

Iowa's Center of Excellence for Behavioral Health

Evidence-Based Practices in Behavioral Health Summit

IPS 101: The What, The Why, The Where

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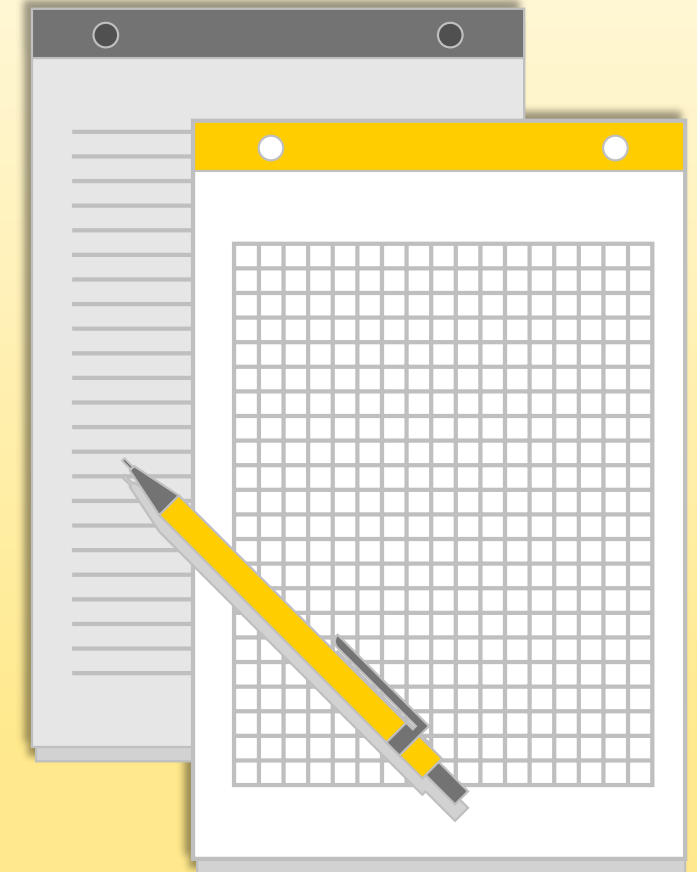
Learn. Adapt. Adopt.

Objectives

- Attendees will be able to describe the eight practice principles for IPS supported employment.
- Attendees will be able to explain why IPS supported employment is an evidence-based practice.
- Attendees will be able to list at least two ways that employment supports recovery for people with serious mental illnesses and co-occurring mental illness and substance use disorders.

What you should know about IPS:

