



INNOVATION PLAN APPROVAL SUMMARY San Diego County Innovation

Name of Innovative Program: Ramp Up 2 Work

Total Requested for Innovation: \$3,688,959

Duration of Innovative Program: Three Years

Staff Recommends: APPROVAL

Review History

County Submitted Innovation Plan: February 9, 2015

MHSOAC Vote regarding Plan Approval: February 26, 2015

Innovation Plan Summary

San Diego County is seeking the Mental Health Services Oversight and Accountability Commission's approval for their Innovative Program, Ramp Up 2 Work (RU2W). According to the Substance Abuse and Mental Health Services Administration (SAMHSA), when people feel good about having a job, they often see themselves in a more positive way. Work gives people structure, purpose, and choices, and can be a critical dimension of recovery. However, for those affected with Serious Mental Illnesses (SMI), finding job opportunities that are both meaningful and offer competitive wages is challenging.

The primary purpose of this program is to increase the quality of services, including better outcomes for persons with SMI through partnerships with businesses and employment programs. The program builds on and adapts evidence-based supportive employment programs for people with SMI, including SAMHSA's Individual Placement and Support (IPS) model of supported employment toolkit. The program will include job development, coaching, and support services with the goal of participants establishing employee-owned small businesses or paid competitive employment. The program will also incorporate ways to support individuals in the transition to employment while maintaining a support system and participation in community activities to sustain long-term employment.

In addition to job preparation using traditional supportive employment methods the program will include micro loans, grants or scholarships to start a small business and apprentice/mentorship opportunities for individuals with SMI to participate in employee-owned small businesses. The program will include a focus on Social Enterprise, a relatively new approach to business that includes a social purpose that benefits a disadvantaged community. The program intends to develop collaborations and

partnerships with community business sectors that currently are not involved in employing individuals with SMI. The program will include an educational component for businesses to address mental illness, recovery, and employment with the goal to decrease stereotypes and stigma, thereby increasing employment opportunities for individuals with SMI. Representatives of businesses and individuals with SMI will have the opportunity to meet individuals with varied lived experiences, hear success stories, overcome stereotypes, and address mutual concerns.

Evaluation:

Evaluations at baseline and at six-month intervals throughout implementation will allow the program to gather extensive information on each participant. The evaluation will collect information on the effectiveness of various strategies, and will analyze differences in outcomes based on demographic variables in order to assess any variability in program efficacy. Measurement and analysis at client and program levels will allow for learning to occur as early as year one, supporting early assessment of the feasibility of replication.

The following are examples of data to be included in the evaluation:

- Effective practices to develop collaborations and partnerships with un-tapped business industries
- Support utilized and steps taken by consumers to start their own small businesses
- The impact of subsidized apprenticeships, including transition into competitive employment
- If and how Social Enterprises create a viable route for consumers' employment
- Self-rating scores and observer ratings
- The Illness Management & Recovery (IMR)/Recovery Markers Questionnaire (RMQ) for multiple questions regarding employment and participation in structure activities
- Changes in levels of care using the Level of Care Utilization System (LOCUS).
- Recovery using the Substance Abuse Treatment Scale - Revised (STATS-R).

The County of San Diego BHS has developed a larger employment initiative that since September 2014 has developed into an Employment Collaborative. This Collaborative will provide input, feedback, and recommendations to the evaluation and annual reviews.

The County will utilize an extensive information-sharing and collaboration process to ensure that stakeholders receive information and are able to provide feedback on this program.