



Community Connections

HOUSING FIRST
AND
SUPPORTED EMPLOYMENT

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HAND
IN
GLOVE

OUTLINE

- Learning Objectives
- Context: The District & Our Agency
- Supportive Housing & Homeless Services
- Supported Employment: Individual Placement & Support
- Housing & Employment: 2 Integrated Program Models
- Does Order Matter? Successes & Challenges
- Next Steps & Innovations

LEARNING OBJECTIVES

- Review common barriers to employment for people experiencing homelessness
- Identify key elements of Individual Placement and Support
- Improve understanding of ways Housing First and Supported Employment complement each other and also identify some limitations

THE DISTRICT

- Affordability is an Issue
- Divide is Growing
- Housing Trends & Resources
- Workforce Trends & Resources



OUR AGENCY

- Co-founded by Maxine Harris & Helen Bergman in 1984
- Largest Not-For-Profit Behavioral Health Organization in DC
- 3,500 Women, Men, Children
- 350 Staff
- Recovery in Mental Health, Addiction, Trauma, Homelessness
- Whole Person/Family Wellness



CC'S SUPPORTIVE HOUSING & HOMELESS SERVICES PROGRAMS

- Supportive Housing Services with 1,000+ Households
- Own & Manage 48 Properties and 300+ units of Supportive Housing
- Helped launch District's "Housing First" PSH Program in 2008
- Leader in Coordinated Entry
- 2 Teams providing Homeless Outreach, Housing, & Income Navigation



SUPPORTED EMPLOYMENT: WHAT IS INDIVIDUAL PLACEMENT AND SUPPORT?

Individual Placement and Support (IPS) is a model of supported employment for people with serious mental illness (e.g., schizophrenia spectrum disorder, bipolar, depression).

<https://ipsworks.org/>

8 Practice Principles

1. Competitive Employment
2. Systematic Job Development
3. Rapid Job Search
4. Integrated Services
5. Benefits Planning
6. Zero Exclusion
7. Time-Unlimited Supports
8. Worker Preferences

SUPPORTED EMPLOYMENT: CC'S EXPERIENCE

- Early Leader of Integrated Approach
- 15+ years experience
- Multiple Funders
- Recent Fidelity Review



SUPPORTED EMPLOYMENT: THE EVIDENCE

Benefits of Employment

- Increased income
- Improved self-esteem
- Increased social and quality of life
- Better control of symptoms
- Reduced substance use
- Reduced hospitalization

<https://ipsworks.org/>

Outcomes

- “IPS is three times more effective than other vocational approaches in helping people with mental illness to work competitively.”
<https://ipsworks.org/>
- Results of CC’s 3 year study indicated IPS was more effective than the standard approach
- Across CC’s programs: last 2 years 90 job placements from total of 140 individuals and 55% successful job retention over 6 months.

HOUSING & EMPLOYMENT: 2 INTEGRATED PROGRAM MODELS



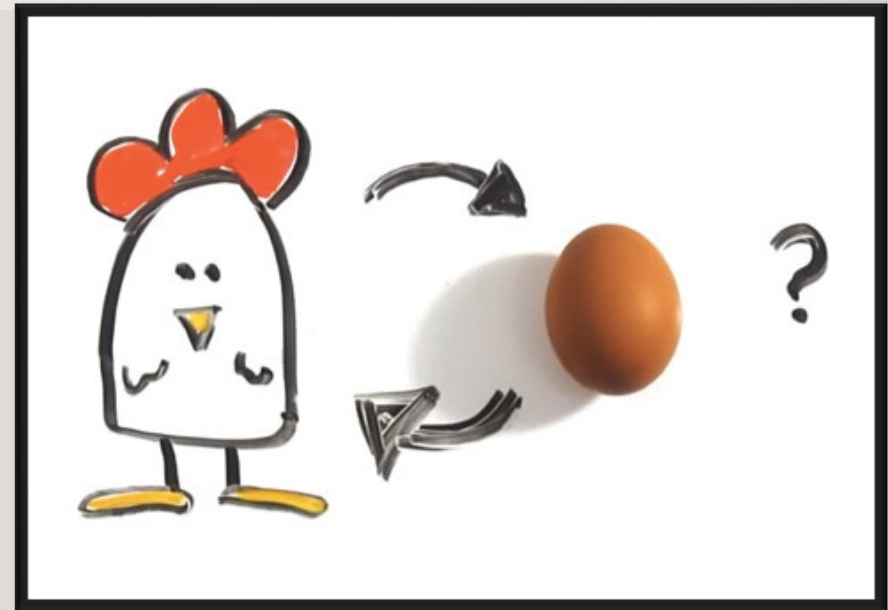
	<u>Collaborative Agreement to Benefit Homeless Individuals (CABHI)</u>	<u>Veterans Supportive Housing Program (SHP)</u>
<u>Funding</u>	SAMHSA -> Dept of Behavioral Health -> CC	U.S. HUD -> Continuum of Care (TCP) -> CC
<u>Target Pop'n</u>	Individuals experiencing chronic homelessness (short-term intervention)	Individuals & Families experiencing homelessness, and emerging behavioral health, priority veterans (long-term intervention)
<u>Model</u>	Housing First + Recovery Supports + Peer Services + SOAR + Supported Employment	Housing First + Supportive Housing + Supported Employment

HOUSING & EMPLOYMENT: DOES ORDER MATTER?

