertive-community-treatment>

- Employment Specialists assist individuals with finding employment at thirteen Improving Community Treatment Success (ICTS) treatment sites for individuals with justice-involved backgrounds:

<https://dmh.mo.gov/behavioral-health/treatment-services/specialized-programs/ICTS>

DBH PROGRAMS – EMPLOYMENT (2)

- Recovery Community Centers (RCCS) provide a peer-based supportive community that builds hope and supports healthy behaviors for individuals with substance use disorders. RCCs offer employment services at eight sites:

<https://dmh.mo.gov/media/pdf/sor-recovery-community-centers>

- Community Support Specialists on Community Psychiatric Rehabilitation teams provide services to support the employment goals of individuals served.

SUPPORTED EMPLOYMENT OVERVIEW

- Characteristics of Supported Employment (ipsworks.org)
 - It is an evidence-based practice.
 - Practitioners focus on each person's strengths.
 - Work promotes recovery and wellness.
 - Uses a multidisciplinary team approach.
 - Services are individualized and ongoing.
- Defining Competitive Employment
 - Anyone can apply for them rather than jobs created specifically for people with disabilities.
 - Pays at least minimum wage.
 - Do not have artificial time limits imposed by the social service agency.

EMPLOYMENT RESOURCES



Disability Benefits 101
working with a disability in Missouri



Work
Opportunity
Tax
Credit

MISSOURI DIVISION OF VOCATIONAL REHABILITATION

- Helps people with disabilities obtain, maintain or advance in employment
- Supported by Federal and State Taxes
- Services offered include but not limited to:
 - Pre-employment transition services for high school students with disabilities
 - Individual counseling during the rehabilitation process
 - Vocational exploration
 - Assistive devices (artificial limbs, wheelchairs, hearing aids)
 - Vocational Training to prepare for employment
 - Supported Employment for those with the most significant disabilities requiring on-the-job-supervision



877-222-8963
info@vr.dese.mo.gov

MISSOURI JOB CENTERS

- Any adult or youth jobseeker can access services at any MO Job Center
- No appointment or referral required
- Receive an initial assessment & eval of skills, aptitudes, abilities
- Career Counseling
- Workshops: Resume building, Interviewing, Job Search, Computer Skills, etc
- Hiring Events/Job Fairs
- NO COST!



