

# Vermont Mental Health Performance Indicator Project

Vermont Agency of Human Services, Department of Mental Health  
280 State Drive NOB 2 North, Waterbury, Vermont 05671

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

FROM: Sheila Leno

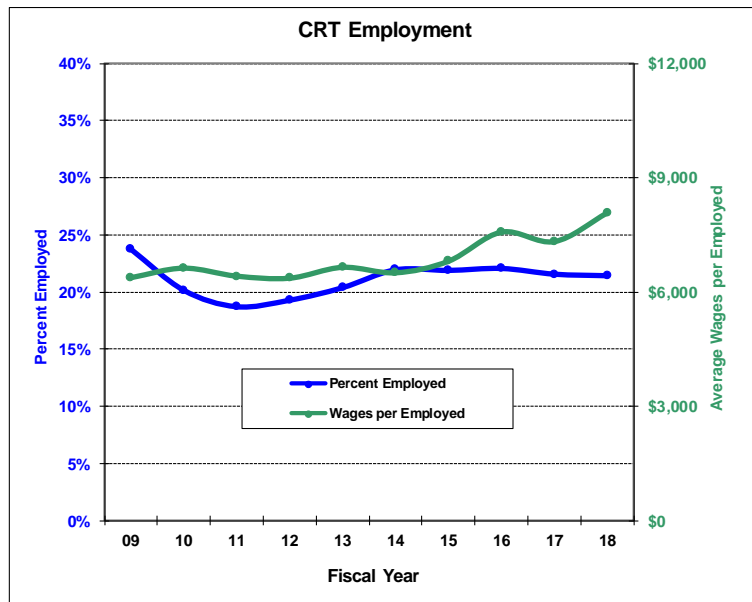
DATE: November 19, 2018

RE: Employment of CRT Clients from FY2009 through FY2018

This week's report continues our series that examines employment rates for adults with serious mental illness served by Vermont's Community Rehabilitation and Treatment (CRT) programs. This report is based on analysis of data from DMH designated agencies and the Vermont Department of Labor (DOL). Previous reports in this series are available online at: <https://mentalhealth.vermont.gov/reports-forms-and-manuals/reports/statistical-reports-and-data>.

This report provides employment rates and average wages for each of the state's CRT programs for the past **ten fiscal years**. Details of CRT employment and wages earned for each quarter of FY2009 through FY2018 are attached. Rates of employment are based on employment reported to the Vermont Department of Labor (see footnotes).

During FY2018, 21.4% of Vermont CRT clients were employed at some point during the year. During FY2018, Lamoille (LCMH) and Northwest (NCSS) had the highest employment rates (32.8% and 28.4% respectively), while Pathways (PATH) and Southeast (HCRS) had the lowest employment rate (9.1% and 12.6% respectively).

