PRIDE: a model for wellness and employment

Marcia Salovitz
Health and Well-Being Benefits of Work

- Research indicates that unemployment has a negative impact on health and well-being*
  - Increased obesity and reduced activity
  - Increased risk of heart disease and decreased life expectancy
  - Poor mental health and increase psychological distress
  - Double the normal rate of depression and three times the normal rate of anxiety

*February 27, 2007, Department for Work and Pensions, Minister Lord McKenzie’s Speech: “Good Work: The case for healthy work and productive workplaces”.
Benefits of Returning to Work*

- Meet people, interact and build relationships
- Play a larger role in society, bringing communities together
- Feel valued and have self confidence
- Bring in income and provide for our families – work is the best route out of poverty, especially for those with children

*February 27, 2007, Department for Work and Pensions, Minister Lord McKenzie’s Speech: “Good Work: The case for healthy work and productive workplaces”.

Health and Well-Being Benefits of Work
Personal Roads to Individual Development and Employment (PRIDE)
New York City’s Human Resources Administration (HRA)

- PRIDE operated from 1999 to 2004 serving more than 30,000 people.
- An effective model to assist the hardest to employ welfare recipients including those with health related barriers to employment.
  - Both TANF recipients and Single Adults
  - 21,000 formerly exempt from work-activity
- In 2004 PRIDE was replaced by a new program, WeCARE (Wellness, Comprehensive, Assessment, Rehabilitation, and Employment)
PRIDE’s Mission

- To reduce and/or eliminate dependency on public assistance by providing work related activities and training based upon the abilities, *not disabilities*, of the participant.
- Engage and provide support for people with disabilities, medical limitations and with other barriers to employment and to assist them in returning to or entering the workforce.
- Focus on overcoming or accommodating limitations.
Principal medical conditions found among PRIDE participants

- Orthopedic Impairments 33%
- Mental Health Conditions 33%
- Asthma, Respiratory Conditions, Diabetes, Hypertension, Arthritis and Cardiac Conditions 33%
PRIDE Program Description

- Functional Capacity Determination
  - employable with limitations
- Referral to Service Provider
- Case Management
- Assessment
- Specialized Programming
  - Work Experience/Education/Training
  - SSI Counseling
  - Job Placement & Retention Services
**Biopsychosocial Assessment**

- Functional Capacity Determination by contracted medical provider
- Allows physician to recommend engagement strategy
  - Client is Employable – Job Center
  - Client is Employable with Limitations – PRIDE
  - Federal Disability – Client unemployable – PRIDE
  - Wellness Rehabilitation – Unstable medical condition – Monitored by Medical Provider
Concurrent Activity

- Clients were engaged in activities for at least 20 hours and up to 35 hours a week.
- At least 20 hours are in specialized work experience assignments tailored to meet their special needs.
- Remaining hours are spent in education, training, job preparation, and placement activities.
Federal Disability Assistance

SSI Counseling

- Many people on welfare have physical or mental health conditions that limit their ability to work or engage in activities for up to 12 months.
- Clients were referred to Independent Living Centers (ILCs) for help and support in establishing eligibility for SSI, including appeals.
- ILCs provide advocacy and self-help services to the disabled.
PRIDE placed a participant in a job that accommodated their limitations

- Provided job readiness preparation and employability skills
- Arranged for placement interviews and job coaching
- Provided job development, employer / consumer counseling, support from day one of a participant's placement in a job and ensures reasonable accommodations
- Offered support services to participants as they make the transitions from Welfare to Work
Contract Model

- Performance Based Contract – Pay for Results
  - Cost Reimbursement
  - Performance Milestones

- Payment for Providers is largely performance based with some funding for daily client participation
  - Assessment
  - Daily Rate
  - Day 1 Placement
  - 30, 90, 180 day retention
What we learned

- This is a model for other social service districts – many continue exempt and not engage individuals employable with limitations
  - Disabled will voluntarily participate in specialized programs that meet their needs
  - Disabled can obtain and maintain competitive employment
  - Concurrent work activity is part of the solution
PRIDE was part of the National Employment Retention and Advancement (ERA) project.

MDRC used a random assignment research design to assess the effectiveness of PRIDE:
- PRIDE Group
- Control Group

Findings:
- 34% of the PRIDE Group reported employment
- 25% of the control reported employment
WeCARE Functional Capacity Outcomes

- Employable with no limitations 6%
- Federal Disability 16%
- Wellness Rehabilitation 36%
- Employable with limitations 42%
WeCARE Assessment Outcomes

Psychosocial assessment

Lab tests, x-rays, etc.

Biopsychosocial Assessment

Comprehensive medical exam

Specialty medical exam

Functional Outcome

Comprehensive Service Plan

Client is employable
No accommodations needed

Client is employable
may require minimal accommodations

Vocational Rehabilitation
Client is employable with limitations

Wellness Rehabilitation
Client needs medical treatment to stabilize condition

Federal Disability
Client is unemployable
WeCARE Vocational Rehabilitation

Vocational Rehabilitation
Client is employable with limitations

Diagnostic Vocational Evaluation / Individual Plan of Employment

New Or Acute Condition Re-Assessment

Job coaching

Vocational Rehabilitation Services

Job search

Medical treatment and health education for individual & family

Vocational Rehabilitation Services

Specialized WEP

Skills training and education

Accommodations

Job Placement

Retention Services

Transitional Benefits or Employment Supports
WeCARE Federal Disability

Application for Federal Disability Benefits
Client is unemployable

- Obtain/provide additional supporting medical documentation
- Link and collaborate with treatment providers
- Case management
- Health education

Application for Federal Disability Benefits

Benefits approved?

- Yes
  - Receipt of SSI/SSDI

- No
  - Assist with appeal process
WeCARE Wellness Rehabilitation

Client needs medical treatment to stabilize condition

Wellness / Rehabilitation Plan

Reevaluate status and develop appropriate functional capacity outcome

- Link and collaborate with appropriate treatment providers
- Health education
- Case management
- Monitor and facilitate compliance with, and progress in, medical treatment

Client is employable with limitations
Client is employable may require minimal accommodations
Vocational Rehabilitation

Federal Disability
Client is unemployable