

# 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

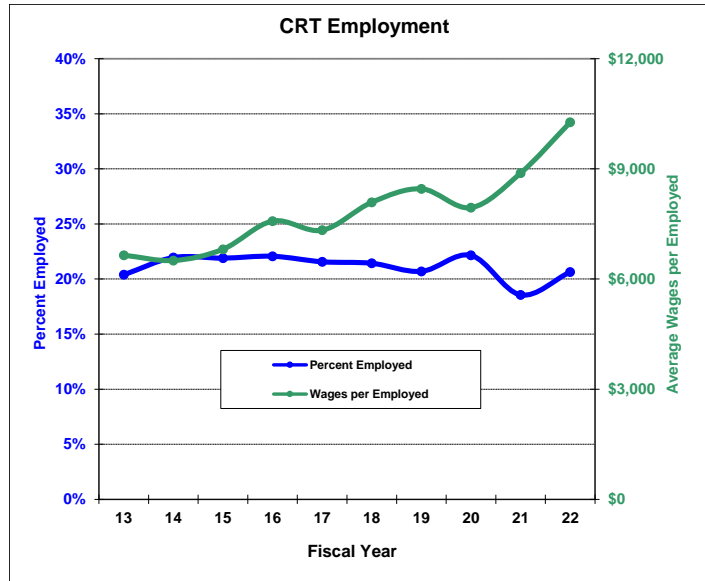
DATE: October 27, 2022

RE: Employment of CRT Clients from FY2013 through FY2022

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 FY2013 through FY2022 are attached. Rates of employment are based on employment reported to the Vermont Department of Labor (see footnotes).

During FY2022, 20.6% of Vermont CRT clients were employed at some point during the year. During FY2022, Washington (WCMH) and Northwest (NCSS) had the highest employment rates (27.4% and 25.9% respectively), while Pathways (PATH), Bennington (UCS), and Southeast (HCRS) had the lowest employment rate (4.7%, 14.4%, and 15.2% respectively).