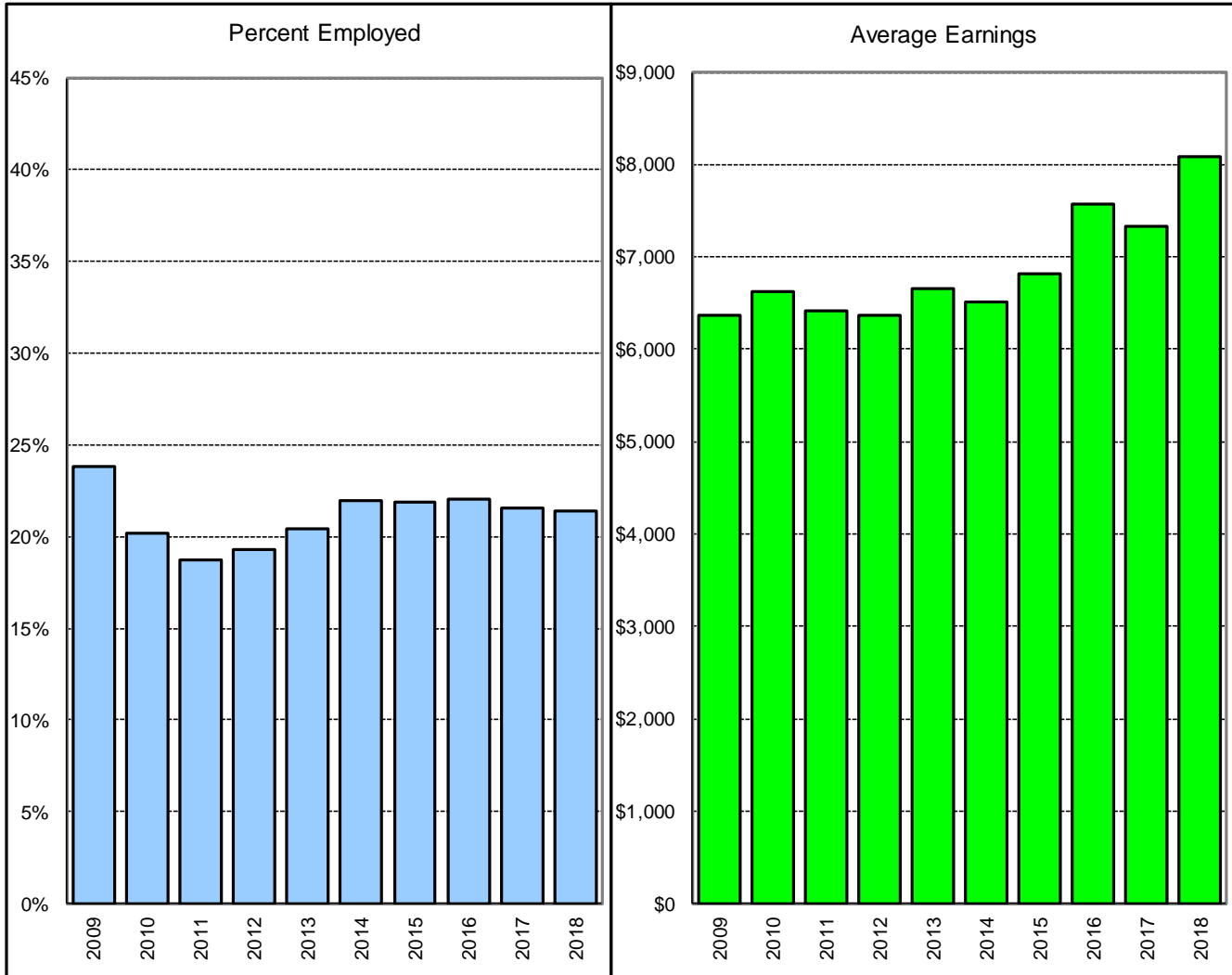


During FY2018, Washington (WCMH) had the highest annual wages per employed client (\$9,291), while Pathways (PATH) had the lowest (\$5,514). Wages per employed client increased from FY2017 in nine of the eleven CRT programs. Pathways (PATH) experienced the largest increase (64%). Orange (CMC) experienced a 10% decrease in annual wages per employed client, from \$6,359 in FY2017 to \$5,724 in FY2018.

We look forward to your comments and suggestions for further analyses of these data. As always, you can reach us by e-mail at [ahs.dmhip@vermont.gov](mailto:ahs.dmhip@vermont.gov).

# CRT Annual Employment Rates and Average Earnings

## Vermont: Fiscal Years 2009 - 2018



	Fiscal Year									
	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
% Employed	24%	20%	19%	19%	20%	22%	22%	22%	22%	21%
\$ / Employed Client	\$6,374	\$6,628	\$6,418	\$6,363	\$6,650	\$6,506	\$6,812	\$7,579	\$7,330	\$8,091

Analysis includes Community Rehabilitation and Treatment (CRT) clients aged 18 - 64 who were active during any part of the reporting period and includes all employment reported for the reporting period.

This report is based on analysis of the DMH CRT and DOL databases. DMH client data are submitted by designated agencies in conformance with contractual requirements. DOL data are submitted by employers in conformance with state and federal laws. Workers who are excluded from DOL 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), railroad employees, and individuals who work out of state.

## CRT Annual Employment and Average Wages Earned In Vermont

	Total Number Served	Employment		Wages Reported	
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client
FY2009	2,850	678	24%	\$4,321,767	\$6,374
FY2010	2,736	552	20%	\$3,658,589	\$6,628
FY2011	2,756	516	19%	\$3,311,628	\$6,418
FY2012	2,701	521	19%	\$3,315,031	\$6,363
FY2013	2,580	526	20%	\$3,497,779	\$6,650
FY2014	2,496	548	22%	\$3,565,033	\$6,506
FY2015	2,420	530	22%	\$3,610,180	\$6,812
FY2016	2,433	537	22%	\$4,070,029	\$7,579
FY2017	2,397	517	22%	\$3,789,487	\$7,330
FY2018	2,342	502	21%	\$4,061,469	\$8,091

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This report is based on analysis of the Department of Mental Health (DMH) and the Department of Labor (DOL) databases. DMH client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DOL data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DOL 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), railroad employees, and individuals who work out of state.

