



EVIDENCE-BASED
PRACTICES

KIT

Knowledge Informing Transformation

Using Multimedia to Introduce Your EBP

Supported Employment



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Substance Abuse and Mental Health Services Administration
Center for Mental Health Services
www.samhsa.gov



Using Multimedia to Introduce Your EBP

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Acknowledgments

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Disclaimer

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Using Multimedia to Introduce Your EBP

Using Multimedia to Introduce Your EBP is a collection of educational tools to help you introduce your Supported Employment (SE) program to a variety of stakeholder groups, including the following:

- Mental health authorities;
- Community members;
- Employers;
- Consumers;
- Families and other supporters; and
- Agency-wide staff.

Anyone who is trained in the SE model (including SE leaders, employment specialists, and advisory group members) should be able to use these tools during in-service training meetings or for community presentations to educate stakeholder groups.

For references, see the booklet *The Evidence*.

Supported Employment

This KIT is part of a series of Evidence-Based Practices KITs created by the Center for Mental Health Services, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services.

This booklet is part of the Supported Employment KIT that includes a DVD, CD-ROM, and seven booklets:

How to Use the Evidence-Based Practices KITs

Getting Started with Evidence-Based Practices

Building Your Program

Training Frontline Staff

Evaluating Your Program

The Evidence

Using Multimedia to Introduce Your EBP



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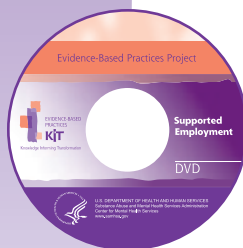
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Using Multimedia to Introduce Your EBP

Introductory Video

This film gives viewers basic information about the Supported Employment (SE) program, including the following:

- Practice principles;
- Practice philosophy and values;
- Basic rationale for services; and
- How the evidence-based practice has helped consumers and families.



English and Spanish versions of the Introductory Video are on the DVD in the KIT.



Sample Brochure

Using a brochure to introduce your SE program to consumers, families, employers, and community members is an easy way to disseminate basic information about SE. We include a paper copy of English and Spanish versions in Appendix A of this booklet. Electronic copies are on the CD-ROM in this KIT so that you can tailor the brochure to your specific SE program.



Introductory PowerPoint Presentation

We encourage those who are trained in the SE model to offer basic community presentations and inservice seminars using the Introductory PowerPoint slides in this KIT. We include a paper copy of the presentation in Appendix B of this booklet. An electronic copy is on the CD-ROM in this KIT so that you can tailor it to your specific SE program.



The slides provide background information about the following:

- Evidence-based practices in general;
- Supported Employment;
- Practice principles; and
- Critical components of the evidence-based model.

Use the presentation along with the other tools in this section to educate a wide array of stakeholders.

Using Multimedia to Introduce Your EBP

Appendix A: Sample Brochure

Use this sample brochure to introduce your Supported Employment program in your community. Both English and Spanish versions are on the next few pages. Electronic copies are on the CD-ROM in this KIT.





Supported Employment

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Evidence-based treatment works



Helping people with mental illnesses find and keep jobs

This document was produced for the Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS) under contract numbers 280-00-8049 with the New Hampshire-Dartmouth Psychiatric Research Center and 270-03-6005 with Westat.

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What is Supported Employment?

Supported Employment helps people with mental illnesses find and keep meaningful jobs in the community.

Why participate in Supported Employment?

When people feel good about having a job, they often see themselves in a more positive way. Work gives people structure and routines. Having an income gives them more choices about what to buy and where to live.

Supported Employment programs help anyone who wants to work

How does Supported Employment work?

- **Consumer choice** No one is excluded from participating.
- **Integrated services** Employment specialists closely coordinate with other rehabilitation and clinical treatment practitioners, creating a comprehensive treatment program.
- **Competitive jobs** Employment specialists help people find jobs in the open labor market that pay at least minimum wage and that anyone could have, regardless of their disability status.
- **Benefits counseling** Employment specialists help people understand how benefits (such as Social Security or Medicaid) are affected by working. Most people are able to work and continue to receive some benefits.
- **Timely support** Employment specialists help people look for jobs soon after they enter the program.
- **Continuous supports** Once a job is found, employment specialists provide ongoing support, as needed.
- **Consumer preferences** Choices about work are based on a person's preferences, strengths, and experiences.



Apoyo de Empleo

CONTACT INFO HERE



Evidencia aplicada al tratamiento



Ayudando a las personas con enfermedades mentales a encontrar y conservar sus empleos.

Este documento fue producido por la Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS) bajo los numeros de contrato 280-00-8049 con el New Hampshire-Dartmouth Psychiatric Research Center y 270-03-6005 con Westat.

