

Presentation Outline

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3. Characteristics of Texas and Minnesota Enrolled Population
4. Motivation to Work Scale
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 2. Motivation to Work Dimensions
5. Summary



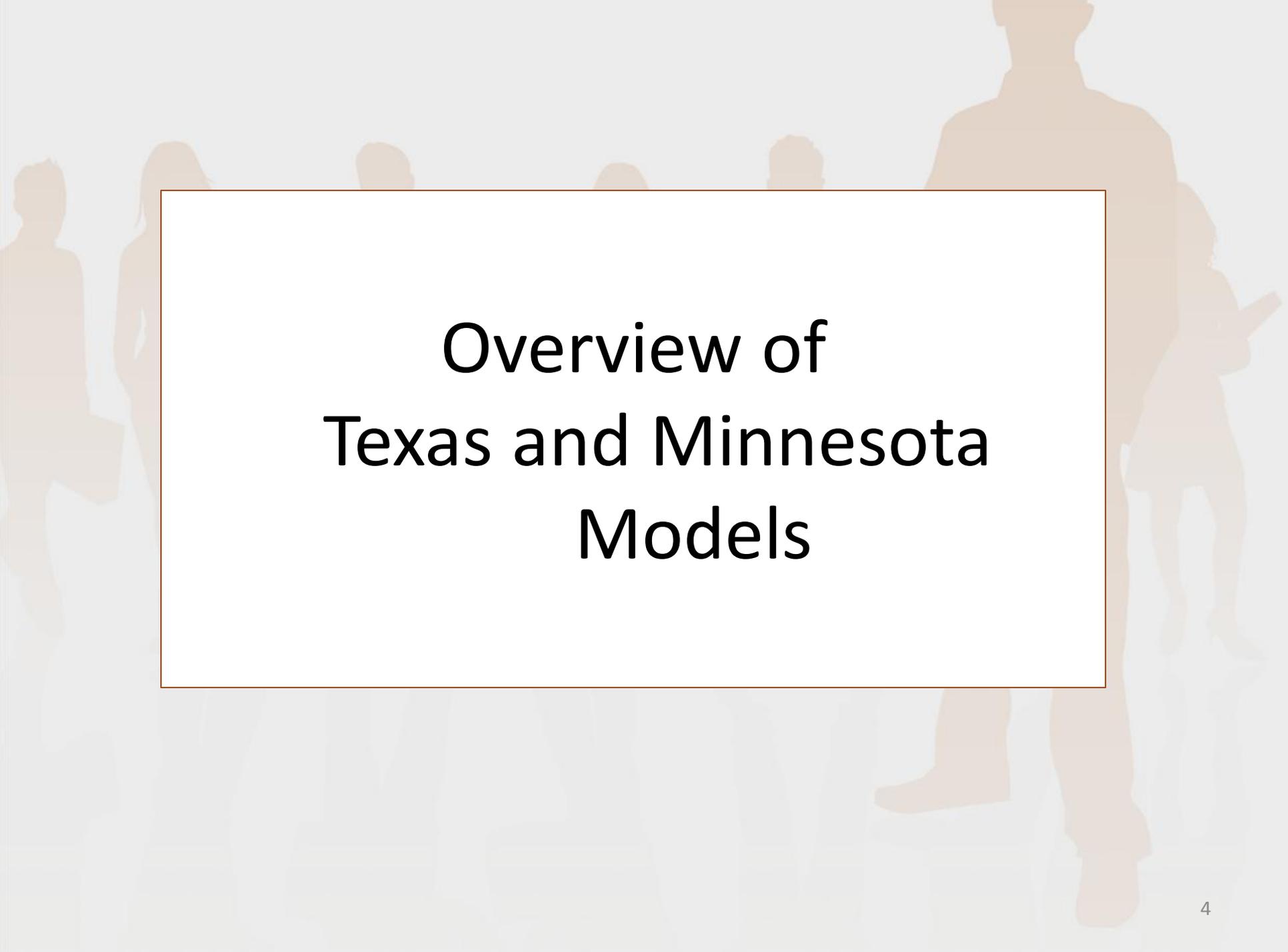
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Why Measure Work Motivation?

