

# Social determinants of health-employment

## Overview

The Substance Abuse and Mental Health Services Administration's (SAMHSA) states that about 70 percent of adults with serious mental illnesses want to work (Mueser et al., 2001; Roger et al., 2001). Supported Employment, also known as the Individual Placement and Support (IPS) model has been proven effective in 28 randomized, controlled trials. IPS is three times more effective than other vocational approaches in helping people with mental illness to work. IPS has been found effective for numerous populations including people with many different diagnoses, educational levels, and prior work histories. The IPS program helps people with long-term Social Security benefits, young adults, older adults, veterans, and people with co-occurring mental illness and substance use disorders.

Foundational Community Supports (FCS), Initiative 3 supports the supported employment service package. Supported Employment includes services that identify and assist individuals in finding employment. Employment is based on their preferences. By giving choice, participants maintain employment, reduce higher cost services, and incarceration. SAMHSA consider these services as an evidence-based practice and have created a [toolkit](#) for implementation.

Supported employment services will demonstrate the positive effect of helping individuals to stay engaged in the labor market, preventing the escalation of behavioral health service needs, and changing the trajectory of vulnerable youth, and young adults. In order to qualify for these services, individuals must be eligible for Medicaid, have a medical/functional need, exhibit a demonstrated need through an assessment, and meet one of the following risk factors:

- Individuals eligible for the Housing and Essential Needs (HEN) or aged, Blind, Disabled (ABD) program;

- Those experiencing significant mental illness, substance use disorder, or co-occurring conditions;
- Long-term care recipients with complex needs;
- Vulnerable youth and young adults with behavioral health challenges.

## Authority

Washington State and the Centers for Medicare and Medicaid Services (CMS) entered an agreement for a five-year plan which includes the FCS Initiative 3, Supported Employment program under the 1115 waiver. The agreement will strengthen state efforts to improve healthcare for Washington families and control costs. The 5 year plan is near an end, and the HCA has requested an extension to continue to provide state-wide supported employment services through FCS. More information on FCS Initiative 3 is available on [the Health Care Authority website](#).

## 2019-2021 budget


According to the 6168-S.SL 2019-2021 biennial budget Section 213 (1) (f) No more than \$42,584,000 of the general fund—federal appropriation may be expended for supported housing and employment services described in initiative 3a and 3b of the Medicaid transformation demonstration waiver under healthier Washington. Under the Initiative, the Health Care Authority shall ensure that allowable and necessary services are provided to eligible clients as identified by the Third Party Administrator (TPA).

## Rates

Rates are set by the Health Care Authority and administered by Amerigroup, the third party administrator.

Foundational Community Supports (FCS) reimbursement rates can be found [here](#).

## Enrollment



Since 2018, 15,000 people have been enrolled in Foundational Community Supports, with approximately 8,800 of the individuals in FCS supported employment services. The average length of time enrolled in the program is 9 months. More data can be found in enrollment reports, through the link below (under Initiative 3):

[1115 waiver resources](#)

### **Preliminary report highlights promising results of Washington's FCS program**

The Research and Data Analysis (RDA) Division of Department of Social and Health Services (DSHS) released a [preliminary evaluation report](#) on the Foundational Community Supports (FCS) program. FCS, also known as Initiative 3 of the Medicaid Transformation Project, assists the state's most vulnerable people to find and keep stable housing and employment.

FCS consists of two services: supportive housing and supported employment.

### **Report findings**

[The report](#) covers the first nine months of FCS implementation, from January to September 2018. Key findings of the report include:

1. People enrolled in supported employment services found employment at a higher rate, earned more money, and worked more hours.
2. Supportive housing services helped people transition or begin to transition out of homelessness or housing instability.
3. There were promising reductions in emergency room visits and hospitalizations for people enrolled in supportive housing services.

Below are links to additional resources and materials about this report and the FCS program.

- [FCS program update fact sheet](#)
- [One-pager on RDA's findings](#)
- [Slide deck from RDA](#), which includes graphs and charts on data collected
- [Supported employment enrollment report](#)
- [Supportive housing enrollment report](#)

### **Key partners**

The state contracted with Amerigroup as a Third Party Administrator (TPA) to select, qualify, and contract with employment and housing providers. This TPA authorizes FCS services and reimburses providers. The contact information for Amerigroup is: Phone: 844-451-2828; email: [FCSTPA@amerigroup.com](mailto:FCSTPA@amerigroup.com)

### **Oversight**

Washington State Health Care Authority as the State's Medicaid Agency and the Centers for Medicare and Medicaid Services (CMS) finalized in 2018 the agreement on a five-year demonstration that supports the goals of healthier Washington—better health, better care, and lower costs.

### **For more information**

Visit the [Medicaid Transformation](#) page or [Join the Healthier Washington Feedback Network](#) and receive regular updates and announcements of upcoming webinars. Email questions and comments to [medicaidtransformation@hca.wa.gov](mailto:medicaidtransformation@hca.wa.gov)

### **Contact**

The Division of Behavioral Health and Recovery contact for Supported Employment is Melodie Pazolt at 360-725-0487 or [Melodie.pazolt@hca.wa.gov](mailto:Melodie.pazolt@hca.wa.gov).