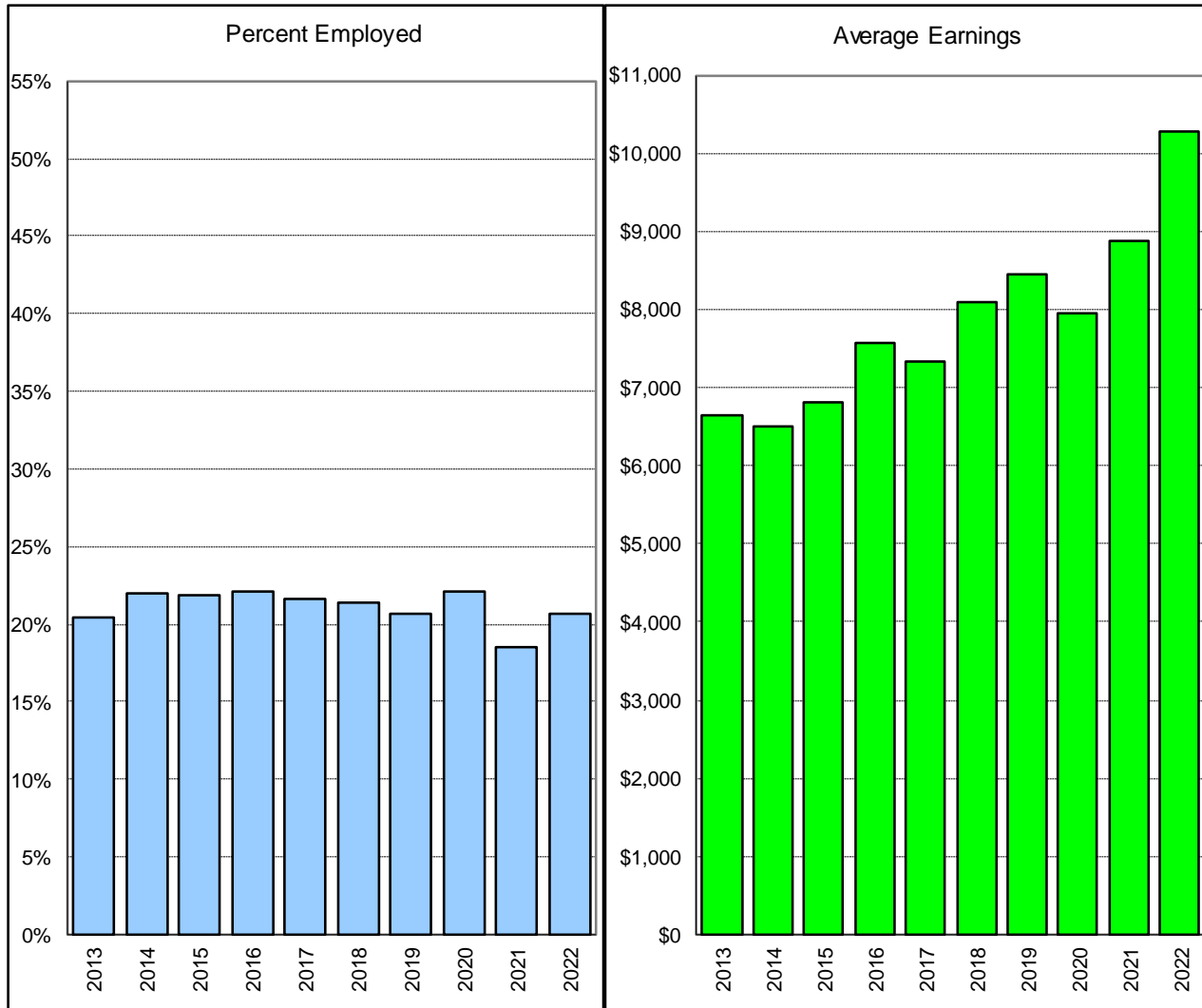


During FY2022, Northwest (NCSS) had the highest annual wages per employed client (\$13,833), while Rutland (RMHS) had the lowest (\$7,420). Wages per employed client increased from FY2021 in nine of the eleven CRT programs. Pathways (PATH) experienced the largest increase (86%). Rutland (RMHS) experienced a 38% decrease in annual wages per employed client, from \$12,015 in FY2021 to \$7,420 in FY2022.

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 2013 - 2022



	Fiscal Year									
	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
% Employed	20%	22%	22%	22%	22%	21%	21%	22%	19%	21%
\$ / Employed Client	\$6,650	\$6,506	\$6,812	\$7,579	\$7,330	\$8,091	\$8,457	\$7,944	\$8,885	\$10,269

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
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
FY2019	2,343	485	21%	\$4,101,702	\$8,457
FY2020	2,212	490	22%	\$3,892,681	\$7,944
FY2021	2,128	395	19%	\$3,509,633	\$8,885
FY2022	2,020	417	21%	\$4,282,034	\$10,269