## CRT Annual Employment and Average Wages Earned by Clinic

### Percent of Clients Employed

	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>
<b>CSAC</b>	26.7%	25.7%	22.4%	23.2%	21.1%	22.5%	22.6%	28.8%	28.1%	26.5%
<b>NCSS</b>	18.3%	13.1%	12.4%	16.8%	18.2%	14.5%	17.6%	19.2%	24.4%	28.4%
<b>HC</b>	27.6%	24.2%	21.8%	24.2%	23.8%	25.6%	25.2%	26.6%	22.9%	25.1%
<b>LCMH</b>	35.2%	28.9%	27.0%	25.0%	22.2%	21.2%	30.3%	31.4%	30.0%	32.8%
<b>HCRS</b>	17.9%	11.7%	11.8%	12.0%	17.3%	18.8%	15.8%	13.3%	14.6%	12.6%
<b>NKHS</b>	18.7%	15.8%	15.5%	16.1%	15.5%	20.2%	15.7%	15.5%	18.5%	15.9%
<b>CMC</b>	14.7%	13.3%	13.0%	12.9%	16.2%	14.7%	17.3%	18.1%	19.1%	16.9%
<b>RMHS</b>	23.7%	20.6%	19.4%	18.7%	18.8%	19.8%	21.5%	22.4%	18.6%	19.4%
<b>UCS</b>	15.7%	13.0%	10.3%	9.8%	13.1%	17.0%	15.6%	10.0%	16.4%	18.3%
<b>WCMH</b>	33.9%	29.9%	27.7%	25.7%	28.1%	32.2%	32.1%	32.3%	28.5%	25.0%
<b>PATH</b>								17.8%	17.8%	9.1%
<b>Overall</b>	23.8%	20.2%	18.7%	19.3%	20.4%	22.0%	21.9%	22.1%	21.6%	21.4%