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¿Qué es el Apoyo de Empleo?

El Apoyo de Empleo ayuda a las personas que tienen enfermedades mentales a encontrar y conservar buenos trabajos en la comunidad.

¿Por qué participar en el programa de Apoyo de Empleo?

Cuando las personas se sienten bien acerca de tener un empleo, frecuentemente se ven a sí mismas en una forma más positiva. Trabajar les da a las personas una estructura y rutinas. Tener un ingreso les ofrece más posibilidades acerca de qué comprar y dónde vivir.

Los programas de Ayuda de Empleo apoyan a todas las personas que quieren trabajar

¿Cómo funciona el Apoyo de Empleo?

- **Elección del consumidor** Nadie está excluido de participar.
- **Servicios integrados** Especialistas laborales coordinan estrechamente con otros practicantes de rehabilitación y tratamiento clínico para crear un programa de tratamiento integral.
- **Trabajos competitivos** Especialistas laborales ayudan a las personas a encontrar trabajos en el mercado libre a cualquier persona que los desee solicitar, sin importar su estado de discapacidad, y que paguen al menos el salario mínimo.
- **Consejería sobre los beneficios** Especialistas laborales ayudan a las personas a comprender cómo sus beneficios (tal como el Seguro Social o Medicaid) son afectados por trabajo. La mayoría de las personas pueden trabajar y seguir recibiendo algunos beneficios.
- **Ayuda oportuna** Especialistas laborales ayudan a las personas a buscar empleo tan pronto como entran en el programa.
- **Apoyo continuo** Una vez que consiga un empleo, el especialista continúa ofreciendo apoyo, según se necesite.
- **Preferencias del consumidor** Las alternativas y las decisiones sobre el trabajo se basan en las preferencias, destrezas y experiencias de la persona.

Using Multimedia to Introduce Your EBP

Appendix B: PowerPoint Presentation

In Appendix B, you will find paper copies of a presentation that you may use during informational and educational sessions with your community or inservice seminars. An electronic copy of the presentation is on the CD-ROM in this KIT.



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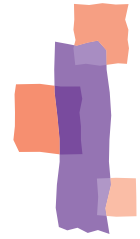
An Evidence-Based Practice



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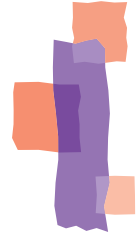
What Are Evidence-Based Practices?



Services that have consistently demonstrated their *effectiveness* in helping people with mental illnesses achieve their desired goals

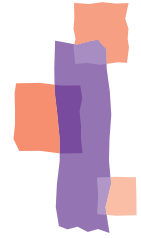
Effectiveness was established by different people who conducted rigorous studies and obtained similar outcomes

Examples of Evidence-Based Practices



- Supported Employment
- Assertive Community Treatment
- Family Psychoeducation
- Illness Management and Recovery
- Integrated Treatment for Co-Occurring Disorders

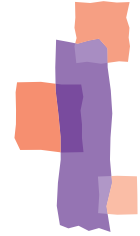
Why Implement Evidence-Based Practices?



According to the New Freedom Commission on Mental Health:

State-of-the-art treatments, based on decades of research, are not being transferred from research to community settings

Why Implement Evidence-Based Practices? (continued)



**According to the New Freedom Commission
on Mental Health:**

**If effective treatments were more
efficiently delivered through our mental
health services system . . . millions of
Americans would be more successful in
school, at work, and in their communities**

—Michael Hogan, Chairman

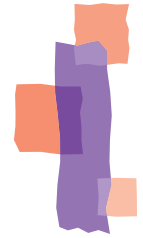
What is Supported Employment?



Supported Employment helps people with mental illness find and keep meaningful jobs in the community.

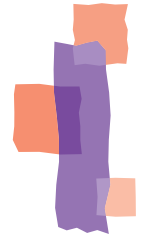
The jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled.

Practice Principles of Supported Employment



- Eligibility is based on consumer choice
- Supported Employment services are integrated with comprehensive mental health treatment
- Competitive employment is the goal
- Personalized benefits counseling is important
- Job search starts soon after consumers express interest in working
- Follow-along supports are continuous
- Consumer preferences are important

Eligibility is Based on Consumer Choice

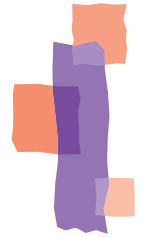


All consumers who want to work are eligible for Supported Employment

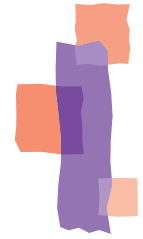
Consumers are not excluded because of severity of symptoms, substance use, diagnosis, or recent hospitalizations

Supported Employment is Integrated With Mental Health Treatment

Employment specialists coordinate services with other mental health practitioners (for example, case managers, therapists, psychiatrists, etc.)



