



Working Two Ends Toward the Middle: The Evolving Partnership Between Rehabilitation Services and Mental Health

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Attitude Changes Over Time



- ▶ “Cradle to Grave” social services approaches in mental health giving way to an outcomes orientation – (VR was there all along)
- ▶ Recognition that employment is one of the social determinants of health (both systems growing in this understanding).
- ▶ VR growing awareness of the rehabilitation potential of people with co-occurring mental health and substance use disorders (no federal rule requiring “90 day clean/sober”).

Milestones in VR

see Principles and Practice of Psychiatric Rehabilitation, Corrigan et al

- ▶ 1986 Amendments to the Rehabilitation Act (PL99-506) first defined Supported Employment and established a new funding category and allowed counsellors to authorize regular case service \$ to support.
- ▶ 1992 Eliminated the requirement that clients have a “reasonable expectation” to benefit; rather must establish “clear and convincing evidence” that a person could not benefit.

Changes...

- ▶ 1992 Also changed the 20 hour a week work requirement. Now the time expectation is defined by the individual's plan for employment;
- ▶ 2001 Placement in sheltered work no longer considered a successful closure

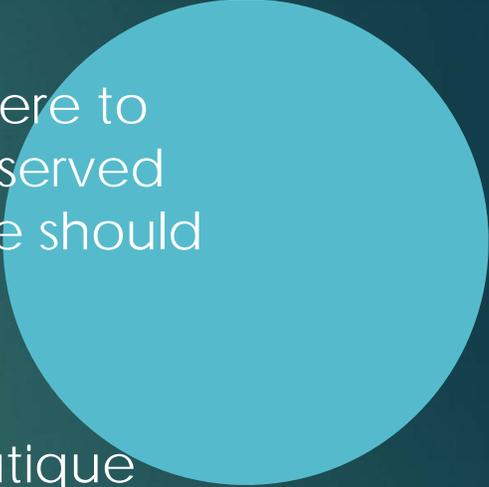
Changes...

- ▶ 2006 actuarial study finds 25 years early mortality of people with mental illness due to modifiable health conditions; emerging thinking that unemployment is a health risk
- ▶ 2015 Medicaid indicates its intention require "value based purchasing"