Housing **And** Employment First
(CABHI)

vs.

Housing First **Then** Employment
(Veterans Supportive Housing)



HOUSING & EMPLOYMENT: SUCCESSES BY THE #S

CABHI

- 27 # Referred to SE
- 13 # Engaged in SE
- 9 Placements
- 5 kept jobs 3+ months
- 1 FTE

Veterans Supportive Housing

- 13 # Referred to SE
- 10 # Engaged in SE
- 7 Placements
- 3 kept jobs 3+ months
- 0.5 FTE

HOUSING & EMPLOYMENT: SUCCESSES BY STORIES

CABHI

- Andrew's Story

Veterans Supportive Housing

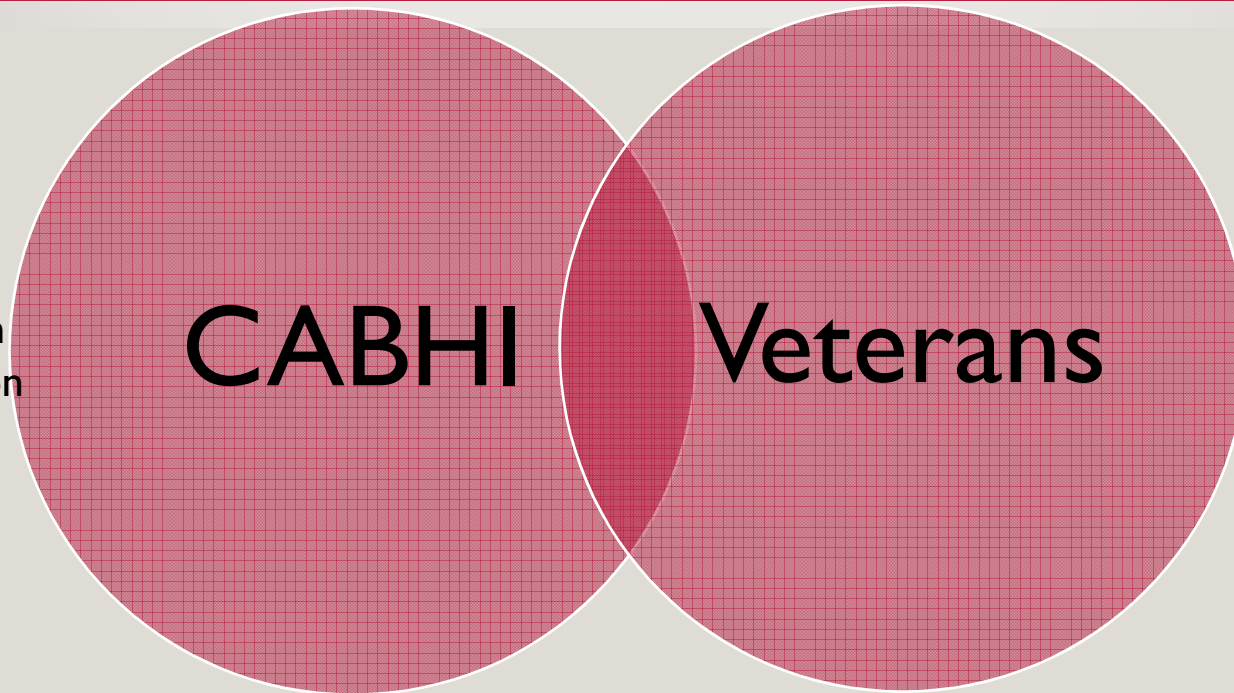
- Steven's Story



HOUSING & EMPLOYMENT: CHALLENGES

CABHI

- New program
- Staff Turnover
- Short-term Intervention



Veterans

- Staff Roles
- MI & Addiction Treatment

Shared/System Level

- In-Roads to Higher Salaries
- Returning Citizens

OTHER CONSIDERATIONS: PARADIGM SHIFT

IPS model of Supported Employment meets people “where they are” – focus on promoting recovery thru securing and maintaining employment:

- What if poverty is primary challenge?
- What if readiness is primary challenge?



NEXT STEPS & INNOVATIONS

- Rapid Rehousing Program with Transitional Age Youth – Emphasis on Workforce Development
- Entrepreneurship & Small Business Program for Youth – Emphasis on Self Discovery & Apprenticeship



QUESTIONS

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