- DMIE interventions focus on health and keeping people employed. The DMIE is leveraging people's “strengths” rather than treating “deficits”
- Important to examine work motivation & attachment to work as variables potentially associated with the decision to apply for SSDI
- Hypothesis: Attachment to work and staying employed is a protective factor in managing mental and physical illness and remaining independent



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Overview of Texas and Minnesota Models

Texas Program

- Target Population: Individuals with serious mental illness or behavioral health with physical health illness working at least 40 hours/month
- Intervention:
 - Enhanced health benefits
 - Improved access to services
 - Case management services
 - Employment support services



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Minnesota Population and Intervention

- Target Population: Individuals with serious mental illness working at least 40 hours/month
- Intervention:
 - Health care services (MA benefit set)
 - Wellness Employment Navigator Services
 - Employee Assistance Program and other employment support services
 - Peer-Facilitated Services (Wellness Recovery Action Plan)



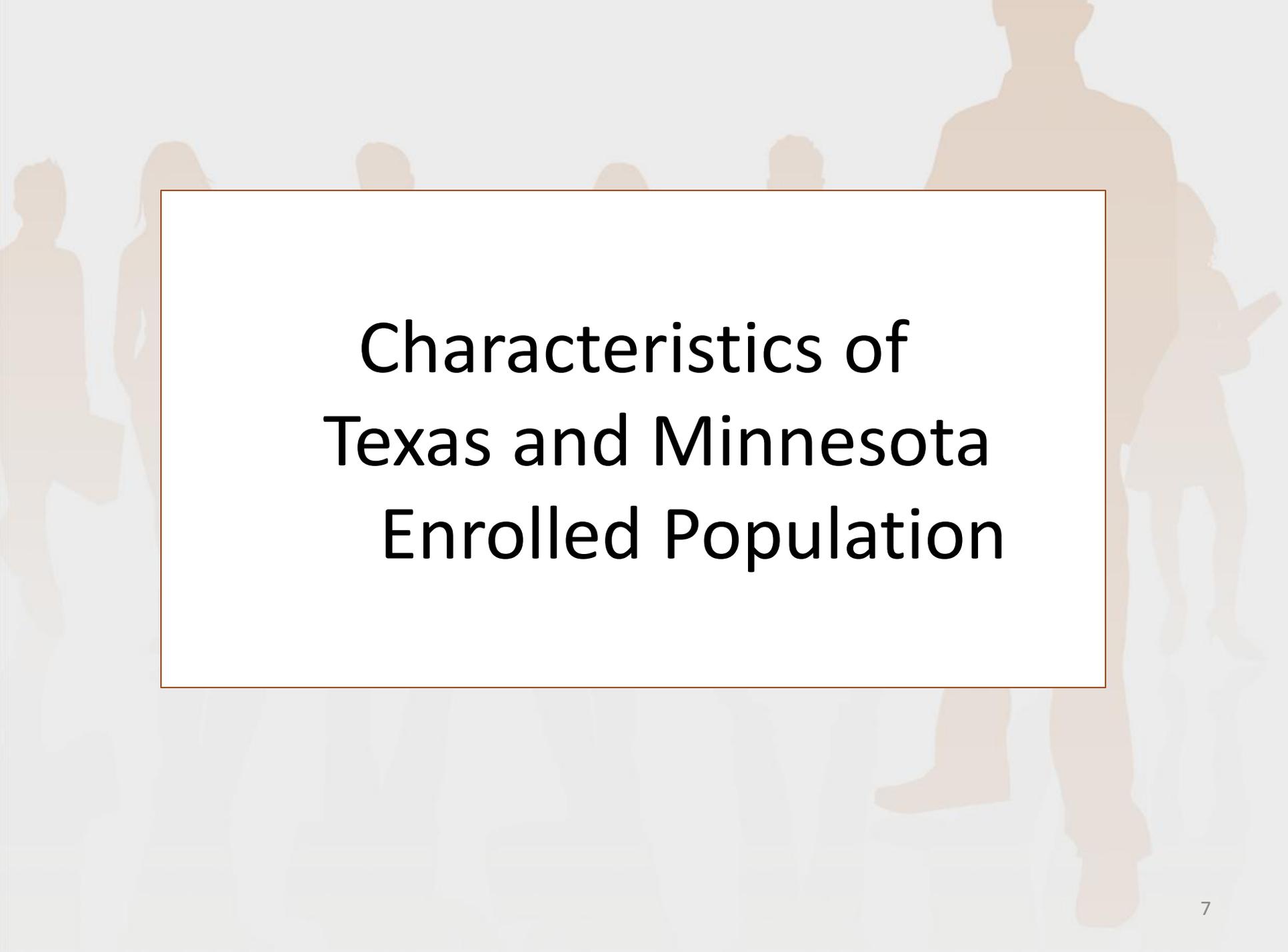
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Characteristics of Texas and Minnesota Enrolled Population

