



UPENN COLLABORATIVE: Employment & Education Issue

THE UPENN COLLABORATIVE... Working to understand barriers, develop supports and impact policy to promote community integration and equal participation at every level of society.

NEW TRAINING RESOURCE!

Instruction Manual for Facilitating Circles of Support for People with Mental Illnesses in Supported Employment Settings

Supported employment uses job coaching to help people with disabilities find and keep jobs. Often missing from this approach is an emphasis on the role of natural supports provided by unpaid individuals in the community. People with and without disabilities use natural supports as a strategy to reduce stress, seek advice, and feel connected to others.

A "Circle of Support" creates a network of natural supports and is made up of people who know the focus person well. They are friends, relatives, or acquaintances who make a commitment to contribute to the achievement of the focus person's desired future. The Circle meets regularly to review accomplishments and establish next steps. With this model, not only is an individual's job integrated in a competitive setting, but also the supports one receives are most similar to others living in the community.

The **Instruction Manual for Facilitating Circles of Support for People with Mental Illnesses in Supported Employment Settings** is meant to serve as a training tool for people learning to implement Circles of Support. It can be used by mental health service providers, family members and friends of people with mental illness and details the first four sessions of a Circle of Support and provides strategies, sample goals, and common activities used during the planning and facilitation of Circle meetings. A companion DVD that illustrates a typical Circle of Support meeting can be requested from: Lia Lewis at: lewisel@umdnj.edu (or call 908-889-2535).

This manual was developed as part of a research project conducted by our Collaborative Faculty at the University of Medicine and Dentistry of New Jersey, including: Kenneth J. Gill, PhD, CPRP, Melissa M. Roberts, PhD, CPRP, Amy B. Spagnolo, MS, CPRP, and Ann Murphy, MA.. Click the following link for a free download of the manual: http://www.upennrrtc.org/resources/view.php?tool_id=193.

In This Issue...

New Training Resource for Facilitating Circles of Support in Supported Employment!

A manual for mental health service providers, family members and friends.

UPenn Collaborative Community Integration Tools & Resources... free downloads!

Key Resources, Papers & Reports, Training and Technical Assistance, Innovative Programs and Parenting Issues.

UPenn Collaborative Publication Highlights:

- ◆ Two New Employment Studies Available
- ◆ Faculty researchers address issues in employment and education.

UPenn Collaborator Highlights:

Key staff and collaborators provide an impressive array of talent and experience aimed at understanding barriers and developing resources around employment and education for people with psychiatric disabilities.

Innovative Community Integration Initiatives Series: Featuring "PEWS" & "Mental Health Players" from the Mental Health Association of New Jersey!

Surveys Still Need Participants!

Certified Peer Specialists and Parents are still needed for our two current surveys.



COMMUNITY INTEGRATION TOOLS & RESOURCES

Click on the links below to access information on the following topics:

- ◆ **Community Integration Tools & Resources:** We currently offer more than twenty Community Integration (CI) Tools that address a variety of topics and tell you how to get involved. <http://www.upennrrtc.org/resources/list.php?catid=6>
- ◆ **Community Integration Papers & Reports:** The UPenn Collaborative consumer and provider partners help us ensure that our research questions are addressing the major issues of importance to key stakeholders (consumers, family members, advocates, service providers, administrators, researchers, and policy makers). Click the link below for publications from our faculty and collaborative partners. <http://www.upennrrtc.org/resources/list.php?catid=9>
- ◆ **Free and Low-Cost Technical Assistance & Training:** The UPenn Collaborative faculty offers a wide variety of free or low-cost Technical Assistance & Training Programs for organizations that want to enhance their movement toward community integration and the recovery model. <http://www.upennrrtc.org/resources/list.php?catid=15>
- ◆ **Innovative Programs that Promote Community Integration:** The UPenn Collaborative features trailblazing initiatives that address the barriers that face people with psychiatric disabilities as they seek to build meaningful lives in the community. The Collaborative is looking for other such programs to highlight on a monthly basis. <http://www.upennrrtc.org/resources/list.php?catid=17>
- ◆ **What You Need to Know About Parenting:** The UPenn Collaborative on Community Integration is committed to reducing barriers and increasing supports for parents with psychiatric disabilities. Follow the link below to find parenting resources and trainings that have been developed for parents, advocates and providers. <http://www.upennrrtc.org/resources/list.php?catid=14>

Please contact Katy Kaplan (katykap@mail.med.upenn.edu or 215-746-6713) for more information about products, research or technical assistance from the UPenn Collaborative on Community Integration.