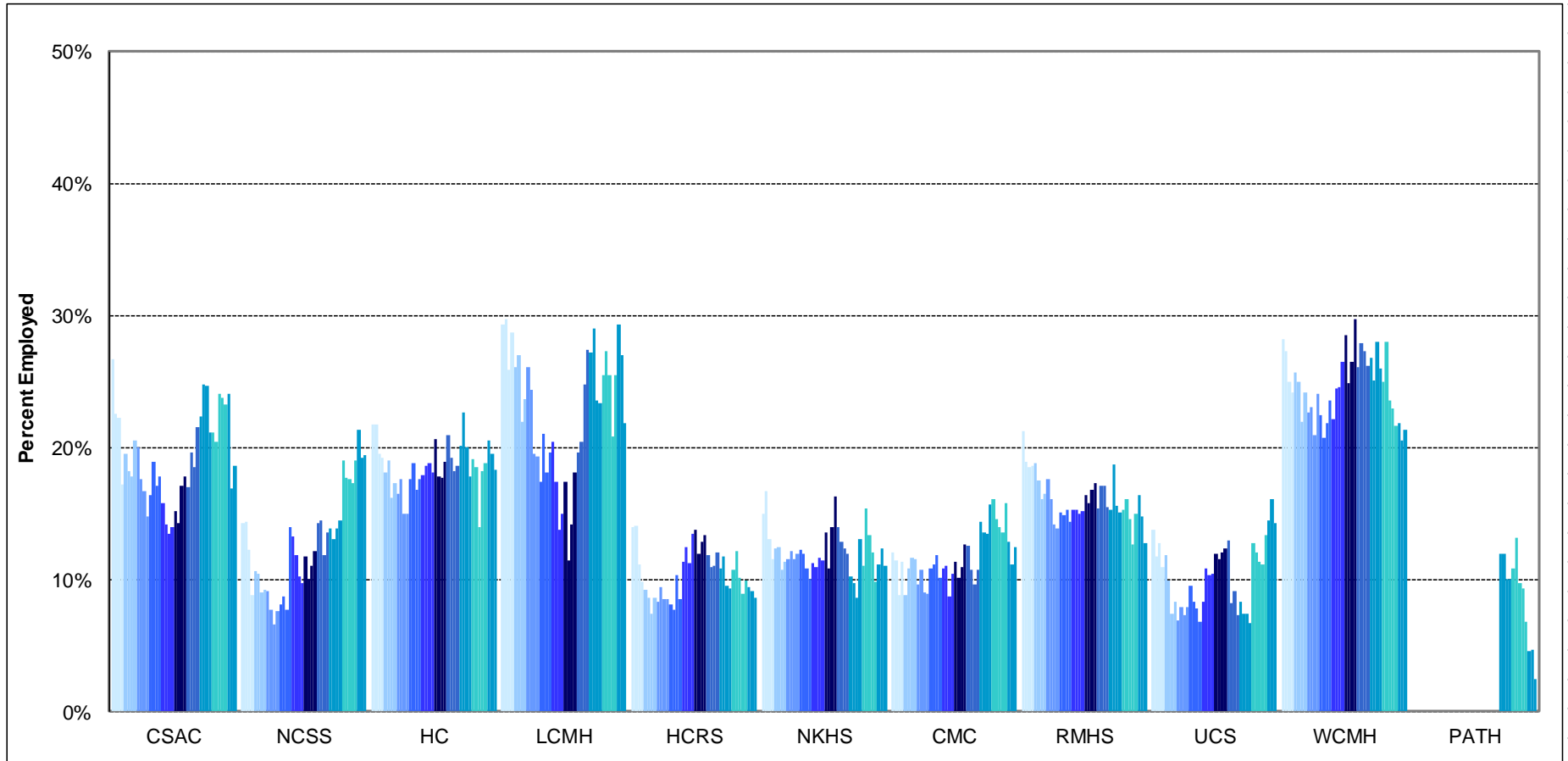
### Wages per Employed Client

	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>
<b>CSAC</b>	\$8,378	\$7,427	\$7,856	\$7,037	\$5,866	\$5,660	\$5,863	\$5,633	\$5,777	\$6,899
<b>NCSS</b>	\$7,027	\$7,990	\$5,839	\$4,634	\$4,686	\$7,400	\$7,047	\$7,676	\$7,739	\$8,706
<b>HC</b>	\$6,938	\$6,634	\$6,249	\$6,223	\$7,152	\$6,962	\$7,481	\$8,759	\$8,370	\$7,963
<b>LCMH</b>	\$4,775	\$6,862	\$6,511	\$6,710	\$6,161	\$6,220	\$6,448	\$6,487	\$6,831	\$8,587
<b>HCRS</b>	\$4,353	\$4,496	\$4,415	\$4,278	\$6,085	\$5,333	\$5,257	\$6,684	\$6,500	\$8,578
<b>NKHS</b>	\$6,082	\$5,792	\$6,956	\$5,363	\$5,788	\$4,530	\$5,909	\$5,327	\$6,881	\$7,554
<b>CMC</b>	\$8,107	\$7,487	\$6,451	\$6,213	\$3,209	\$5,652	\$3,604	\$5,839	\$6,359	\$5,724
<b>RMHS</b>	\$8,798	\$9,868	\$9,580	\$10,299	\$10,507	\$9,994	\$9,835	\$11,042	\$8,049	\$8,906
<b>UCS</b>	\$4,803	\$5,850	\$5,259	\$7,977	\$5,901	\$5,466	\$4,440	\$5,979	\$4,413	\$6,033
<b>WCMH</b>	\$5,262	\$5,554	\$5,445	\$6,143	\$6,994	\$6,457	\$7,177	\$7,293	\$8,349	\$9,291
<b>PATH</b>								\$5,462	\$3,358	\$5,514
<b>Overall</b>	\$6,374	\$6,628	\$6,418	\$6,363	\$6,650	\$6,506	\$6,812	\$7,579	\$7,330	\$8,091

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.

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## CRT Clients Employed By Quarter of Each Fiscal Year 2009 - 2018



Analysis includes Community Rehabilitation and Treatment (CRT) clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter. Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

This report is based on analysis of the VT Department of Mental Health (DMH) and Department of Labor (DOL) databases. DMH client data are submitted by designated agencies in conformance with contractual requirements. DOL data are submitted by employers in conformance with state and federal laws. Workers who are excluded from DOL 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), railroad employees, and individuals who work out of state.

## Total CRT Clients Served (#) and Percent Employed (%) By Quarter: FY2009 - FY2018

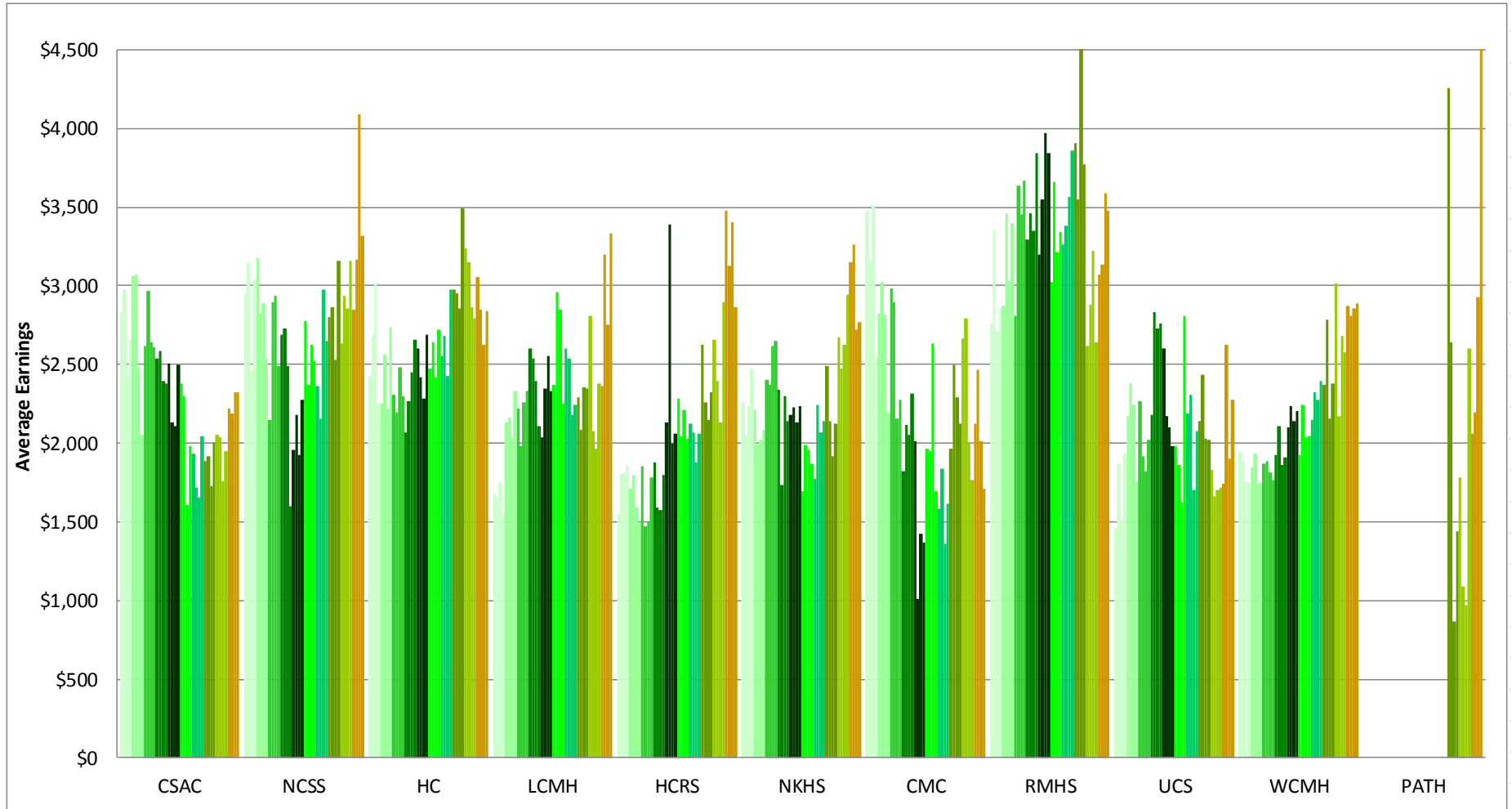
### Clinic

Year	QRT	CSAC		NCSS		HC		LCMH		HCRS		NKHS		CMC		RMHS		UCS		WCMH		PATH		Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
FY2009	1	161	27	197	14	581	22	109	29	343	14	315	15	150	12	231	21	160	14	341	28			20
FY2009	2	164	23	195	14	576	22	111	30	342	14	311	17	149	11	233	19	162	12	341	27			19
FY2009	3	166	22	196	12	575	19	112	26	343	11	306	13	148	9	238	18	165	13	348	25			17
FY2009	4	157	17	194	9	574	19	115	29	338	10	304	12	141	11	236	19	165	11	348	24			16
FY2010	1	159	19	197	11	581	18	115	26	335	9	301	12	136	9	229	19	161	12	351	26			16
FY2010	2	165	18	201	10	584	19	111	27	337	9	298	12	139	11	229	17	152	10	349	25			16
FY2010	3	163	18	200	9	587	16	114	22	338	7	288	11	137	12	230	16	148	7	347	22			14
FY2010	4	161	20	196	9	573	17	110	24	325	9	274	11	130	12	230	17	145	8	344	24			15
FY2011	1	165	20	197	9	569	17	111	26	337	8	277	12	145	10	233	18	145	7	344	23			15
FY2011	2	165	18	196	8	574	18	111	24	339	9	271	12	131	11	230	16	139	8	334	23			15
FY2011	3	162	17	197	7	576	15	113	19	343	8	260	12	133	9	233	14	137	7	335	21			13
FY2011	4	163	15	198	8	574	15	119	19	341	9	251	12	135	9	245	14	139	8	337	24			14
FY2012	1	159	16	198	8	579	18	121	17	345	8	245	12	139	11	245	15	136	10	338	22			15
FY2012	2	153	19	196	9	563	19	119	21	336	8	235	12	135	11	235	15	133	8	328	21			15
FY2012	3	152	17	196	8	560	17	116	18	338	10	231	11	135	12	235	15	129	8	325	22			14
FY2012	4	152	18	200	14	552	18	112	20	343	8	229	10	138	10	237	14	132	7	318	24			15
FY2013	1	152	16	196	13	559	18	108	20	343	11	213	11	139	11	235	15	133	8	312	22			15
FY2013	2	148	14	195	12	554	19	109	17	347	12	210	11	136	11	223	15	129	11	298	24			16
FY2013	3	149	13	196	10	557	19	102	14	346	11	214	12	127	9	220	15	126	10	297	25			15
