

Iowa's Center of Excellence for Behavioral Health

Evidence-Based Practices in Behavioral Health Summit

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# Advancing Competitive Integrated Employment

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Learn. Adapt. Adopt.

# Objectives

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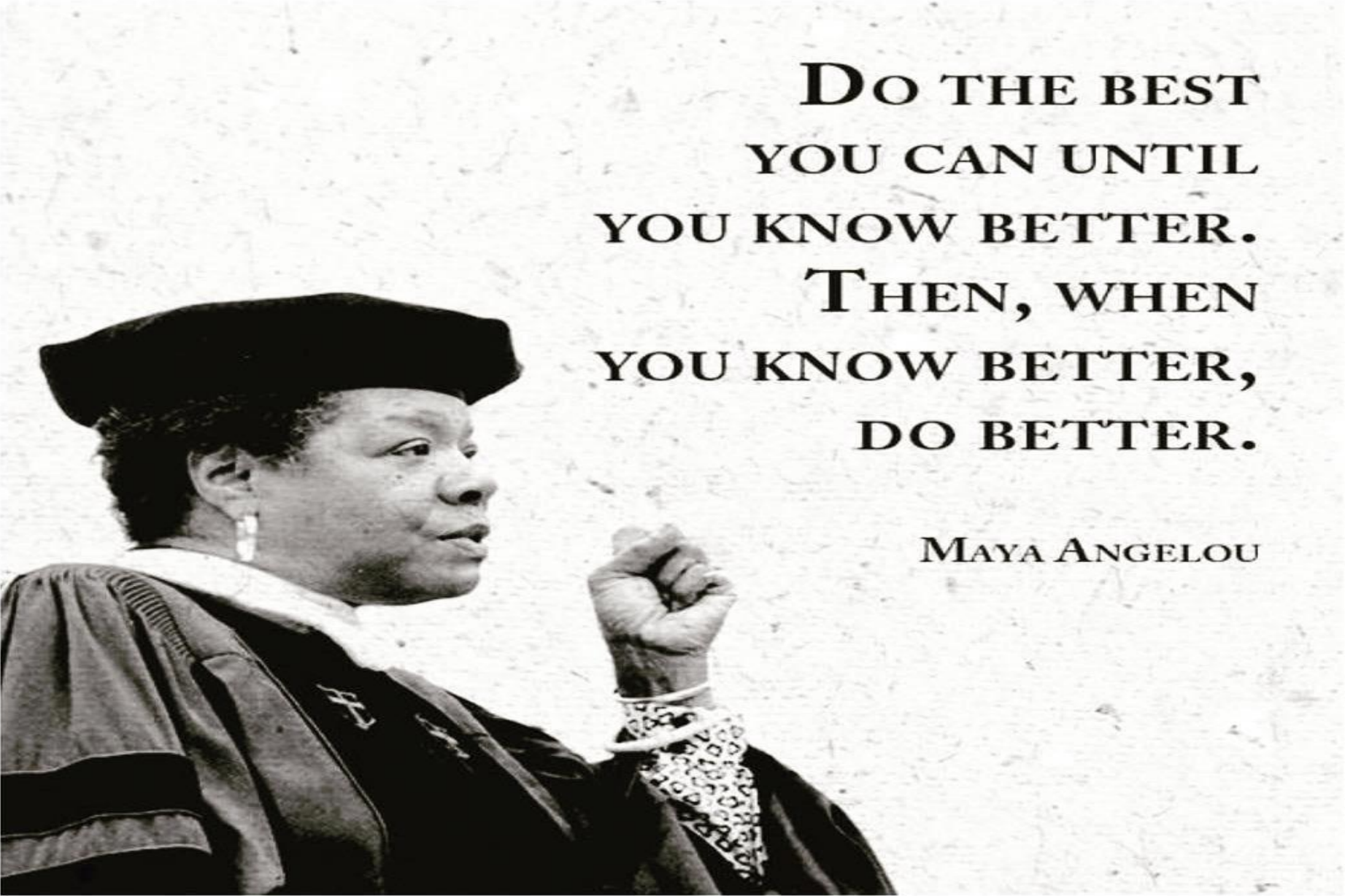
- Attendees will be able to define Employment 1<sup>st</sup> and Competitive Integrated Employment.
- Attendees will analyze the variations of Competitive Integrated Employment.
- Attendees will gain an understanding of how to integrate Competitive Integrated Employment in their communities.

