

Center of Excellence for Behavioral Health

Implementation of an IPS Program to Good Fidelity

HELPFUL INFORMATION TO GET YOUR PROGRAM STARTED

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Webinar Objectives

Objective #1:

Create an IPS
Implementation
Plan with targeted
achievement dates

Objective #2:

Identify necessary
action steps for
IPS Program
Implementation

Objective #3:

Identify person(s)
responsible for
implementation
items

IPS Employment Center

- ipsworks.org
- Multidisciplinary team of researchers and trainers
- Research & training
- Document library
- Consultation
- Focus on employment for people w/SMI
- Defined IPS approach to SE
- International IPS Learning Community



Employment Center

Acronyms

- EBP – Evidence Based Practice
- IPS – Individual Placement and Support
- SE – Supported Employment
- ES – Employment Specialist
- SMI – Serious Mental Illness
- VR/IVRS – Vocational Rehabilitation/Iowa Voc Rehab Services
- IME – Iowa Medicaid Entity
- MCO – Managed Care Organization
- MH – Mental Health
- CEBH – Iowa’s Center of Excellence for Behavioral Health

Key Takeaways

- IPS Principles
- IA IPS funding
- Employment as recovery intervention
- Collaboration w/VR & MH teams
- Strengths-based
- Data collection
- Steering committee
- IPS fidelity

Individual Placement & Support (IPS)

- The only evidence-based practice of supported employment for people with serious mental illness and co-occurring disorders
- Helps people living with behavioral health conditions work at regular jobs of their choosing
- SAMHSA Evidence-Based Practice
- Guided by 8 practice principles
- Employment First

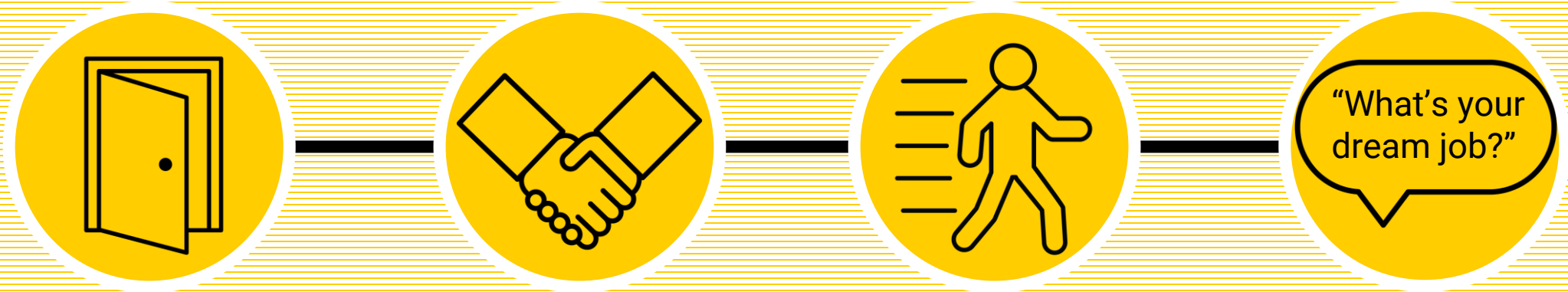
Continued Research for IPS Effectiveness in:

- SSDI Recipients
- First Episode Psychosis
- Transitioned-Age Youth
- Autism Spectrum Disorders
- Intellectual Disabilities
- Common Mental Disorders/PTSD
- Chronic Medical Conditions
- TANF (Temporary Assistance for Needy Families) recipients
- Criminal Histories

8 Practice Principles

Of Individual
Placement and
Support

Practice Principles of IPS



**Zero-Exclusion
Policy**

**Integration of
Employment and
Mental Health
Teams**

**Rapid
Engagement &
Job Search**

**Individual
Preferences are
Honored**

Principles of IPS (continued)



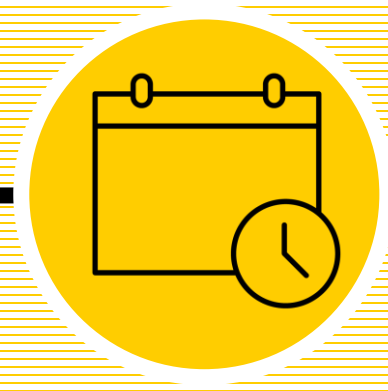
**Targeted Job
Development**



**Competitive
Employment is
the Goal**



**Proactive
Benefits
Counseling**



**Individualized
Long-Term
Supports**

Implementing IPS



Necessary Changes

- Agency policy
- Meeting structure (clinical weekly)
- Data collection & reporting/QA process
- Benefits planning availability
- Merge vocational/clinical records
 - Electronic medical records
 - Paper charting

Additional Changes

- Staff attitudes/beliefs
 - Culture
 - View of employment as a clinical intervention
- ES time in community
 - Laptops
 - Recording community time

