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The cost and affordability of Supported Employment to people with mental disabilities in South Africa



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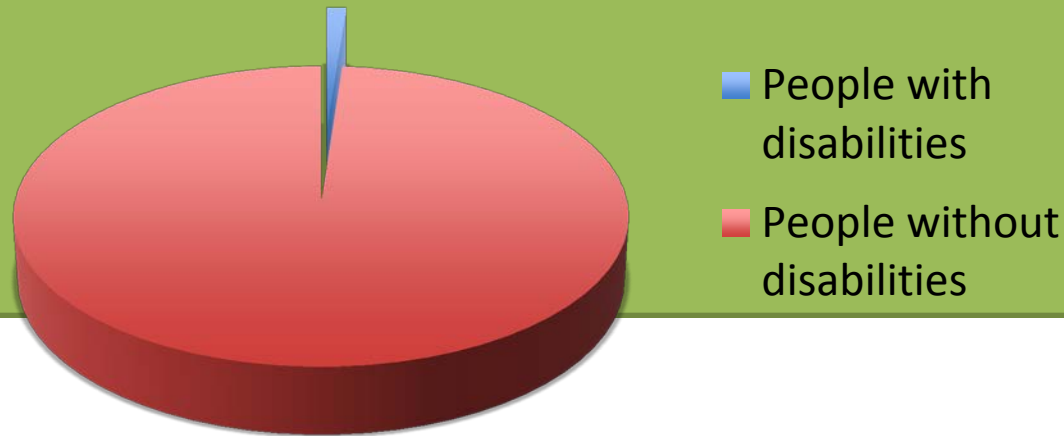


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Background to the study

People with mental disabilities experience extensive barriers to participation in employment (Bond *et al*, 2008)

Formal employment (Department of Labour, 2015)



Background to the study

- Supported Employment:

A strategy that facilitates the inclusion of people with disabilities in competitive employment

- Proven as effective in producing positive employment outcomes for people with mental disabilities (Mueser *et al*, 1997; Lehman *et al*, 2002; Drake & Bond, 2008)
- Cost-effective (Marshall *et al*, 2014)
- This study: cost of SE based on time utilisation

Methodology

- Findings of longitudinal descriptive study (Van Niekerk *et al*, 2015)
- Criteria of SE:
 - Participation in competitive employment
 - Market related conditions of employment
 - Ongoing support
- Criterion sampling:
 - Participants of working age
 - Expressed need to work
 - One of two impairment categories
 - New service users

Methodology

Data capture sheet

| | | On-site | | Off-site | |
|-------------------------------|-------------------------------------------------|--------------|--------------|--------------|--------------|
| | | <i>Indiv</i> | <i>Group</i> | <i>Indiv</i> | <i>Group</i> |
| Administration | Administrative tasks directly related to SE | | | | |
| Non-job Advocacy | Non-job advocacy with parents | | | | |
| | Non-job advocacy with landlords | | | | |
| | Non-job advocacy with case managers | | | | |
| | Non-job advocacy with therapists | | | | |
| | Non-job advocacy with educators | | | | |
| | Non-job advocacy with bank personnel | | | | |
| | Non-job advocacy with doctors | | | | |
| | Communication with guardians | | | | |
| Personal Life Skills | Workers' rights | | | | |
| | Training - money handling | | | | |
| | Training - grooming | | | | |
| | Training - use of transportation | | | | |
| | Training - management of symptoms | | | | |
| | Health and Safety | | | | |
| Simulated Work | Time Management | | | | |
| | Training -communication | | | | |
| Prepare Work Placement | Training - simulated work | | | | |
| | Programme development: Trial placement | | | | |
| | Person-centred instructional plans | | | | |
| | Job advocacy - at job site with employers | | | | |
| | Job advocacy - co-workers (and customers) | | | | |
| Transportation | Communication with involved agencies | | | | |
| | Transportation | | | | |
| Work Assessment | Evaluation of employment potential | | | | |
| | Evaluation of goodness of job fit | | | | |
| Work Visit | Work visit to observe real work | | | | |
| | Work visit to discuss reasonable accommodation | | | | |
| | Work visit to assist with performance appraisal | | | | |

