



# *Supporting Health Care Workers*

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# *What is “Working Well”?*

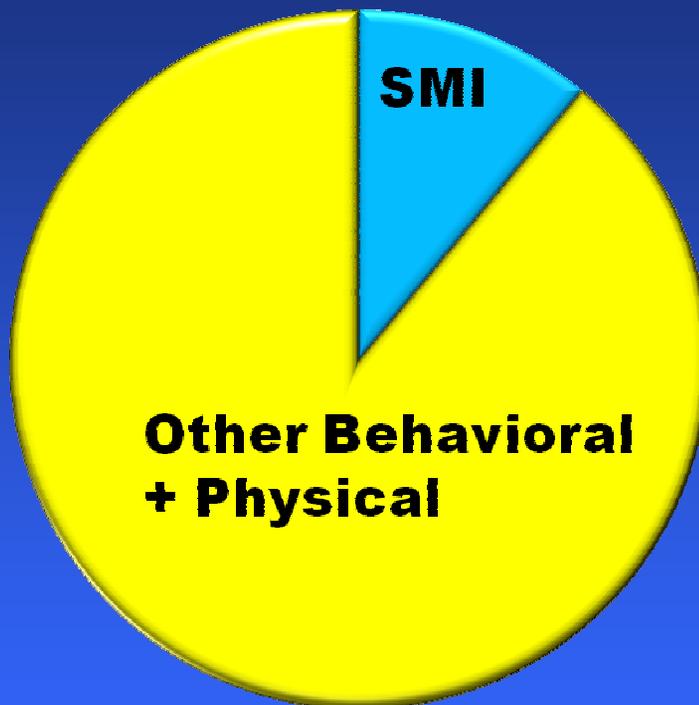


- The Texas Demonstration to Maintain Independence and Employment (DMIE)
- One of the largest DMIE studies
- \$22.1 million federal grant
- Partnership with Harris County Hospital District, which provides in-kind match
- University of Texas at Austin is independent evaluator and operates the data system.

# Who is “Working Well”?



## Diagnoses



- Adults (21 – 60) with
  - **Severe mental illness** (schizophrenia, bi-polar disorder, major depression) – **11%**, or
  - **Major physical conditions** (e.g., diabetes, heart disease, MS, etc.) **PLUS** a behavioral health condition (depression, etc.) – **89%**

# *Interventions*



- No co-payments for services
- Preventative and restorative dental treatment
- Improved access to outpatient mental health services (expedited office or outpatient visits)
- Community-based chemical dependency treatment services (full complement)
- Expanded Durable Medical Equipment
- Enhanced psychological and neuropsychological assessments

# *Case Management*



- Master's Level Vocational Counselors and RNs
- Individual planning for life and health issues
- Advocacy, direct services, motivational interviewing, coordination and intervention
- Connecting to community resources
- Employment/Vocational Supports

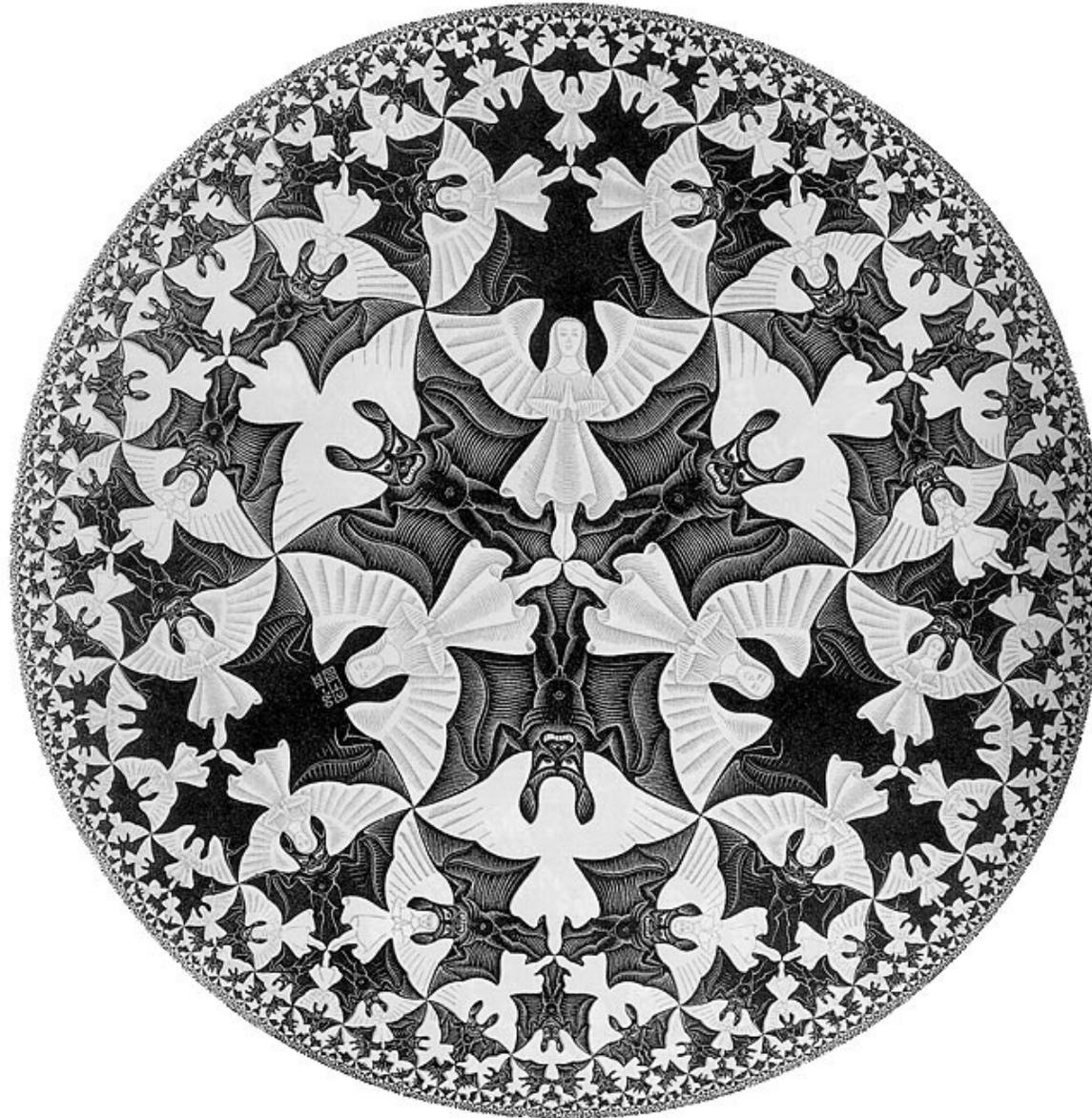
# Low Income



- 30% are below the SSI income limit
- 89% are below the HCBS income limit
- 95% are too poor to buy their own insurance

Federal Poverty Level (FPL)	Percent at or Below FPL
73% (SSI Level)	30%
100%	48%
219% (HCBS Level)	89%
250%	95%