# Where We Have Been

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- Pre-Vocational
- Sheltered Workshop
- Enclave
- Supported Employment
- Integrated Employment
- Self Employment
- Customized Employment
- Customized Discovery
- Individual Placement and Support (IPS)





**DO THE BEST  
YOU CAN UNTIL  
YOU KNOW BETTER.  
THEN, WHEN  
YOU KNOW BETTER,  
DO BETTER.**

**MAYA ANGELOU**

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# Iowa's Employment First Vision

*“Employment in the general workforce is the first priority and the expected and preferred outcome in the provision of publicly funded services for all working age Iowans with disabilities.”*





# Competitive Integrated Employment (CIE)

- CIE is work that is performed on a full-time or part-time basis for which an individual is:
  - Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
  - Receiving the same level of benefits provided to other employees without disabilities in similar positions;
  - At a location where the employee interacts with other individuals without disabilities; and
  - Presented opportunities for advancement similar to other employees without disabilities in similar positions.

# Employment Matters

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***“Nothing that I have studied has the same kind of impact on people that employment does. Medication, case management, and psycho-therapies tend to produce a small impact on people’s overall adjustment. But the differences are often striking and dramatic with employment”.***

-Robert Drake, M.D., IPS Founder, Dartmouth Medical School

# What is ASPIRE?

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- **Advancing State Policy Integration for Recovery and Employment** from US Dept of Labor, Office of Disability Employment Policy (ODEP)
- **Goal:** Promote competitive integrated employment through the EBP of Individual Placement and Support (IPS)
- FL, IN, **IA**, LA, MT, NY and VA get technical assistance and training from the nation's leading IPS experts, Jan 2023 -- Sep 2024
- **Target populations:**
  - Adults with serious mental illness
  - may have multi-occurring MI and SUD or complex needs
  - Ideally eligible for IVRS and Medicaid-Habilitation program services
  - Outreach to underserved communities, to impact health disparities