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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>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>
<b>CSAC</b>	21.1%	22.5%	22.6%	28.8%	28.1%	26.5%	25.0%	28.8%	23.1%	20.9%
<b>NCSS</b>	18.2%	14.5%	17.6%	19.2%	24.4%	28.4%	25.0%	28.1%	27.1%	25.9%
<b>HC</b>	23.8%	25.6%	25.2%	26.6%	22.9%	25.1%	25.7%	24.8%	21.4%	22.3%
<b>LCMH</b>	22.2%	21.2%	30.3%	31.4%	30.0%	32.8%	29.1%	27.8%	21.6%	23.1%
<b>HCRS</b>	17.3%	18.8%	15.8%	13.3%	14.6%	12.6%	11.6%	14.4%	12.2%	15.2%
<b>NKHS</b>	15.5%	20.2%	15.7%	15.5%	18.5%	15.9%	17.9%	18.9%	15.7%	15.9%
<b>CMC</b>	16.2%	14.7%	17.3%	18.1%	19.1%	16.9%	15.2%	19.2%	18.5%	23.7%
<b>RMHS</b>	18.8%	19.8%	21.5%	22.4%	18.6%	19.4%	15.8%	19.5%	11.7%	18.2%
<b>UCS</b>	13.1%	17.0%	15.6%	10.0%	16.4%	18.3%	16.1%	14.2%	14.4%	14.4%
<b>WCMH</b>	28.1%	32.2%	32.1%	32.3%	28.5%	25.0%	27.0%	28.3%	23.0%	27.4%
<b>PATH</b>				17.8%	17.8%	9.1%	10.6%	8.9%	4.3%	4.7%
<b>Overall</b>	20.4%	22.0%	21.9%	22.1%	21.6%	21.4%	20.7%	22.2%	18.6%	20.6%

