



Essential Element #3: Supported Employment and Education

OVERVIEW

Supported employment and education services (SEES) are essential to the overall success of any Coordinated Specialty Care (CSC) team. This service helps people remain in, or reenter, the workforce or school. For many young people, experiencing psychosis involves a disruption in work or school, which can have long-term consequences on the establishment of one's career (Heinssen et al., 2014). Since returning to work or school is often a major goal for young people, supported employment and education is an appealing service that can engage people into care, and it is a natural complement to other CSC supports. The way supported employment and education service is organized may vary depending upon the local context, but the service always focuses on helping people with employment and education.

MAJOR FUNCTIONS OF THE SUPPORTED EMPLOYMENT AND EDUCATION SERVICES

Major responsibilities of any CSC supported employment and education specialist include:

- Help individuals develop goals related to work and school
- Work with employers in the community to develop and tailor jobs for people
- Help people apply for and initiate jobs
- Provide ongoing advice, coaching and support to individuals in their vocational and educational pursuits (Scannevin, 2017)
- Help people decide on career paths
- Serve as a liaison between individuals and outside educators or employers to support their functioning in work or school (Heinssen et al., 2014)

- Engage people in CSC services (Scannevin, 2017)
- Support individuals in navigating how much to disclose about their mental health conditions to employers and educators
- Observe people in the community and bring that knowledge to the rest of the treatment team (Scannevin, 2017)

OUTCOMES

When supported employment and education is strong, CSC programs will exhibit outcomes such as:

1. Increased engagement in school and work
2. Increased motivation to engage in other CSC services (Heinssen et al., 2014)
3. Establish careers (Heinssen et al., 2014)

OTHER CONSIDERATIONS

The role of the supported employment and education specialist may vary across different CSC models. For example, in the Recovery After an Initial Schizophrenia Episode (RAISE) Connection Program (including OnTrackNY), the supported employment and education specialist was a full-time employee, while in the RAISE Early Treatment Program, it was a part-time position (Heinssen et al., 2014). Despite these differences, however, the core function of supported employment and education is essential to the success of the program.

Resources

For further information to support CSC supported employment and education specialists, please see:

- National Institute of Mental Health (NIMH) Recovery After an Initial Schizophrenia Episode (RAISE) https://www.nimh.nih.gov/health/topics/schizophrenia/raise/index.shtml?utm_source=rss_readers&utm_medium=rss&utm_campaign=rss_full
 - "OnTrackNY: The Development of a Coordinated Specialty Care Program for Individuals Experiencing Early Psychosis" <http://ps.psychiatryonline.org/doi/abs/10.1176/appi.ps.201600512>
 - "Comprehensive Versus Usual Community Care for First-Episode Psychosis: 2-Year Outcomes from the NIMH RAISE Early Treatment Program" <http://ajp.psychiatryonline.org/doi/full/10.1176/appi.ajp.2015.15050632>
 - OnTrack Coordinated Specialty Care for First Episode Psychosis Manual II: Implementation https://www.nimh.nih.gov/health/topics/schizophrenia/raise/csc-for-fep-manual-ii-implementation-manual_147093.pdf
 - The NAVIGATE Team Members' Guide <https://raiseetp.org/studymanuals/Team%20Guide%20Manual.pdf>
 - NAVIGATE Supported Employment and Education (SEE) Manual <https://www.nasmhpd.org/sites/default/files/SEE%20Complete%20Manual.pdf>
 - Supported Employment Fidelity Scale <https://www.ipsworks.org/wp-content/uploads/2014/04/IPS-Fidelity-Scale-Eng1.pdf>
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References

- Heinssen, R. K., Goldstein, A. B., & Azrin, S. T. (2014). *Evidence-based treatments for first episode psychosis: Components of Coordinated Specialty Care*. Retrieved from https://www.nimh.nih.gov/health/topics/schizophrenia/raise/nimh-white-paper-csc-for-fep_147096.pdf
- Scannevin, G. (2017, January 13). Gary Scannevin [Video file]. Retrieved from <https://www.youtube.com/watch?v=74Wi7bEo4hY&feature=youtu.be>