



Capacity Building: Supporting the Implementation of Evidence-based Practices

Rural Communities



Successful System Change requires...

- ▶ Vision: A shared understanding of what you want to do, and why you want to do it!
- ▶ Commitment: Decision-makers and funders are engaged and working to support the system change.
- ▶ Resources: How will the project be funded? Who will participate?
- ▶ Infrastructure: Design and promote wide understanding of how the new activities fit within existing structures, and where you are creating new structures.
- ▶ Metrics: How will you know if you are successful? Set targets, measure process and outcome data.

Successful System Change


Widespread support for change is an important factor in implementation. Unless people see why “we should do this”, you will be unable to overcome what seems to be ingrained human resistance to doing something new!



"I've seen this before: Combustion due to extreme resistance to change."



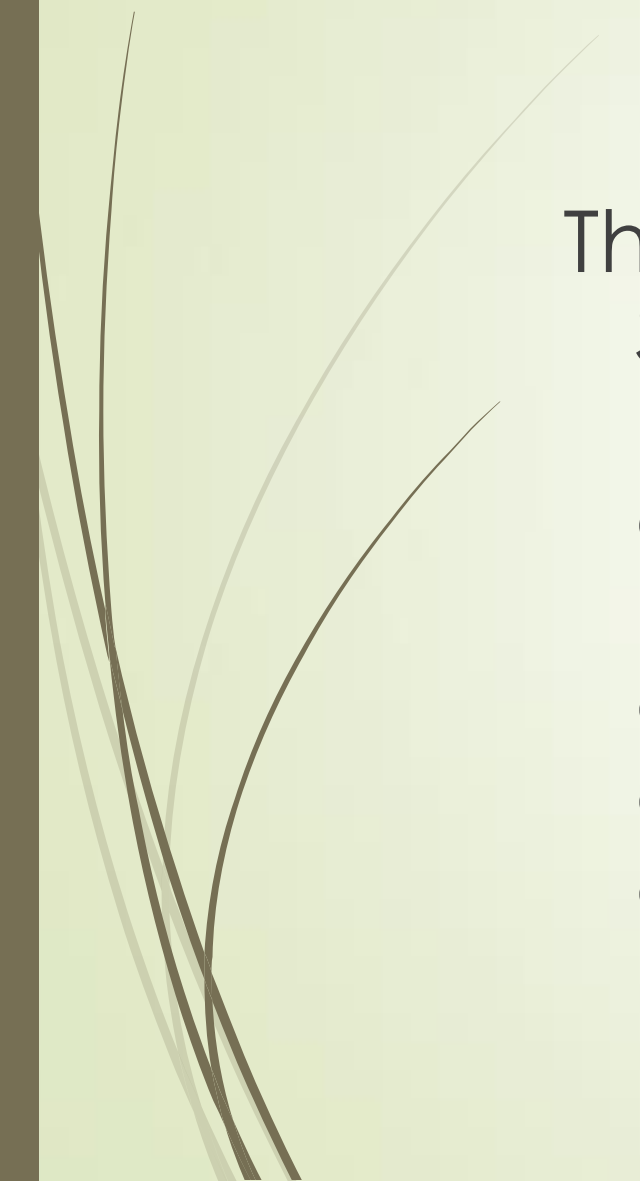
Capacity Building Initiative



AHP is working with Grays Harbor County to help craft and implement an initiative that implements Supported Employment, Permanent Supportive Housing and Housing First for people with behavioral health disorders who are homeless.




