

INDIVIDUAL PLACEMENT AND SUPPORT (IPS)

Individual placement and support (IPS) is a model of supported employment for people with serious mental illness. IPS supported employment helps people living with behavioral health conditions work at regular jobs of their choosing. Although variations of supported employment exist, IPS is the only evidence-based practice of supported employment. IPS is a SAMHSA Evidence-Based Practice and guided by IPS practice principles outlined by the IPS Works Employment Center.

IPS Practice Principles

1. Focus on competitive employment: Agencies providing IPS services are committed to competitive employment as an attainable goal for people with behavioral health conditions seeking employment.
2. Zero exclusion criteria based on client choice: People are not excluded based on readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.
3. Integration of rehabilitation and mental health services: IPS programs are closely integrated with mental health treatment teams.
4. Attention to worker preferences: Services are based on each person's preferences and choices.
5. Personalized benefits counseling: Employment specialists help people obtain personalized, understandable, and accurate information about their social security, Medicaid, and other government entitlements.
6. Rapid job search: IPS programs use a rapid job search approach to help job seekers obtain jobs directly, rather than providing lengthy preemployment assessment, training, and counseling.
7. Systematic job development: Employment specialists systematically visit employers to learn about their business needs and hiring preferences.
8. Time-unlimited and individualized support: Job supports are individualized and continue for as long as each worker wants and needs the support.

Who is IPS for?

IPS is effective in a wide variety of target populations including but not limited to adults with mental illness and/or co-occurring conditions, older adults, individuals experiencing homelessness, and individuals with criminal justice involvement.

Who provides IPS?

An IPS team, at a minimum, includes an IPS employment specialist, a behavioral health specialist, Iowa Vocational Rehabilitation Services (IVRS) counselor, and a case manager/care coordinator. IPS specialists provide direct assistance with work and education/technical training. IPS specialists work closely with a team of practitioners who provide services for the same group of people.

How is IPS funded?

IPS services can be funded using a variety of funding streams including but not limited to Medicaid, state vocational rehabilitation funds, and mental health block grant dollars.