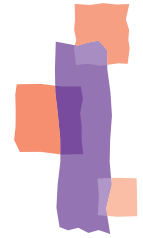
Competitive Employment is the Goal



Employment specialists help consumers find jobs that exist in the open labor market and that pay at least minimum wage, including part-time and full-time jobs

Consumers are not steered into sheltered jobs (jobs that are set aside for people with disabilities and that may not pay minimum wage) but work in community settings with people who do not have disabilities

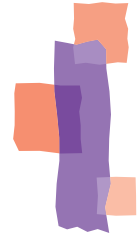
Personalized Benefits Counseling is Important



Employment specialists help consumers understand how benefits (such as Social Security or Medicaid) are affected by working so they can make informed decisions about starting or changing jobs

Most consumers are able to work and continue to receive some benefits

Job Search Starts Soon After Consumers Express Interest in Working



Employment specialists help consumers start looking for jobs within 1 month after they start the program

Pre-employment assessment, training, and counseling are not required and are kept to a minimum

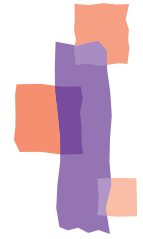
Follow-Along Supports Are Continuous



Employment specialists continue to stay in regular contact with consumers and (when appropriate) the employer — without arbitrary time limits

Consumers are never terminated from Supported Employment unless they directly request it

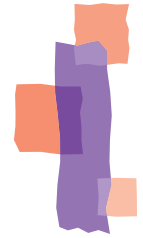
Consumer Preferences Are Important



Employment positions are found based on consumers' individual preferences, strengths, and work experiences

Job finding is not based on a pool of jobs that are available or set aside specifically for consumers

Summary



People with mental illness do want to work and can work in competitive jobs

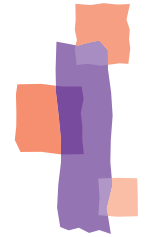
Programs following evidence-based principles of Supported Employment have better outcomes

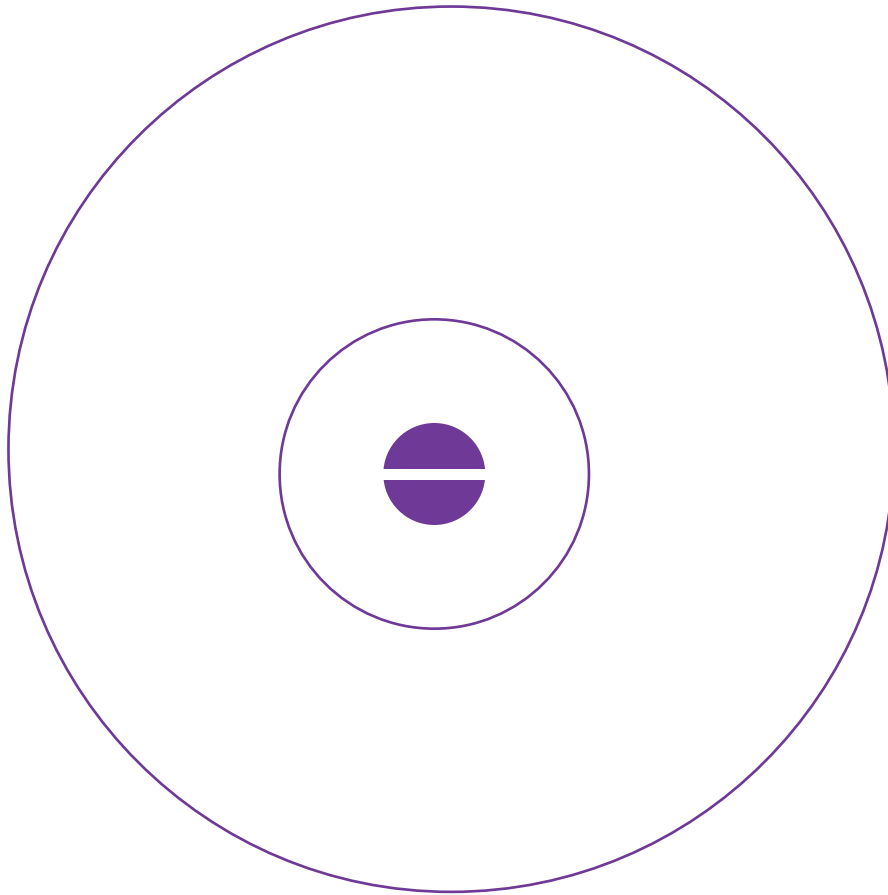
Programs must address financial and organizational barriers to be successful

Additional Resources

For more information about
Supported Employment and other
evidence-based practices, visit

www.samhsa.gov/shin





DVD Instructions:

If the DVD does not play automatically, your computer security features may be blocking the autoplay function or you may need to set the Autoplay function for the DVD.