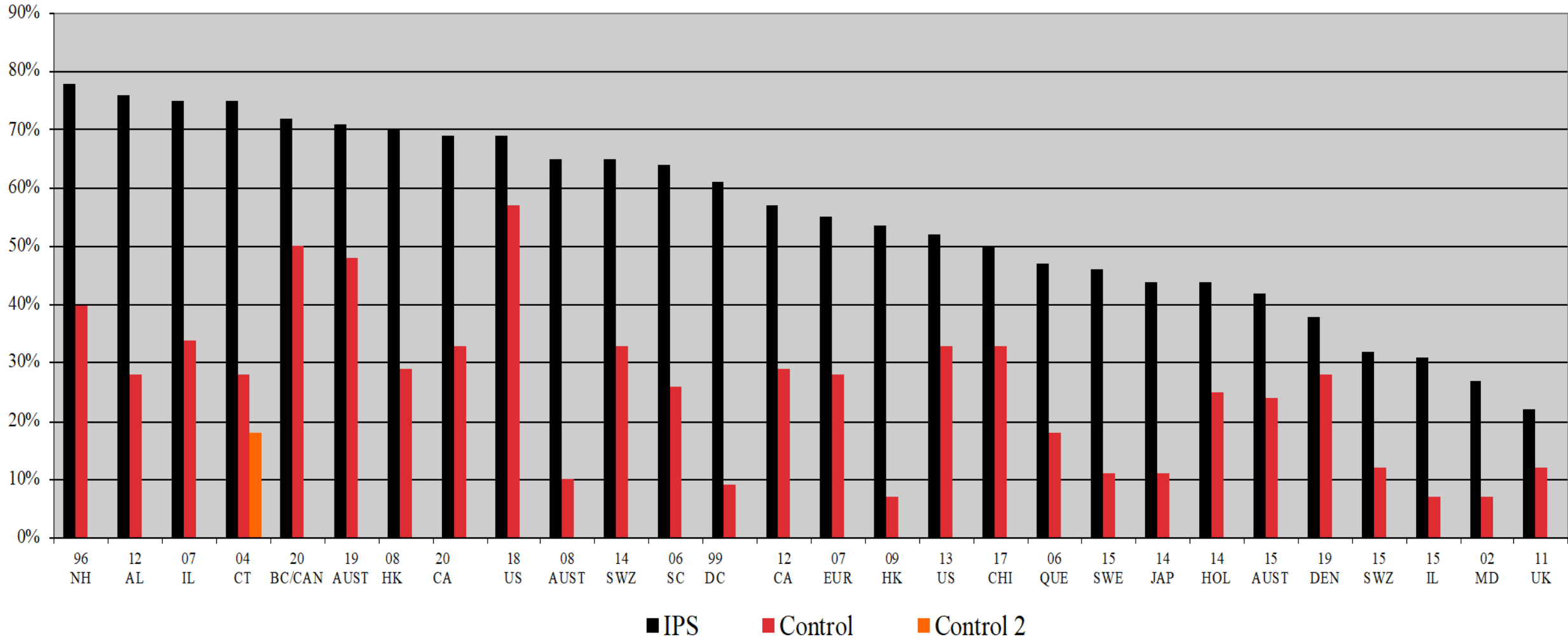
- **IPS is the only Evidence Based Practice of supported employment for adults with Serious Mental Illness (SMI)**
- **Urban/Rural**
- **Variety of populations**
- **IPS is international; 343 programs in 26 US states & 7 Countries**
- **Ipsworks.org**



Research


- Originally studied and validated with people with serious mental illness, including people with co-occurring substance use disorders
- IPS has been compared to traditional vocational rehabilitation approaches that typically include stepwise features such as prevocational assessment, sheltered setting, and volunteer work. In 28 randomized controlled trials, 27 showed a significant advantage for IPS.

Competitive Employment Rates in 28 Randomized Controlled Trials of IPS



Overall Findings for 28 RCT's

- 27 of 28 studies showed a significant advantage for IPS
- Mean competitive employment rate:
 - 55% for IPS
 - 25% for controls
- Follow up showed IPS participants:
 - Were employed longer
 - Earned higher wages



