

PRIDE:
**a model for wellness and
employment**

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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".

Health and Well-Being Benefits of Work

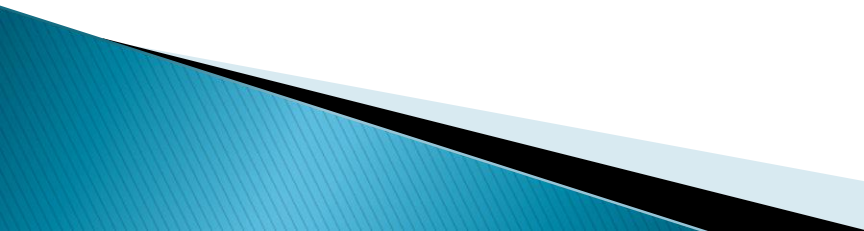
- ▶ **Benefits of Returning to Work***
 - Meet people, interact and build relationships
 - Play a larger role in society, bringing communities together
 - Feel valued and have self confidence
 - Bring in income and provide for our families – work is the best route out of poverty, especially for those 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".

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
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Principal medical conditions found among PRIDE participants

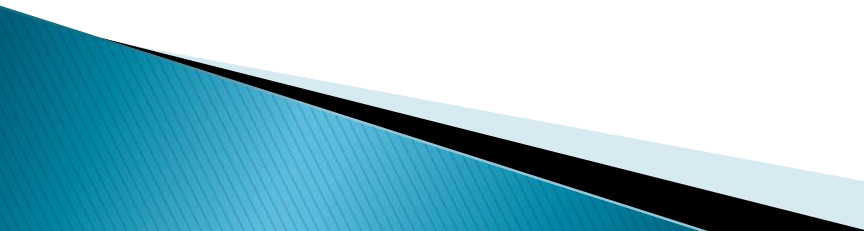


■ Orthopedic Impairments
33%

■ Mental Health
Conditions 33%

■ Asthma, Respiratory
Conditions, Diabetes,
Hypertension, Arthritis
and Cardiac Conditions
33%

PRIDE Program Description

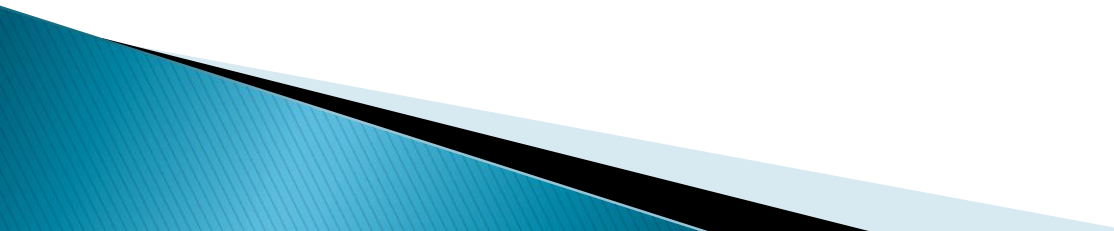
- ▶ Functional Capacity Determination
 - employable with limitations
 - ▶ Referral to Service Provider
 - ▶ Case Management
 - ▶ Assessment
 - ▶ Specialized Programming
 - Work Experience/Education/Training
 - SSI Counseling
 - Job Placement & Retention Services
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Biopsychosocial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


Engagement

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
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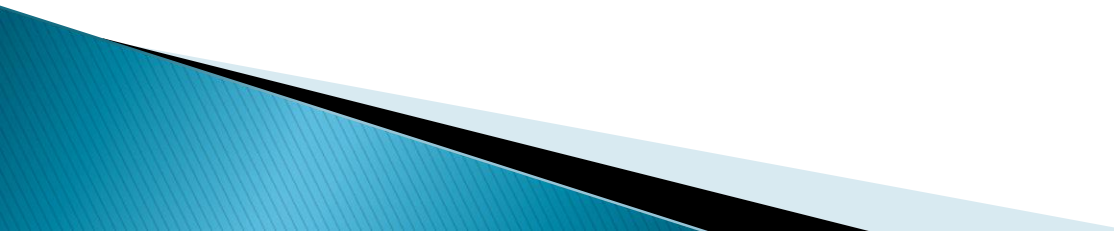
Federal Disability Assistance

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
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Job Placement

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 participants placement in a job and ensures reasonable accommodations
 - ▶ Offered support services to participants as they make the transitions from Welfare to Work
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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