# *Looking Closer...*



04/22/09

# *Working Well Job Categories*

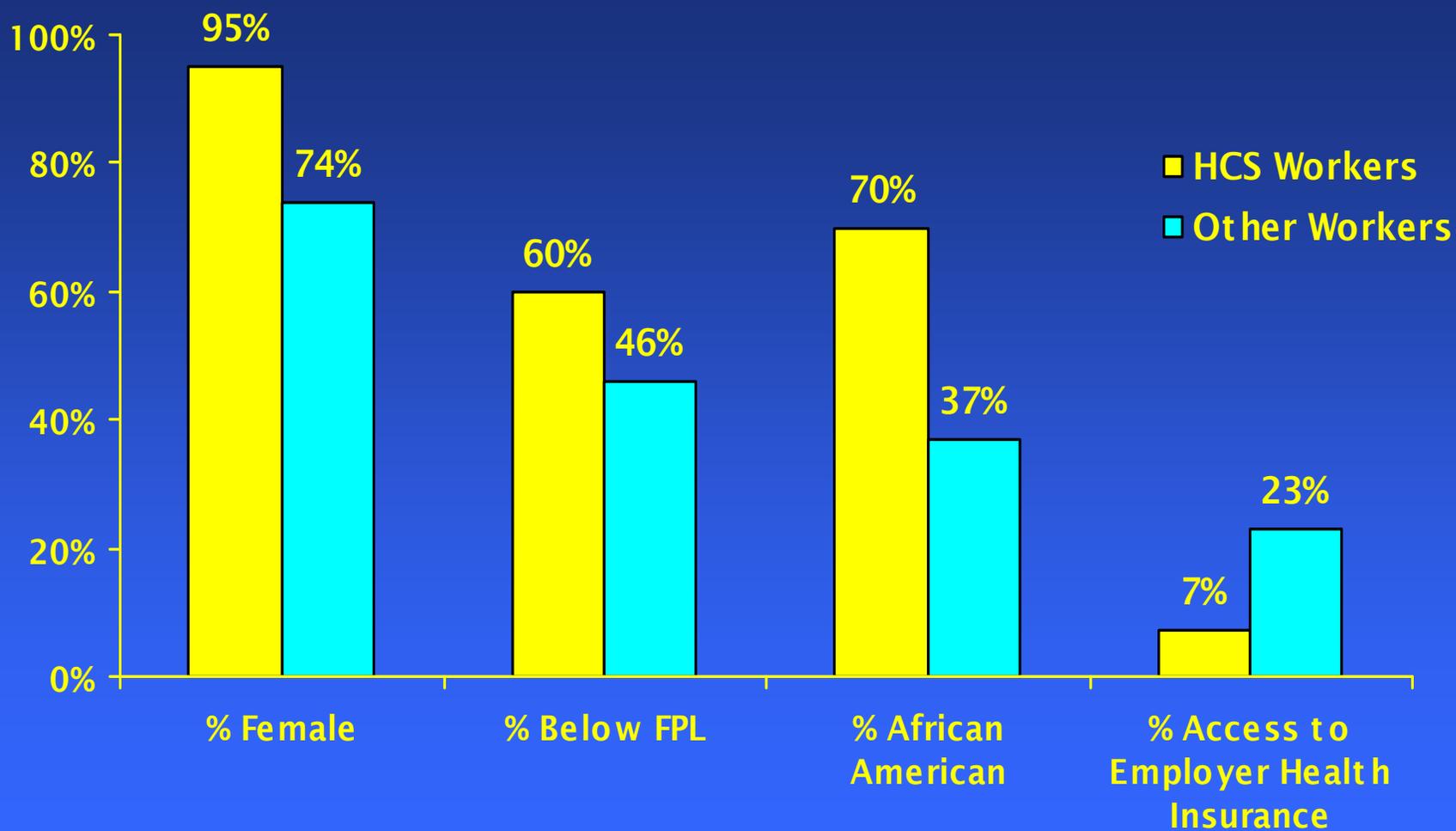
## **Most Common Jobs**



# *Health Care Support Workers*

- Largest job group in *Working Well* (14%)
- Includes:
  - personal care attendants
  - home health workers
  - nursing aides, and
  - nursing facility workers

