

<u>Supported Employment Programs</u>	<u>Employment Specialists</u>
Are staffed by Employment Specialists.	Have frequent meetings with the treatment team to integrate supported employment with mental health.
Help anyone who expresses the desire to work regardless of job readiness factors, substance abuse, symptoms, history of violent behavior, cognition impairments, treatment non-adherence, and personal presentation.	Help people look for jobs soon after entering the program, instead of requiring extensive pre-employment assessment and training or intermediate work experiences.
Jobs are seen as transitions and each are viewed as positive learning experiences.	Offer to help the person find a new job based upon lessons learned if a job is a bad fit for any reason.
All choices and decisions about work and support are individualized, based on the person's preferences, strengths, and experiences.	Ensure people are offered comprehensive & personalized benefits planning which includes information about how work may affect their benefits <i>and</i> about work incentives programs in order for the client to make informed decisions about job starts and changes.
Everyone is encouraged to carry out the job search and job performance as independently as possible.	Offer assistance as needed to support people in their working lives.
Supports are often provided outside of the workplace and are provided by employment specialists, members of the mental health treatment team, other practitioners, family members, coworkers, and supervisors. Support is provided by the employment specialist and mental health staff.	Support continues as long as clients want assistance. When clients no longer want/need the support of the employment specialist, long-term, less intense employment support is transitioned to the mental health staff.
Assistance with career advancement planning is offered.	Work closely with VR to ensure services from both systems are coordinated.

EBSE Fidelity Reviews: General Information

The fidelity scale is divided into three sections: Staffing, Organization, and Services. Each item is rated on a 5-point response format, ranging from 1= no implementation to 5= full implementation with intermediate numbers representing progressively greater degrees of implementation. The response alternatives are behaviorally anchored, identifying measurable elements of the practice. Programs that fully implement supported employment according to the scales criteria have shown to have higher competitive employment rates than those that do not. Fidelity reviewers using multiple sources of information make the most valid ratings. The scale ratings are based on current behaviors and activities, not planned or intended behavior. The scale is appropriate for organizations that are serving clients with severe mental illness and for assessing adherence to evidence-based supported employment at the agency/clinical level. The data collection procedures include: 1) team meeting observations (both a mental health treatment team and the supported employment unit) 2) individual interviews that are semi- structured with the supported employment coordinator, employment specialists, the agency's clinical director and/or executive director, a couple of mental health workers/clinicians, a psychiatrist, interview with a small group of clients who have received supported employment services 4) shadowing employment specialists individually while they carry out supported employment services (e.g., contacting employers for community –based job searches and 5) chart reviews. Reviewers need to have an understanding of the philosophy and critical ingredients of supported employment. It is recommended that fidelity reviews be conducted by at least two raters in order to increase reliability of the findings. Whenever possible it is recommended that review teams include clients trained in conducting fidelity visits and/or family members who can provide a unique perspective. The scale is designed to be filled out completely, with no missing data on any items. If a particular item does not appear to apply for an agency, the item should still be rated as a "1" or "2" depending on the components of the criteria that are present.

*Information summarized by Felicia Wagner, March 2011, based on the 2008 Evidence Based Supported Employment Fidelity Review Manual.