

FINANCIAL IMPACT:

Mental Health Services Act (MHSA) Community Services and Supports (CSS) will fund this agreement. Appropriation is available in the FY2018/19 Adopted Budget. The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2018/19 Adopted Budget.

DISCUSSION:

Funding for supported employment and educational services has been approved by the MHSA Steering Committee and stakeholders as part of the MHSA Three Year Integrated Plan FY2017/18 through FY2019/20. More recently, during the FY 2018/19 MHSA Annual Update community planning process, stakeholders endorsed the need for employment services that are timelier and provide more pre-employment supports. The prior cooperative contract between H&SS and DOR was a state-driven competitive employment model geared towards consumers who were job ready resulting in the exclusion of consumers who were experiencing active mental health symptoms, using any substances, or were homeless. Additionally, all consumers served were required to be evaluated by DOR for eligibility, resulting in delays in referrals to the Caminar Jobs Plus program which provided the direct employment services. Through this contract with Caminar, Inc., H&SS will be able to implement the Individual Placement and Supports (IPS) evidence-based model of supported employment and educational services for all consumers who have expressed a desire to seek employment in a timely fashion. Through IPS, consumers are able to find employment of their choosing and/or make progress towards educational goals allowing for the flexibility and support of working around a consumer's behavioral health condition. IPS is based on eight principles:

- *Competitive Employment:* Promotes jobs anyone can apply for, jobs that pay at least minimum wage/same pay as coworkers with similar duties, and jobs that have no artificial time limits imposed by a social service agency.
- *Systematic Job Development:* Employment Specialists systematically visit employers, who are selected based on the job seeker's preferences, to learn about their business needs and hiring preferences.
- *Rapid Job Search:* IPS programs use a rapid job search approach to help job seekers obtain jobs rather than assessments, training, & counseling. The first face-to-face contact with a potential employer occurs within 30 days.
- *Integrated Services:* IPS programs are integrated with mental health treatment teams. Employment Specialists will coordinate with each consumer's treatment team (psychiatrist, clinician, mental health specialist, etc.).
- *Benefits Planning:* Employment Specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medi-Cal, and other government entitlements.
- *Zero Exclusion:* People are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.
- *Time Unlimited Supports:* Job supports are individualized and continue for as long as each consumer wants and needs the support. Employment Specialist have face-to-face contact at least monthly.
- *Work Preferences:* IPS program services are based on each job seeker's preferences and choices rather than the team or providers' judgments.

In order to prevent a gap in services Caminar is prepared to begin providing services effective upon the approval of this contract. Furthermore, this program will position Solano County to be better equipped to respond state and federal grants that require evidence-based models and measurement-based care.

ALTERNATIVES:

The Board could choose to not approve this contract with Caminar. This is not recommended because this would create a gap in service for consumers who are seeking employment and without Supported Employment and Educational services, consumers are at increased risk of homelessness, involvement with

the criminal justice system, and hospitalization.

OTHER AGENCY INVOLVEMENT:

Community stakeholders and the MHSA Steering Committee have endorsed the implementation of a more robust evidence-based model of Supported Employment and Educational services for individuals with psychiatric disabilities and co-occurring challenges who have identified the desire to seek employment. County Counsel has reviewed the contract for legal sufficiency.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION