



Mid-America (HHS Region 7)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Context Clues: Using Social Determinants of Health (SDOH) to Enhance Treatment: Employment

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MUNROE-MEYER
INSTITUTE



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At the time of this publication, Miriam Delphin-Rittmon served as Assistant Secretary for Mental Health and Substance Use and Administrator of SAMHSA. The opinions expressed herein are the views of the speakers and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED/
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

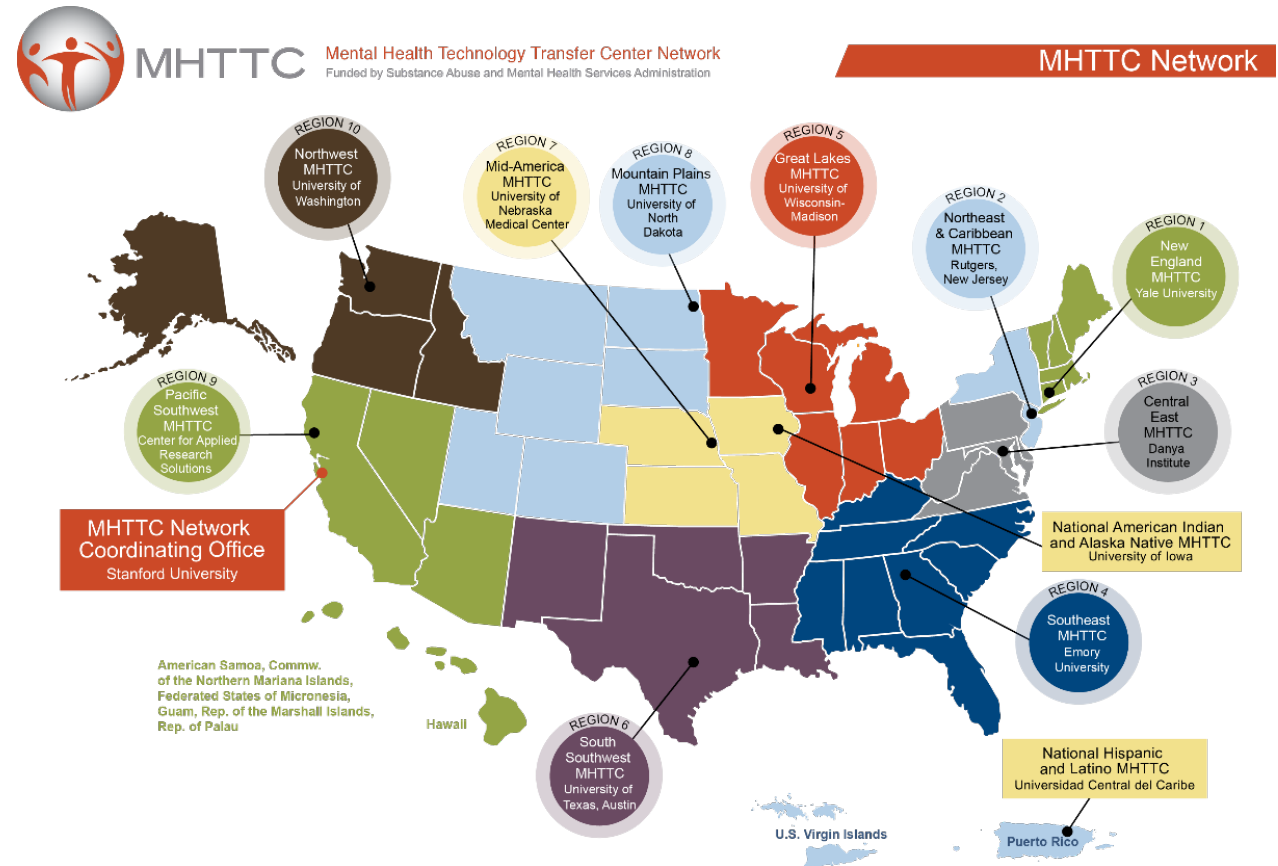
RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Mid-America Mental Health Technology Transfer Center

Established to increase utilization of evidence-based mental health practices.