PUBLICATION HIGHLIGHTS:

Two New Employment Studies Available from UPenn Collaborative

The UPenn Collaborative on Community Integration is offering two employment studies involving people with mental illnesses. "The Past and Future Career Patterns of People with Serious Mental Illnesses: A Qualitative Inquiry," based on interviews with 58 individuals who have serious mental illnesses, assesses consumers' past experiences, current motivations, and future ambitions with regard to the competitive labor market. The study was supported by the Switzer Research Fellowship program of the National Institute on Disability and Rehabilitation Research and is available at the following link:

http://www.upennrrtc.org/resources/view.php?tool_id=180 .

The second study, originally published by the Southeastern Behavioral Health Industry Partnership, considers policy and program issues facing direct care professionals in the behavioral healthcare field, and offers a dozen recommendations for policy changes to better recognize and reward these critical workers. The report,



“A Review of Current Information about the Careers of the Direct Support Professional Workforce in the Mental Health, Developmental Disabilities, and Substance Abuse Service Delivery systems,” is available at the following link: http://www.upennrrtc.org/resources/view.php?tool_id=143

The following are selected UPenn Collaborative publications address a variety of issues around employment and education for individuals with psychiatric disabilities.

- ◆ Plotnick, D., & Salzer, M.S. (in press). Clubhouse costs and implications for policy analysis in the context of system transformation in Pennsylvania. *Psychiatric Rehabilitation Journal*.
- ◆ Salzer, M.S., Wick, L., & Rogers, J. (2008). Familiarity and Use of Accommodations and Supports Among Postsecondary Students with Mental Illnesses: Results from A National Survey. *Psychiatric Services*, 59, 370-375.
- ◆ Baron, R. (2008) “Mainstream Career Training: Accessing Community Resources for People with Serious Psychiatric Disabilities: Final Report / NIDRR Switzer Fellowship.” UPenn Collaborative on Community Integration Website: <http://www.upennrrtc.org>.
- ◆ Baron, R. (2007) “A Review of Current Information About the Careers of The Direct Support Professional Workforce in the Mental Health, Developmental Disabilities, and Substance Abuse Service Delivery Systems,” District 1199C Training and Upgrading Fund, Philadelphia, PA.
- ◆ Roberts, M. M. & Pratt, C. W. (2007). Putative evidence of employment readiness. *Psychiatric Rehabilitation Journal*, 30, 175-181.
- ◆ Brasher, D., Solomon, A., Baptista, M. Foundation Skills, Chapter 2, *Psychiatric Rehabilitation Skills in Practice: A CPRP Preparation and Skills Workbook*, 2006.
- ◆ Murphy, A.A., Mullen, M.G., & Spagnolo, A.B. (2005). Enhancing individual placement and support: Promoting job tenure by integrating natural supports and supported education. *American Journal of Psychiatric Rehabilitation*, 8, 37-61.
- ◆ Waynor, W. R., Pratt, C. W., Dolce, J., Bates, F. M. & Roberts, M. M. (2005). Making employment a priority in community mental health: Benefits of demonstrating direct employment practice. *American Journal of Psychiatric Rehabilitation*, 8 (1), 103-112.
- ◆ Salzer, M.S., & Burks, V. (2003). Computer Training for Persons with Psychiatric Disabilities: A Mediation Study of Attitudes, Experience, and Training Interests. *Computers in Human Behavior*, 19, 511-521.
- ◆ Salzer, M.S., Simiriglia, C., Solomon, A. (2003). Computer Experience and Training Interests of Psychosocial Rehabilitation Program Participants. *Psychiatric Rehabilitation Journal*, 26(4), 417-421.
- ◆ Kravetz, S., Dellario, D., Granger, B., & Salzer, M.S. (2003). A Two Faceted Work Participation Approach to Employment and Career Development As Applied to Persons with a Psychiatric Disability. *Psychiatric Rehabilitation Journal*, 26(3), 278-289.

UPENN COLLABORATIVE INNOVATIVE PROGRAMS SERIES: Featuring Two New Programs Promoting Community Integration from the Mental Health Association in New Jersey

PEWS (Programs for Emotional Wellness and Spirituality) was established in 2005, PEWS educates African American clergy, lay staff and church communities to better recognize mental illness and how to link parishioners to mental health services when needed. PEWS also works to address the negative attitudes surrounding mental illness in the African American community. The program has produced two



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short, award-winning educational videos, Anything But Crazy: African Americans, Emotional Wellness and Spirituality, and Getting to the Other Side: African Americans and Co-Occurring Disorders.

