

Families Achieving Success Today (FAST)

National Association for Welfare Research
and Statistics (NAWRS)

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Program Components

- Orientation/Intake
- Case Management
- IPS Supported Employment
- Children's MH Services
- Adult MH Services
- Physical Health Services



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mdrc
BUILDING KNOWLEDGE
TO IMPROVE SOCIAL POLICY

A Collaboration

- **Goodwill/Easter Seals MN – lead agency**
 - Expertise in SE, provide SE staff, Manager, SE consultation
 - Adult MH, provide licensed clinician
 - Ancillary - SSI advocacy, ARMHS, Vocation Rehabilitation services
- **HIRED**
 - Employment Services, provide 3 FSS Coordinators, ES mgr.
 - Job readiness and life skill training
- **Open Cities Health Center**
 - Health services – provide FTE Community Health Worker and limited Nurse Practitioner services
 - Full range of services available at OCHC clinic
- **People, Inc.**
 - Children and Family MH, provide licensed clinician
 - Therapy, school connection, parent education



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A New Experience for Families

- Co-located services to increase access for families
- Delivered strong message about abilities, opportunities and options promoting employment
- Lower caseload sizes (max of 50 active cases)
- Training for all partner staff to ensure shared common program philosophy
- Enhanced communication between partners and with participants (cross disciplinary meetings, ICIS)
- Family centered approach
- Flexibility and willingness to try new things



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Individual Placement & Support

- Adaptation of this EBP to the MFIP Population
- What is Supported Employment?

Supported employment is an approach to vocational rehabilitation for individuals with disabilities that emphasizes helping people obtain competitive work in the community, and providing the supports necessary to ensure success at the workplace. The emphasis is on finding jobs that pay competitive wages in integrated settings (with others that don't necessarily have disabilities). In contrast to other vocational rehabilitation approaches, de-emphasizes prevocational assessment and training, and puts an emphasis on rapid job search and attainment.



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IPS – Core Principles

- Eligibility is based on individual choice
- Supported Employment is closely integrated with mental health treatment.
- Competitive employment is the goal.
- Job search starts as soon after an individual expresses an interest in working.
- Systematic Job Development
- Follow-along supports are continuous
- Individual preferences are important
- Benefits counseling is part of the employment decision-making process.



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Implementation Challenges

- Not Fully Staffed during First Year
- Paperwork Requirements
- Mandatory Nature of MFIP
- Time-unlimited Support



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Fidelity to IPS

- Since IPS was a central aspect to FAST, team sought an independent review
- IPS impacts are strongly associated with high fidelity to the program model
- Key challenges in adopting for TANF model
 - Mandatory participation
 - Integration of mental health and employment services
 - Time-unlimited supports



Fidelity Assessment Results

- Utilized state's current assessment resources
- Used unmodified tool despite differences in TANF system
- Key findings:
 - Site scored well despite being first review
 - High scores on all employment-related measures
 - Lower scores on state VR collaboration and time-unlimited supports
 - Specific improvements suggested on data sharing, greater client choice in employment, follow along



Lessons Learned

- Strong Support from State and County
- Staff Were Assigned New Roles But Adapted
- Services Strengthened Over Time and Analysis May Not Capture That



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Lessons Learned

- Adapting the IPS Model Challenging, But This is a Major Finding
- Multiple Barriers to Employment
- Post-Employment Contact Was Very Difficult
- 1 year Impacts on Earnings Quite Promising



Thank you!

Please contact us for more information.

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