

Vermont Mental Health Performance Indicator Project
Agency of Human Services, Department of Health, Division of Mental Health
Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Joan Mongeon

DATE: June 10, 2005

RE: Employment Services and Employment Rates

In response to our recent quarterly report on employment rates for individuals served by Vermont's Community Rehabilitation and Treatment (CRT) programs for adults with severe and persistent mental illness (<http://www.ddmhs.state.vt.us/docs/pips/2005/pip052005.pdf>), Marlene Williamson of the Howard Center for Human Services requested additional information regarding the employment rates for individuals who received employment services. This week's PIP was prepared in response to that request. Specifically, this report presents employment services and employment rates for clients who received employment services and clients who did not receive employment services, as well as rates at which CRT clients received employment services at each of Vermont's ten local CRT programs during the October through December quarter for calendar years 2001 through 2004.

For purposes of this analysis, employment services were defined to include services coded as "Employment Assessment," "Job Training," "Employer and Job Development," or "Ongoing Support to Maintain Employment" in the Monthly Service Report (MSR) data sets provided to DMH by community service providers. Information on employment of CRT clients is obtained from the Vermont Department of Employment and Training. More detailed information about the methodology used to monitor CRT employment rates, as well as previous reports in this series is available online at (www.ddmhs.state.vt.us/docs/pips/pips-by-cross-sector-indicators.html#emp).

As you will see, the proportion of CRT clients who received employment services during October through December, statewide, increased substantially between 2001 and 2002 (from 23% to 27%) but has declined gradually (to 24%) since that time. NCSS (Northwest) had highest average participation rate during this period (33%). Chittenden County (HCHS) and Northeast (NKHS) had the lowest rate of participation in employment services during this period (21% each).

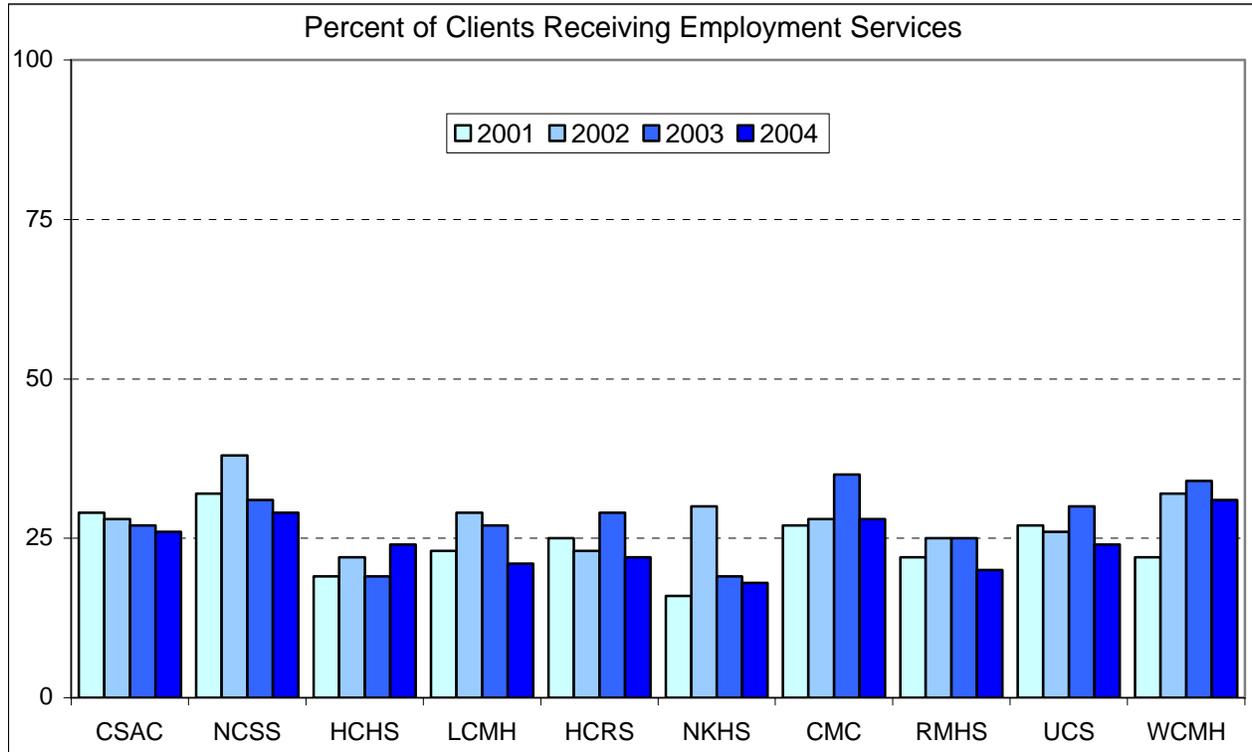
Throughout the period under examination, CRT clients who received employment services were more than twice as likely as other clients to be employed. Statewide, employment rates for CRT clients who were receiving employment services ranged from 38% to 43%. Statewide, employment rates for CRT clients who were not receiving employment services were consistently in the 15% to 16% range. Lamoille County Mental Health (LCMH) had the highest

employment rates for clients with employment services (ranging from 58% to 71%) and for clients without employment services (ranging from 19% to 24%), during every period under examination. The Clara Martin Center (CMC) had the lowest employment rates for clients receiving employment services in three of the four quarters under examination, and had the lowest employment rates for clients not receiving employment services during the first two of these quarters, but these employment rates increased substantially during the last two years.

We look forward to your comments and your suggestions for further analyses of these data at pip@vdh.state.vt.us or 802-241-2638.

For more information about the relationship between employment services and employment rates in Vermont see "Impact of Multi-Agency Employment Services on Employment Rates". *Community Mental Health Journal* 40 (4): 333-345 August 2004 (Pandiani, Tracy, Simon, and Banks).