Data analysis

- Calculated: average monthly utilisation
- Compared: service utilisation between ID & PD compared
- Evaluated: utilisation trends over 1 year
- Compared: overall distribution of services within each group

GSS rate
R189/hour
(Dept Public Service &
Administration, 2015)

MAR rate
R367/hour

Results

| The cost of SE (PD cohort) | | | | |
|----------------------------|----------------------------------------------|----------------------|--------------------|------------------------------------------------|
| Month | Average utilisation of service (hours/month) | GSS Rate (R189.00/h) | MAR Rate (R367/h) | Average utilisation of service in group format |
| 1 | 33,48 | 6327,72 | 12287,16 | 26,6 |
| 2 | 7,00 | 1328,67 | 2580,01 | 3,2 |
| 3 | 8,93 | 1687,77 | 3277,31 | 3,85 |
| 4 | 8,1 | 1530,9 | 2972,7 | 5 |
| 5 | 3 | 567 | 1101 | 2,85 |
| 6 | 3,08 | 582,12 | 1130,36 | 2,8 |
| 7 | 2,13 | 402,57 | 781,71 | 1,98 |
| 8 | 1,9 | 359,1 | 697,3 | 1,48 |
| 9 | 1,18 | 223,02 | 433,06 | 0,95 |
| 10 | 0,78 | 147,42 | 286,26 | 0,65 |
| 11 | 0,66 | 166,32 | 322,96 | 0,5 |
| 12 | 0,93 | 175,77 | 341,31 | 0,4 |
| Total hours | 71,42 | 13498,38 | 26211,14 | 50,25 |
| Average | 5,951666667 | 1124,865 | 2184,261667 | 4,19 |

R112,49pp

R218,00pp

70,4%

Results

| The cost of SE for ID cohort | | | |
|------------------------------|------------------------------------------------|----------------------|-------------------|
| Month | Average utilisation of service hours per month | GSS Rate (R189.00/h) | MAR Rate (R367/h) |
| 1 | 39,2 | 7408,8 | 14386,4 |
| 2 | 20,74 | 5431,86 | 10547,58 |
| 3 | 18,17 | 3434,13 | 6668,39 |
| 4 | 11,03 | 2084,67 | 4048,01 |
| 5 | 6,74 | 1273,86 | 2473,58 |
| 6 | 4,32 | 816,48 | 1585,44 |
| 7 | 3,34 | 631,26 | 1225,78 |
| 8 | 4,66 | 880,74 | 1710,22 |
| 9 | 3,33 | 629,37 | 1222,11 |
| 10 | 4,22 | 797,58 | 1548,74 |
| 11 | 4,88 | 771,12 | 1497,36 |
| 12 | 3,01 | 568,89 | 1104,67 |
| Total hours | 130,83 | 24726,87 | 48014,61 |
| Average | 10,9 | 2060,1 | 4000,3 |

R108,43pp

R210,54pp

Results

Stabilisation of time utilisation (last 3 months)

PD group:

R16,32 pp –
R31,68 pp

ID group:

R37,50 pp –
R72,82 pp

Combined:

R18 pp –
R34,97 pp

Assumption: low cost of long-term support
through SE

What do the results mean?

State DG
R17 040 pppa

90%
Cheaper!

Cost of SE
R719,05 –
R1 396,25 pppa



What do the results mean?



Protective
Workshops
R6 600 pppa

79%-90%
Cheaper!

Cost of SE
R719,05 –
R1 396,25 pppa



Recommendations

Temporary
disability grant

PLUS

Return-to-work
grant

EQUALS

Transition into
employment

Employer
mechanisms &
strategies, e.g.
CSI funds,
Skills
Development
funds,
Tax Rebates for
learnerships

Medical aid
schemes

Other funding
sources, e.g.
Workman's
Compensation
Fund,
SETAs,
Insurers

Study limitations

- Researched components limited to on-the-job-support

Preparation of service components:

~~Job opening
Candidate recruitment
Candidate selection
Job match~~

- Analysis of group format cost impact
- No comparison to cost of Vocational Rehabilitation services

Future research

Collect evidence beyond 12 months

Specify, describe & cost preparatory SE service components

Explore exact cost impact of individual v group intervention

Compare funding models & employment outcomes

Research cost of support to specific consumer groups

Cost studies from tax payer's perspective



Thank you