Sample Size

- Texas Sample:
 - 1271 used for analysis as of March 25
 - 1445 currently enrolled
- Minnesota Sample: 962 (as of April 7)



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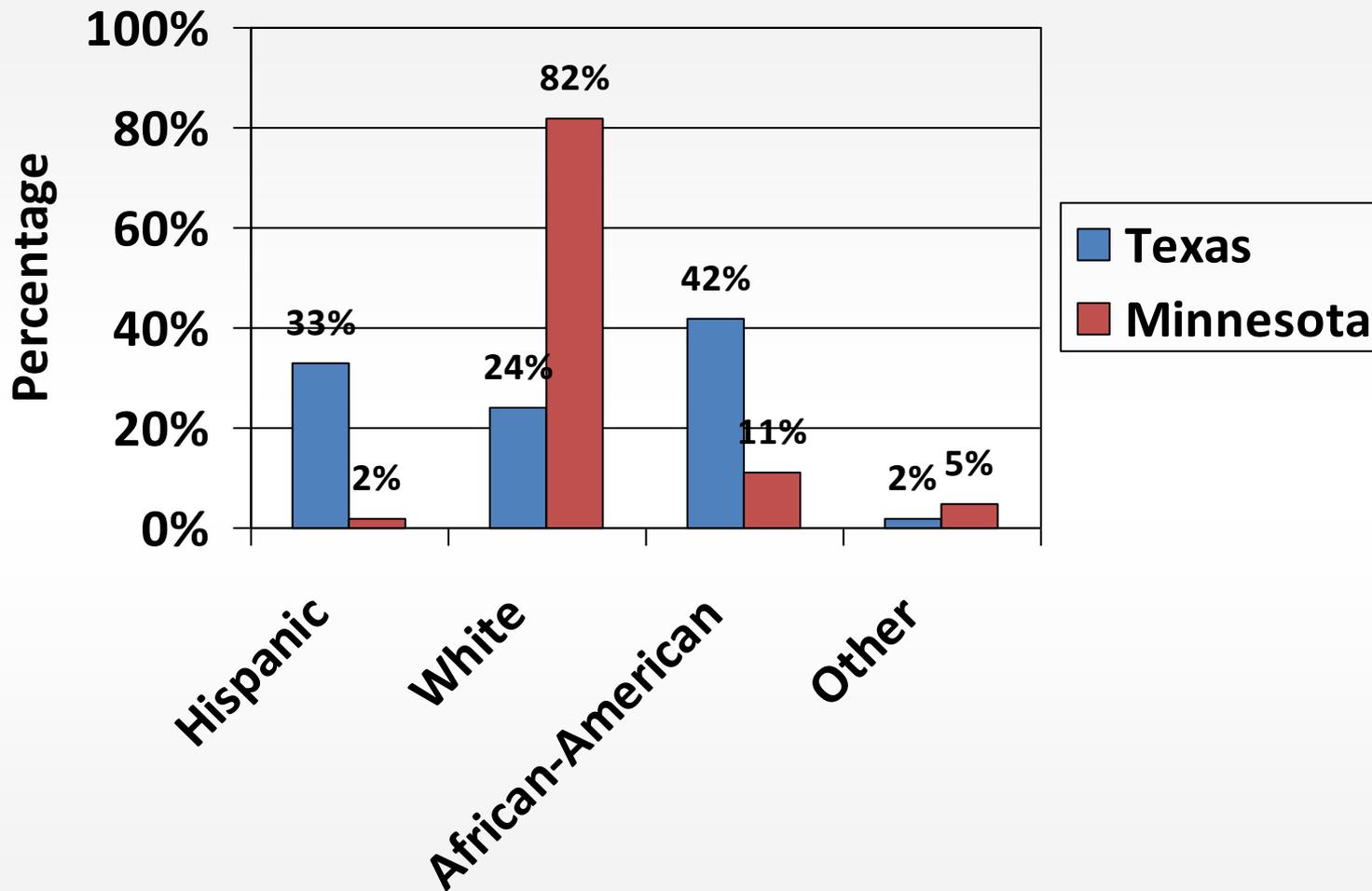


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State Comparison: Race/Ethnicity