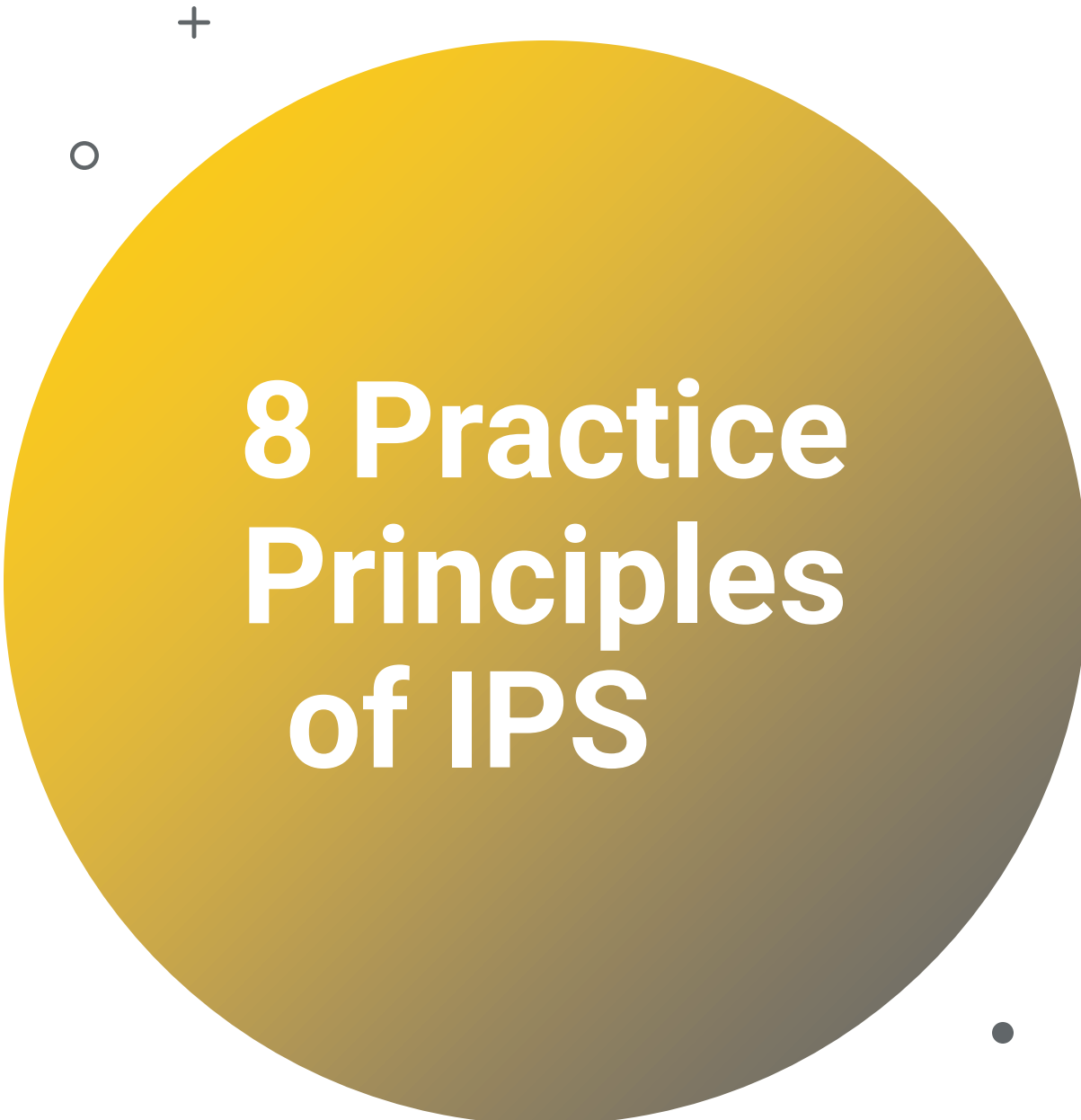
# What is IPS?

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“IPS is a highly successful, evidenced-based model of supported employment that promotes a ‘recovery through work’ philosophy whereby individuals ... achieve competitive, integrated employment when assisted with ongoing support services.”