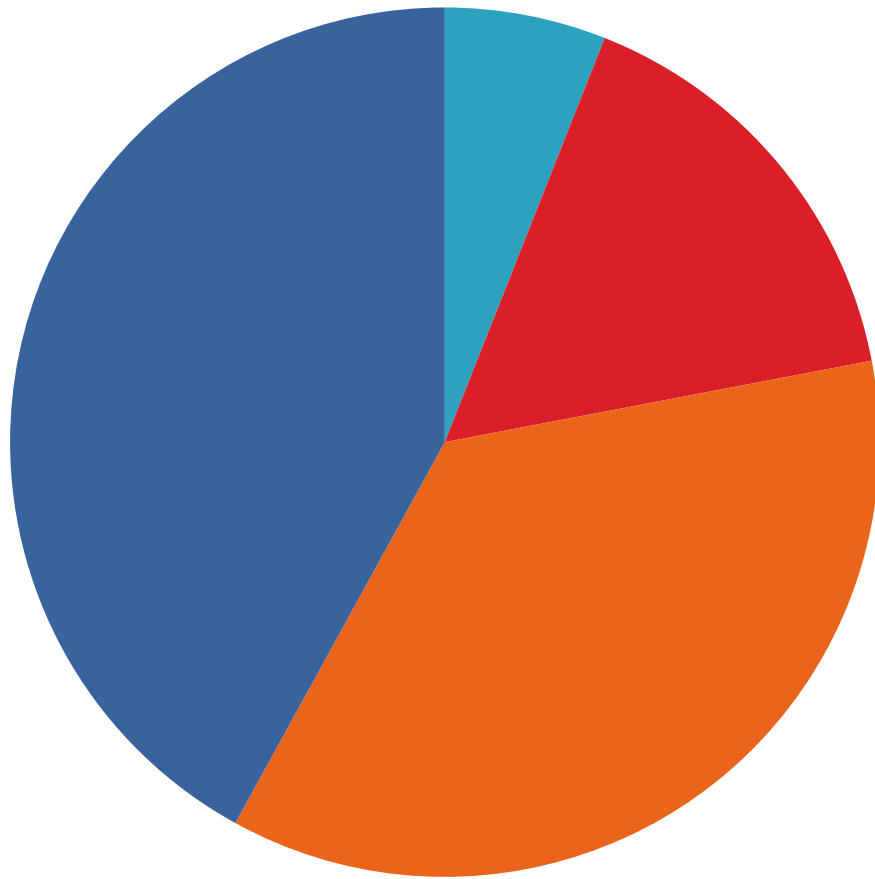
MDRC

- ▶ 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:

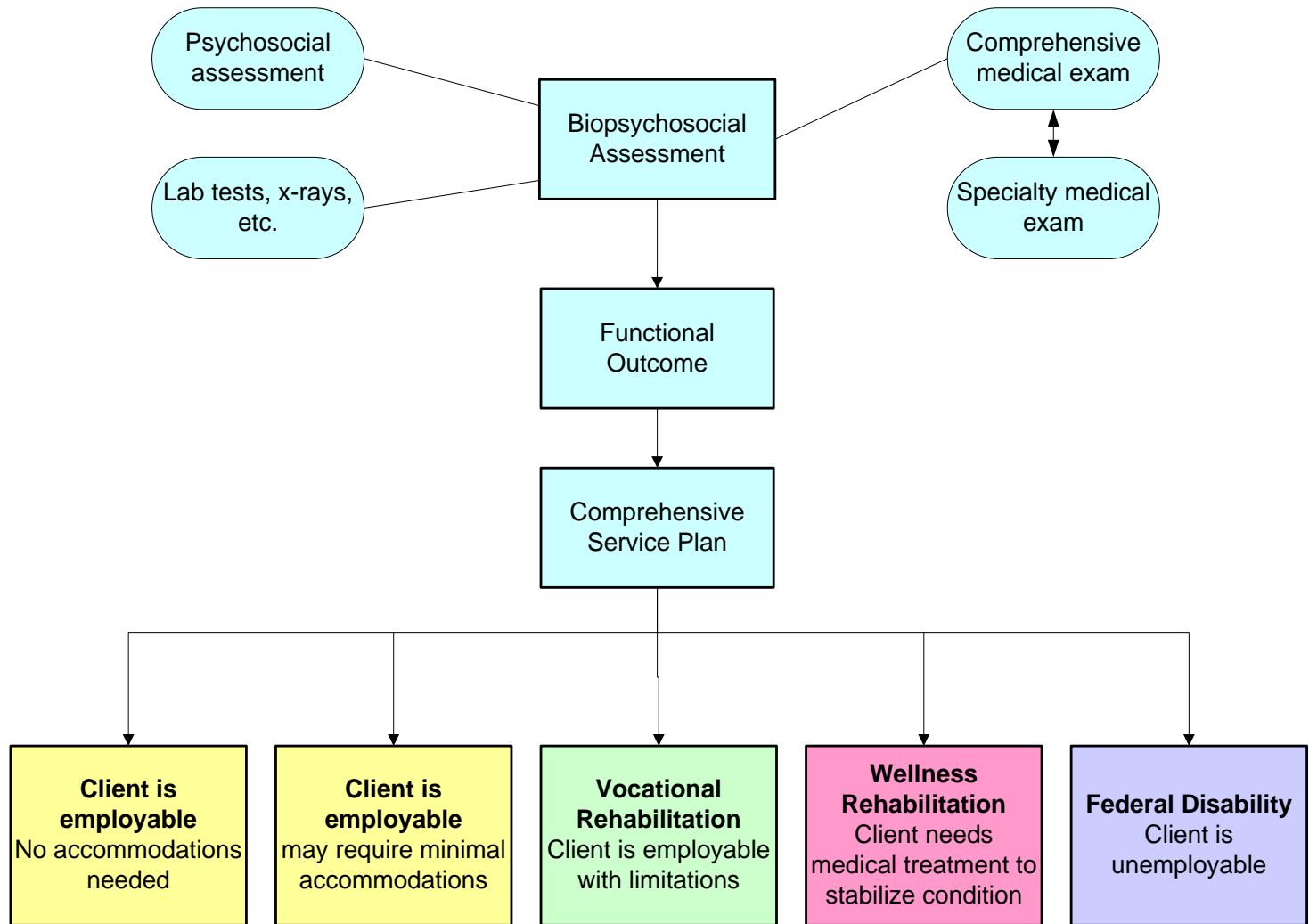
- ▶ 34% of the PRIDE Group reported employment
 - ▶ 25% of the control reported employment
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WeCARE Functional Capacity Outcomes