Security features block autoplay

If your security features block autoplay, you may need to start the DVD from within Windows Media Player or another media player of choice, such as PowerDVD or WinDVD. To start the DVD from within Windows Media Player:

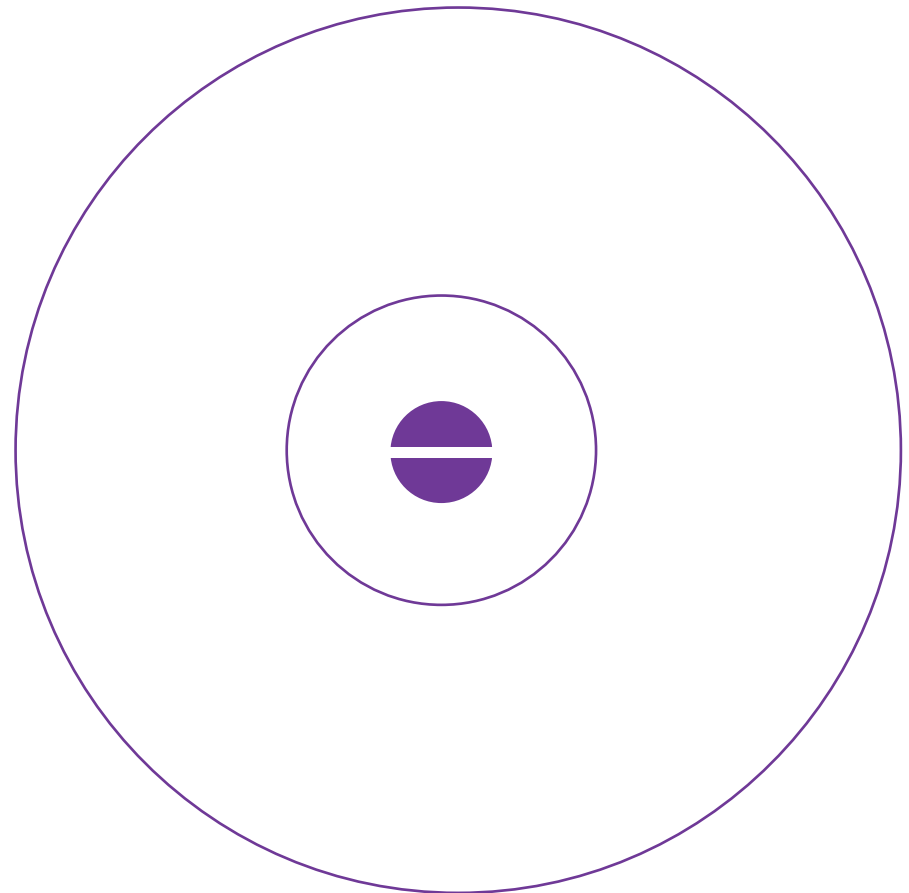
1. Open Windows Media Player
2. With the left mouse button, click on the drop down arrow next to "Now Playing"
3. With the left mouse button, click on the drive letter or icon for your DVD drive.

Set the Autoplay function

If the DVD does not play automatically, you may need to set the Autoplay function for DVD on your computer:

1. With the left mouse button, click on the Start Button and select My Computer.

2. With the right mouse button, click on the drive letter or icon for your DVD drive.
3. With the left mouse button, click on Properties.
4. In Properties, click the Autoplay tab.
5. Click on the dropdown arrow to display a list of content and disk types. ("Music files" may be selected by default.)
6. Find and select DVD movie or DVD video.
7. In Actions, click Select an action to perform by clicking on the circle. A green dot will appear in the circle, indicating it has been selected.
8. Click Play DVD video using Windows Media Player. Alternatively you may select another media player of choice, such as PowerDVD or WinDVD.
9. Click Apply, then OK.



CD Instructions:

To view the CD:

1. Insert CD into disc drive.
2. CD should start automatically on a Windows system with Internet Explorer 6 or above.
3. If you are on a Mac system or if the CD does not start automatically, find the CD directory and double click on the file: "StartHere.html".
4. Once the CD loads, click on the link to download the latest version of Acrobat Reader prior to viewing the content on the CD.
5. To quit, click on "File" in the upper left corner and select "Exit" or close the window.