<http://jobs.mo.gov>

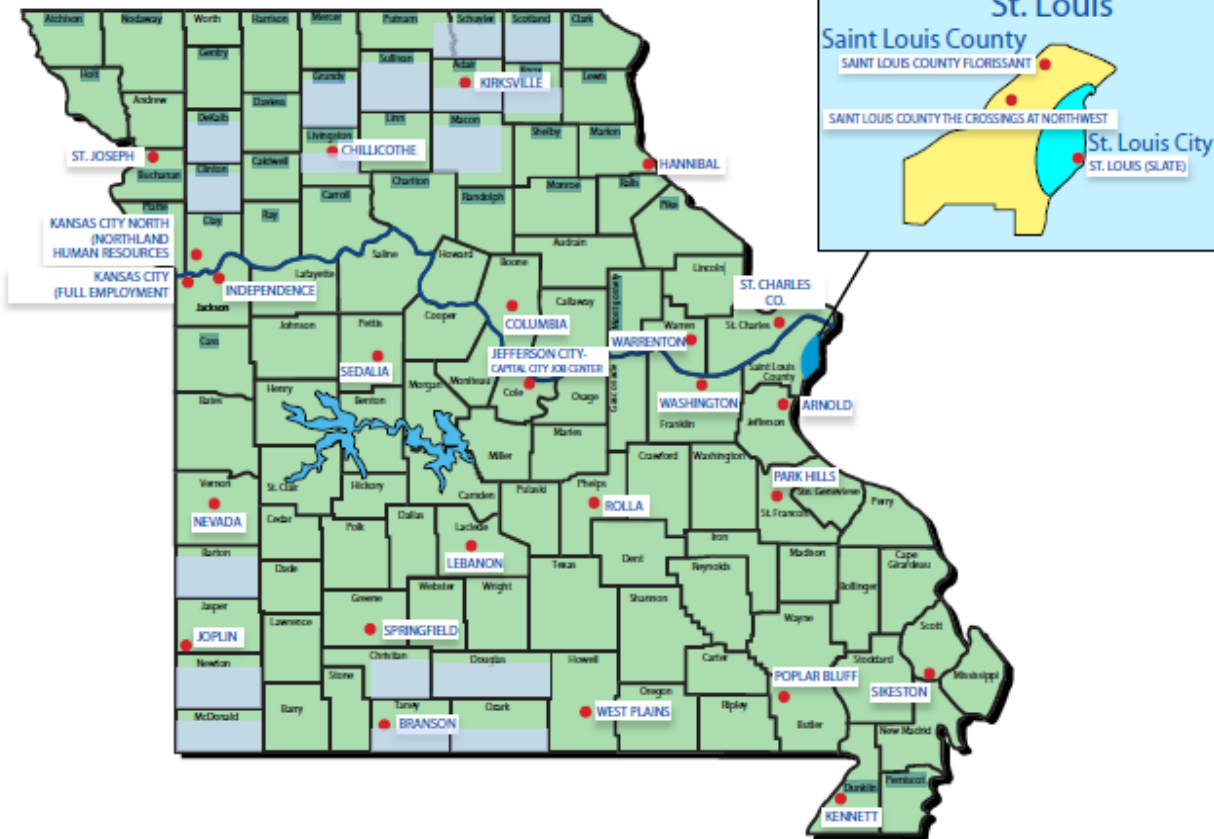
JOB CENTER LOCATIONS

<https://jobs.mo.gov/job-centers>



Full-service, One-Stop Missouri Job Centers

Missouri Office of Workforce Development
Job Centers' address and phone on reverse





You can call 1-888-728-JOBS (5627).
It will ring at your nearest Job Center.



| Missouri Job Center Name | Address | Region | Phone | Hours |
|---|---|-------------------------------|----------------|--|
| Arnold | 3675 West Outer Road, Suite 102, Arnold, MO 63010-5231 | Jefferson/Franklin Consortium | (636) 865-6060 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Branson | 2720 Shepherd of the Hills Expwy, Suite B, Branson, MO 65616-7828 | Ozark Region | (417) 334-4156 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Chillicothe | 601 West Mohawk Road, Chillicothe, MO 64601-3919 | Northwest Region | (660) 646-0671 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Columbia | 101 Park De Ville Dr., Ste E, Columbia, MO 65203 | Central Region | (573) 441-6361 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Hannibal | 203 North Sixth Street, Hannibal, MO 63401-3412 | Northeast Region | (573) 248-2520 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Independence | 15301 East 23rd Street South, Independence, MO 64055-1698 | East Jackson County | (816) 521-5700 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Jefferson City - Capital City | 3600 Country Club Dr., Ste 2004, Room 100, Jefferson City, MO 65109 | Central Region | (573) 526-8115 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Joplin | 730 South Wall Avenue, Joplin, MO 64801-4542 | Southwest Region | (417) 629-3000 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Kansas City - Full Employment Council (Paseo) | 1740 Paseo, Kansas City, MO 64108 | Kansas City & Vicinity | (816) 471-2330 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Kansas City - Northland Human Resource Center | 3100 NE 83rd Street, Suite 2100, Kansas City, MO 64119-4465 | Kansas City & Vicinity | (816) 468-8767 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Kennett | 1100 South By-Pass, Suite 2, Kennett, MO 63857-3738 | Southeast Region | (573) 888-4518 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Kirksville | 2105 East Normal, Kirksville, MO 63501-3322 | Northeast Region | (660) 785-2400 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Lebanon | 2639 S. Jefferson Avenue, Ste 1, Lebanon, MO 65536-5205 | Central Region | (417) 532-6146 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Nevada | 621 East Highland Avenue, Suite 3, Nevada, MO 64772-1022 | West Central Region | (417) 448-1177 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Park Hills | 403 Parkway Drive, Suite A, Park Hills, MO 63601 | Southeast Region | (573) 518-2431 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Poplar Bluff | 1903 Northwood Drive, Suite 2, Poplar Bluff, MO 63901-2425 | South Central Region | (573) 840-9595 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Rolla | 1107 Kingshighway, Rolla, MO 65401 | Central Region | (573) 368-2354 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Saint Louis County - Florissant | 4040 Seven Hills Drive, Suite 166, Florissant, MO 63033-6770 | Saint Louis County | (314) 475-7900 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Saint Louis County - The Crossings at Northwest | 715 Northwest Plaza, St. Ann, MO 63074 | Saint Louis County | (314) 615-6010 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Sedalia | 515 South Kentucky Street, Sedalia, MO 65301 | West Central Region | (660) 530-5627 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Sikeston | 202 South Kingshighway, Sikeston, MO 63801-2946 | Southeast Region | (573) 472-5250 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Springfield | 2900 East Sunshine, Springfield, MO 65804 | Ozark Region | (417) 887-4343 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| St. Charles County | 212 Turner Boulevard, Saint Peters, MO 63376-1079 | St. Charles County | (636) 255-6060 | Mon-Thur 8-5 (7-8 & 5-6 by phone only) Fri 8-4:30 |
| St. Joseph | 2202 Frederick Avenue, Saint Joseph, MO 64506 | Northwest Region | (816) 387-2380 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| St. Louis City - SLATE | 1520 Market Street, Room 3050, St. Louis, MO 63103 | St. Louis City | (314) 589-8000 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Warrenton | 111 Steinhagen Road, Warrenton, MO 63383-2103 | Northeast Region | (636) 456-9467 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| Washington | 1108 Washington Square Shopping Center, Washington, MO 63090-5304 | Jefferson/Franklin Consortium | (636) 583-9670 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |
| West Plains | 408 Washington Avenue, Suite 100, West Plains, MO 65775-5789 | South Central Region | (417) 256-3158 | Mon-Fri 8-5 (7-8 & 5-6 by phone only) |