- Missouri, Iowa, Nebraska, and Kansas.
- Free training and technical assistance.
- SAMHSA grant awarded to the Behavioral Health Education Center of Nebraska at University of Nebraska Medical Center.
(5 years, \$3.7 million, grant number: H79SM081769)





Learning Objectives

This presentation provides an orientation to Employment as a Social Determinant of Health. You will:

- Learn how employment is related to physical and mental health
- Learn how to assess for unemployment and problems related to employment
- Learn how to make referrals to employment support

Employment & Health

A well-paying job

- Makes it easier to live in healthy neighborhood
- Pay for healthy food
- Provide quality education for children
- Secure childcare
- Increase life expectancy

Unemployment

- Higher rates of stress, stroke, heart attack, heart disease, and arthritis
- Poorer mental health, incl. depression and more frequent reports of sadness and worry
(RWJF, 2013)

Employment is Normative

- Work tends to regulate our behavior in health ways
- Increase independent living skills, health practices; and regulate sleep, diet and exercise

Employment & Health

1

Financial Protections:

Health insurance, paid sick leave and parental leave.

2

Harmful Workplace:

Work injuries, psychosocial stress, harmful work conditions, and exposure to harmful chemicals.

3

Gender Work Related Disparities:

Men report less social support and more physical demanding jobs.

Women report more physical and mental health related problems.

4

Negative Consequences of Unemployment:

Increased feelings of depression, anxiety, low self-esteem, demoralization, worry and physical pain.

5

Work is Normative:

It helps regulate our behaviors in healthy ways.



Employment Statistics

Unemployment Statistics

Unemployment is a major health threat that affect individuals and families

- 3.7% US annual unemployment rate, 2019
- 8.1% US annual unemployment rate, 2020

(BLS, 2020)

- 12.6% Kansas unemployment rate, April 2020
- 3.8% Kansas unemployment rate, July 2021

(BLS, 2021)



How to assess
for
unemployment
and problems at
work

“Employment” Z-Codes

Z56.0	Unemployment, unspecified	Z56.6	Other physical and mental strain related to work
Z56.1	Change of job	Z56.81	Sexual harassment on the job
Z56.2	Threat of job loss	Z56.82	Military deployment status
Z56.3	Stressful work schedule	Z56.89	Other problems related to employment
Z56.4	Discord with boss and workmates	Z56.9	Unspecified problems related to employment
Z56.5	Uncongenial work environment		

“Occupational exposure to risk factors” Z-Codes

Z57.0	Occupational exposure to noise	Z57.4	Occupational exposure to toxic agents in agriculture
Z57.1	Occupational exposure to radiation	Z57.5	Occupational exposure to toxic agents in other industries
Z57.2	Occupational exposure to dust	Z57.6	Occupational exposure to extreme temperature
Z57.31	Occupational exposure to environmental tobacco smoke	Z57.7	Occupational exposure to vibration
Z57.39	Occupational exposure to other air contaminants	Z57.8	Occupational exposure to other risk factors
		Z57.9	Occupational exposure to unspecified risk factor

What to do about employment in primary care

ASK

- Ask about employment. Dig into how patients are doing workwise. Are they unemployed, job insecure, have poor work conditions, exposed to chemicals, etc.

IDENTIFY

- Find local resources for employment needs, including local Vocational Rehabilitation Offices.

ACT

- Identify patients via Z-Codes and increase their motivation to seek help for employment needs. Make referrals.

