

The Earn Program: Employment and Recovery Network

The **Employment and Recovery Network (EARN)** is a collaborative project between the Chrysalis Center, Inc., a private not for profit agency, and DMHAS' Capitol Region Mental Health Center, a state-operated local mental health authority serving the Hartford area. In April 2004, **EARN** began using Individual Placement and Support (IPS) model for employment, an evidence-based model for employment created at Dartmouth University. Its goal is to assist people in recovery to obtain competitive employment in the community with the support they need from the program. This model involves delivering services in the context of a multidisciplinary team that integrates clinical and vocational services. Its emphasis is on finding work that fits the job preferences and needs of the person, offering time-unlimited support, promoting rapid job search and on the job training. This collaboration relates in a meaningful way to the DMHAS goal of promoting evidence-based practices and recovery-oriented services.



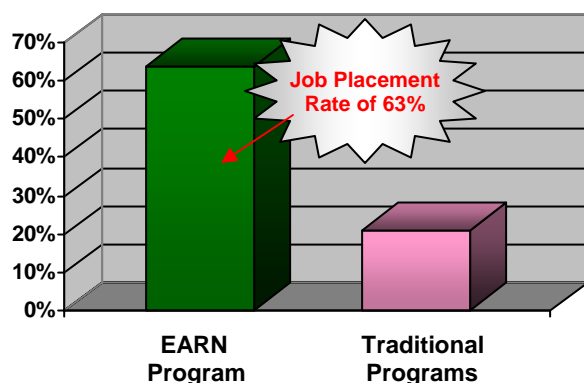
The Collaboration - How it works

- Six Employment Specialists from the Chrysalis Center are integrated within clinical teams of various units at Capitol Region Mental Health Center.
- Anyone may request and receive services in this zero-exclusion approach.
- Engagement services are provided for people wishing to obtain employment.
- Individualized goal planning and a rapid job searches are based on people's job preferences and needs.
- Time-unlimited follow-along supports assist in maintaining employment.
- Education and support for employers, job accommodations and follow-along employer contacts are provided with people's consent.
- Ongoing, work-based employment assessments are conducted.

OUTCOMES

In its first 18 months of operation, the **EARN** program has received 259 referrals, and has placed 165 persons in competitive jobs, a 63.7% placement rate. This compares favorably with placement rates in traditional employment programs of 18-28% (see Bond at al, *Psychiatric Services*, March 2001). Impressive results in sustaining employment are evident in this relatively young program. Of those 165 people who have been placed, slightly over 40% have been on the job at least 90 days and in many cases over a year, as noted in the graph below.

Comparison of Job Placement Rates Between Programs



Longevity of Employment (past 18 months)