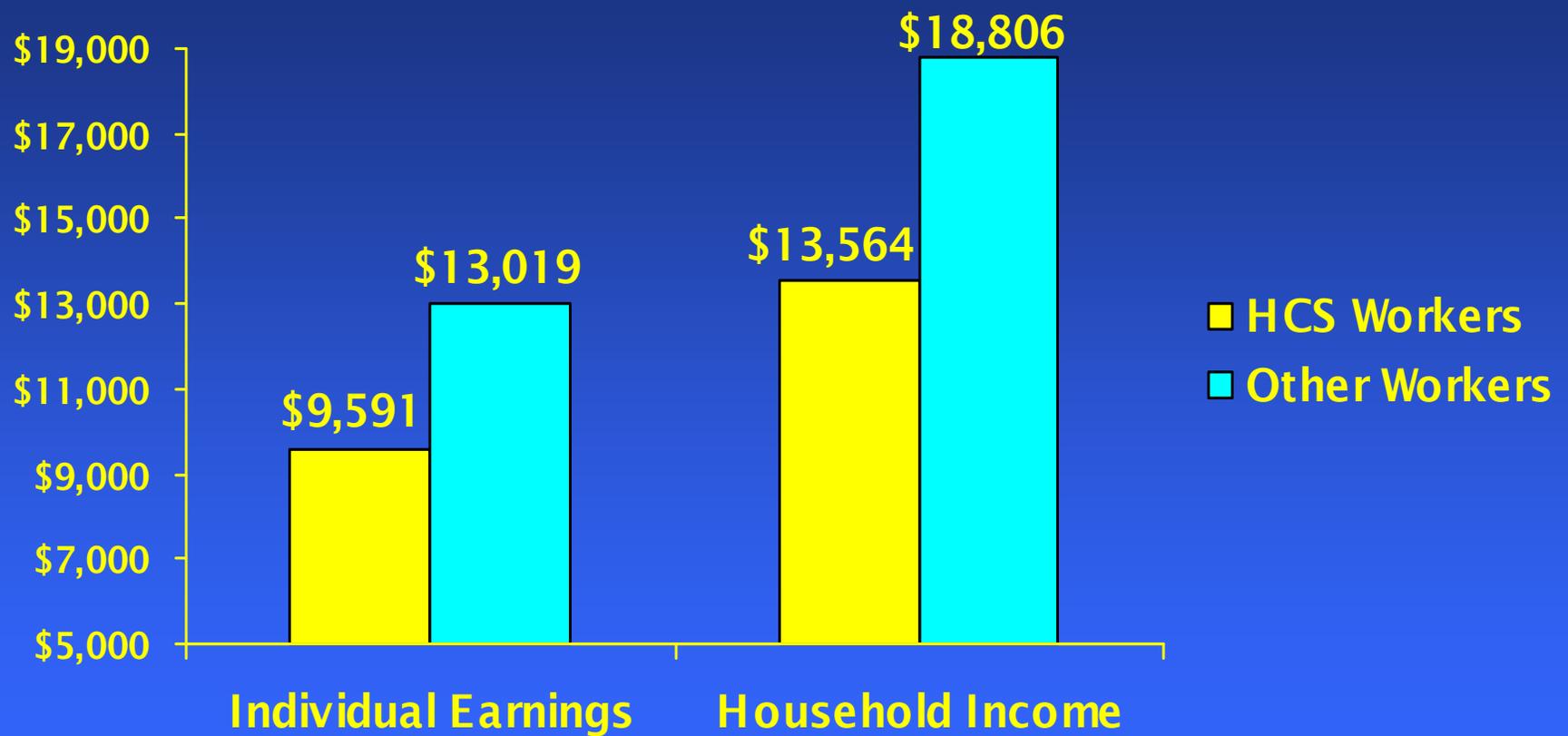
# Health Care Worker Disparities



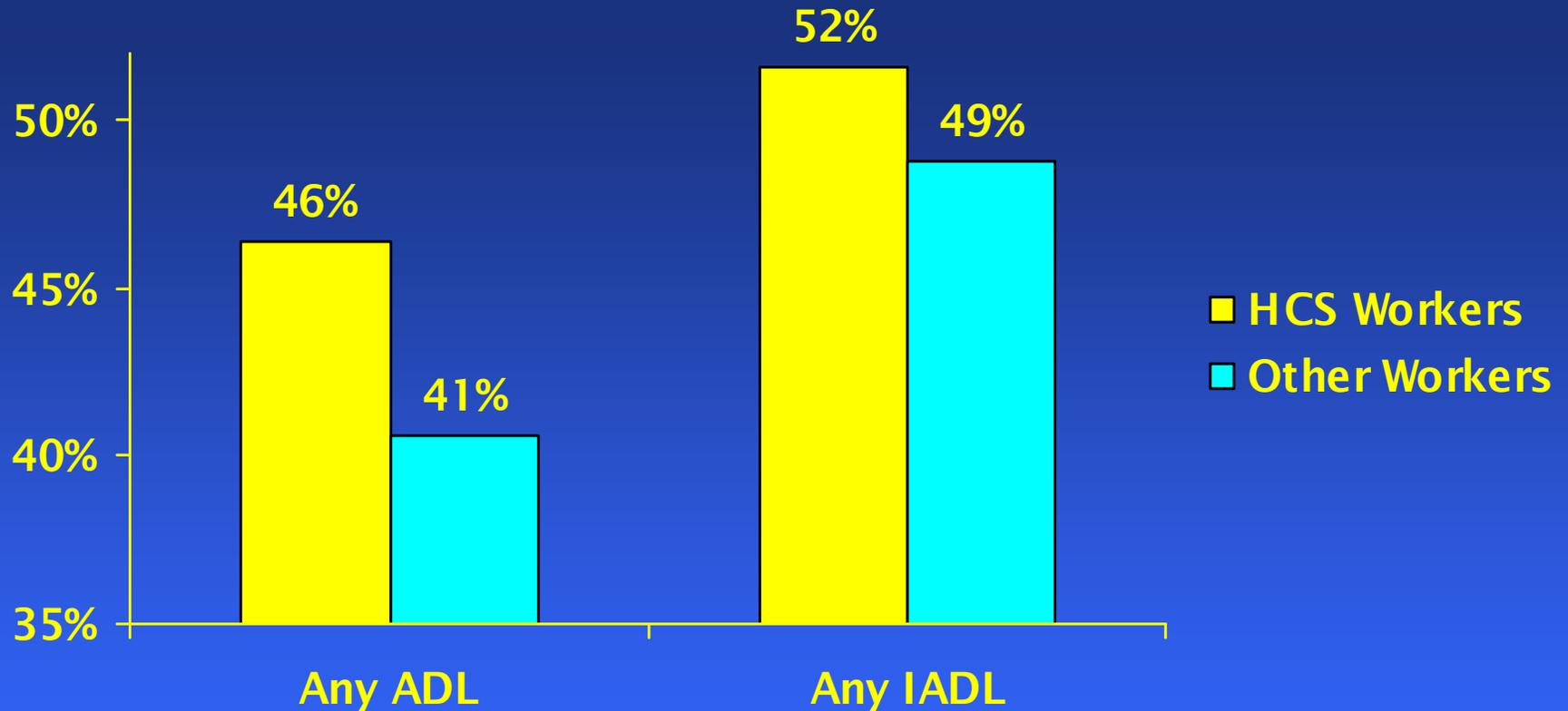
# Income Disparities



## Baseline Earnings / Income



# Functional