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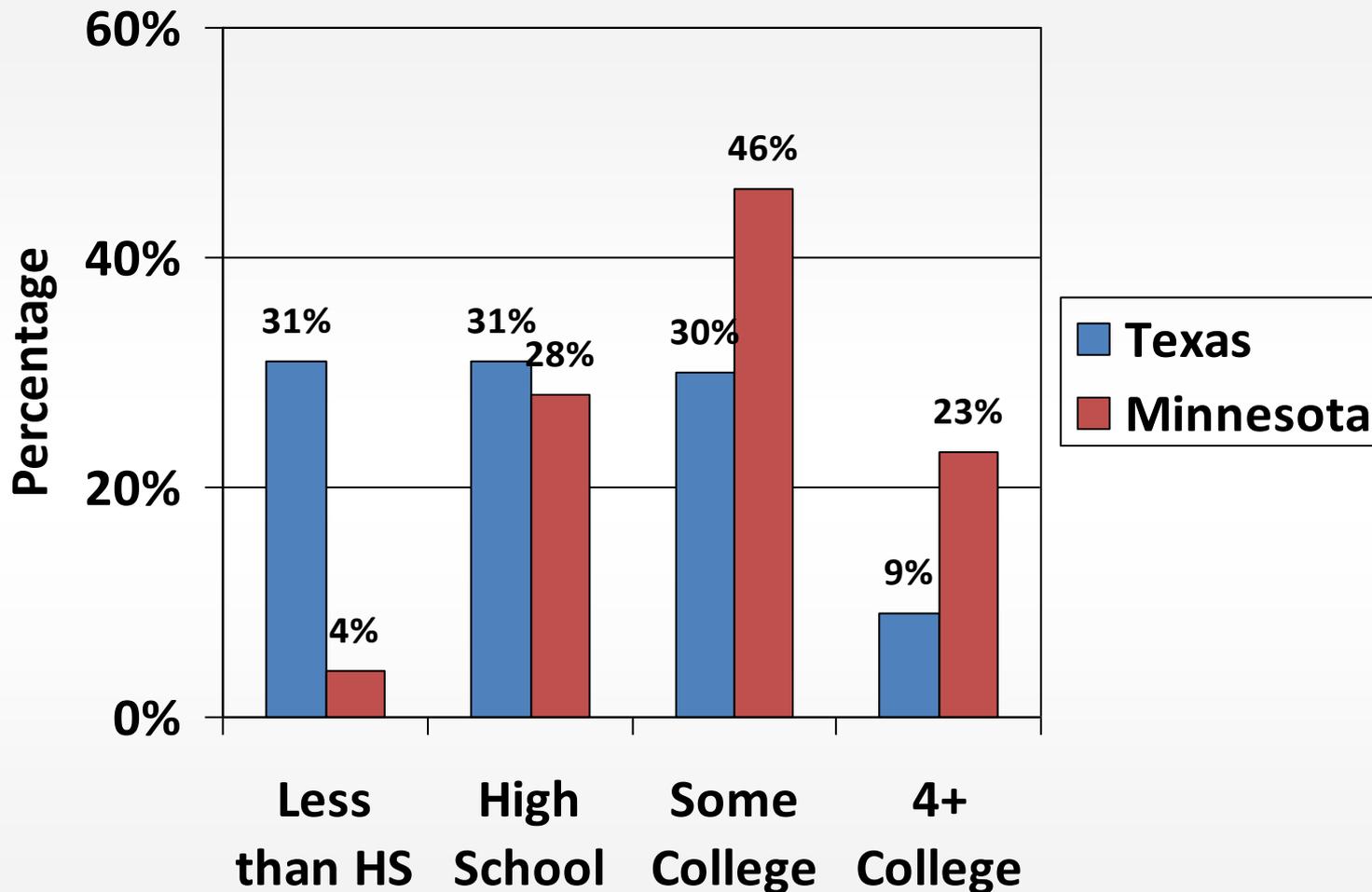