SKILLUP

- Offered through Family Support Division (FSD) of Department of Social Services
- Help food stamp recipients (SNAP) age 16-59 get free help with skills, training, and employer connections to get a job or a better job
- Can pay for certain trainings - Classes are offered that work around schedules and can be finished in as little as a few weeks
- Resume building and interview training
- May help with child care, transportation or other work expenses when working or attending trainings



On.mo.gov/SkillUP

FEDERAL BONDING PROGRAM

- Provides \$5,000-\$25,000 coverage for an employee's first six months of employment
- No charge to employer or employee
- Protects employers against theft, forgery, larceny & embezzlement
- Covers any job, in any state – coverage begins once a job offer is made
- Covers FT or PT employees who have Federal taxes deducted from pay



1-877-US2-JOBS
www.bonds4jobs.com

WOTC TAX CREDIT (WORK OPPORTUNITY TAX CREDIT)

- Tax credit for hiring from target groups:
 - TANF recipient
 - Unemployed Veterans
 - Food Stamp recipient
 - SSI recipient
 - Individuals with disabilities (IPE with VR or Ticket to Work)



<http://www.irs.gov/wotc>

MISSOURI DB 101

- Website for comprehensive SSA benefit info
- Online Calculator
- Helpful easy-to-understand videos
- Dispels Myths of working while on benefits
- Continually updated in response to any SSA rule changed



MISSOURI DB 101

The screenshot shows the homepage of the Missouri Disability Benefits 101 website. The browser address bar displays "mo.db101.org". The page header includes "Disability Benefits 101" with a "Missouri" dropdown menu, and navigation links for "Home", "Work & Benefits", "Programs", and "My DB101". A search bar is located in the top right. The main content area features a large blue banner with the headline "See how work and benefits go together" and the subtext "You can make work a part of your plan." Below this are three white boxes with blue arrows pointing right, each containing a link: "See how benefits support work", "Learn how accommodations can help you succeed at work", and "Discover ways to save up money while working". A blue button labeled "ALL WORK & BENEFITS" is positioned below these boxes. The background of the banner shows a man in a white polo shirt working in a grocery store. Below the banner is a section titled "Benefits Planning Estimators" with a calculator icon and the text "Check the numbers to see how work can improve your situation." This section contains two white boxes: "Benefits and Work Estimator" with the text "Got a work plan? See how it would help your situation." and "School and Work Estimator" with the text "Are you a young person? See how working and staying in school can help you." A blue circular button with a white question mark is located in the bottom right corner of the page.