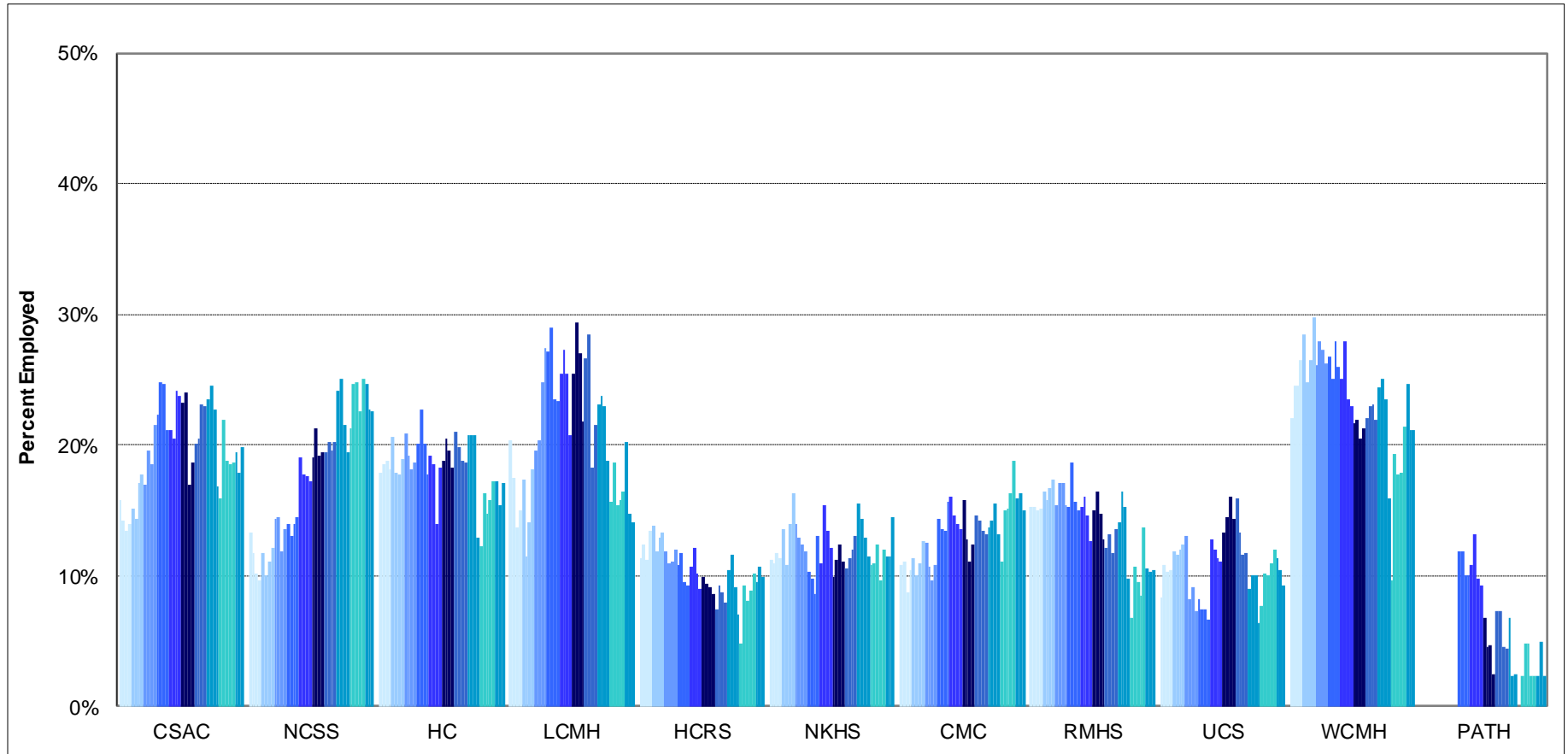
### Wages per Employed Client

	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>
<b>CSAC</b>	\$5,866	\$5,660	\$5,863	\$5,633	\$5,777	\$6,899	\$8,505	\$7,217	\$8,979	\$11,058
<b>NCSS</b>	\$4,686	\$7,400	\$7,047	\$7,676	\$7,739	\$8,706	\$9,417	\$9,317	\$12,309	\$13,833
<b>HC</b>	\$7,152	\$6,962	\$7,481	\$8,759	\$8,370	\$7,963	\$8,310	\$7,346	\$8,303	\$10,998
<b>LCMH</b>	\$6,161	\$6,220	\$6,448	\$6,487	\$6,831	\$8,587	\$10,416	\$10,610	\$10,498	\$10,745
<b>HCRS</b>	\$6,085	\$5,333	\$5,257	\$6,684	\$6,500	\$8,578	\$8,106	\$6,674	\$7,256	\$9,064
<b>NKHS</b>	\$5,788	\$4,530	\$5,909	\$5,327	\$6,881	\$7,554	\$7,675	\$8,476	\$9,388	\$13,764
<b>CMC</b>	\$3,209	\$5,652	\$3,604	\$5,839	\$6,359	\$5,724	\$9,686	\$7,940	\$10,153	\$7,827
<b>RMHS</b>	\$10,507	\$9,994	\$9,835	\$11,042	\$8,049	\$8,906	\$9,433	\$9,926	\$12,015	\$7,420
<b>UCS</b>	\$5,901	\$5,466	\$4,440	\$5,979	\$4,413	\$6,033	\$5,917	\$5,218	\$7,097	\$7,493
<b>WCMH</b>	\$6,994	\$6,457	\$7,177	\$7,293	\$8,349	\$9,291	\$7,971	\$7,694	\$6,598	\$9,199
<b>PATH</b>				\$5,462	\$3,358	\$5,514	\$4,426	\$2,955	\$4,311	\$8,017
<b>Overall</b>	\$6,650	\$6,506	\$6,812	\$7,579	\$7,330	\$8,091	\$8,457	\$7,944	\$8,885	\$10,269