FY2013	4	151	14	196	10	563	18	100	15	343	13	202	11	134	10	218	15	125	10	295	26			16
FY2014	1	145	15	196	12	562	21	98	17	334	14	199	14	132	11	207	16	126	12	291	29			17
FY2014	2	147	14	190	10	561	18	96	11	344	12	204	11	129	10	203	16	130	12	286	25			15
FY2014	3	146	17	190	11	558	18	99	14	334	13	201	14	128	11	203	17	133	12	283	27			16
FY2014	4	146	18	190	12	562	19	105	18	330	13	196	16	127	13	208	17	138	12	276	30			18
FY2015	1	141	17	189	14	546	21	107	20	312	12	186	14	120	13	208	15	131	13	272	26			17
FY2015	2	138	20	187	14	542	19	108	20	302	11	194	13	121	11	211	17	122	8	272	28			17
FY2015	3	135	19	186	12	545	18	105	25	307	11	194	12	125	10	211	17	121	9	271	27			17
FY2015	4	135	21	185	14	537	19	106	27	316	12	193	12	130	11	214	15	123	7	271	26			17
FY2016	1	130	22	180	14	521	20	103	27	324	11	195	10	132	14	216	15	121	8	261	27	42	12	17
FY2016	2	133	25	184	13	520	23	100	29	325	12	205	10	125	14	219	19	121	7	263	25	42	12	18
FY2016	3	138	25	180	14	519	20	102	24	327	9	209	9	126	13	218	16	121	7	261	28	40	10	17
FY2016	4	142	21	180	14	518	18	107	23	323	9	214	13	134	16	213	15	120	7	266	26	40	10	16
FY2017	1	137	21	179	19	491	19	98	26	318	11	209	11	137	16	209	15	110	13	252	25	37	11	17
FY2017	2	137	20	175	18	486	19	99	27	320	12	208	15	137	15	205	16	108	12	254	28	38	13	18
FY2017	3	137	24	176	18	496	14	98	26	326	10	202	13	136	14	199	15	106	11	255	24	41	10	16
FY2017	4	135	24	174	17	510	18	101	21	324	9	199	12	133	14	198	13	108	11	261	23	43	9	16
FY2018	1	129	23	168	19	506	19	102	25	313	10	193	10	127	16	200	15	105	13	254	22	44	7	17
FY2018	2	129	24	169	21	503	20	109	29	309	9	188	11	125	13	201	16	111	14	256	22	44	5	17
FY2018	3	130	17	172	19	496	20	111	27	318	9	186	12	126	11	210	15	106	16	254	20	43	5	16
FY2018	4	129	19	175	19	502	18	110	22	326	9	190	11	129	12	212	13	105	14	258	21	41	2	15