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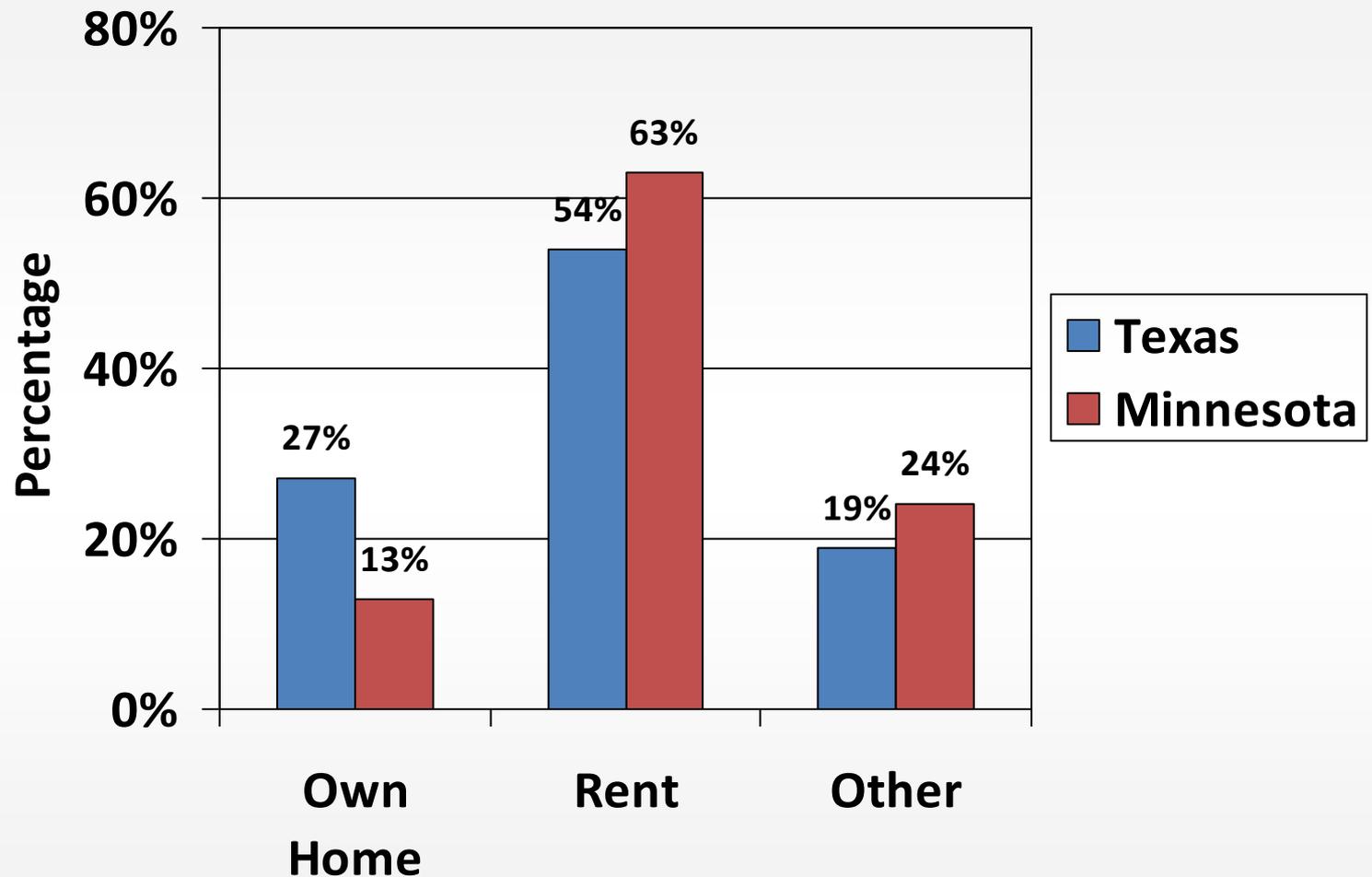
State Comparison: Education