IPS Program Implementation Plan

For Agencies



- ### Furniture lists
- | Bedroom | Living room | Kitchen |
|---|--|---|
| <input checked="" type="checkbox"/> King size bed | <input checked="" type="checkbox"/> Sofa | <input type="checkbox"/> Dining table |
| <input checked="" type="checkbox"/> Headboard | <input type="checkbox"/> Coffee table | <input type="checkbox"/> Chairs x 2 |
| <input checked="" type="checkbox"/> Drawer | <input type="checkbox"/> Television set | <input checked="" type="checkbox"/> Cupboard |
| <input type="checkbox"/> Built-in closet | <input checked="" type="checkbox"/> Stools x 4 | <input checked="" type="checkbox"/> Kitchen-misc. |
| <input type="checkbox"/> Mattress | <input checked="" type="checkbox"/> Bookshelf | <input checked="" type="checkbox"/> Food pantry |
| <input type="checkbox"/> Lamp x 2 | <input type="checkbox"/> Second-hand plant | <input checked="" type="checkbox"/> Stove & oven |
| <input type="checkbox"/> Towel x 2 | | <input checked="" type="checkbox"/> Sinks |
| <input type="checkbox"/> Bedsheet | | <input checked="" type="checkbox"/> Bed |
- Will be delivered on 6th Apr
- Bedroom 1.
- Room plan 1st floor

IPS Funding in Iowa

2023 IVRS and Medicaid Habilitation Service Funding Structure for approved IPS Early Adopter Sites

Outcome Description	Outcome Reimbursement		Providers' Supporting Documentation
	IVRS	Medicaid	
#1. Completed Employment Plan	\$1404.88	\$1404.63	<ul style="list-style-type: none"> Career Profile Employment Training Plan
#2. 1 st Day Successful Job Placement	\$2142.00	\$2141.64	<ul style="list-style-type: none"> Job Development Log Monthly Career Profile Update Placement Report
#3. 45 Days Successful Job Retention	\$2142.00	\$2141.64	<ul style="list-style-type: none"> Monthly Career Profile Update Employment Training Plan + LTJC supports and natural supports plan
#4. 90 Days Successful Job Stabilization	\$780.16	\$779.57	<ul style="list-style-type: none"> Monthly Career Profile Update Employment Training Plan + LTJC supports and natural supports plan
Per IVRS job candidate \$6469.04		Per Medicaid member \$6467.48	

Funding

- Partner with local IVRS office
- IHH partnership for HAB eligible clients
- Establish process for referrals
- Tracking spreadsheets
- Milestone paperwork
- Regional funding
- Agency Foundation/other funding sources

Role of IPS Supervisor

- IPS champion in agency
- Accessibility to Executive Director
- VR relationship locally, monthly meetings
- Supervisor record keeping
 - Supervision Logs including goal setting (time in community, employer contacts, job stats)
 - Field mentoring logs
 - Career profile, job search, ongoing support plan
- Can carry small caseload

Employment Specialists

- Caseload 20 or less
- “Vocational Generalists”
- Only provides employment services
- Community-based
- DEI educated
- Peer Support Specialists as ES’s

Possible Trainings

(for agency staff & partners)



Possible Trainings

Trainings

1. IPS Principles
2. Developing Employer Relationships
3. Disclosure
4. Active Listening
5. Motivational Interviewing
6. Helping People Consider Employment
7. Job Supports
8. Other Possible Trainings on ipsworks.org
 - Go to “Training → Training Courses”

Audience

1. IPS team, VR, MH/IHH staff
2. IPS team, invite VR staff
3. IPS team, invite VR staff
4. IPS team
5. IPS team
6. MH/IHH staff
7. IPS team, invite VR staff
8. IPS Supervisor, Employment Specialists, MH/IHH staff



IPS & Mental Health Team Integration

- Team assignment
- Co-located
- Weekly team meetings
- Records integration

Collaboration with VR

- Knowledgeable about IPS Principles
- Expedited eligibility process
- Zero Exclusion
- Regular meetings
- MH agency visits
- VR counselor – IPS liaison
- IPS trainings
- IPS Steering Committee

IPS Steering Committee

Client(s)/Client Advocacy

Family Representative

IPS Supervisor

Clinical Director

VR Supervisor/Counselor

QA, Fiscal or Executive Director

Region CEO

Community Employers



Benefits Planning

IPS Fidelity Review Process

- 2 day in-person site visit
- Interviews
 - Clients & family members, IPS Team, Agency leadership (both agencies if separate), MH & IHH staff, VR
- IPS team meeting and MH team meeting observation
- Job development observation, all ES's
- Chart review
- Logs reviewed – team assignment/referral sources, supervision/field mentoring, outcomes/placements, job development, time in community

IPS Supported Employment Fidelity

- Baseline review 6 mos after program start
- Annually after good fidelity is achieved
- Continuous quality improvement
- Electronically sent to IPS team
- Mailed to Executive Director by CEBH
- Virtual meeting w/reviewers to go over scores/questions
- Fidelity action plan
- Add IPS items to agency QA process

Conclusion

- Please complete the webinar survey!
- Email questions to:
 - iowa-cebh@uiowa.edu
- Next IPS Webinar:
 - **“IPS Overview”**
 - Thursday March 23rd, 2023
 - 12:00pm – 1:00pm CST

Center of Excellence for Behavioral Health

Thank you

→ iowacebh.org

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