Consumer Action Response Team (CART) OF ALLEGHENY COUNTY

A Program of the National Alliance on Mental Illness (NAMI) Keystone Pennsylvania

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CONSUMER ACTION AND RESPONSE TEAM OF ALLEGHENY COUNTY

Vision

CART's vision is that consumers and providers will dialogue regularly about improvements that could be made in existing behavioral health services. This dialogue will result in the best possible services for consumers who will become empowered to make choices and participate in their own recovery.

CART is designed to provide:

- Processes for consumers and families to dialogue with their providers.
- Structured process for providers to respond to consumer dissatisfactions.
- Aggregate reports of response frequencies to Health Choices Appendix L Areas of Observation and Discussion as a means of looking at system trends.
- Reports that identify satisfaction and dissatisfaction themes for various levels of care in the provider system.
- Feedback from CSP and CHIPP consumers to Allegheny County Office of Behavioral Health and providers about their satisfactions with services and adjustment to living in the community.
- Information about under-served groups in order to supply consumer feedback to system planners and policy makers.

Advantages of CART:

- Independence from provider organizations.
- Interviewers are former recipients of services and family members.
- Conducts face-to-face interviews.
- Consumers who wish to be identified can use the CART process as an occasion to meet with their provider to dialogue about their concerns about their services.
- Consumers provide more detailed responses because of the semi-structured format of CART interviews.
- Provider organizations can demonstrate their commitment to quality improvement by using CART reports.

Summary of CART Methodology

The Consumer Action Response Team (CART) conducts face-to-face interviews with willing consumers of behavioral health services. In some cases telephone interviews are done with family members and consumers who do not utilize site-based services. A survey/interview tool is utilized to obtain quantitative information about Appendix L. Areas of Concern, as well as, qualitative information obtained by asking consumers a number of open-ended questions about services received. Consumers at all known provider sites are surveyed via scheduled site visits twice a year. The interview findings for each service site are summarized into a report and mailed to the provider for their written response, or the provider may choose to discuss the report during a scheduled Quality Improvement Meeting with CART staff. Aggregate data reports are submitted to CCBH quarterly and annually. In addition, an annual report is distributed to all stakeholders.

FEATURE ARTICLE -

PATIENT-CENTERED CARE AND RECOVERY

Since the turn of the 21st century "Patient-Centered Care" has gradually become the standard for all health care. A report by the Institute of Medicine in 2001 defined Patient-Centered Care as:

"respecting and responding to patients' wants, needs and preferences, so that they can make choices in their care that best fit their individual circumstances." ¹

Patient-Centered Care, at a basic level, is a healing relationship that includes:

1) Shared understanding, (2) informed choices and (3) patient activation in the treatment process.²

CART, the Consumer Action and Response Team of Allegheny County, has been promoting Patient/Consumer-Centered Care in the behavioral health system since 1999. Specifically, the CART process encourages patients to become active consumers of their behavioral health care. CART interviews with patient-consumers empower them to have their voices heard by their providers via written reports of their feedback about services. They are given the opportunity to provide feedback about the degree of respect, hopefulness and collaboration experienced during their treatment course.

Patient-Centered providers give clear, understandable information so individuals are able to dialogue about their condition with them. This allows an informed conversation to occur, where treatment and recovery plans are developed that address not only medical issues, but also the constraints and barriers patient-consumers face in following through on treatment recommendations. "Shared decision-making" is the result of specific conversations about the real life situations where treatment and recovery occur. Community health care practitioners take this information into consideration so that realistic treatment plans can be developed, with goals that are compatible with the individuals' life world, which includes cultural beliefs and community norms. Ideally, Patient-Centered Care for medical conditions will intersect with person-centered recovery as treatment moves into the community from a hospital or clinic.

¹National Research Council. Crossing the quality chasm: a new health system for the 21st century. Washington, DC: National Academics Press, 2001.

² Epstein RM, Street RL. Patient-centered communication in cancer care: promoting healing and reducing suffering. Bethesda (MD) National Cancer Institute: 2007

³ Barry MJ, Edgman-Levitan S. Shared decision making-The pinnacle of patient-centered care. The New England Journal of Medicine 2012: 366: 9, pgs. 780-781.