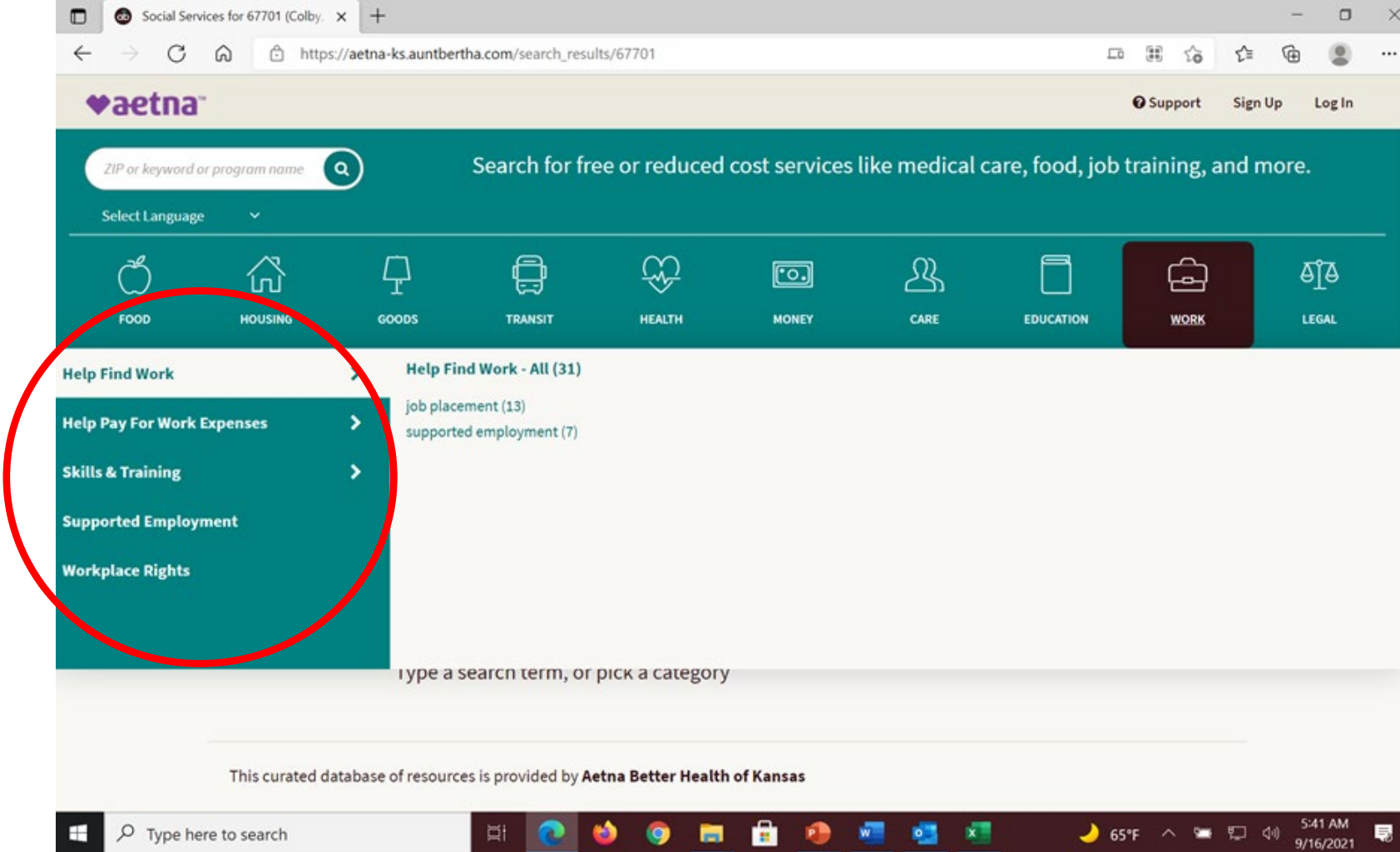
Referrals



Aunt Bertha - <https://aetna-ks.auntbertha.com>

The screenshot shows a web browser window with the URL https://aetna-ks.auntbertha.com/search_results/67701 in the address bar. The page features the Aetna logo and a search bar with the text "Search for free or reduced cost services like medical care, food, job training, and more." Below the search bar is a navigation menu with icons for various services: FOOD, HOUSING, GOODS, TRANSIT, HEALTH, MONEY, CARE, EDUCATION, WORK, and LEGAL. The 'WORK' icon is circled in red. Below the navigation menu, there is a sidebar with categories: "Help Find Work", "Help Pay For Work Expenses", "Skills & Training", "Supported Employment", and "Workplace Rights". The main content area shows "Help Find Work - All (31)" with sub-items: "job placement (13)" and "supported employment (7)". At the bottom of the page, it states "This curated database of resources is provided by Aetna Better Health of Kansas". The Windows taskbar at the bottom shows the search bar, task icons, and system tray with the date and time "5:41 AM 9/16/2021".