Evidence-Based Practices



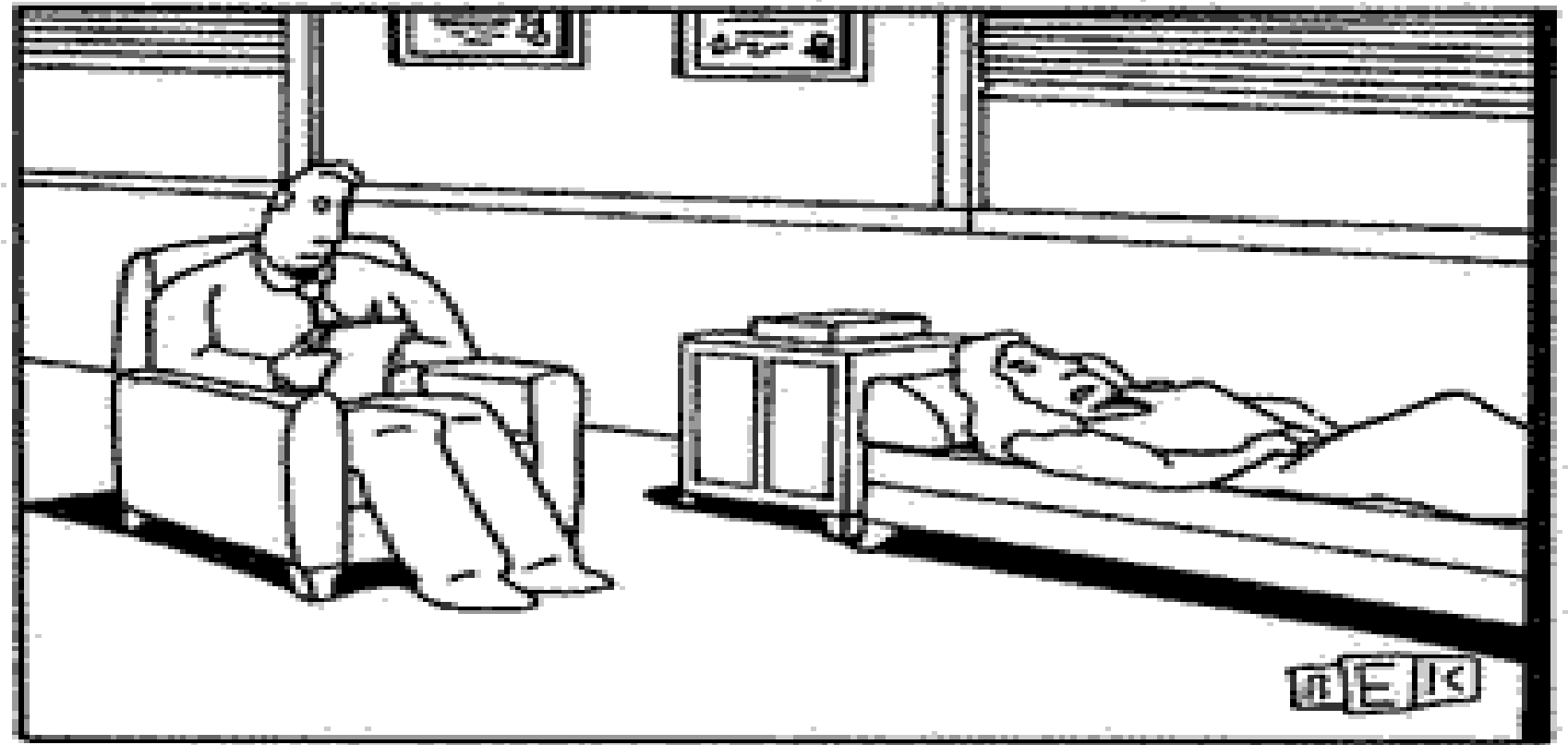
The US Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA) endorses the use of evidence-based practices. Supported Employment (SE) and Permanent Supportive Housing (PSH) are two of these practices. Housing First is a high fidelity version of PSH.



Evidence-based Practices

- Deliver predictable results
 - Are based on observable skills and behaviors
 - Can be tracked via process (fidelity) and outcome (performance) measures
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Want results?



"Well, I do have this recurring dream that one day I might see some results."



Serving People Effectively

PSH (and Housing First, as a high-fidelity way to provide PSH) helps people achieve ***stable housing***.

Studies have shown that people who are actively using substances at the time they enter housing are as likely to achieve housing stability as those who are not.

PSH helps keep people out of the criminal justice system. This includes reductions in arrests and incarceration, as well as convictions and recidivism.

PSH promotes access to physical and mental health care.



Serving People Effectively

PSH is associated with reduced substance use.

Most studies of PSH that have examined substance use have identified reductions in alcohol and/or illegal drug use, (Cheng et al., 2007; Larimer, 2009; Padgett et al., 2011).


One study comparing Housing First and treatment-first programs found that people in the Housing First program had lower rates of substance use and were less likely to leave the program, even though they were less likely to participate in treatment (Padgett et al., 2011).

What Is Supported Employment?

- Helps people with mental illnesses find and keep meaningful jobs in the community
- The jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled

Practice Principles of Supported Employment

- ▶ Eligibility is based on consumer choice
- ▶ Supported Employment services are integrated with comprehensive mental health treatment
- ▶ Competitive employment is the goal
- ▶ Personalized benefits counseling is important
- ▶ Job search starts soon after consumers express interest in working
- ▶ Follow-along supports are continuous
- ▶ Consumer preferences are important



Permanent Supportive Housing (PSH) is defined as **affordable, integrated housing** with full rights of **tenancy**, choices in housing, and access to voluntary, flexible support **services**, without readiness requirements. PSH is quite different from more traditional settings in which people with disabilities reside. In PSH, people hold a lease, choose from a range of units, and choose whether to live alone or with others, just like any other member of the community. People can lock their doors, have visitors, and set their own schedules.

What is Permanent Supportive Housing?



Core elements of PSH

Core Elements:

- Choice
- Separation of Housing and Services
- Safe, Decent and Affordable
- Integration
- Rights of Tenancy
- Access
- Services

Other considerations:

- Caseload size – 1 to 12-15
- 24 hour availability
- Team approach



What about Housing
First?



Where does that fit?



Housing First

- Housing First (HF) is a high fidelity version of PSH.
- The US Interagency Council on Homelessness (USICH) has published a HF checklist that identifies domains that must be maximized to meet HF fidelity.
- The USICH checklist also includes system requirements and system operations suggestions.



Housing First

- Admission/screening criteria: Structured to promote the acceptance of applicants regardless of sobriety or use of substances, completion of treatment, or participation in services. (PSH Choice Dimension; Access Dimension)
- Rejection practices: Applicants are seldom rejected on the basis of poor credit/financial history, rental history, minor criminal convictions, or behaviors indicating a lack of “housing readiness.” (PSH Access Dimension)
- Referrals: Program accepts referrals from shelters, outreach, drop-in centers, and other parts of the crisis response system. (PSH Access Dimension)
- Supportive services: Plans are tenant-driven and focused on problem solving; services are voluntary. (PSH Services Dimension)

Questions, Comments?