— The IPS Employment Center

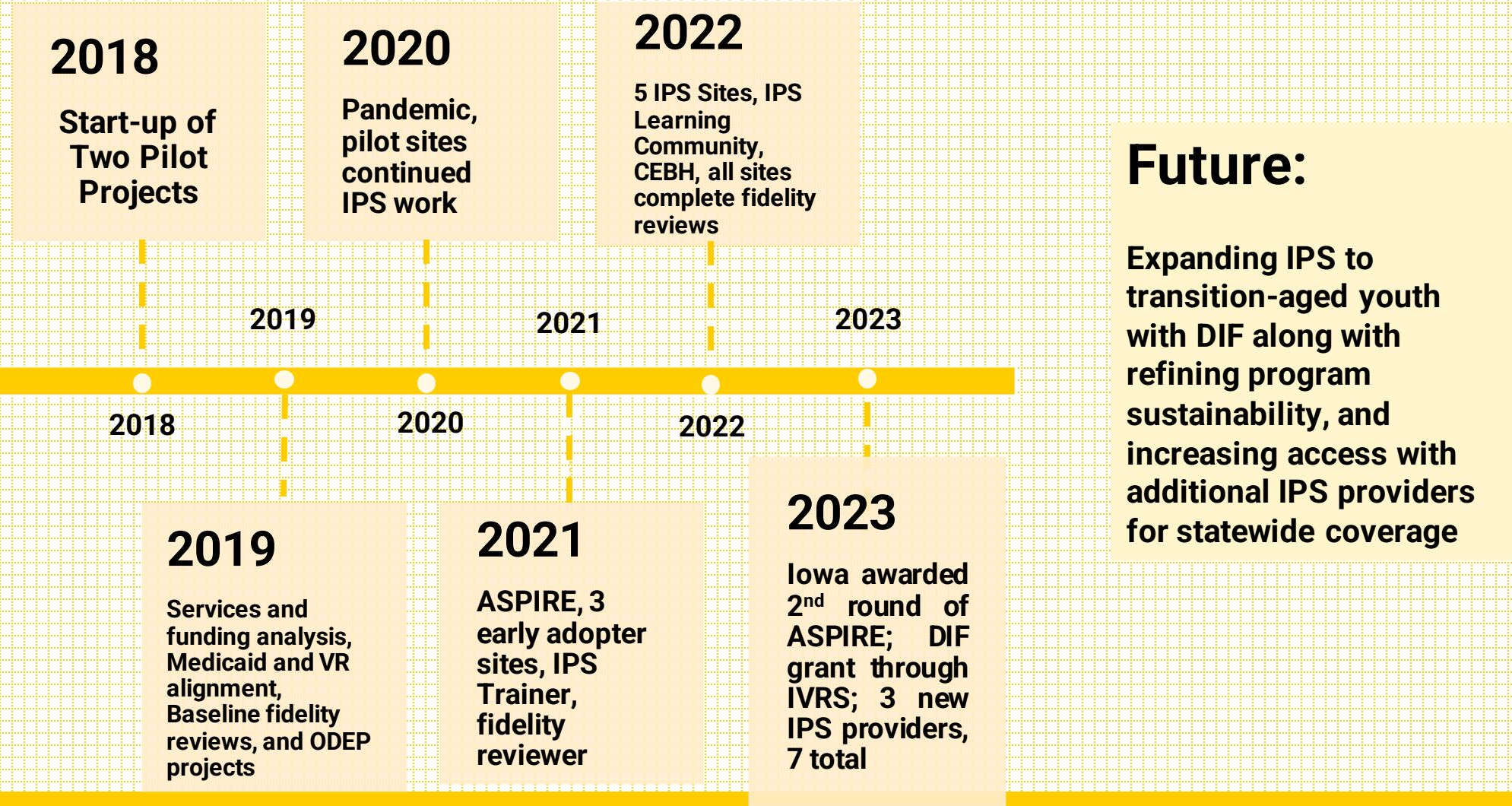
- IPS uses a holistic team approach
- An IPS teams’ effectiveness is measured by a 25-item Fidelity Scale, by trained reviewers
- Services are community based



# 8 Practice Principles of IPS

- Zero exclusion
- Client Preference
- Rapid job search
- Focus on competitive employment
- Integration with mental health team
- Benefits counseling
- Systematic job development
- Time-Unlimited supports

# Brief historical timeline of IPS in Iowa





# IOWA BLUEPRINT FOR CHANGE

## EBP Summit

2023  
Brandy McOmber . Vienna Hoang  
Ashley Banes . Paul Fuller



# Quick Review of DIF

- Disability Innovation Fund Subminimum Wage to Competitive Integrated Employment (DIF SWTCIE) - video
- Iowa was one of 14 states awarded funds
- Awarded **\$13,875,048.55**
- 5 Years (2022 - 2027)



- Awarded additional \$230,000 funding

# Working to Fill the Gaps

- **Employment First**
  - Tools to support education on CIE
    - 14(c) employers & employees
    - Parents of individuals with the MSD
    - Everyone Can Work Curriculum
  - More CIE providers & EBP employment programming
    - Trained provider pipeline
    - CEBHC partnership
    - DE partnership
    - HHS partnership
  - Executive Order
- **Technology First**
  - Easter Seals AT Center
  - Social Media
  - Gov Proclamation







# What's the focus in 2024?

- Utilize the youth/educator workgroup to initiate two youth pilots
- Align pilots with some Tier 3 schools under the DE Differentiated Accountability
- Bring IPS-Y to Iowa
- Increase Direct Support Professionals/Employment Specialists through apprenticeship programs
- Everyone Can Work Summit
- Attend trainings on early transition in the school for students with more significant disabilities to learn promising practices



Questions???

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