Aunt Bertha - <https://aetna-ks.auntbertha.com>



Aunt Bertha - <https://aetna-ks.auntbertha.com>

The screenshot displays the Aetna website interface for job placement programs in Colby, KS (67701). The page features a search bar at the top with the text "ZIP or keyword or program name" and a magnifying glass icon. Below the search bar is a navigation menu with icons and labels for various services: FOOD, HOUSING, GOODS, TRANSIT, HEALTH, MONEY, CARE, EDUCATION, WORK, and LEGAL. The main content area shows a list of job placement programs, with the "Vocational Rehabilitation" program by the Kansas Department for Children and Families (DCF) highlighted with a red circle. The program details include a description, main services, and serving criteria. A "Next Steps" section provides contact information and location details. The bottom of the page shows a Windows taskbar with the search bar and system tray.

Job Placement programs in Colby, KS (67701) / work / job placement (13)

Sort by: RELEVANCE, CLOSEST

Personal Filters, Program Filters, Income Eligibility

Vocational Rehabilitation
by Kansas Department for Children and Families (DCF)

DCF's vocational rehabilitation services empower Kansas with disabilities to become gainfully employed and self-sufficient. Their goal is to help Kansans with disabilities

Main Services: daily life skills, supported employment, skills & training, help find work, job placement

Serving: adults 18+, all disabilities, unemployed, limited english

Next Steps:
Go to the [program's website](#) or call 866-213-9079.
2.37 miles (serves your state)
1135 South Country Club Drive, Colby, KS 67701
Closed Now: See open hours

MORE INFO, SAVE, SHARE, NOTES, SUGGEST

Type here to search, 65°F, 6:16 AM 9/16/2021

Aunt Bertha - <https://aetna-ks.auntbertha.com>

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Type here to search | 65°F | 6:16 AM 9/16/2021

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Job Placement programs in Colby, KS

https://aetna-ks.auntbertha.com/work/job-placement--colby-ks?postal=67701

aetna™ Support Sign Up Log In

ZIP or keyword or program name

Select Language

FOOD HOUSING GOODS TRANSIT HEALTH MONEY CARE EDUCATION WORK LEGAL

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MORE INFO SAVE SHARE NOTES SUGGEST

Type here to search 65°F 6:16 AM 9/16/2021

Selected Resources

Persons with Disabilities

- Kansas Vocational Rehabilitation <http://www.dcf.ks.gov/services/RS/Pages/Employment-Services.aspx>

Adult Job Seeker – “One Stop Centers”

- Kansas WorkforceONE <https://ksworkforceone.org/job-seekers/adult-services/>

Veterans – “Warriors to Work”

- Wounded Warrior Project <https://www.woundedwarriorproject.org/programs/warriors-to-work>

Unemployment Claims

- Kansas Department of Labor <https://www.dol.ks.gov/ui-faqs>

Practice Application

“Our Case Study”



What can we learn from our case study?

Claudia



Mother
Age: 38
Race: Latina
Employment: Waitress
Insurance: through employer

Patrick



Father
Age: 41
Race: White/Thai
Employment: Auto detailer
Insurance: marketplace plan

Ivonne



Grandmother
Age: 63
Race: Latina
Employment: N/A
Insurance: none

What can we learn from our case study?

Tyler



Eldest daughter
Age: 16
Race: biracial
Employment: student
Insurance: Medicaid

Elliot



Son
Age: 13
Race: Latino
Employment: student
Insurance: Medicaid

Edith



Youngest daughter
Age: 2
Race: biracial
Employment: N/A
Insurance: Medicaid

Selected References

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Robert Wood Johnson, Health Policy Snapshot. Public Health and Prevention. How does employment – or unemployment- affect health?
<file:///C:/Users/mogens.baerentzen/Downloads/rwjf403360.pdf>
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Office of Disease Prevention and Health Promotion. Healthy people 2020. Employment. <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources/employment> (Visited September 12, 2021)

Questions?