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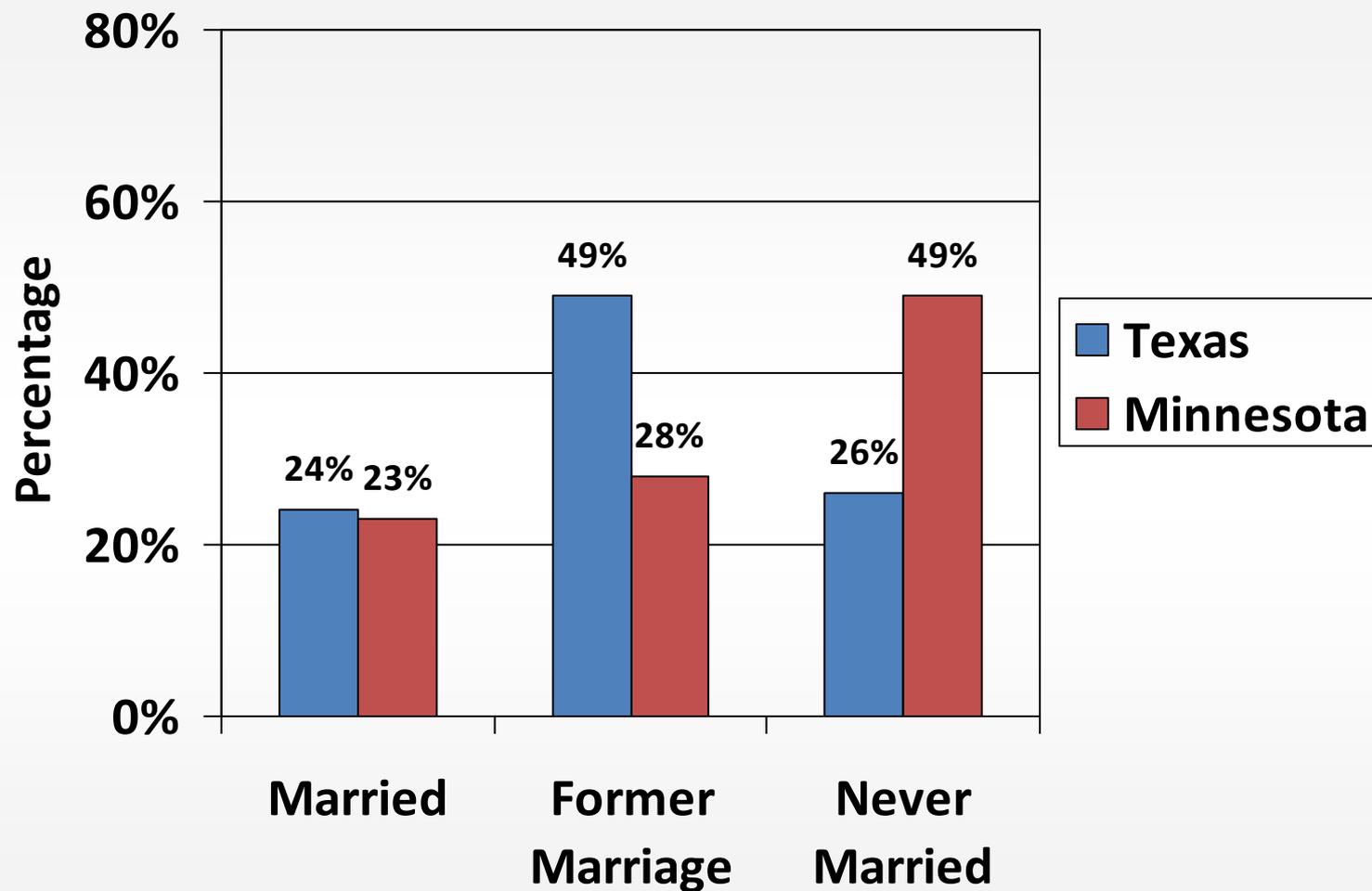
State Comparison: Housing Status