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 2013 - 2022



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: FY2013 - FY2022**

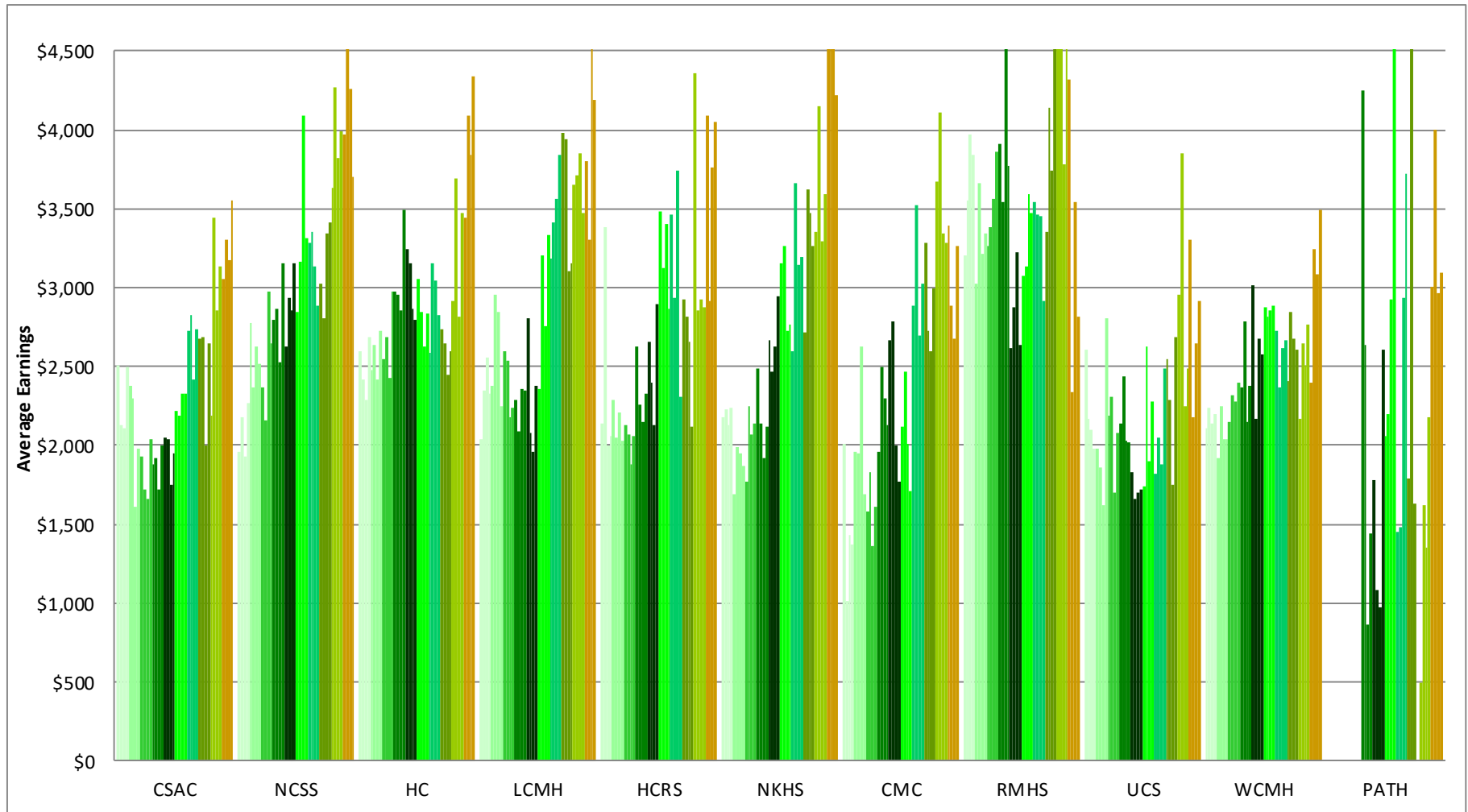
Clinic

Year	QRT	CSAC		NCSS		HC		LCMH		HCRS		NKHS		CMC		RMHS		UCS		WCMH		PATH		Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
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
FY2019	1	124	20	170	19	489	21	109	27	323	7	198	11	123	15	198	12	107	16	263	22	41	7	17
FY2019	2	122	20	173	20	494	20	109	28	335	9	194	11	120	14	198	13	113	13	266	23	41	7	17
FY2019	3	117	23	174	20	494	19	104	18	331	9	192	12	119	13	195	12	112	12	268	23	44	5	16
FY2019	4	122	23	173	20	482	19	107	21	314	8	185	13	121	13	191	14	111	12	269	22	46	4	16
FY2020	1	119	24	166	24	468	21	104	23	306	10	180	16	117	14	185	14	112	9	262	24	44	7	18
FY2020	2	118	25	164	25	462	21	101	24	309	12	174	14	120	14	177	16	109	10	271	25	42	2	18
FY2020	3	119	23	167	22	463	21	100	23	308	9	171	13	116	16	183	15	109	10	273	23	40	3	17
FY2020	4	119	17	165	19	465	13	96	19	299	7	166	11	114	13	184	10	109	6	271	16	39	0	12
FY2021	1	113	16	160	21	451	12	96	16	291	5	158	11	118	11	179	7	105	8	268	10	42	2	11
FY2021	2	114	22	162	25	436	16	91	19	294	9	156	11	113	15	169	11	108	10	264	19	42	5	15
FY2021	3	112	19	161	25	435	15	91	15	296	8	154	12	112	15	168	10	109	10	265	18	42	5	14
FY2021	4	113	19	159	23	430	16	89	16	293	9	156	10	110	16	165	8	110	11	269	18	44	2	14
FY2022	1	107	19	152	25	430	17	85	16	287	10	150	12	101	19	153	14	108	12	262	21	42	2	16
FY2022	2	108	19	150	25	429	17	89	20	284	10	149	11	107	16	151	11	106	11	268	25	42	2	16
FY2022	3	106	18	154	23	429	15	88	15	272	11	149	11	104	16	156	10	105	11	270	21	41	5	15
FY2022	4	106	20	151	23	432	17	85	14	254	10	145	14	107	15	154	10	108	9	274	21	43	2	15