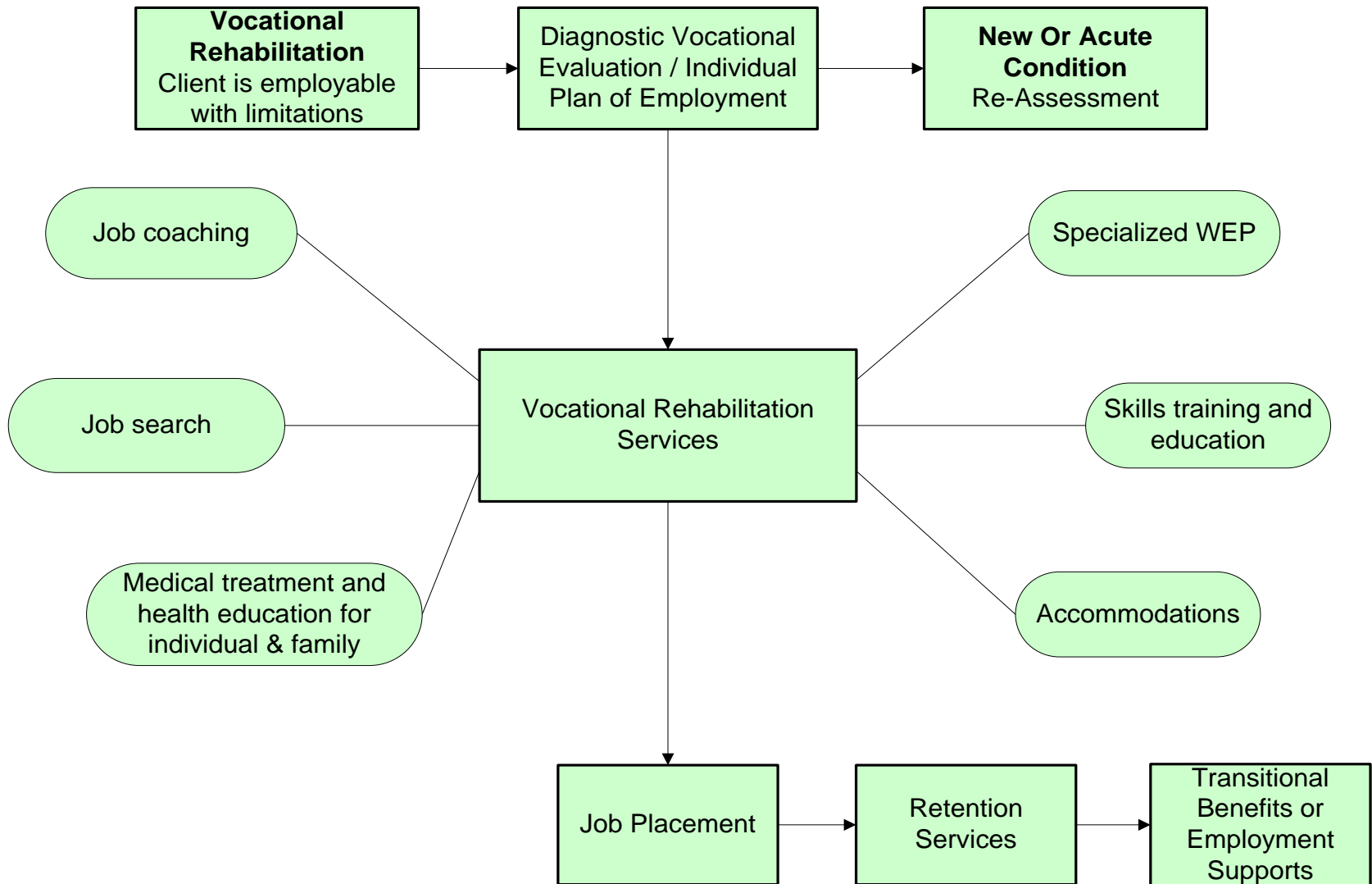


- Employable with no limitations 6%
- Federal Disability 16%
- Wellness Rehabilitation 36%
- Employable with limitations 42%