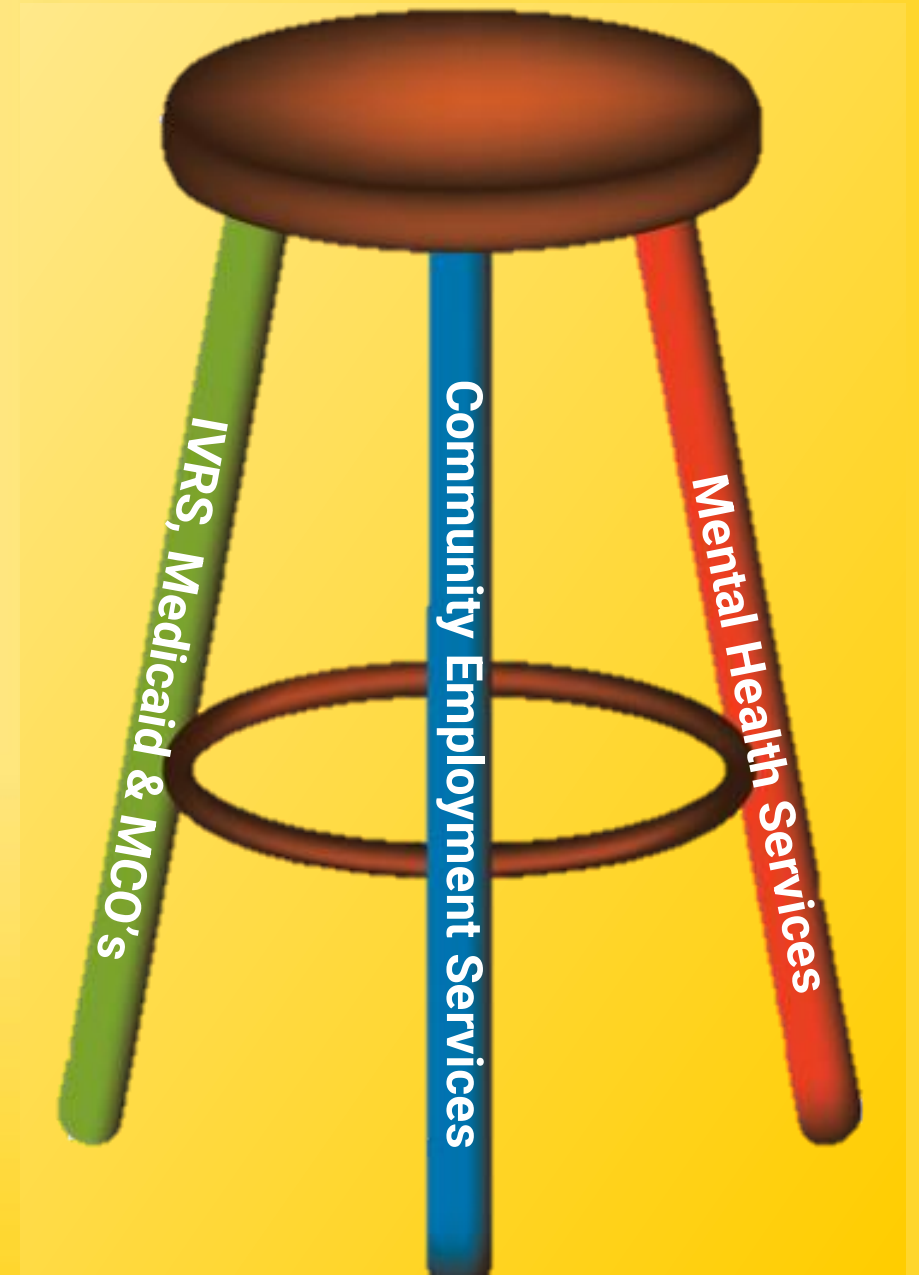
Why Should We Consider Work For Mental Health Recovery?

- Considered by many an important part of recovery
- Employment is considered regular adult role
- Most people with SMI *want* to work
- Improved symptom management
- Cost-effective
- Decreased dependence on mental health system and social services
- Work can be a catalyst for recovery

“3-Legged Stool”

IPS in Iowa is built on strong partnerships and integrated services.

- Iowa Vocational Rehabilitation, Iowa Medicaid & MCO's fund IPS activities through milestones achieved
- Community Employment Services trained in IPS model provide services to job seekers
- Mental Health Service providers provide symptom management and collaborate with IPS teams



IPS Services and Funding Structure

- IPS Milestone 1
 - Career Development: Completed Employment Plan
- IPS Milestone 2
 - Job Development (1): 1st Day Successful Placement
- IPS Milestone 3
 - Job Development (2): 45 Days Successful Job Retention
- IPS Milestone 4
 - Job Coaching: 90 Days Successful Job Stabilization

Iowa's IPS Providers

- **43 North Iowa, Mason City - 2018**
- **Hope Haven, Inc., Rock Valley - 2018**
- **Hope Haven Area Development Center, Burlington - 2021**
- **Robert Young Center, Muscatine - 2021**
- **Vera French Community Mental Health, Davenport - 2021**
- **Vodec, Council Bluffs - 2023**
- **First Resources Corp., Ottumwa - 2023**
- **Goodwill of Northeast Iowa, Waterloo – Beginning October 2023**