Getting Past the Myths

The Basics

Myth 1: I Can't Work

Myth 2: If I Work, I'll Lose SSI/SSDI

Myth 3: If I Work, I'll Lose Health Benefits

Myth 4: If I Work, I'll Lose Disability Status

Myth 5: I Can't Get Help Finding Work

Myth 6: I Can't Afford to Work

Myth 7: If My Benefits Stop, I'll Never Get Them Again

Next Steps

<https://mo.db101.org/mo/situations/workandbenefits/myths/article.htm>

Benefits and Work Estimator

Got a work plan? See how a job may affect your income, benefits, and health coverage.

[GET STARTED →](#)

[GET A SAVED SESSION 📄](#)



[Add to favorites ⭐](#)

Who is it for?

The Benefits and Work Estimator is for people aged 18-64 using public disability benefits who live in Missouri.

What will I need?

Gather information about the benefits you get from Social Security or the state, and your pay stubs if you have a job. If you're not sure, see DB101's [What Benefits Do I Get?](#)

How long will it take?

It will take about 20-30 minutes to complete the Estimator. You can save your session and come back to it later.

Will my information be kept private?

Yes. Any information you enter or store in the Estimator is completely confidential. It will NOT be shared with any government agencies or outside organizations.

Note: This Estimator has been updated to include MO HealthNet's Adult Expansion group (Medicaid Expansion). Get more information about applying for coverage [here](#).

[GET STARTED →](#)

[GET A SAVED SESSION 📄](#)

Programs Covered in this Estimator:

- [SSI](#)
- [SSDI](#)
- [CDB](#)
- [Supplemental Aid to the Blind](#)
- [Blind Pension](#)
- [SNAP \(formerly Food Stamps\)](#)
- [Housing Earned Income Disregard](#)
- [MO HealthNet](#)
- [MO HealthNet's Ticket to Work Health Assurance program](#)
- [Medicare](#)
- [Employer-sponsored health coverage](#)
- [Individual health coverage and Healthcare.gov](#)
- [Earned Income Tax Credit \(EITC\)](#)

DB101
BENEFITS &
WORK



School and Work Estimator

Are you a young person? See how working and staying in school can help you.

GET STARTED →

GET A SAVED SESSION 📄



Add to favorites ★

Who is it for?

The School and Work Estimator is for young people with disabilities who live in Missouri and have limited work experience.

If you're over 18 and getting [SSDI](#), or want to explore more complicated plans, try the [Benefits and Work Estimator](#) instead.

What will I need?

Gather information about the benefits you get from Social Security or the state, and your pay stubs if you have a job. If you're not sure, see DB101's [What Benefits Do I Get?](#)

How long will it take?

It will take about 10-15 minutes to complete the Estimator. You can save your session and come back to it later.

Will my information be kept private?

Yes. Any information you enter or store in the Estimator is completely confidential. It will NOT be shared with any government agencies or outside organizations.

Note: This Estimator has been updated to include MO HealthNet's Adult Expansion group (Medicaid Expansion). [Get more information about applying for coverage](#).

GET STARTED →

GET A SAVED SESSION 📄

Updated April 18, 2023

DB101
BENEFITS &
SCHOOL

CERTIFIED BENEFITS PLANNER

- Ticket to Work Helpline: 866-968-7842
- If person is seeking work, they will be referred to Community Work Incentives Coordinator

WHAT SHOULD YOU DO?

- Encourage!
- Educate!
- Refer!



QUESTIONS?