Disparities



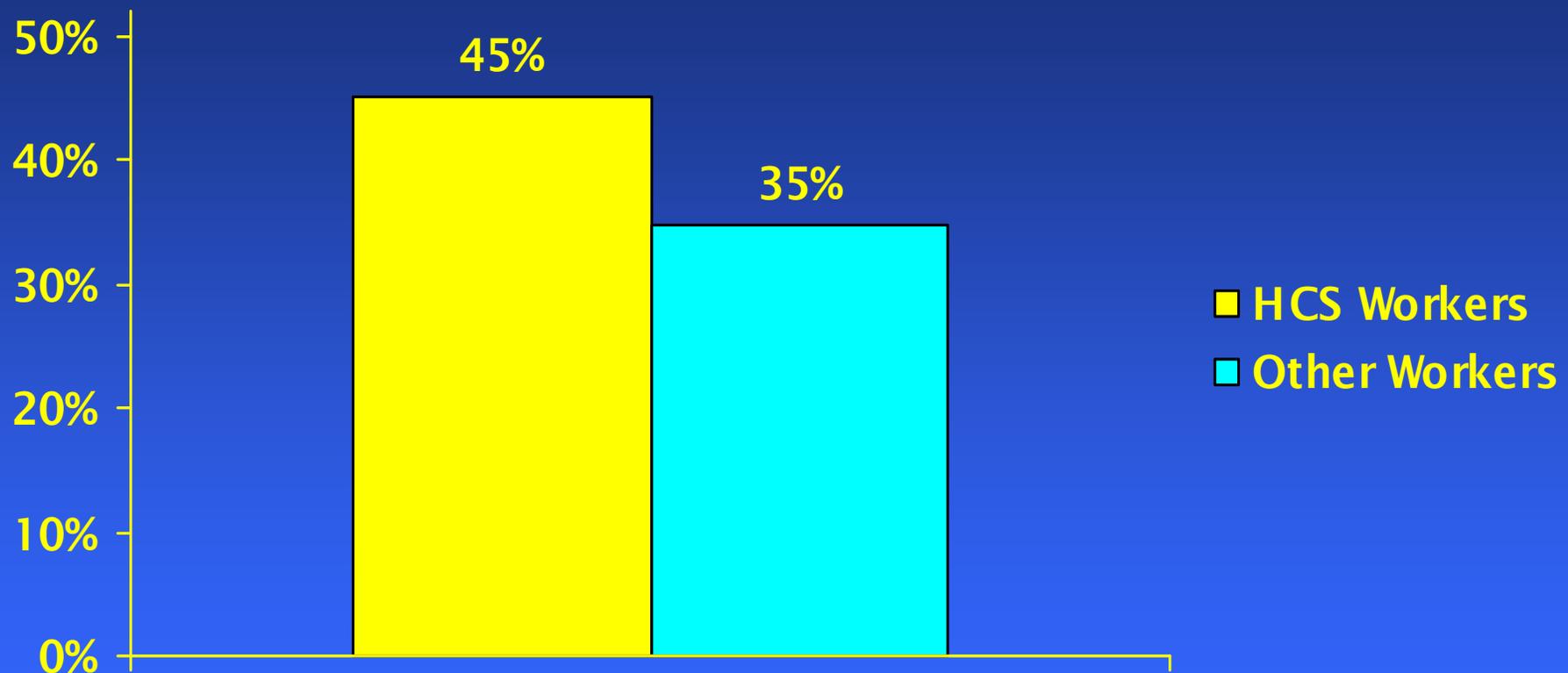
**ADLs:** assess difficulties with: Bathing; Dressing; Eating; Getting in/out of bed; Walking; Getting Outside; Toileting

**IADLs:** assess difficulties with: Meal Preparation; Grocery Shopping; Money Management; Using Telephone; Heavy Housework; Light Housework; Getting to Places Outside Walking Distance; Managing Medications