Recovery and Resiliency

Recovery is a person-centered process of healing the whole person after a physical illness, a mental health condition, a substance use disorder (or any combination of these); where individuals discover ways to re-connect with social, work and/or family life. In 2005 the Office of Mental Health and Substance Abuse Services of Pennsylvania convened a large group of stakeholders with lived experience of recovery to identify catalysts of recovery and resiliency. They agreed that:

"Recovery is facilitated by relationships and environments that provide hope, choices, empowerment and opportunities that promote people to reach their full potential as individuals and community members."

Patient-Centered Care and Recovery intersect at many levels. Relationships create the possibilities for healing whether in a medical clinic or in a peer-support group at a coffee shop. The recovering person or patient becomes active when he/she realizes that he/she is making all of the decisions, thereby feeling a sense of ownership. Health care providers can do a lot to orient their services to maximize patient choices and ownership of their treatment and recovery.

What follows is a report of patient-consumer feedback about the degree to which behavioral health providers in Allegheny County orient their services to address various aspects of recovery identified by recovering persons and other stakeholders.

⁴ A Call For Change: Toward A Recovery-Oriented Mental Health Service System for Adults. A Publication of the Pennsylvania Office of Mental and Substance Abuse Services, Department of Public Welfare: Harrisburg, PA. May 2006.

RESPONSES TO QUESTIONS REGARDING RECOVERY-ORIENTATION FOR ADULT AND CHILDREN'S SERVICES: A THREE YEAR COMPARISON

		% AGREEMEN' COVERY ORIE		1	% AGREEMEN RESILIENCY O	
	2015	2016	2017	2015	2016	2017
Staff communicated hope for	92.9%	93.1%	94.0%	NIA	91.3%	95.5%
recovery/wellness.	(978)	(1101)	(1107)	NA	(157)	(359)
Staff encouraged decision making to support recovery/resiliency.	89.5%	89.2%	90.2%	NA	NA	NA
to support recovery/resiliency.	(950)	(1060)	(1060)	IVA	IVA	IVA
Staff helped with recovery/ resiliency goals.	91.4%	91.1%	91.5%	NA	91.2%	91.4%
resiliericy goals.	(964)	(1079)	(1078)	IVA	(155)	(342)
Staff gave information about how recovery/resiliency happens.	86.4%	87.3%	87.5%	NA	79.6%	81.8%
тесочету/тезніенсу парренз.	(908)	(1032)	(1031)	NA	(137)	(306)
Staff helped identify strengths they didn't know about.	82.1%	82.5%	83.2%	NA	85.5%	88.3%
uldii t kilow about.	(860)	(974)	(984)	NA	(148)	(333)
Staff gave options to use 12-Step programs, drop-ins or peer support	83.7%	79.9%	80.2%	NA	73.7%	74.2%
programs, drop-ms or peer support	(873)	(939)	(941)	NA	(126)	(276)
Staff gave options for regular exercise, nutrition and/or	82.5%	79.6%	82.5%	NA	80.8%	76.9%
meditation.	(867)	(942)	(971)	IVA	(139)	(286)
Staff gave options for family and friends to be included in services.	77.8%	79.6%	79.8%	NA	86.0%	88.8%
menus to be included in services.	(796)	(936)	(932)	NA.	(147)	(332)
Staff helped to connect with community activities.	77.9%	77.9%	74.5%	NA	76.4%	77.9%
community activities.	(819)	(925)	(878)	IVA	(133)	(293)
Staff helped to think about supports needed during a crisis.	86.6%	86.1%	84.9%	NA	87.3%	83.8%
nieeded during a crisis.	(908)	(1019)	(1003)	IVA	(151)	(316)
Staff asked for feedback about services.	76.8%	74.6%	73.8%	NA	79.3%	73.7%
services.	(810)	(887)	(871)	NA.	(138)	(274)
Staff gave opportunities for self- advocacy.	88.1%	88.3%	89.3%	NA	84.4%	86.1%
davocacy.	(927)	(1050)	(1056)	IVA	(146)	(322)
Provider held education sessions to	75.3%	72.5%	72.4%	NA	66.7%	58.9%
reduce stigma.	(782)	(854)	(852)	IVA	(114)	(221)

