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# **IPS - Highs and Lows of Fidelity in Iowa**

**EVIDENCE BASED PRACTICES IN BEHAVIORAL HEALTH SUMMIT**

June 10th, 2025

# Integration Thru Frequent Team Contact

Component 1	Component 2	Component 3	Component 4	Component 5
<ul style="list-style-type: none"><li>Each FT IPS Specialist attends MH team meetings weekly, in person unless rest of team meets virtually</li></ul>	<ul style="list-style-type: none"><li>IPS Specialists and MH team brainstorm support strategies in supporting clients' goals; IPS Specialists share strategies with IPS clients</li></ul>	<ul style="list-style-type: none"><li>IPS service docs (Career Profiles, plans, progress notes, etc) are integrated into clients' MH treatment records</li></ul>	<ul style="list-style-type: none"><li>IPS Specialists offices are near or shared with MH treatment providers</li></ul>	<ul style="list-style-type: none"><li>IPS Specialist discuss w/MH staff how work and career-based education can benefit clients who haven't yet been referred to IPS services</li></ul>

# State Averages – Integration Thru Frequent Team Member Contact

Program 1	Program 2	Program 3	Program 4	Program 5	Program 6	Program 7	Program 8
1	1	1	3	5	1	1	2

\*\*Data from 2024-2025, most recent fidelity review per site

State Average
1.87

# Integration Thru Frequent Team Contact

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**What's Going Well?**

1.

**What are the Barriers?**

1.

**What are Solutions?**

1.

# Zero Exclusion Criteria

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- No formal/informal vetting; only criteria is interest expressed in employment
- Job readiness, SUD, MH symptoms, history of violent behavior, treatment compliance are not deterrents from referrals
- Referrals are sought from multiple sources
- Regardless of how a job or school experience ends, IPS teams assist clients with finding another job or school program
- IPS program doesn't use IVRS or other agency screening measures to omit anyone from participation



# State Averages – Zero Exclusion Criteria

Program 1	Program 2	Program 3	Program 4	Program 5	Program 6	Program 7	Program 8
4	3	3	3	4	2	3	4

\*\*Data from 2024-2025, most recent fidelity review per site

State Average
3.25

# Zero Exclusion

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## What's Going Well?

1.

## What are the Barriers?

1.

## What are Solutions?

1.

# Agency Focus on Employment

Component 1	Component 2	Component 3	Component 4	Component 5
<ul style="list-style-type: none"><li>• Interest in Employment questions are asked at intake</li></ul>	<ul style="list-style-type: none"><li>• Interest in employment is asked at annual/semi-annual reassessment and treatment plan reviews</li></ul>	<ul style="list-style-type: none"><li>• Postings about employment and/or IPS services are displayed (posters, brochures, social media, website, etc.) in at least 2 locations and/or modalities</li></ul>	<ul style="list-style-type: none"><li>• At least bi-annually IPS clients share back to work stories with staff and other clients</li></ul>	<ul style="list-style-type: none"><li>• At least quarterly rate of CIE is measured and shared with agency leadership, staff, steering committee, to raise awareness</li></ul>



# State Averages – Agency Focus on Employment

Program 1	Program 2	Program 3	Program 4	Program 5	Program 6	Program 7	Program 8
3	4	2	4	3	2	2	3

\*\*Data from 2024-2025, most recent fidelity review per site

State Average
2.87

# Agency Focus on Employment

## What's Going Well?

1.

## What are the Barriers?

1.

## What are Solutions?

1.

# Individualized Follow-Along Supports

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In-person support for at least 90% of working clients

At least monthly outreach to working clients to decline other job supports

Job Support Plans are created that include clients' support system, with individualized retention supports that correspond to preferences; includes transition plan from IPS team to natural support system upon stable employment

Additional supports are provided when problems are experienced at work

IPS Specialists provide employer supports at clients' request

IPS Specialists assist with career development/advancement

# State Averages – Individualized Follow Along Supports

Program 1	Program 2	Program 3	Program 4	Program 5	Program 6	Program 7	Program 8
5	3	3	2	4	1	2	5

\*\*Data from 2024-2025, most recent fidelity review per site

State Average
3.12

# Individualized Follow-Along Supports

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**What's Going Well?**

1.

**What are the Barriers?**

1.

**What are Solutions?**

1.

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# Thank you!

→ [iowacebh.org](https://iowacebh.org)

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