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## Average Earnings for Employed CRT Clients By Quarter of Each Fiscal Year 2009 - 2018



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## CRT Clients Employed (#) and Average Earnings for Employed Clients (\$) By Quarter: FY2009 - FY2018

Clinic

Year	QRT	CSAC		NCSS		HC		LCMH		HCRS		NKHS		CMC		RMHS		UCS		WCMH		PATH		Total \$
		#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	
FY2009	1	43	2,832	28	2,946	126	2,430	32	1,676	48	1,549	47	2,261	18	3,480	49	2,763	22	1,467	96	1,944			2,282
FY2009	2	37	2,974	28	3,144	125	2,691	33	1,656	48	1,809	52	2,055	17	3,158	44	3,356	19	1,871	93	1,897			2,411
FY2009	3	37	2,437	24	2,454	112	3,016	29	1,749	38	1,817	40	2,236	13	3,509	44	2,709	21	1,517	87	1,759			2,350
FY2009	4	27	2,657	17	3,038	110	2,251	33	1,548	33	1,861	35	2,477	16	2,545	44	2,855	18	1,934	84	1,748			2,202
FY2010	1	31	3,064	21	3,173	105	2,255	30	2,132	31	1,708	37	2,213	12	2,823	43	2,873	19	2,170	90	1,842			2,295
FY2010	2	30	3,073	21	2,827	111	2,561	30	2,164	29	1,796	37	1,990	15	3,023	40	3,465	15	2,375	87	1,930			2,443
FY2010	3	29	2,483	18	2,890	95	2,217	25	2,032	25	1,593	31	2,020	16	2,814	37	3,028	11	2,244	76	1,741			2,209
FY2010	4	33	2,049	18	2,538	99	2,740	26	2,327	28	1,495	31	2,085	15	2,194	38	3,399	12	1,758	83	1,747			2,297
FY2011	1	33	2,616	18	2,146	94	2,309	29	2,223	28	1,853	32	2,401	14	2,983	41	2,811	10	2,264	78	1,870			2,283
FY2011	2	29	2,968	15	2,899	101	2,195	27	1,982	32	1,475	33	2,370	14	2,894	37	3,638	11	1,914	77	1,885			2,318
FY2011	3	27	2,642	13	2,937	86	2,481	22	2,259	29	1,501	30	2,620	12	2,154	33	3,455	10	1,822	70	1,812			2,348
FY2011	4	24	2,611	15	2,491	86	2,299	23	2,334	29	1,782	30	2,647	12	2,279	34	3,668	11	2,020	81	1,765			2,318
FY2012	1	26	2,537	16	2,687	102	2,071	21	2,600	28	1,874	30	2,337	15	1,819	37	3,297	13	2,182	76	1,923			2,256
FY2012	2	29	2,589	17	2,730	106	2,269	25	2,538	26	1,587	28	1,731	15	2,114	35	3,458	11	2,831	68	2,106			2,340
FY2012	3	26	2,392	15	2,487	94	2,449	21	2,392	35	1,577	25	2,295	16	2,051	36	3,353	10	2,731	71	1,863			2,308
FY2012	4	27	2,377	28	1,598	97	2,657	22	2,110	29	1,797	23	2,142	14	2,317	34	3,842	9	2,764	75	1,913			2,363
FY2013	1	24	2,504	26	1,958	100	2,599	22	2,040	39	2,135	24	2,182	15	2,010	36	3,200	11	2,604	69	2,104			2,379
FY2013	2	21	2,130	23	2,178	103	2,416	19	2,348	43	3,386	23	2,230	15	1,012	34	3,552	14	2,173	73	2,236			2,486
FY2013	3	20	2,106	20	1,928	105	2,285	14	2,558	39	2,000	25	2,133	11	1,428	33	3,973	13	2,100	73	2,142			2,318
FY2013	4	21	2,499	19	2,273	102	2,688	15	2,327	46	2,059	23	2,235	14	1,372	33	3,842	13	1,980	78	2,200			2,457
FY2014	1	22	2,378	23	2,779	116	2,478	17	2,373	46	2,287	27	1,692	15	1,963	34	3,027	15	1,977	83	1,924			2,303