ADOLESCENT AND YOUNG ADULT RESPONSES TO QUESTIONS REGARDING RECOVERY-ORIENTATION

	N=	Strongly Disagree	Mostly Disagree	Undecided	Mostly Agree	Strongly Agree
Staff communicated hope for	110	2.7%	2.7%	1.8%	42.7%	50.1%
recovery/wellness.	110	(3)	(3)	(2)	(47)	(55)
Staff helped with recovery/	110	3.6%	2.7%	3.6%	40.0%	50.1%
resiliency goals.	110	(4)	(3)	(4)	(44)	(55)
Staff gave information about how recovery/resiliency happens.	109	2.8%	4.6%	5.5%	37.6%	49.5%
recovery/resiliency happens.	109	(3)	(5)	(6)	(41)	(54)
Staff helped identify strengths they didn't know about.	110	4.5%	2.7%	3.7%	36.4%	52.7%
didiff know about.	110	(5)	(3)	(4)	(40)	(58)
Staff gave options to use 12-Step programs, drop-ins or peer support	110	3.6%	11.8%	9.1%	34.6%	40.9%
programs, drop-ms or peer support	110	(4)	(13)	(10)	(38)	(45)
Staff gave opportunities for regular exercise, nutrition and/or	109	1.8%	2.8%	4.6%	42.2%	48.6%
meditation.		(2)	(3)	(5)	(46)	(53)
Staff gave options for family and friends to be included in services.	110	1.8%	3.7%	5.5%	44.5%	44.5%
menus to be included in services.		(2)	(4)	(6)	(49)	(49)
Staff helped to connect with community activities.	110	3.6%	7.3%	14.5%	39.1%	35.5%
community activities.	110	(4)	(8)	(16)	(43)	(39)
Staff helped to think about supports needed during a crisis.	110	3.6%	5.5%	4.6%	43.6%	42.7%
needed during a crisis.	110	(4)	(6)	(5)	(48)	(47)
Staff asked for feedback about	110	19.1%	17.3%	10.9%	31.8%	20.9%
services.	110	(21)	(19)	(12)	(35)	(23)
Staff gave opportunities for self-	110	1.8%	2.7%	10.9%	40.9%	43.7%
advocacy.	110	(2)	(3)	(12)	(45)	(48)
Provider held education sessions to	110	2.7%	11.8%	10.9%	31.8%	42.8%
reduce stigma.	110	(3)	(13)	(12)	(35)	(47)

Key Findings for Provider Recovery Orientation Questions

Adult Services

- 1) There was a slight increase in providers' communication of hope for recovery over the past three years: from 92.9% in 2015, to 93.1% in 2016, to 94% in 2017.
- 2) There was a slight increase in providers' helping identify strengths that consumers didn't know about: from 82.1 % in 2015, to 82.5% in 2016, to 83.2% in 2017.
- 3) There was a slight decrease of providers who ask consumers for feedback about services: from 76.8% in 2015, to 74.6% in 2016, to 73.8% in 2017.

Adolescent Services

- 1) There were three areas in 2018 where adolescents reported high levels of provider recovery orientation.
 - 93% reported that staff communicated hope for recovery and wellness.
 - 91% reported that staff gave them opportunities for regular exercise, nutrition, meditation, etc.
 - 90% reported that staff helped them with their recovery/resiliency goals.
- 2) There was one area where adolescents reported relatively low provider recovery orientation.
 - Only 53% of providers asked adolescents about their feedback regarding their services.

STANDARD SATISFACTION INTERVIEW DEMOGRAPHICS AND INTERVIEW TOTALS FOR 2017

	NUMBER OF INTERVIEWS BY POPULATION											
Adult Adult Adult Children's Drug & Drug & Drug & Drug & Alcohol Family Mental Health Alcohol Alcohol Family Alcohol												
Number	977	66	327	462	41	78						
% Interviewed	50.08%	3.38%	16.76%	23.68%	2.10%	4.00%						

NUMBER OF INTERVIEWS BY AGE										
	Under 14 14 - 17 18 - 20 21 - 64									
Number	239	128	74	1416	94					
% Interviewed	12.25%	6.56%	3.79%	72.58%	4.82%					