The program's most recent initiative is assisting historically black churches to develop mental health ministries to promote emotional wellness and help identify and assist those in need of mental health services. Learn more about PEWS at: <http://www.upennrrtc.org/news/view.php?id=37>

Mental Health Players is another program from the **Mental Health Association in New Jersey**. Since 1978, MHANJ's Mental Health Players troupe has recruited, trained, and supported community volunteers who use role play techniques to dramatize mental health issues in order to educate the public and reduce the discrimination and stigma associated with mental illness. Players range in age from 15 to 83, and the troupe includes individuals with identified mental illnesses as well as those without.

"By engaging both consumers and non-consumers as members of the Mental Health Players' troupe, the project de-stigmatizes the members with mental illness, as the distinction is not made to the audience," said Jennifer Miller, MHANJ's director of marketing. "This also allows members with mental illnesses to integrate into a community activity where their personal experience is valued by those without mental illnesses."

Presentations are tailored for each audience (seniors, home health aide trainees, college students and faculty, mental health and social service agencies, etc.). Most recently, a series of presentations focusing on mental illness education made to various sectors of New Jersey's criminal justice system have received acclaim. Learn more about the Mental Health Players at: <http://www.upennrrtc.org/news/view.php?id=37> .

UPENN COLLABORATOR HIGHLIGHTS:

Kenneth J. Gill, PhD, CPRP, is Founding Chair and Professor in the Department of Psychiatric Rehabilitation and Behavioral Health Care at UMDNJ - School of Health Related Professions. The first department of its nature in the country, offering undergraduate, graduate degrees and post-doctoral studies in psychiatric rehabilitation as well as a master's degree in rehabilitation counseling. Before coming to UMDNJ, Dr. Gill worked for 8 years at Mt. Carmel Guild CMHC. Dr. Gill is a co-author of the text, *Psychiatric Rehabilitation*, an integrated introduction for the field, published in its 2nd edition by Elsevier in 2006. He is co-editor-in-chief of the *Psychiatric Rehabilitation Journal* and associate editor of the *American Journal of Psychiatric Rehabilitation*. He is chair of the Certification Commission on Psychiatric Rehabilitation, past president of the New Jersey Psychiatric Rehabilitation Association and a former board member of the International Association of Psychosocial Rehabilitation Services. He has been the recipient of a number of awards including USPRA's John Beard and New Jersey's Mort Gati awards, both for the embodiment of psychiatric rehabilitation principles. A former trustee of Project Live, Inc., he is president of the board of Triple C Housing (New Brunswick, NJ) and serves on the advisory board of Volunteers of America of Northern New Jersey.

Ann Murphy, MA is an Assistant Professor at UMDNJ in the department of Psychiatric Rehabilitation. Ms. Murphy currently acts as the research and data coordinator for several projects generally related to community integration and employment for individuals with psychiatric disabilities, and specifically focused on evaluating the utility of readiness assessments, interventions aimed at increasing job tenure for individuals in Supported Employment, and the effectiveness of anti-stigma presentations on attitude change. Ms. Murphy graduated from an experimentally focused Master's degree program at the College of William and Mary. Ms. Murphy has conducted research evaluating the connection between social cognitive abilities and the symptoms experienced by individuals with schizophrenia. Prior to beginning her research career, Ms. Murphy also provided direct psychiatric rehabilitation services.



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Amy B. Spagnolo, MS, CPRP - Assistant Professor has been a faculty member in the Department of Psychiatric Rehabilitation and Behavioral Health Care at the University of Medicine and Dentistry of New Jersey (UMDNJ) School of Health Related Professions (SHRP) since 2000. She is a faculty coordinator/co-investigator for several grant funded projects including: the "Reducing Stigma by Meeting and Learning from People with Mental Illness", "Impact on Employment: A Randomized Controlled Study of the Use of Circle of Support in Supported Employment" and "Innovative Strategies to Meet the Health Care Needs of People with Psychiatric Disabilities" projects.

Melissa M. Roberts, PhD, CPRP is an Associate Professor and Director of the Integrated Employment Institute in the Department of Psychiatric Rehabilitation at UMDNJ where she directs the development and delivery of training and technical assistance for the implementation of employment services. Previously Dr. Roberts was the director of undergraduate degree programs in Psychiatric Rehabilitation where she taught undergraduate and graduate courses in vocational services and supervised students in vocational service internships. She has presented workshops and trainings at conferences throughout the United States and in Europe.