Individual Placement and Support (IPS) Service Area

43 North Iowa
(Cerro Gordo, Floyd, Franklin, Hardin, Mitchell)

Goodwill, Inc. of N.E. Iowa
(Blackhawk; Future – Winneshiek, Fayette, Buchanan, Delaware, Dubuque)

Robert Young Center
(Jackson, Clinton, Cedar, Muscatine)

Vera French
(Scott)

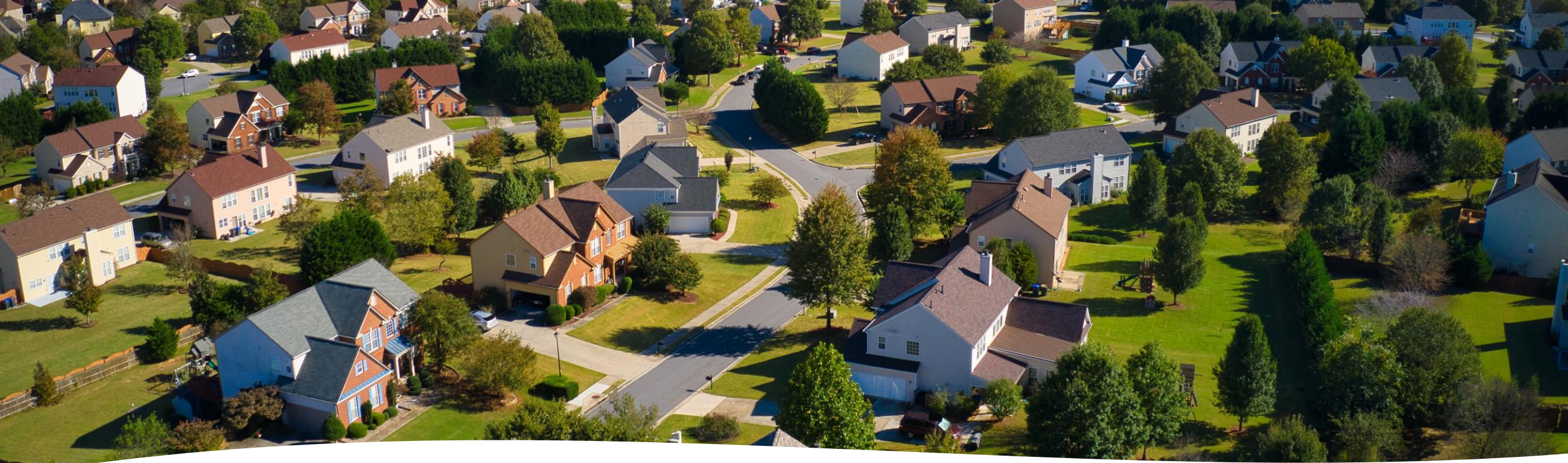
Hope Haven Area Development Center
(Washington, Louisa, Jefferson, Henry, Des Moines, Lee)

First Resources Corp.
(Mahaska, Keokuk, Wapello, Appanoose, Davis; Future – Van Buren)

Hope Haven, Inc.
(Lyon, Osceola, Dickenson, Emmet, Sioux, O'Brien, Clay, Palo Alto, Plymouth)

Southwest Iowa Region w/Vodec & Heartland Family Services
(Pottawattamie; Future - Monona, Harrison, Cass, Mills)





Community- Based Services

- IPS Specialists spend 65% or more of their time in the community, meeting with clients, employers, and doing outreach

Zero Exclusions

- Eligibility is based on consumer choice
- People are not excluded because of diagnosis, recent hospitalizations, criminal justice history, or work readiness criteria

Integration of Teams

- Employment Specialists (ES's) are equal members of mental health teams
- All practitioners work together to help job seekers achieve their recovery goals through successfully supporting employment
- ES helps practitioners think of work as a recovery tool for clients not yet in IPS program