	NUMBER OF INTERVIEWS BY RACE								
	American	White	Other						
Number	557	1221	173						
% Interviewed	28.55%	62.58%	8.87%						

NUMBER	NUMBER OF INTERVIEWS BY GENDER									
Male	Female	Non-Binary								
1098	848	5								
56.28%	43.46%	0.26%								

ADULT MENTAL HEAL FAMILY INTERVIEV		CHILD MENTAL HEAL INTERVIEWS	TH	ADULT DRUG/ ALCOF FAMILY INTERVIEV		CHILD DRUG & ALCOF INTERVIEWS	IOL
Service	#	Service	#	Service	#	Service	#
Extended Acute Care	47	Partial	7	Inpatient Detox	11	Non-Hospital Rehab	70
Inpatient	124	Outpatient	32	Non-Hospital Rehab	189	Halfway House	8
Partial	70	Service Coordination	82	Halfway House	80		
Outpatient	236	BHRS / Wraparound	124	Partial	19		
Psych, Social & Vocational Rehab	254	Family Based	57	Outpatient	195		
Long-Term Structured Residence (LTSR)	54	CSBBH	25	Transitional Housing	9		
CRR & Supported Housing	138						
Enhanced Personal Care Boarding Home	46						
Diversion & Acute Stabilization (DAS)	9						
Community Treatment Team	41						
Peer Specialist	24						

Standard Satisfaction Interviews	1951
CSP & CHIPP Interviews	190
Customized Survey Interviews	41
Telephone Complaint Interviews	48
GRAND TOTAL	2230

