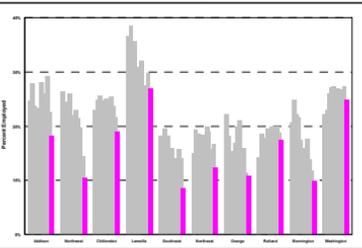


## On-Line Forum Employment Rates Decline In All Regions



### Responses to Weekly Report Distributed June 4, 2010 at 12:00 Noon Vermont Mental Health Performance Indicator Project

June 4 - 1:31 PM: **Bill McMains, DMH Medical Director**  
These are really disturbing figures. Employment is probably the most robust indicator of recovery. I think we need to look at why this indicator is going in the wrong direction and whether this is true of other indicators of recovery.

June 4 - 4:50 PM: **Margaret Joyal, Program Director, Washington County Mental Health**  
I wonder if this trend mirrors employment figures for the general population.

June 4 - 4:50 PM: **Bill McMains, DMH Medical Director**  
Good question. Even if it does, it brings forward the question of how are we helping people maintain progress towards recovery. What evidence other than employment do we have that we are helping people move toward recovery? If other indicators are declining, perhaps the decline in employment is reflecting something more basic about our service system than the general state of employment.

June 4 - 4:50 PM: **Morgan W. Brown, Beyond VSH blog: http://beyond-vsh.blogspot.com/**  
It would also be crucial to learn about cuts to or elimination of supports, service, financial and health care benefits and housing that might have been supporting clients on the road to recovery. Much of this could be learned by asking clients. Also, why are some regions are worse or better than others? What is happening in some regions that is not in others? It should be noted however that recovery does not always include employment and employment does not always mean or bring about recovery. Recovery is what and how one defines it for themselves, not how it is defined by others.

June 4 - 4:59 PM: **Bill McMains, DMH Medical Director**  
As a system of care we need to develop indicators of whether we are helping folks recover or not so we can adjust what we do. Consumers can guide us. The challenge from a systems perspective is how to bring together the individual definitions and indicators of recovery into data that reflects how a system is functioning. Any ideas?

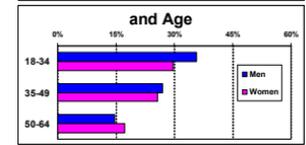
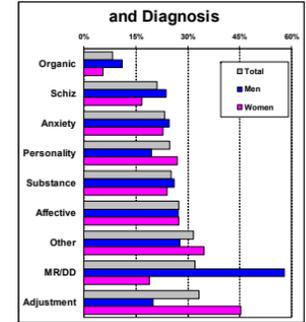
June 4 - 5:35 PM: **Morgan W. Brown, Beyond VSH blog: http://beyond-vsh.blogspot.com/**  
This could begin by using existing Vermont networks and organizations (to put together a survey to ask and help answer these questions. If they are interested, I think Vermont Psychiatric Survivors (VPS) would be ones to do these things best. I wonder why no one else thought or brought up such before now. This certainly has the potential to be more fruitful than some of the other VT DMH/AHS proposals that had been presented to the state legislature under the guise of 'Challenges for Change' during this past session (regarding forced drugging and forced treatment, etc.). It also would not hurt to look at previous studies and find out what can be learned from those, and it would be good to find out if any federal funding is available to help clients obtain and maintain employment.  
By the way, how do our numbers stack up compared to other states?

June 7 - 4:45 PM: **Leslee Tocci, Program Director Washington County Mental Health Services**  
Chronic under-funding results in a slow deterioration of the depth of services offered. None of us should be surprised to see less than ideal outcomes.

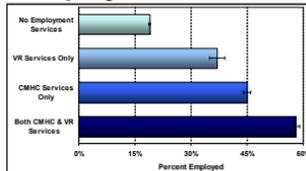
June 7 - 4:54 PM: **Bill McMains, DMH Medical Director**  
We still have a lot of money in the system. Are we maximizing its use to achieve recovery the best we can? What indicators exist that confirm we are or are not? What other indicators of recovery exist? Does all progress toward recovery depend on money and can we maximize use of those less expensive supports for recovery?

# Employment of Adults with SMI in Vermont

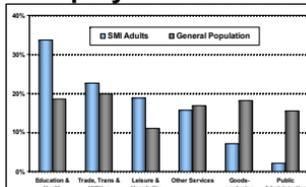
## Employment and Gender



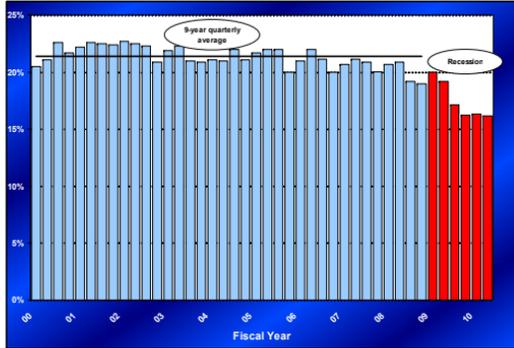
## Employment Services



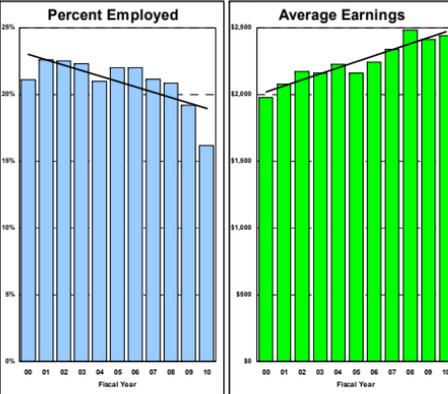
## Employment Sectors



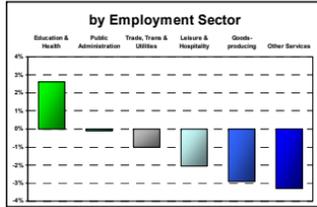
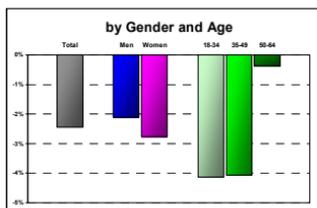
## Quarterly Employment Rates



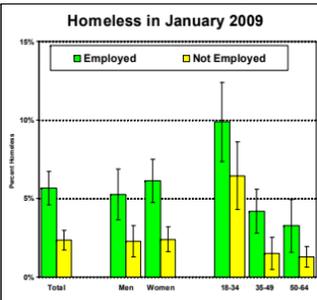
## 2nd Quarter Employment & Wages



## Change in Employment FY2008 to FY2009

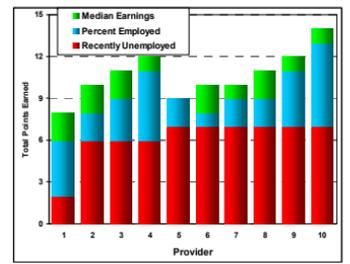


## Employment and Homelessness



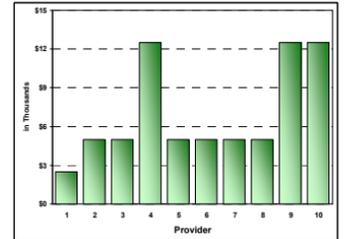
## Rewarding Providers for Program Performance: A Model in Development

### Points Earned



Vermont is developing a data-based system for awarding incentive payments to employment programs for achievement on specific performance measures. At present, these measures include clients' median earnings, the programs' employment rates, and the percent of employed clients who were recently unemployed.

### Projected Financial Rewards



Plans call for incentive payments to be based on total points. Based on this initial analysis, the point system is being redesigned to be more sensitive to differences among providers.