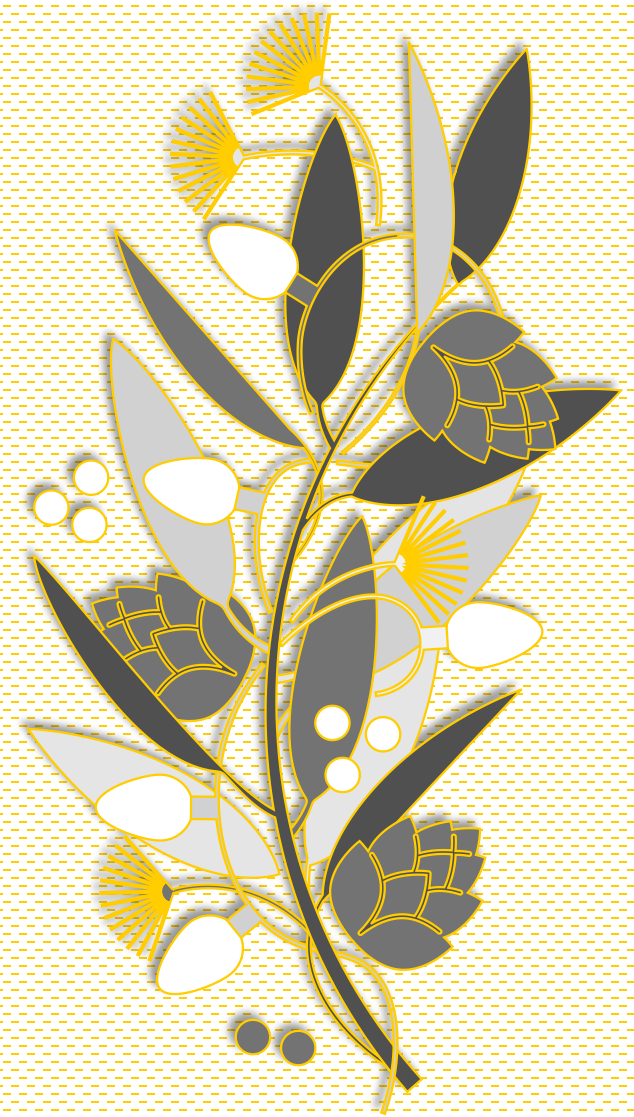


Rapid Engagement/Job Search

- **Waiting lists are discouraged, and services start as soon as possible**
- **ES and job seeker begin looking for work within a month of entering services**

Individual Preferences Honored

- **Comprehensive assessment is conducted to establish preferences of job type, wage, distance, hours worked/schedule, work environment and job supports**
- **Job search based on these individualized preferences, strengths and experience; not pool of readily available jobs.**