CONSUMER AND PARENT RESPONSES TO QUESTIONS ABOUT THEIR TREATMENT: A THREE YEAR COMPARISON

		MEN	ITAL HE ADULT		MEN	NTAL HEA	ALTH	DRUG	3 & ALCO	OHOL	DRU	G & ALC	OHOL
	Year	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral
How satisfied are	2015	89%	3%	8%	93%	4%	3%	92%	2%	6%	0%	0%	0%
you with the hours	n=	(512)	(18)	(46)	(205)	(8)	(6)	(183)	(4)	(12)	(0)	(0)	(0)
of operation &	2016	92%	4%	4%	91%	4%	5%	91%	4%	5%	0%	0%	0%
appointment times	n=	(538)	(22)	(26)	(317)	(14)	(16)	(189)	(8)	(10)	(0)	(0)	(0)
made available to	2017	93%	2%	5%	93%	4%	3%	91%	5%	4%	0%	0%	0%
you?	n=	(577)	(16)	(29)	(222)	(9)	(7)	(194)	(11)	(8)	(0)	(0)	(0)
Do you feel	2015	94%	2%	4%	99%	0.5%	0.5%	95%	1%	4%	95%	1%	4%
comfortable with	n=	(746)	(15)	(32)	(262)	(1)	(1)	(410)	(6)	(18)	(85)	(1)	(4)
the staff who works	2016	95%	2%	3%	98%	1%	1%	96%	1%	3%	84%	6%	7%
with you?	n=	(768)	(18)	(24)	(349)	(3)	(4)	(447)	(4)	(16)	(84)	(6)	(7)
	2017	93%	2%	5%	97%	1%	2%	93%	2%	5%	91%	6%	4%
	n=	(743)	(17)	(37)	(315)	(4)	(7)	(470)	(10)	(23)	(70)	(5)	(3)
Were you given the	2015	85%	6%	9%	95%	1%	4%	91%	4%	5%	78%	13%	9%
chance to make	n=	(574)	(37)	(62)	(251)	(2)	(10)	(350)	(16)	(19)	(47)	(8)	(5)
treatment	2016	86%	7%	7%	95%	2.5%	2.5%	91%	5%	4%	80%	14%	6%
decisions?	n=	(566)	(48)	(45)	(338)	(9)	(9)	(391)	(22)	(17)	(51)	(9)	(4)
	2017	91%	6%	3%	96%	1%	3%	92%	4%	3%	97%	3%	0%
	n=	(609)	(40)	(22)	(313)	(4)	(9)	(417)	(19)	(15)	(35)	(1)	(0)
Were you involved	2015	88%	8%	4%	96%	2%	2%	90%	7%	3%	87%	11%	2%
in planning your	n=	(522)	(48)	(23)	(218)	(4)	(5)	(367)	(29)	(12)	(78)	(10)	(2)
treatment or setting	2016	88%	8%	4%	97%	1%	2%	93%	5%	2%	85%	13%	2%
goals for your	n=	(589)	(53)	(27)	(342)	(3)	(6)	(396)	(23)	(9)	(82)	(13)	(2)
services?	2017	92%	5%	3%	98%	1%	1%	93%	5%	2%	95%	4%	1%
	n=	(614)	(36)	(21)	(241)	(2)	(2)	(428)	(23)	(10)	(74)	(3)	(1)
In the last twelve	2015	83%	4%	13%	80%	11%	9%	87%	2%	11%	80%	6%	14%
(12) months, have	n=	(660)	(30)	(103)	(212)	(28)	(24)	(369)	(10)	(45)	(72)	(5)	(13)
you been able to get		83%	5%	12%	80%	12%	8%	89%	2%	9%	85%	4%	11%
the help you	n=	(675)	(39)	(94)	(285)	(41)	(30)	(414)	(10)	(44)	(82)	(4)	(11)
needed?	2017 n=	86% (688)	6% (49)	8% (62)	73% (240)	16% (52)	11% (35)	90% (453)	3% (13)	7% (36)	72% (56)	22% (17)	6% (5)
What effect has the	2015	84%	4%	12%	86%	2%	12%	92%	1%	7%	74%	6%	20%
treatment you	n=	(643)	(31)	(93)	(222)	(4)	(31)	(374)	(5)	(30)	(67)	(5)	(18)
received had on the	2016	81%	4%	15%	90%	1%	9%	94%	1%	5%	64%	10%	26%
quality of your life?	n=	(651)	(28)	(123)	(320)	(5)	(30)	(437)	(5)	(24)	(61)	(10)	(25)
quality of your life:	2017	82%	3%	15%	87%	1%	12%	92%	1%	7%	74%	5%	21%
	n=	(647)	(28)	(115)	(283)	(2)	(40)	(460)	(5)	(34)	(58)	(4)	(16)
Overall, how	2015	87%	4%	9%	90%	4%	6%	90%	3%	7%	69%	4%	27%
satisfied are you	n=	(690)	(29)	(69)	(235)	(12)	(15)	(388)	(13)	(31)	(62)	(6)	(24)
with the services	2016	88%	5%	7%	93%	3%	4%	92%	1%	7%	67%	18%	15%
you received?	n=	(713)	(37)	(58)	(331)	(12)	(13)	(431)	(4)	(32)	(65)	(17)	(15)
,	2017	93%	3%	4%	96%	2%	2%	92%	2%	6%	76%	5%	19%
	n=	(732)	(23)	(35)	(313)	(5)	(7)	(459)	(12)	(30)	(59)	(4)	(19)

Trends by Population Group

Adult Mental Health

- 1) Individuals reported increased satisfaction with hours of operation and appointment times: from 89% in 2015, to 92% in 2016, to 93% in 2017.
- 2) Increased involvement in making treatment decisions was reported: from 85% in 2015, to 86% in 2016, to 91% in 2017.
- 3) Individuals reported increased overall satisfaction: from 87% in 2015, to 88% in 2016, to 93% in 2017.

Children's Mental Health

- 1) Individuals reported a slight decrease in comfort level with staff with whom they worked: from 99% in 2015, to 98% in 2016, to 97% in 2017.
- 2) Individuals reported increased involvement in planning treatment and goal setting: from 96% in 2015, to 97% in 2016, to 98% in 2017.
- 3) Individuals reported increased overall satisfaction: from 90% in 2015, to 93% in 2016, to 96% in 2017.

Adult Drug and Alcohol

 Individuals reported increased access to services: from 87% in 2015, to 89% in 2016, to 90% in 2017.

Child/Adolescent Drug and Alcohol

• Individuals reported increasing involvement in treatment decisions: from 78% in 2015, to 80% in 2016, to 97% in 2017.