FY2014	2	21	2,301	19	2,368	100	2,640	11	2,956	41	2,048	22	1,987	13	1,948	32	3,661	15	1,859	71	2,244			2,456
FY2014	3	25	1,609	21	2,627	99	2,416	14	2,848	43	2,210	28	1,954	14	2,630	34	3,215	16	1,620	75	2,036			2,301
FY2014	4	26	1,984	23	2,518	106	2,722	19	2,251	44	2,025	32	1,866	16	1,694	36	3,344	17	2,808	82	2,044			2,375
FY2015	1	24	1,933	27	2,364	114	2,551	21	2,601	37	2,127	26	1,770	15	1,581	32	3,264	17	2,190	71	2,148			2,339
FY2015	2	27	1,718	27	2,156	104	2,682	22	2,537	33	2,068	25	2,245	13	1,835	36	3,385	10	2,304	76	2,323			2,437
FY2015	3	25	1,658	22	2,974	99	2,425	26	2,180	34	1,879	24	2,066	12	1,363	36	3,565	11	1,701	74	2,273			2,338
FY2015	4	29	2,044	25	2,649	100	2,974	29	2,242	38	2,062	23	2,137	14	1,613	33	3,857	9	2,077	71	2,398			2,572
FY2016	1	29	1,881	25	2,797	105	2,973	28	2,293	35	2,624	20	2,489	19	1,963	33	3,907	10	2,137	70	2,368	5	4,253	2,684
FY2016	2	33	1,920	24	2,865	118	2,951	29	2,087	38	2,260	20	2,140	17	2,502	41	3,546	9	2,438	66	2,783	5	2,639	2,691
FY2016	3	34	1,725	25	2,529	104	2,858	24	2,355	31	2,151	18	1,916	17	2,294	34	5,273	9	2,031	73	2,152	4	868	2,611
FY2016	4	30	2,001	26	3,159	92	3,490	25	2,350	30	2,324	28	2,121	21	2,127	32	3,770	8	2,017	69	2,381	4	1,441	2,747
FY2017	1	29	2,054	34	2,630	94	3,240	25	2,810	34	2,654	23	2,669	22	2,668	32	2,617	14	1,834	63	3,012	4	1,780	2,782
FY2017	2	28	2,035	31	2,938	90	3,154	27	2,080	39	2,395	32	2,471	20	2,791	33	2,877	13	1,660	71	2,172	5	1,087	2,552
FY2017	3	33	1,755	31	2,857	69	2,866	25	1,963	33	2,130	27	2,627	19	2,003	29	3,220	12	1,700	60	2,680	4	971	2,488
FY2017	4	32	1,949	30	3,156	93	2,796	21	2,379	29	2,898	24	2,946	18	1,769	25	2,639	12	1,718	60	2,579	4	2,605	2,602
FY2018	1	30	2,221	32	2,845	95	3,052	26	2,362	31	3,480	19	3,153	20	2,122	30	3,074	14	1,739	55	2,873	3	2,062	2,817
FY2018	2	31	2,188	36	3,168	103	2,847	32	3,199	29	3,124	21	3,265	16	2,465	33	3,135	16	2,624	56	2,812	2	2,198	2,889
FY2018	3	22	2,326	33	4,087	97	2,623	30	2,753	29	3,405	23	2,724	14	2,012	31	3,590	17	1,900	52	2,853	2	2,925	2,887
FY2018	4	24	2,326	34	3,317	92	2,840	24	3,330	28	2,865	21	2,770	16	1,709	27	3,473	15	2,275	55	2,884	1	5,625	2,871

Analysis includes Community Rehabilitation and Treatment (CRT) clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter. Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

This report is based on analysis of the VT Department of Mental Health (DMH) and Department of Labor (DOL) databases. DMH client data are submitted by designated agencies in conformance with contractual requirements. DOL data are submitted by employers in conformance with state and federal laws. Workers who are excluded from DOL reporting are the selfemployed, 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), railroad employees, and individuals who work out of state.