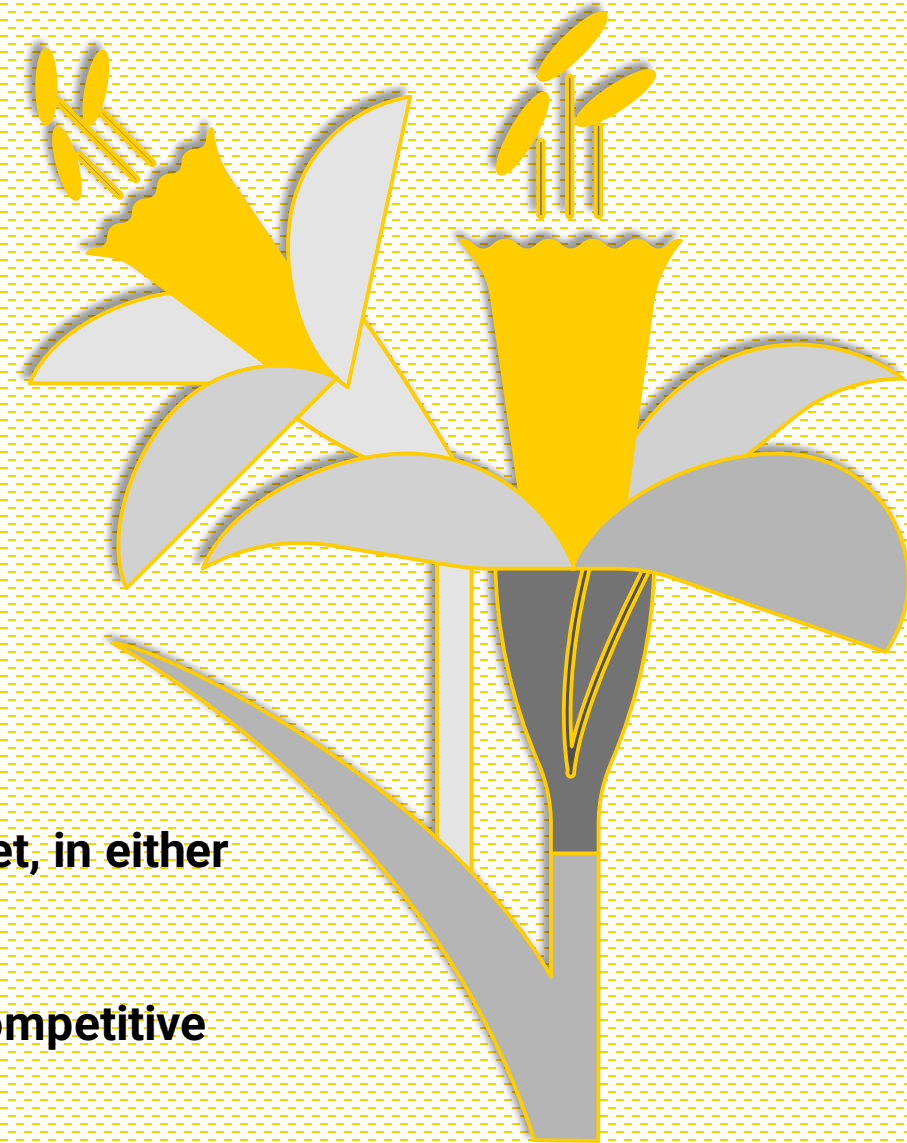


Targeted Job Development

- Relationships are built with community employers based on job seeker's preferences
- Minimum of 6 face to face employer contacts are conducted per week

Focus is on Competitive Employment

- At least minimum wage paying jobs in community's labor market, in either part-time or full-time positions
- Job in sheltered workshops, jobs set aside only for people with disabilities, time-limited "transitional jobs" DO NOT count as competitive



Benefits Counseling

- Referrals made to certified work incentive planners for clients interested in knowing how their benefits are affected by working
- Incentives for workers with disabilities are also shared

Time-Unlimited Follow Along Supports

- Supports provided by IPS staff for as long as job seeker wants or needs up to a year after becoming employed
- Natural supports are built up in this time as well for support upon successful completion of IPS



“Family” Engagement

- “Family” is whoever the job seeker says it is
- Family involvement is encouraged in the IPS approach
- Employment Specialists can help families w/fears over their loved one going to work
- Support is an important factor in success
- Involved in planning, seeking and retention efforts