# Disparities in Dependence



## Past Use of Public Assistance



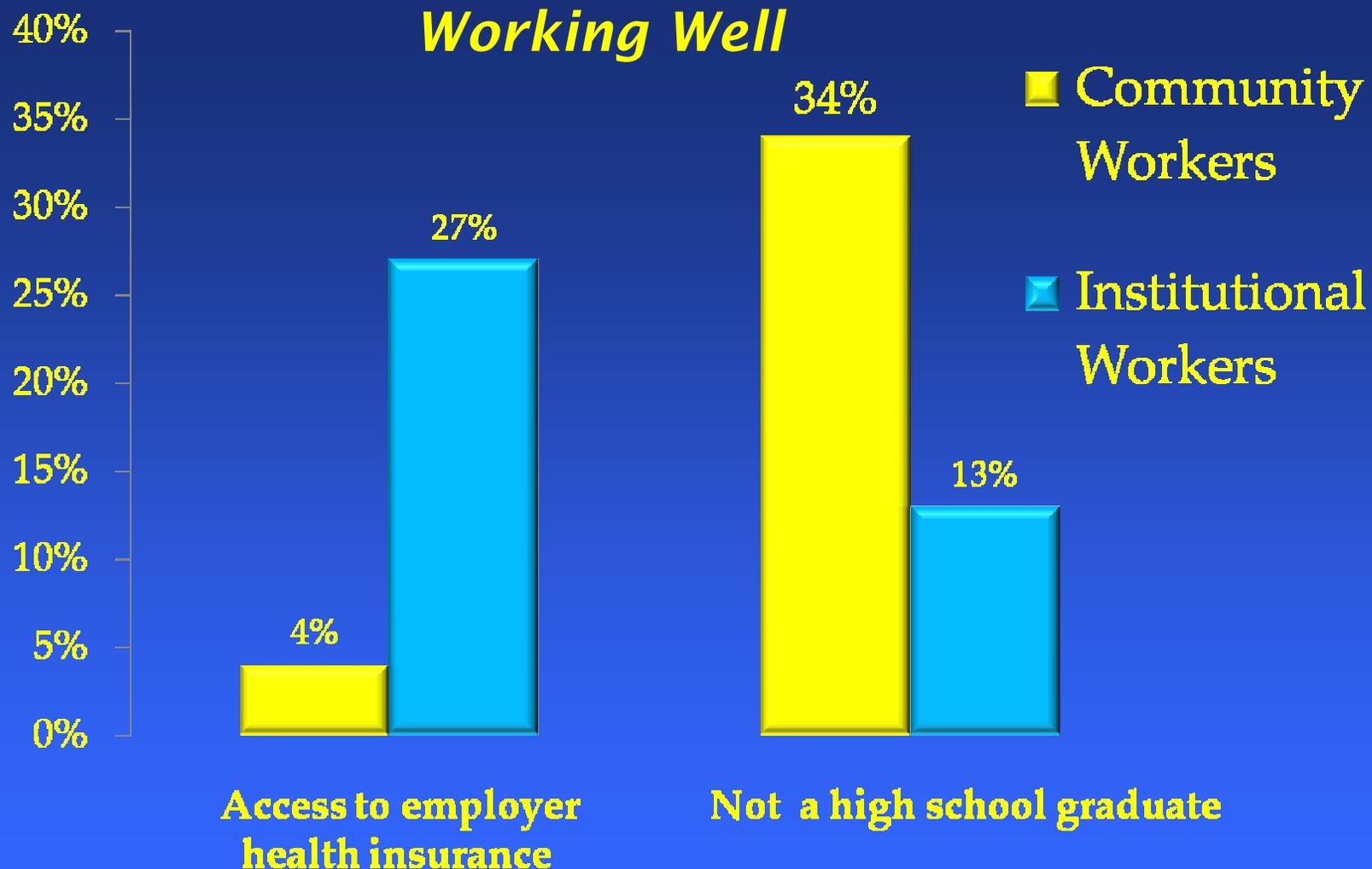
Assistance includes TANF, food stamps, subsidized housing, Medicaid, vocational rehab or unemployment

# Health Issues



<b>Self-reported Health Issue</b>	<b>HCS Workers</b>	<b>All Participants</b>
High Blood Pressure	65%	57%
Depression	53%	51%
Chronic Back/Neck Pain	54%	45%
Arthritis or Rheumatism	55%	42%
Anxiety Disorder	33%	32%
Obesity	34%	30%
Diabetes	28%	29%

# Home vs. Institutional Workers



# *HCS Worker Motivation*



- Work an average of 29 hrs/wk
- 31% work full time or more
- 90% have strong desire to continue working (positive work goals)
- Motivation is equally strong for the HCS participants with severe mental illness (11% of HCS workers)

# *Barriers to Independence*



- Medical care can be difficult for workers to access (wait times, distances)
- Lack of benefits- health care, leave, career ladder
- Cost of transportation to work may exceed pay
- Lack of confidence / skills to advocate better working conditions and pay
- Often paid for less hours than actually worked
- Physical danger / challenges of job

