

# Characteristics of EIDP Participants and the Jobs They Hold: Preliminary Findings of the Employment Intervention Demonstration Program (EIDP)\*

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# Employment Intervention Demonstration Program

A federally funded multi-site study designed to test interventions at 8 sites combining clinical and vocational services for people with psychiatric disability.

## 8 Sites

Arizona

Connecticut

Massachusetts

Maryland

South Carolina

Texas

Maine

Pennsylvania

# Types of Vocational Models Tested

- Supported Employment
- ICCD Clubhouse
- Individual Placement & Support
- PACT Vocational Model
- ACT/IPS Model
- Employer Consortium
- Unique EARNNS Model
- Unique LETS Model
- Unique Family/ACT Model

# Domains of the EIDP Common Protocol

Demographics

Residential Status

Income Sources & Entitlements

Physical & Cognitive Impairments

Clinical & Medications

Quality of Life

Self-Esteem

Work Motivation

Social

Vocational

Services

Cost

# Background Features of EIDP Participants (N=1648)

<b>Gender:</b>	Male	53%
	Female	47%
<b>Age:</b>	Range	18-76 years
	Mean	38 years
<b>Ethnicity:</b>	Caucasian (Non-Hispanic)	48%
	African American	31%
	Hispanic	14%
	Asian	1%
	American Indian	3%
	Other	3%

# Background Features of EIDP Participants

## (N=1648) (cont.)

<b>Highest Level of Education:</b>	< High School	34%
	High School	30%
	Some College	25%
	AA Degree	4%
	BA Degree	4%
	Some Graduate	2%
	Advanced Degree	1%

<b>Baseline Residential Status:</b>	Homeless	3%
	Institution/Facility	14%
	Assisted/Supported	10%
	Supported/With Family	23%
	Independent	50%

# DSM-IV Diagnoses

## Primary Diagnoses on AXIS I

Schizophrenia	31%
Schizoaffective	18%
Psychotic	3%
Depression	21%
Bipolar Disorder	16%
Dysthymia	2%
Substance Abuse	2%
Other	7%

## Secondary Diagnoses on AXIS I

Substance Abuse	64%
Post-Traumatic Stress Disorder	5%
Mood Disorder	5%
Other	14%
No Secondary Diagnosis	12%

# Psychiatric Hospitalization and Medication Information

## # Hospitalizations in

**Lifetime:** range 0-100  
mean (median) 6 (4)

## # Months Hospitalized in

**Lifetime:** range 0-336  
mean (median) 13 (4)

## # Months Since Most Recent

**Hospitalization\*:** range 0-437  
mean (median) 34 (14)

## Age at 1st Hospitalization\*:

range 5-62  
mean (median) 25 (23)

\* only for respondents who have been hospitalized

# Psychiatric Hospitalization and Medication Information (cont.)

**Proportion Currently Prescribed Medication:** 96%

<b># of Psychiatric Medications:</b>	none	4%
	1	19%
	2	34%
	3	26%
	4-5	16%
	6 or more	1%

# Caveats to Preliminary Results

- Data come from clients' first 8 quarters of EIDP participation - programs were in various phases of implementation & may not all have been at equal "strength"
- Results vary between the 8 sites, especially the PA site which has a different type of participant population (already-working)
- Results include both experimental & control group participants
- Results are primarily descriptive & the statistical analyses are at the zero-order level (no controls)

# Economic Productivity

- 2230 jobs were held by clients in the first 8 quarters of their EIDP participation, an average of 2.2 jobs per worker
- \$4.7 million was earned by clients in the first 8 quarters of their EIDP participation
- The average amount earned per employed client was \$4,894
- 820,293 hours were worked by EIDP clients
- The average number of hours worked per employed client was 832

# Job Features

- Jobs paid an average of \$5.91 per hour
- 86% of all jobs held were at minimum wage or above
- Client's jobs averaged 19.4 hours per week
- 17% of all jobs were full time (35+ hours)
- On average, clients took 6 and 1/2 months to obtain their first job

# Proportion of EIDP Participants Employed

- 28% of those receiving services for 3 months
- 40% of those receiving services for 6 months
- 47% of those receiving services for 9 months
- 51% of those receiving services for 12 months
- 56% of those receiving services for 18 months
- 58% of those receiving services for 24 months

\* \* \*

The 1994/95 employment rate for persons with severe disabilities was 26%.