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## Average Earnings for Employed CRT Clients By Quarter of Each Fiscal Year 2013 - 2022



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.

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**CRT Clients Employed (#) and Average Earnings for Employed Clients (\$)  
By Quarter: FY2013 - FY2022**

Clinic

Year	QRT	CSAC		NCSS		HC		LCMH		HCRS		NKHS		CMC		RMHS		UCS		WCMH		PATH		Total \$
		#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	
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
FY2019	1	25	2,727	33	3,284	103	2,590	29	3,181	24	3,460	21	2,594	18	2,881	24	3,540	17	1,817	58	2,726	3	1,455	2,826
FY2019	2	25	2,826	35	3,352	98	3,154	31	3,410	31	2,939	22	3,658	17	3,525	26	3,459	15	2,048	61	2,364	3	1,482	3,032
FY2019	3	27	2,417	34	3,136	93	3,042	19	3,564	29	3,746	23	3,144	16	2,700	23	3,453	13	1,877	62	2,619	2	2,938	2,987
FY2019	4	28	2,736	35	2,882	90	2,831	23	3,845	25	2,306	24	3,197	16	3,025	26	2,917	13	2,487	59	2,663	2	3,723	2,863
FY2020	1	28	2,675	40	3,027	97	2,739	24	3,978	32	2,923	28	2,716	16	3,283	26	3,357	10	2,544	64	2,408	3	1,787	2,857
FY2020	2	29	2,690	41	2,809	96	2,643	24	3,937	36	2,813	25	3,626	17	2,728	29	4,142	11	2,291	68	2,843	1	4,826	2,979
FY2020	3	27	1,998	36	3,347	96	2,452	23	3,109	28	2,658	22	3,471	18	2,595	28	3,740	11	1,750	64	2,681	1	1,634	2,757
FY2020	4	20	2,648	32	3,411	60	2,601	18	3,157	21	2,118	19	3,266	15	2,996	18	4,719	7	2,688	43	2,602	0	0	2,933
FY2021	1	18	2,193	34	3,636	55	2,918	15	3,656	14	4,356	17	3,350	13	3,669	12	4,908	8	2,952	26	2,165	1	500	3,208
FY2021	2	25	3,446	40	4,271	71	3,690	17	3,711	27	2,858	17	4,152	17	4,113	18	5,166	11	3,856	51	2,646	2	1,618	3,626
FY2021	3	21	2,859	40	3,819	64	2,812	14	3,851	24	2,921	19	3,297	17	3,344	16	3,782	11	2,253	47	2,511	2	1,354	3,063
FY2021	4	21	3,132	36	3,989	68	3,472	14	3,472	26	2,874	15	3,595	18	3,281	14	4,567	12	2,486	48	2,767	1	2,180	3,336
FY2022	1	20	3,051	38	3,971	74	3,441	14	3,798	29	4,093	18	4,575	19	3,398	21	4,323	13	3,304	56	2,396	1	3,004	3,486
FY2022	2	21	3,306	37	4,568	74	4,095	18	3,303	27	2,916	17	5,063	17	2,884	16	2,343	12	2,183	66	3,246	1	3,998	3,584
FY2022	3	19	3,178	35	4,255	66	3,844	13	4,828	29	3,764	17	5,118	17	2,674	16	3,545	11	2,642	57	3,084	2	2,968	3,670
FY2022	4	21	3,551	34	3,706	74	4,344	12	4,188	25	4,051	21	4,222	16	3,267	16	2,815	10	2,916	58	3,491	1	3,095	3,799

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 law. 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.