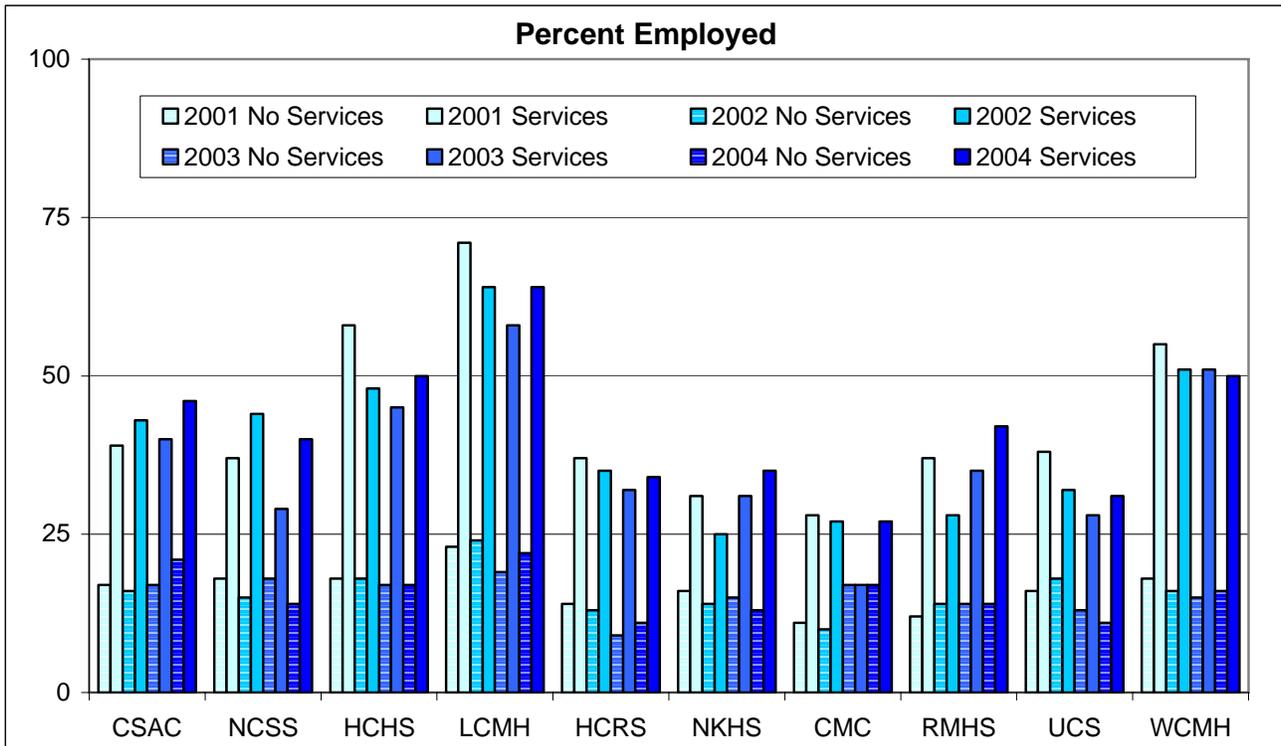
CRT Programs
Clients Receiving Employment Services
October - December 2001-2004



Provider/Region	Percent of Clients Receiving Employment Services				
	2001	2002	2003	2004	Average
CSAC - Addison	29%	28%	27%	26%	28%
NCSS - Northwest	32%	38%	31%	29%	33%
HCHS - Chittenden	19%	22%	19%	24%	21%
LCMH - Lamoille	23%	29%	27%	21%	25%
HCRS - Southeast	25%	23%	29%	22%	25%
NKHS - Northeast	16%	30%	19%	18%	21%
CMC - Orange	27%	28%	35%	28%	30%
RMHS - Rutland	22%	25%	25%	20%	23%
UCS - Bennington	27%	26%	30%	24%	27%
WCMH - Washington	22%	32%	34%	31%	30%
Total	23%	27%	26%	24%	25%

Analysis is based on Monthly Service Reports (MSR) provided to DMH by community mental health centers. Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during any part of the reporting period. Employment services include any client contact reported in the MSR as an employment service.

**CRT Programs
Employment Rates
October - December 2001-2004**



Provider/Region	Percent Employed							
	2001		2002		2003		2004	
	Employment Services		Employment Services		Employment Services		Employment Services	
	Yes	No	Yes	No	Yes	No	Yes	No
CSAC - Addison	39%	17%	43%	16%	40%	17%	46%	21%
NCSS - Northwest	37%	18%	44%	15%	29%	18%	40%	14%
HCHS - Chittenden	58%	18%	48%	18%	45%	17%	50%	17%
LCMH - Lamoille	71%	23%	64%	24%	58%	19%	64%	22%
HCRS - Southeast	37%	14%	35%	13%	32%	9%	34%	11%
NKHS - Northeast	31%	16%	25%	14%	31%	15%	35%	13%
CMC - Orange	28%	11%	27%	10%	17%	17%	27%	17%
RMHS - Rutland	37%	12%	28%	14%	35%	14%	42%	14%
UCS - Bennington	38%	16%	32%	18%	28%	13%	31%	11%
WCMH - Washington	55%	18%	51%	16%	51%	15%	50%	16%
Total	43%	16%	40%	16%	38%	15%	43%	15%

Analysis is based on Monthly Service Reports (MSR) provided to DMH by community mental health centers. Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during any part of the reporting period and includes all employment reported for the reporting period. Employment services include any client contact reported in the MSR as an employment service.

This report is based on record linkage of the Division of Mental Health (DMH) and the Department of Employment and Training (DET) databases. DMH client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.