

FINAL REPORT

Massachusetts Employment Intervention Demonstration Project

“An Experimental Comparison of PACT and Clubhouse”

Cooperative Agreement No. SM 51831

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received from Crystal Blyler, Ph.D., SAMHSA Project Monitor**

EXECUTIVE SUMMARY

The Massachusetts EIDP is an experimental comparison of (1) the vocationally integrated Program of Assertive Community Treatment (PACT) that originated in Madison, Wisconsin and (2) the 'clubhouse' model of psychiatric rehabilitation that is based on Fountain House in New York City and operationally defined by the International Center for Clubhouse Development (ICCD). The MA EIDP was one of 8 collaborative projects within the Employment Intervention Demonstration Program (EIDP) of the federal Substance Abuse and Mental Health Services Administration conducted from 1995 to 2000.

The MA EIDP is unique within the EIDP. In contrast to the specialized employment programs that served as focal interventions in the 7 other projects, the MA EIDP had two focal interventions that were both multi-service programs in which all staff provided vocational services *in tandem* with mental health services. Each staff person provided vocational services to all consumers in his or her caseload. Staff trained in vocational rehabilitation provided consultation to other staff, but also operated as generalists, providing mental health services as well. By operational definition, both PACT and Clubhouse offered high quality supported employment services with a goal of competitive employment.

The PACT model. The Program of Assertive Community Treatment (Stein & Test, 1980; Test & Stein, 1980; Test, Knoedler, Allness, Burke, Kameshima, & Rounds, 1997) is an intensive mobile treatment team providing a full range of direct clinical and rehabilitation services in locations within the community. Full-time PACT personnel include generalist staff trained as registered nurses, clinical psychologists, case managers, substance abuse specialists, occupational therapists, and vocational specialists, in addition to part-time psychiatrists (Russert & Frey, 1991). The MA EIDP PACT was created by Leonard Stein, M.D. and Jana Frey, Ph.D. of Madison, Wisconsin. Fidelity of the PACT team to the original PACT model was verified through site visits by Dr. Stein, Dr. Frey, and Dr. Gary Bond.

The ICCD Clubhouse model. The Clubhouse model (Anderson, 1998; Beard, 1987) is a facility-based intervention designed to offer persons with serious mental illness membership in a mutually supportive community. A defining aspect of the Clubhouse model is the Work-Ordered Day (Beard et al., 1982), in which members and staff work side-by-side to perform work essential to the Clubhouse. All certified Clubhouses provide comprehensive case management by trained staff and an array of other support services, and consumers decide how and when to use Clubhouse services. The Clubhouse program in Worcester, Massachusetts, Genesis Club, Inc., has been continuously certified by the International Center for Clubhouse Development (ICCD) as having full fidelity to the Clubhouse model, confirming that it operates in compliance with the International Standards for Clubhouse Programs.

Because both PACT and Clubhouse programs routinely enroll persons not interested in employment, the MA EIDP did not screen for work interest. No mandatory informational or 'induction' meetings were held, and no applicants were turned away because they would not be willing to look for paid work. While 98%-100% of participants in the 7 other EIDP samples reported baseline interest in finding work, only 70% of MA EIDP participants did so. Admission criteria for the MA EIDP were (a) age 18 or older, (b) a DSM-IV diagnosis of serious mental illness, (c) absence of severe mental retardation (IQ>60), and (d) being currently unemployed. The only exclusion criterion was previous PACT or Clubhouse experience.

The MA EIDP is also unique in its inclusion of consumers and family members. All research activities included mental health service consumers, and 3 of the 6 full-time EIDP research staff had diagnoses of serious mental illness. All major research decisions, including all design issues and recruitment planning, were overseen by the project's Advisory Council composed primarily of consumer advocacy group members and members of the Massachusetts Alliance for the Mentally Ill.

Data sources for the MA EIDP included (a) clinical records, (b) participant interviews, (c) employment records, and (d) daily service logs. The datasets used in preparing this final report have been subjected to multiple checks as well as having been reviewed by experimental program staff, and, in the case of employment and personal history data, by the project participants themselves. MA EIDP data was also submitted on a quarterly basis to the EIDP Coordinating Center for quality assurance checks.

The MA EIDP sample was similar to general population descriptions of people with serious mental illness: 55% male, average age 38 years, 65% high school graduates, and 52% with a diagnosis of schizophrenia. The percentage of ethnic minority participants (21%) was similar to the local population. Few participants were predisposed to work: 42% reported being unable to work and 75% had been unemployed a year or more at the time of enrollment. The intent-to-treat study sample (175) included persons who were physically disabled, too ill to work, in jail, or continuously in the hospital.

Retention and Employment Rates. Study findings show clear superiority in participant retention for PACT. At the end of the 24-month follow-up period, 81% of PACT participants were still receiving direct services compared to a service retention rate of 60% for Clubhouse. The overall intent-to-treat competitive employment rates for PACT and Clubhouse were 57.0% and 48.3%, respectively. These employment rates compare favorably to published rates for other multi-service programs, e.g., the Village in California (Chandler, Meisel, Hu, McGowen & Madison, 1997), and Thresholds in Chicago (Bond, Dietzen, McGrew, & Miller, 1995). To allow MA EIDP rates to be compared to the rates of other supported employment programs designed to serve only people interested in work, placement rates were also calculated for only those participants who had expressed an interest in obtaining paid work at the time of study entry. The 24-month competitive employment rates for work-interested participants (only those persons who might ordinarily enroll in a supported employment program) were 64% for PACT and 59% for Clubhouse. The 12-month competitive employment rates for these same work-interested samples (56% & 48%) approximate the average 58% and 34% annual job placement rates for supported employment programs serving only consumers with *a priori* interest in paid work reported in recent research reviews (Bond et al., 1997; Crowther, Marshall, Bond, & Huxley, 2001). More important, about a third (32%) of all participants who were not clearly interested in getting a job (those persons who would *not* ordinarily enroll in supported employment) took a competitive job while in the MA EIDP.

Work Duration and Earnings. Clubhouse participants worked more total days ($M = 254$ vs. 173) of competitive employment for higher average hourly pay (\$7.31 vs. \$6.24) compared to PACT participants. Clubhouse competitive jobs were also more likely than PACT jobs to be white collar and professional rather than manual labor. This overall difference in employment outcomes may be related to greater PACT attention to very disabled participants and/or Clubhouse model reliance on a network of employers, in addition to a variety of operational differences between these two service models that will be explored in future analyses. Total participant earnings from any type of work over the two-year period were nearly equivalent for the two interventions: \$262,475 for Clubhouse and \$211,310 for PACT. In spite of enrolling people without work interest, earnings for employed PACT and Clubhouse participants match the published earnings of popular supported employment teams designed to serve only consumers interested in work (Drake, et al., 1999; Drake, McHugo, Becker, Anthony & Clark, 1996). Clubhouse participants' average competitive employment earnings for an 18 month period (\$4582) match the 18 month average earnings for an Individual Placement and Support (IPS) program in New Hampshire (\$4347), and average competitive job earnings for both Clubhouse and PACT (\$3051) exceed or match 18 month earnings for an IPS in Washington, DC (\$3084). Moreover, MA EIDP participants with no initial work interest had similar total work days, work hours, earnings, and tenure on longest job as work interest participants even though they began work an average of two months later. These findings argue for the importance of conducting controlled comparisons of vocationally integrated multi-service