# *Improving Access*



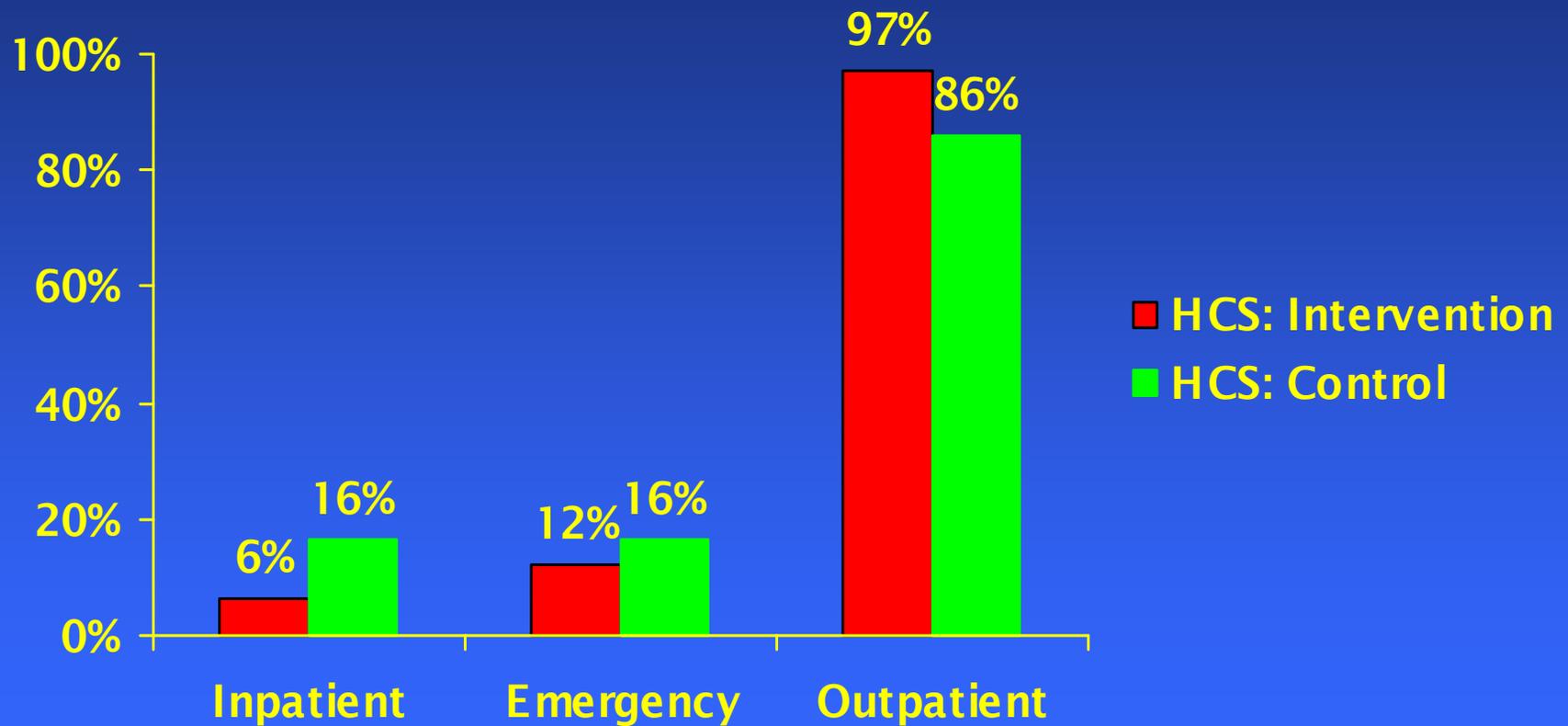
After one year in *Working Well*:

- Intervention group reported significantly more:
  - Routine medical checkups, dental and optician visits
  - Mental health visits (psychiatrist, psychologist, etc.)

# Improving Access



## Healthcare Use After One Year in Study



# *More Effective Care*



- Intervention group had significantly better adherence to –
  - medication therapy for chronic conditions (hypertension, depression, heart disease, GERD, diabetes) overall
  - Angiotensin-converting enzymes (ACEs)

# Comparing Occupations



## Number of Positive Trends

Occupation	Intervention	Control
All Occupations	8	3
Sales/ Service	7	1
Health Support	5	0
Industry/Trades	3	1
Professional	2	1
Office Support	3	0

# *Other Promising Trends\**

- Twice as many intervention group workers reported access to employer sponsored health insurance (14%), after one year in study. Control did not increase.
- Intervention group reported marginally higher household income than control

\* Not yet significant



# *Improving Lives*



Janie is a home health aide. She has diabetes, epilepsy, Hepatitis C, hypertension, chronic depression, anxiety disorder and suffers from debilitating headaches. Janie's case manager obtained *Working Well* vision, dental and medical services for her. The case manager also provided employment counseling and medical education. Janie has been able to start and maintain a diabetic diet. Her symptoms have greatly improved and she is now earning significantly more for her work.