

# Creating a Culture of Employment

## *Because Everyone Can Work*

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### Employment Resources:

[www.ipsworks.org](http://www.ipsworks.org)

<http://dmh.mo.gov/mentalillness/adacpsemploymentservices.html>



## Gibson Recovery Center Performance Awarded

At the annual DMH Spring Training Institute, Gibson Recovery Center (GRC) was recognized for their exceptional provision of employment services by receiving the 2017 IPS Outstanding Performer award. Presented by Division of Behavioral Health Director, Dr. Richard Gowdy, the award was accepted by GRC's COO, Ryan Essex; IPS Supervisor, Christian Freeman; and Employment Specialist, Cathy

Maya, and partnering VR Counselor, Jennifer Holzbauer. Embracing the philosophy that employment is a mental health and substance use recovery intervention, GRC has demonstrated commitment to

their clients through a flourishing Supported Employment program in Cape Girardeau, MO. The program was rated as Exemplary during their 2017 Fidelity Review, with the IPS team being praised for their adherence to IPS principles and for their collaboration among treatment teams and in the community. Congratulations, Gibson Recovery Center, and keep up the great work!



Left to right: Ryan Essex, Christian Freeman, Jennifer Holzbauer, Cathy Maya

## We Love Success Stories!

Working became a discouraging prospect to Heather after numerous job applications failed to result in employment. She says, "I was out of work for a year and I was out of control; running around and not being responsible." When Heather sought treatment at SEMO Behavioral Health, she was set up with a team to help her in her recovery, including an Employment Specialist (ES). Three months ago, Heather

attained a job and reports that her ES has been a supportive resource. "She's my go-to person. She comes and sees me at work to see how things are going." Heather's ES has helped Heather with time management and readjusting to working. Understanding the importance of relapse prevention, Heather builds time in her schedule to talk to her treatment team stating, "My realization is that they really are here to help us,

relapsing or making a mistake is normal; they are not going to judge you." Heather has found that her desire to keep her job and the time consumed by working has helped her recovery. She continues to take pride in her employment and its positive impact on her life stating, "That's the biggest thing that working means to me: it's very satisfying that I am taking care of myself."



## IPS Training Opportunity

Registration is open until September 1 for the next IPS Practitioner Skills Training, offered by the IPS Employment Center. The online course for Employment Specialists and supervisors begins September 18 and ends December 8. To register, go to <https://www.ipsworks.org/training-consultation-services/ips-practitioner-skills-online/>. For additional training information, contact [sarahswanson@westat.com](mailto:sarahswanson@westat.com).

## Tools and Resources

Your client would like to start working a few days a week, but they fear losing their benefits: what do you tell them? Disability Benefits 101 (DB101) is a great resource for anyone trying to navigate benefit planning, whether the person is considering getting a job or going to school. With information on benefits, employment, and health coverage, DB101 also has online calculators that help in planning ahead and understanding how work and benefits go together. <https://mo.db101.org/>

## Tutorials and Webinars

Learning modules are available on the Division of Behavioral Health Employment Services webpage: <https://dmh.mo.gov/mentalillness/adacpsemploymentservices.html>. Click on the Training Opportunities Tab. They are also available on Relias, the eLearning training portal hosted by the Coalition for Community Behavioral Healthcare. Use the lookup codes below to find the course you would like to take.

### MOCMHC-DB101 | DB101 Overview

- Navigate the DB101 website to create a report that can be shared with your consumers, their family, payee, or Certified Benefits Specialist to help in the return to work process.
- Use DB101 to help consumers make informed decisions about work.

### MOCMHC-DB102 | Understanding SGA

- Identify how Substantial Gainful Activity rules can impact someone seeking employment.
- Name two work incentives available to Social Security beneficiaries.

### MOCMHC-DB103 | Social Security & Wage Reporting

- Identify when a person needs to report their wages.
- Communicate how timeliness can make changes to a benefit check.

### MOCMHC-DB104 | Understanding SGA Training

- Identify correct SSA forms to obtain BPQY.
- Understand key components of the BPQY.

### MOCMHC-TAY1

- Title: Considerations working with Transition Age Youth/Young Adults (two part video)

### MOCMHC-TAY2

- Title: TIPS for New TAY Teams (two part video)

### MOCMHC-TAY3

- Title: Engaging Family Members and Other Supporters in TAY Services

### MOCMHC-TAY4

- Title: Helping TAY clients Move through the Stages of Change

### MOCMHC-Medicaid Rehab

- Title: Appropriate Use of the Medicaid Rehabilitation Option to Support Persons Served in Employment and School Settings

## 2017 Missouri and Kansas Behavioral Health Conference

September 21-22, 2017 | Westin at Crown Plaza, Kansas City, MO

Listed below are the Supported Employment Sessions:

- Promoting Financial Wellness to Support Employment and Recovery Outcomes: A Peer-Supported Economic Empowerment Model
- Financial Wellness: What does it have to do with recovery and what can BH providers do?
- Maximizing Our Resources: The Quadrant Approach to Employment
- Second Chance: Thinking Outside the (Felony) Box
- Achieving Financial Security through ABLE Accounts and Special Needs Trusts
- Employer Panel-Navigating Inclusion

To register, go to: <http://www.cvent.com/events/2017-missouri-kansas-behavioral-health-conference/event-summary-88311d8cb4b04a4ebf6c402b459f5209.aspx>