Relationships: Working the Boundaries to Support Zero Exclusion

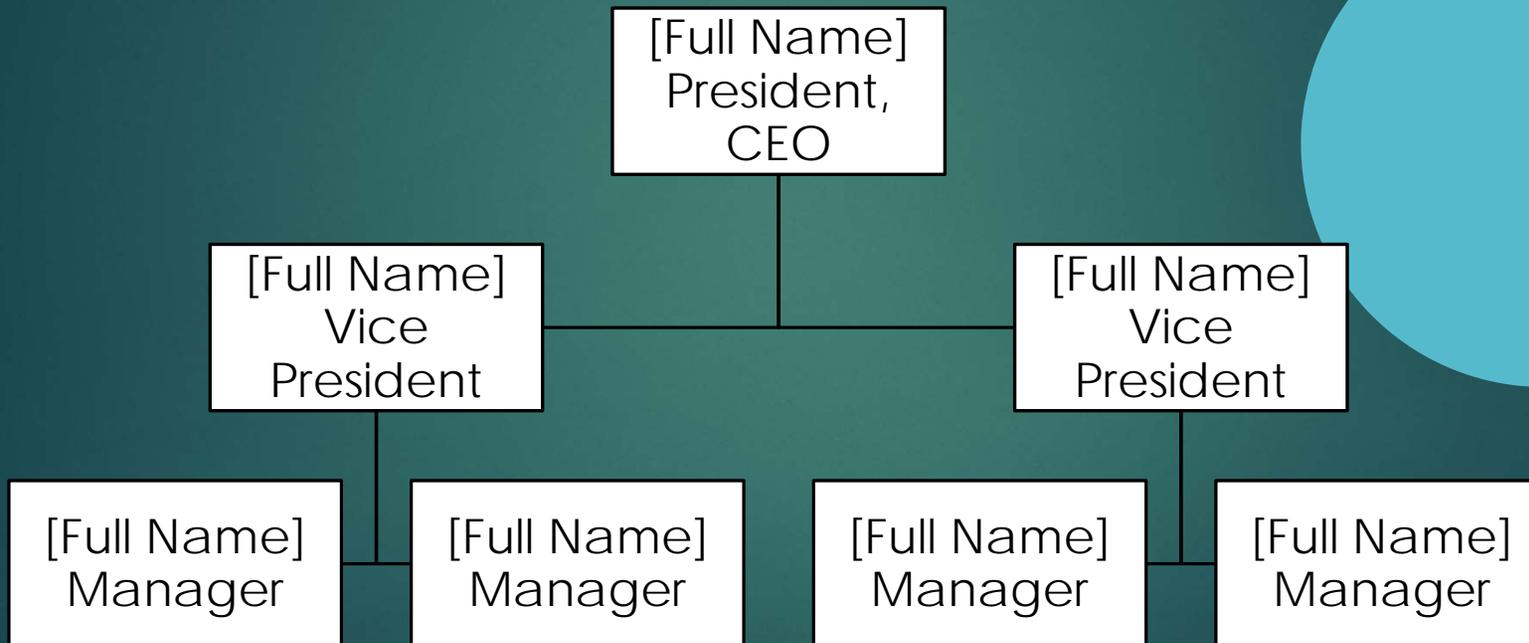
- ▶ Importance of MH staff understanding that VR can help but needs to follow certain processes (getting records in a timely way, referral to programs protocol, etc);
- ▶ Importance of VR staff understanding (at least a little) about the challenges on the mental health side of establishing medical necessity for care under Medicaid; understanding the billing protocols
- ▶ To learn to “talk each other’s language” is respectful.

Good News/Bad News



- ▶ IPS and other efforts have created the atmosphere to insist that presenting employment to all persons served should be the default option...Way more people should be considered as able to work.
- ▶ BUT when we thought of employment as a “boutique option” for only some, we relied nearly exclusively on VR for support. The relative size of VR resources to MH need is daunting: All systems have to get on board!!

The Team



Resource Requirements

- ▶ List requirements for the following resources:
 - ▶ Personnel
 - ▶ Technology
 - ▶ Finances
 - ▶ Distribution
 - ▶ Promotion
 - ▶ Products
 - ▶ Services



Financial Plan



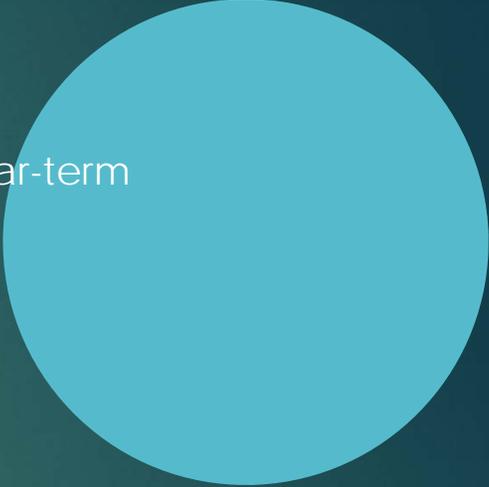
- ▶ Outline a high-level financial plan that defines your financial model and pricing assumptions.
 - ▶ This plan should include expected annual sales and profits for the next three years.
 - ▶ Use several slides to cover this material appropriately.
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Risks and Rewards



- ▶ Summarize the risks of the proposed project and how they will be addressed.
 - ▶ Estimate expected rewards, particularly if you are seeking funding.
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Key Issues



- ▶ Near term
 - ▶ Identify key decisions and issues that need immediate or near-term resolution.
 - ▶ State consequences of decision postponement.
- ▶ Long term
 - ▶ Identify issues needing long-term resolution.
 - ▶ State consequences of decision postponement.
- ▶ If you are seeking funding, be specific about any issues that require financial resources for resolution.

Appendix

- ▶ Reference supplementary materials and resources