Dr. Roberts has extensive experience in the development and delivery of exemplary employment services. She has provided training to hundreds of service providers, consumers and families. She has served on the board of directors of NJ Psychiatric Rehabilitation Association (NJPRA) and is a former president of the board of NJ Association for Persons in Supported Employment (NJAPSE). Dr. Roberts is a recipient of the NJAPSE Rebecca McDonald Leadership Award and the NJPRA Mort Gati Award for a career that exemplifies the principles of psychiatric rehabilitation. Dr. Roberts is a co-author of the textbook Psychiatric Rehabilitation as well as author and/or editor of several training manuals and articles on employment for people with disabilities.

Richard Baron, M.A. has more than forty years of experience in the mental health field, including research and evaluation, program management, policy analysis, professional training, and public education. He has been the principal investigator on numerous federally funded research and knowledge transfer projects, with a particular focus on employment issues facing those with serious mental illnesses. This includes two independent research projects, funded by the National Institute on Disability and Rehabilitation Research Switzer Fellowship Program, the first a study of the long-term career patterns of people with serious mental illnesses and the second a study of strategies for improving mental health consumer access to mainstream career training programs.

Previously, Mr. Baron was at the OMG Center for Collaborative Learning, where he headed up the Pew Fund's Health And Human Services grant making program for the five-county Philadelphia metropolitan region. Prior to that, Mr. Baron served as Associate Director and then Executive Director of Matrix Research Institute, a nonprofit research and training facility focusing on a range of rehabilitation issues in the mental health, developmental disabilities, substance abuse, and physical disability arena.

Arlene Solomon, C.P.R.P., C.R.C. has extensive experience in psychiatric and vocational rehabilitation. She has worked with adults with psychiatric disabilities, developmental disabilities, and physical disabilities in a variety of mental health and vocational settings. She has served on the board of directors of the Pennsylvania Association of Psychosocial Rehabilitation Services (PAPSRS) for the past 10 years and co-chairs the annual conference. Ms. Solomon is a frequent presenter at conferences on a variety of topics on psychiatric rehabilitation and co-authored the chapter on Foundation Skills in the recently published Psychiatric Rehabilitation Skills in Practice: A CPRP Preparation and Skills Workbook published by USPRA. Currently, she is Director of Employment Services at Horizon and is Coordinator for Technical Assistance and Training for the University of Pennsylvania Collaborative on Community Integration. Her most recent endeavor is the development



of supported education programs for individuals with a psychiatric disability who need support while attending a post secondary degree or certificate program leading to a career in their chosen field along with a youth program to assist individuals to enter post-secondary school program.
Ms. Solomon was honored with the 2006 PAPSRS Distinguished Career Award.

WE ARE LOOKING FOR PARTICIPANTS FOR THE FOLLOWING SURVEYS:

We have had a great response to our current surveys (189 people have responded to our parenting survey and 250 individuals have responded to our CPS survey) but we need all the information we can get! If you are a parent or a certified peer specialist (or both!) and haven't already done so, please take a few minutes to complete the survey(s) described below.

Online Survey for Parents with a Psychiatric Disability

The UPenn Collaborative on Community Integration is conducting an online survey to learn more about how to better support parents with psychiatric disabilities. If you have children under the age of 18 and consider yourself a mental health consumers/survivor and/or a person in recovery with respect to your mental health, then we would be very interested in hearing from you. The survey will take about 10 to 15 minutes to complete. It is voluntary and anonymous. We will not ask for any identifying or contact information. Your responses will be useful in planning programs and designing services to better support parents. To complete the survey, please go to: <http://www.upennrrtc.org/news/view.php?id=44>.

Online Job Survey is Looking for Feedback from Certified Peer Specialists

In this survey, we seek your assistance in gathering information about paid employment in which a Certified Peer Specialist designation is a requirement for the position. Our purpose is to pull together and disseminate information about the variety of jobs that CPS are doing in order to inform the development of new paid CPS positions nationwide. The project is sponsored by the University of Pennsylvania Collaborative on Community Integration (www.upennrrtc.org) and the National Mental Health Consumers' Self-Help Clearinghouse (www.mhselfhelp.org).

The survey will take about 10 to 15 minutes to complete. It is voluntary and anonymous. We will not ask for any identifying or contact information. The information you provide may be edited for clarity and length. We thank you in advance for your time and assistance. Please click the link below to take the Certified Peer Specialist Job Survey. <http://www.upennrrtc.org/news/view.php?id=45>.

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