Source: Survey of Income and Program Participation, US Bureau of the Census

# Degree of Integration with Non-Disabled Co-Workers and Disclosure of Disability

## **Opportunity for Contact with Non-Disabled Co-Workers**

Constant	40%
Regular	34%
Minimal	14%
None	12%

## **Job Set Aside for Person with a Disability?**

No	74%
Yes	26%

## **Supervisor Knows Worker has a Disability**

No	43%
Yes	57%

# Dictionary of Occupational Titles

## Worker Functions Codes

### DATA

- 0 Synthesizing
- 1 Coordinating
- 2 Analyzing
- 3 Compiling
- 4 Computing
- 5 Copying
- 6 Comparing

### PEOPLE

- 0 Mentoring
- 1 Negotiating
- 2 Instruction
- 3 Supervising
- 4 Diverting
- 5 Persuading
- 6 Speaking-Signaling
- 7 Serving
- 8 Taking  
Instructions/Helping

### THINGS

- 0 Setting Up
- 1 Precision Working
- 2 Operating-Controlling
- 3 Driving-Operating
- 4 Manipulating
- 5 Tending
- 6 Feeding-Offbearing
- 7 Handling

# Level of Contact with Data Among Jobs Held by EIDP Participants

<u>Level of Contact with Data Among EIDP Jobs</u>	<u>%</u>
Synthesizing ( <i>highest expertise</i> )	<1%
Coordinating	2%
Analyzing	3%
Compiling	18%
Computing	8%
Copying	6%
Comparing ( <i>lowest expertise</i> )	62%
<b>PROGRAM TOTAL</b>	<b>100%</b>

# Level of Contact with People Among Jobs Held by EIDP Participants

<u>Level of Contact with People Among EIDP Jobs</u>	<u>%</u>
Mentoring ( <i>highest expertise</i> )	1%
Negotiating	0%
Instructing	2%
Supervising	1%
Diverting	1%
Persuading	4%
Speaking-Signaling	17%
Serving	15%
Taking Instructions ( <i>lowest expertise</i> )	59%
<b>PROGRAM TOTAL</b>	<b>100%</b>

# Level of Contact with Things Among Jobs Held by EIDP Participants

<u>Level of Contact with Things Among EIDP Jobs</u>	<u>%</u>
Setting Up ( <i>highest expertise</i> )	<1%
Precision Working	5%
Operating-Controlling	8%
Driving-Operating	2%
Manipulating	7%
Tending	1%
Feeding/Offbearing	<1%
Handling ( <i>lowest expertise</i> )	77%
PROGRAM TOTAL	100%

# Substance Abuse Diagnoses & Work Outcomes

	<u>None</u>	<u>Alcohol</u>	<u>Drugs</u>
	(66%)	(20%)	(14%)
% employed *	57%	43%	55%
average # jobs*	1.2	.87	1.2
total # hours *	498	262	370
total \$ earned*	\$2833	\$1374	\$1930
monthly average*	\$171	\$49	\$179

\*chi-square/F test significant at  $p < .01$

# Relationship Between SSI/SSDI & Work

## **SSI only**

- 55% of those receiving SSI worked
- 63% of those not receiving SSI worked

chi square = 9.3\*\*

## **SSDI only**

- 59% of those receiving SSDI worked
- 60% of those not receiving SSDI worked

chi square = 0.7<sup>ns</sup>

## **Both SSI and SSDI**

- 60% of those receiving both SSI and SSDI worked
- 60% of those not receiving SSI and SSDI worked

chi square = 0.89<sup>ns</sup>

# Some Observations Based on Initial Findings

- participants have significant levels of disability and impairment
- productivity potential is large given number of hours worked and amount of money earned
- initial employment rates are positive and increase as length of time receiving services increases
- initial jobs are largely low skilled and part-time, yet socially integrated and at/above minimum wage