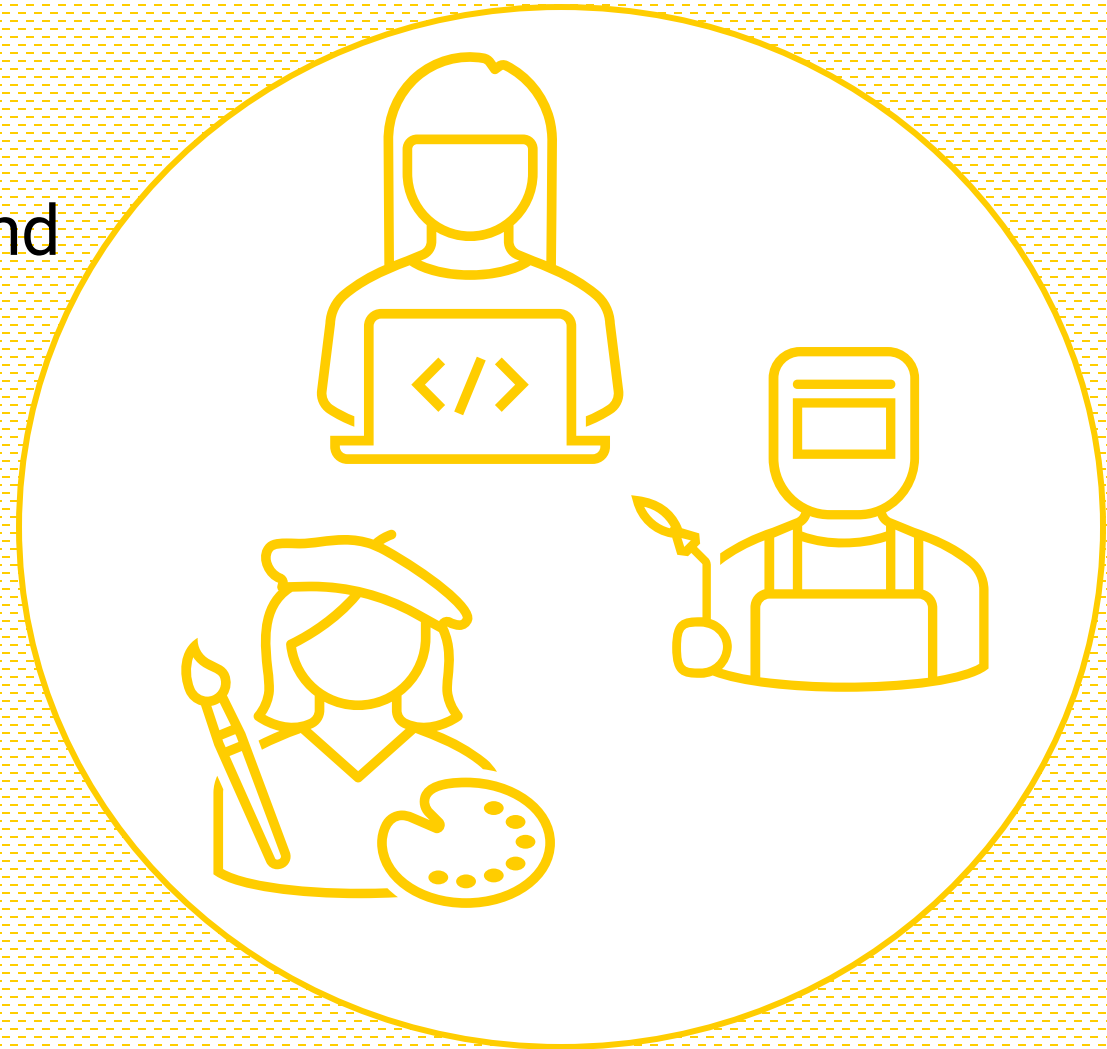
Natural Supports

- Network of natural supports is built around the job seeker
- Can include supervisor, coworker(s), friends, neighbors, family members
- Guidance is provided for natural supports to assist and support job seeker
- Supports are gradually transitions from ES to natural support system
- Independence in the workplace is the goal



Employment Supports

- Individualized Job Support Plans
- Supports provided to both employer and employee
- Assistance with accommodations
- Job coaching if needed
- Visits at the jobsite or elsewhere
- Collaboration with supervisor on performance
- Assistance with career advancement/development



Fidelity



- **Fidelity leads to the employment outcomes**
- **The 25-item fidelity scale is based on IPS principles and the research**
- **Quality improvement tool that leads to improved outcomes**
- **Each program participates in fidelity reviews at least once per year**
- **Goal is continuous quality improvement, not a punitive “audit”**
- **Consists of 2-day on-site review of program, interviews with staff, collaborative team partners, agency leadership, program participants, document review, field observation of job development activities and team meetings**





43NorthIowa

Helping people find their way
Transitional Living and Employment



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Evidence-Based Practices in Behavioral Health Summit

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