

IPS - Highs and Lows of Fidelity in Iowa

EVIDENCE BASED PRACTICES IN BEHAVIORAL HEALTH SUMMIT June 10th, 2025

> CHANGING MEDICINE. CHANGING LIVES.

Integration Thru Frequent Team Contact

٠

Component 1

- Each FT IPS Specialist attends MH team meetings weekly, in person unless rest of team meets virtually
- IPS Specialists and MH team brainstorm support strategies in supporting clients' goals; IPS Specialists share strategies with IPS clients

IPS service docs (Career Profiles, plans, progress notes, etc) are integrated into clients' MH treatment records

Component 3

Component 4

٠

IPS Specialists offices are near or shared with MH treatment providers **Component 5**

IPS Specialist discuss w/MH staff how work and careerbased education can benefit clients who haven't yet been referred to IPS services



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

State Average 1.87



Integration Thru Frequent Team Contact

What's Going Well?	What are the Barriers?	What are Solutions?
•	1.	1.



1.

Zero Exclusion Criteria

- 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

State Average 3.25



Zero Exclusion

What's Going Well?	What are the Barriers?	What are Solutions?
	1.	1.



1.

Agency Focus on Employment

Component 1

Interest in Employment questions are asked at intake **Component 2**

Interest in

asked at

annual

Component 3

٠ employment is annual/semireassessment and treatment plan reviews

Postings about employment and/or IPS services are displayed (posters, brochures, social media, website, etc.) in at least 2 locations and/or modalities

Component 4

At least bi-• annually IPS clients share back to work stories with staff and other clients

Component 5

At least quarterly rate of CIE is measured and shared with agency leadership, staff, steering committee, to raise awareness



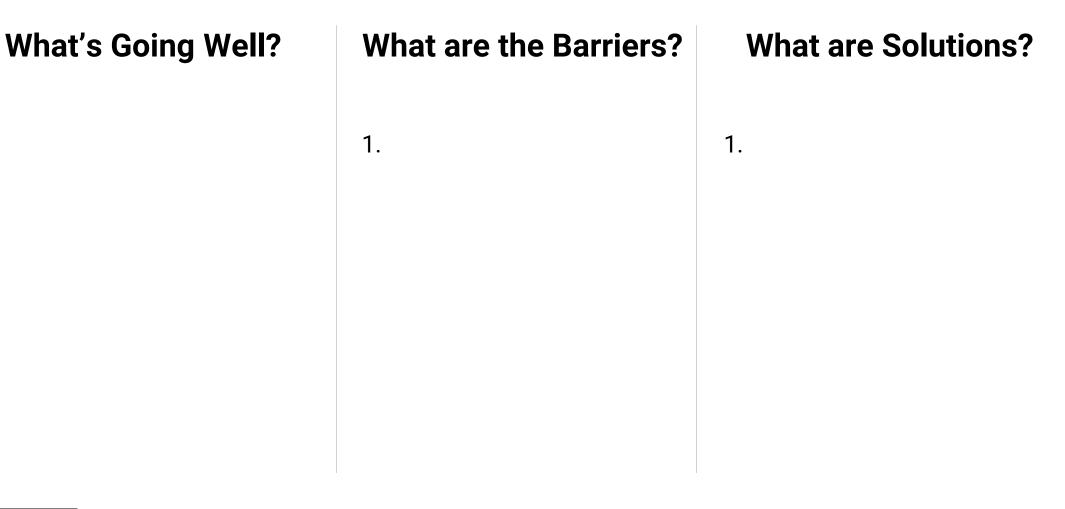
State Averages – Agency Focus on Employment

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

State Average 2.87



Agency Focus on Employment





1.

Individualized Follow-Along Supports

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

State Average 3.12



Individualized Follow-Along Supports

What's Going Well?	What are the Barriers?	What are Solutions?
1.	1.	1.





Thank you!

iowacebh.org

Mandy Hatten

IPS State Trainer/Fidelity Reviewer Iowa CEBH Amanda-Hatten@uiowa.edu

Darcey Sebolt

IPS State Trainer/Fidelity Reviewer Iowa CEBH Darcey-Sebolt@uiowa.edu

CHANGING MEDICINE. CHANGING LIVES.