INTERVIEW RESPONSES OF PEOPLE DISCHARGED FROM MAYVIEW: A THREE YEAR COMPARISON

The following set of tables summarizes the responses of individuals who have been discharged to community services during the closure of Mayview State Hospital. The most recent three years of data is reported below.

(N = 101 in 2015) (N = 97 in 2016) (N = 77 in 2017)

Do you g	Do you get to work on goals that are important to you?											
	Yes		No				Unsure			Other & N/A		
2015	2016	2017	2015	2016	2017	2015 2016 2017 2015 2016				2017		
71%	68%	68%	15%	9%	10%	6%	17%	18%	8%	6%	4%	
(72)	(66)	(52)	(15)	(9)	(8)	(6)	(16)	(14)	(8)	(6)	(3)	

Has someone helped you understand your illness?												
	Yes			No Unsure Other & N,			N/A					
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	
70% (71)	68% (66)	78% (60)	11% (11)	12% (12)	12% (9)	14% (14)	17% (16)	10% (8)	5% (5)	3% (3)	0% (0)	

Does you	Does your Service Coordinator or CTT help you identify your strengths?												
	Yes No Unsure Other & N/A												
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017		
62% (63)	66% (64)	65% (50)	20% (20)	20% (19)	25% (19)	11% (11)	9% (9)	9% (7)	7% (7)	5% (5)	1% (1)		

Are you	Are you satisfied with the services you are receiving?													
	Yes No Unsure Other & N/A													
2015	2016	2017	2015	2016	2017	2015	2016	2017						
72% (73)	75% (73)	79% (61)	22% (22)	17% (16)	14% (11)	4% (4)	8% (8)	7% (5)	2% (2)	0% (0)	0% (0)			

Is your li	Is your life better since you left the hospital?													
	Yes No Unsure Other & N/A													
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017			
85% (86)	91% (88)	89% (68)	5% (5)	3% (3)	5% (4)	9% (9)	5% (5)	5% (4)	1% (1)	1% (1)	1% (1)			

How w	How would you rate where you live?													
	Excellent Average Poor Unsure Other & NA													
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
64%	55%	54%	27%	36%	43%	9%	6%	1%	0%	3%	1%	0%	0%	1%
(65)	(55)	(41)	(27)	(33)	(33)	(9)	(6)	(1)	(0)	(3)	(1)	(0)	(0)	(1)

Are you	Are you working or volunteering?													
	Yes No Unsure Other & N/A													
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017			
29% (29)	26% (25)	17% (13)	69% (70)	68% (66)	78% (60)	1% (1)	3% (3)	5% (4)	1% (1)	3% (3)	0% (0)			

Are you i	Are you interested in furthering your education?													
Yes No Unsure Other & N/A														
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017			
28%	35%	26%	59%	58%	66%	9%	5%	4%	4%	2%	4%			
(28)	(34)	(20)	(60)	(56)	(51)	(9)	(5)	(3)	(4)	(2)	(3)			

How w	How would you rate your social life?													
Excellent Average Poor Unsure Other & NA										IA				
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
19% (19)	21% (20)	17% (13)	49% (50)	60% (58)	64% (49)	23% (23)	16% (16)	17% (13)	4% (4)	2% (2)	1% (1)	5% (5)	1% (1)	1% (1)

How w	How would you rate your access to physical health care?													
	Excellent Average Poor Unsure Other & NA													
2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
37%	42%	32%	41%	42%	52%	6%	6%	9%	10%	9%	4%	6%	1%	3%
(37)	(41)	(25)	(42)	(41)	(40)	(6)	(6)	(7)	(10)	(8)	(3)	(6)	(1)	(2)

Trends

- 1) There was increased satisfaction with services received: from 72% in 2015, to 75% in 2016, to 79% in 2017.
- 2) Only 1% of those interviewed rated their housing as poor in 2017, whereas 6% reported poor housing in 2016, and 9% rated their housing as poor in 2015.
- 3) Employment rates have steadily declined over the past 3 years. Only 17% of individuals reported that they were employed in 2017, as compared to 26% in 2016 and 29% in 2015. Of those who were not working in 2017, 52% said that they would like to work.

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