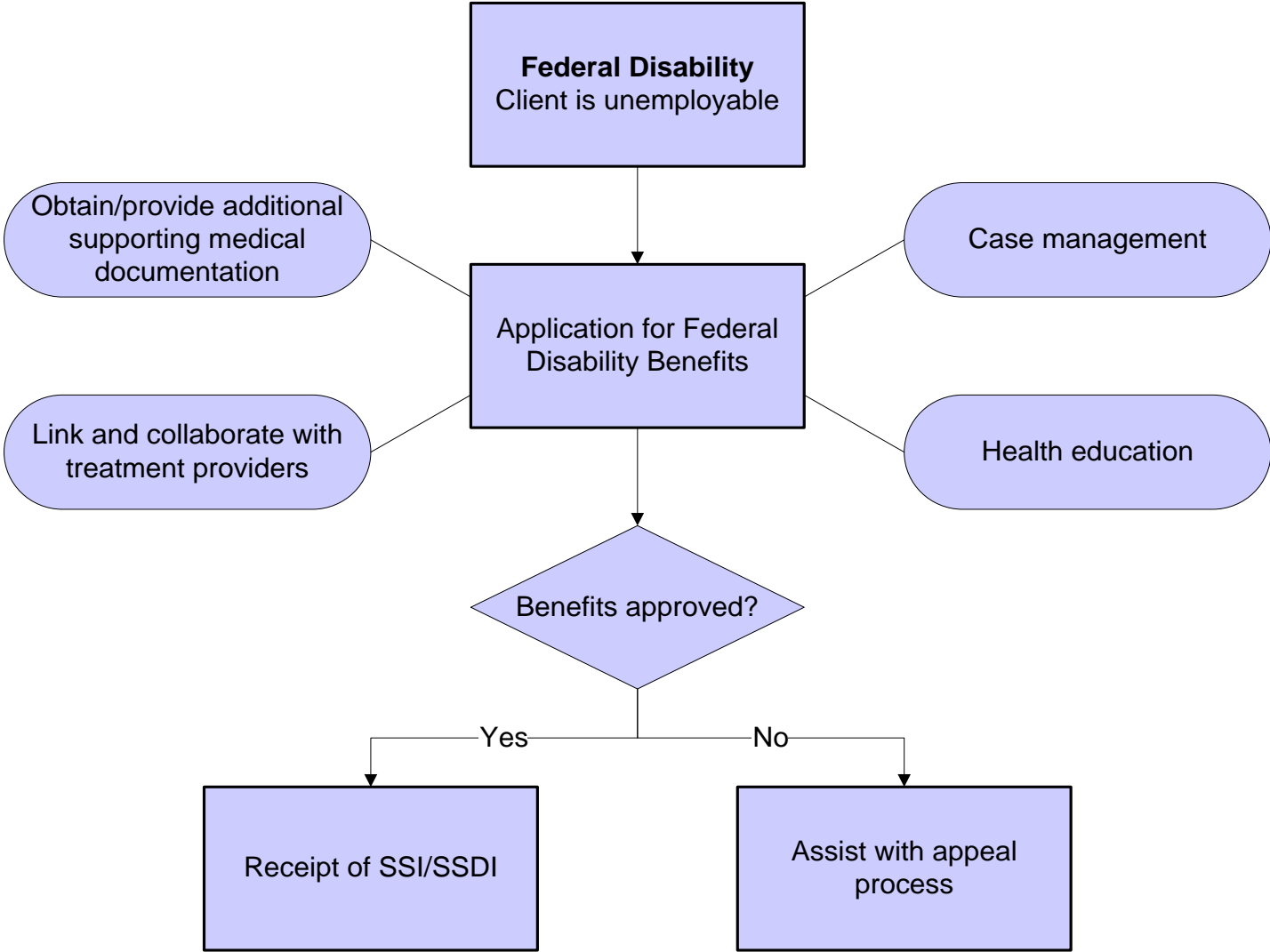
WeCARE Assessment Outcomes



WeCARE Vocational Rehabilitation



WeCARE Federal Disability



WeCARE Wellness Rehabilitation