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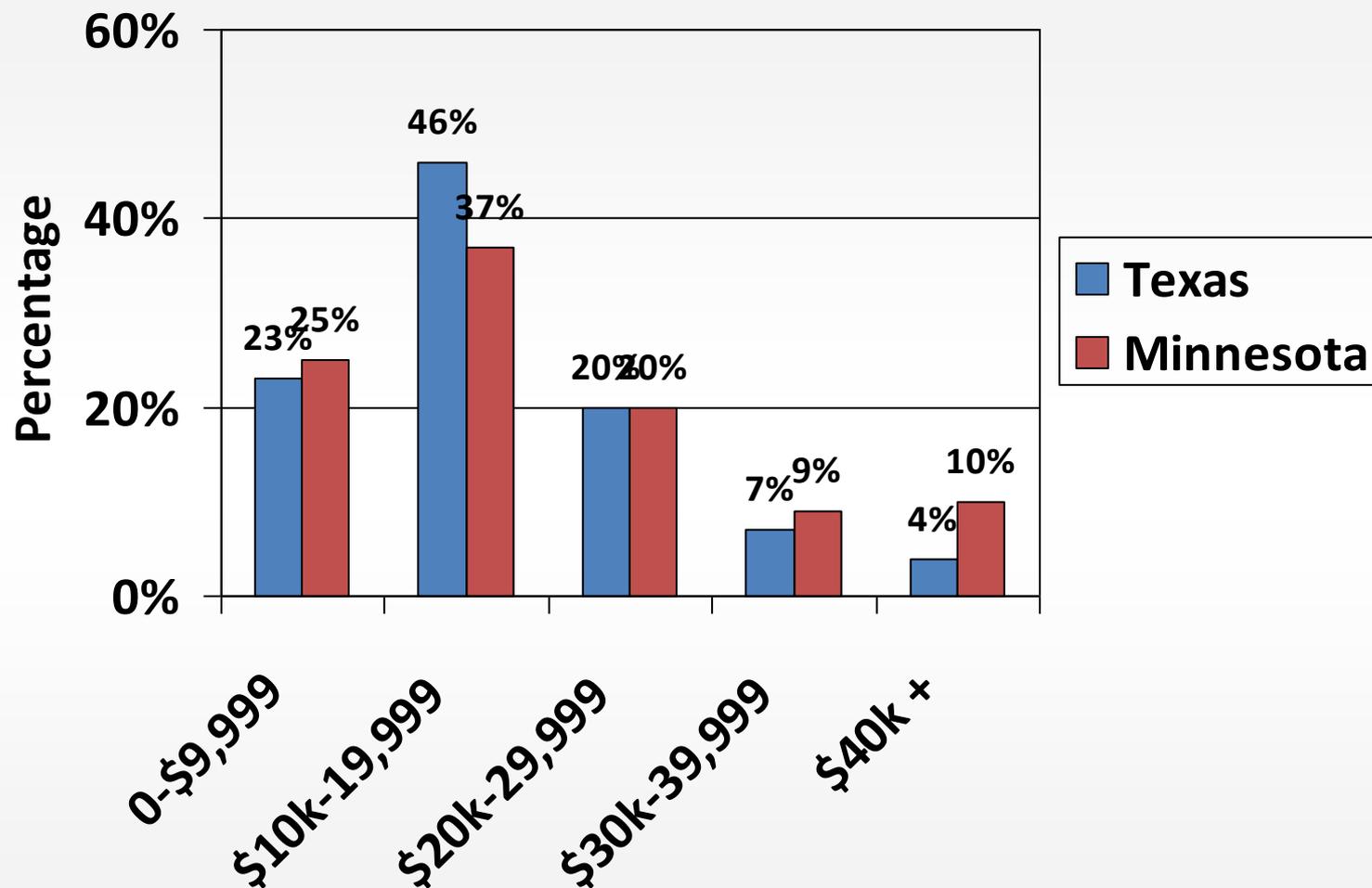
State Comparison: Marital Status



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State Comparison: Income



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Further income breakdown for Texas

	Intervention Group
Average annual HH income*	\$17,417
Average Household size	3.24
Percent of Poverty (cumulative)**	
100	59%
150	81%
200	90%

*Excludes outliers

**Based on those whose income was known



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State Comparison: SF12 and Age

	Texas Mean	Minnesota Mean
Age	47.4	39.3
SF12-Physical	37.8	47.2
SF12-Mental	49.3	35.6



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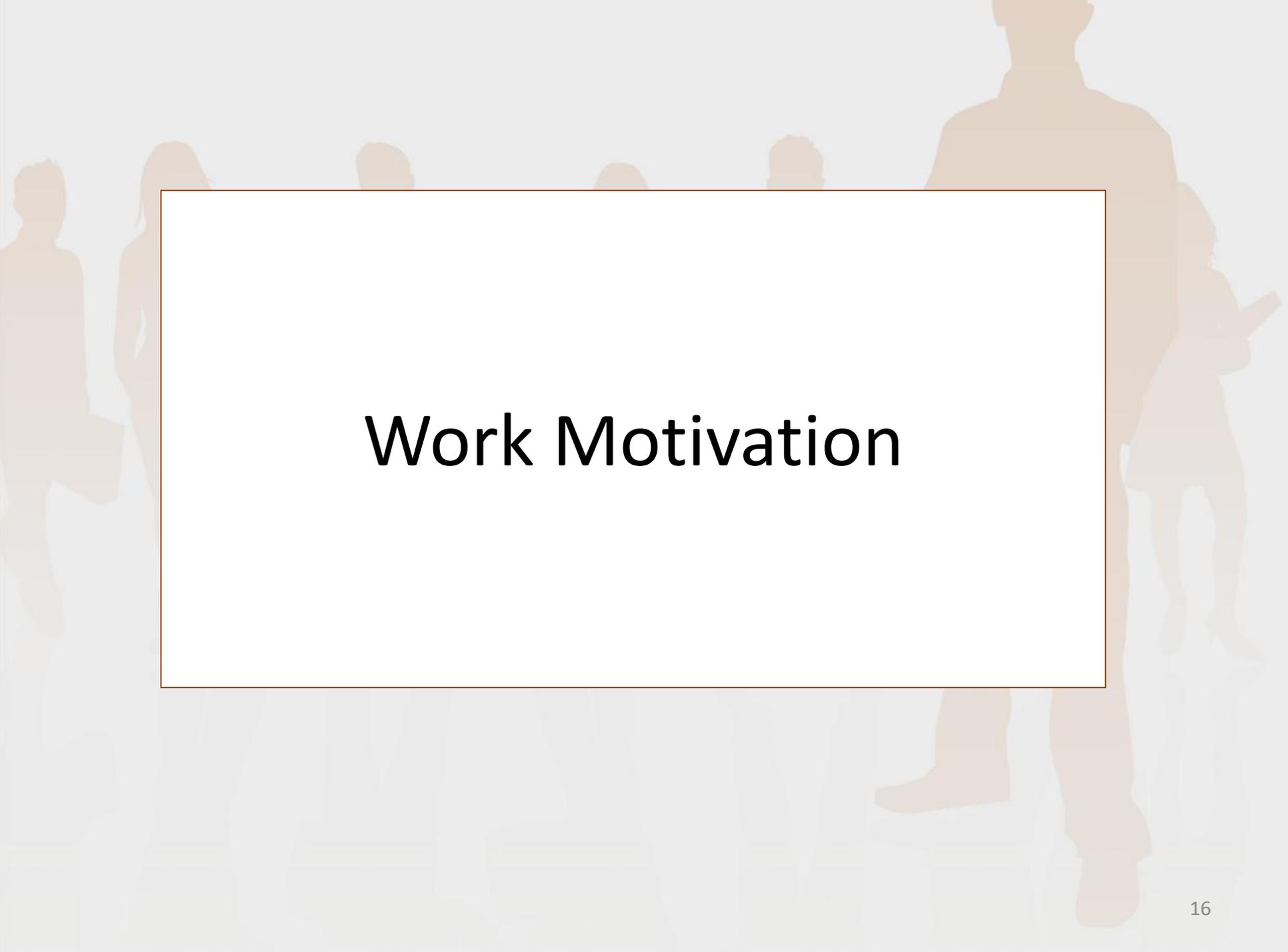


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Work Motivation

Motivation to Work Items

- 18-item scale adapted from SAMHSA's Center on Mental Health Services (CMHS) Employment Intervention Demonstration Program (EIDP)
- Rated on 4-point scale (disagree to strongly agree)
- Items were combined into 4 dimensions:
 - Positive Work Impact
 - Negative Work Impact
 - Positive Work Goals
 - Future Work Expectations



Motivation to Work Dimensions

Analyses of Texas and Minnesota participant responses to the motivation to work survey identified 4 groups (dimensions) of items that fit together

Dimension	Example of Survey Question
1. Positive Work Impact-	<i>“Work helps me maintain my wellness”</i>
2. Negative Work Impact-	<i>“I feel I have to work because it is expected of me, and not because I really want to”</i>
3. Positive Work Goals-	<i>“Working is a way for me to stay independent”</i>
4. Future Work Expectations-	<i>“I see myself holding a paying job in the next year”</i>



Motivation to Work State Comparisons

Percentages represent those who 'mostly' or 'strongly' agree with the items

	Minnesota	Texas
Positive Work Impact	73%	78%
Negative Work Impact	19%	10%*
Positive Work Goals	73%	88%*
Future Work Expectations	82%	85%

* Indicates significant chi-square test ($p < .05$)



Motivation to Work State Comparisons

Perceived Employment Outlook Individual Items

“I see myself holding a paying job...”

	Minnesota	Texas
In the next year	85%	89%*
Two years from now	80%	86%*
Three years from now	77%	82%*

* Indicates significant chi-square test ($p < .05$)



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Summary

Summary

- Many assume people with mental and physical illness are better off applying for disability to obtain secure, stable income
- Our research is demonstrating that people with mental and physical illness value and have high motivation to work, and view work as a vital part of their health & well-being
- Most Minnesota and Texas participants believe they will be working over the next three years although there is a small decline year to year
- The Texas, Minnesota, and other DMIE studies will provide important test of interventions ability to help motivated workers stay employed and off long-term disability



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Thank You

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