

The IPS Employment Center
Rockville Institute

The Evidence Based Practice of Individual Placement & Support (IPS) Supported Employment

Hope Haven Inc.

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Why should a MH system focus on employment?

Q: How many People with Serious Mental Illness are Working (in integrated competitive employment)?

A: It depends on what source you use.

Generally studies show **less than 15%**

The number hasn't changed much since the 1990s!

The ADA has had little impact on the employment rate of PWD

Q: How many People with SMI want to work?

A: Generally studies consistently show that 2 of 3 individuals would prefer to work

Why should a MH system focus on employment?

- ▶ Work is the most normalizing goal we can help people achieve in this society
- ▶ Don't ask IF people should work or not...ask how you can assist people in achieving their work goals, how you can help to make the pieces fit.
- ▶ Employment is a central clinical concern
- ▶ Work is a way to approach other treatment goals: combating boredom, finding structure, preventing isolation, avoiding substance use etc....
- ▶ Help people identify with a “worker” image or a person who manages his disability versus a patient or consumer of mental health services.

REDUCING FRAGMENTATION

- ▶ *IPS* integrates evidence-based vocational services with mental health services.
- ▶ People with mental illness interact with many agencies, all of which have different policies, cultures, values, and eligibility requirements

Example: A person with a mental illness who is seeking employment may need to access services from a mental health agency for clinical services that may be funded by Medicaid; Medical services, substance abuse services, housing support and services from another agency, food support from SNAP, job development/placement services that may be funded by a state VR agency; access to employer recruitment programs funded by another workforce program, benefits planning from a WIPA by a CWIC in another agency and long term supports funded by another program/agency.

Why IPS?

It is the only Evidence-Based Practice (SAMHSA) that focuses on employment

Research-based:

Efficacy and effectiveness empirically validated through a body of rigorous research replicated in a wide range of settings by multiple investigators.

Standardized practice guidelines

Critical ingredients are well defined. “Manual-ized” service approach
Measured via a fidelity Scale

Developed by real practitioners

MN launched 4 EBPs in 2004 for Adult Mental Health as part of MH system reform: ACT, IDDT, T-MAP & IMR

MN launched EBP-SE (IPS) in 2006 as part of the Johnson and Johnson Dartmouth Community MH Program.
Partnership between MH and VR agencies.

WHY IPS?

IPS Model (Becker & Drake) researched and disseminated in the early 1990s with a few refinements.

IPS=EBP-SE (Supported Employment)

**D. Becker & R. Drake: “A Working Life”
(1991)**

RTCs begin in 1993

**SAMHSA declares: “Supported Employment
(IPS) an EBP in 1998**

Findings~>

Over 24 RCTs and several meta analyses all support the same results for IPS-Improved Employment Outcomes

- Produces superior employment outcomes when fidelity to the core practices is maintained. 60% vs. 24%
- There is **no** research evidence that anything “adverse” happens to employed persons with psychiatric disabilities. (Bond, 2001)

IPS Works

“Nothing that I have studied has the same kind of impact on people that employment does. Medication, case management, and psychotherapies 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.

How is IPS different from other types of “Supported Employment”

Employment is Integrated with MH Treatment

- ESs are embedded
- VR Counselor(s) is embedded
- Ideally ESs are co-located with MH teams
- Referrals to IPS come from the MH Treatment Team

IPS is the Employment First approach for persons with Serious Mental Illnesses

IPS is a Person Center Approach

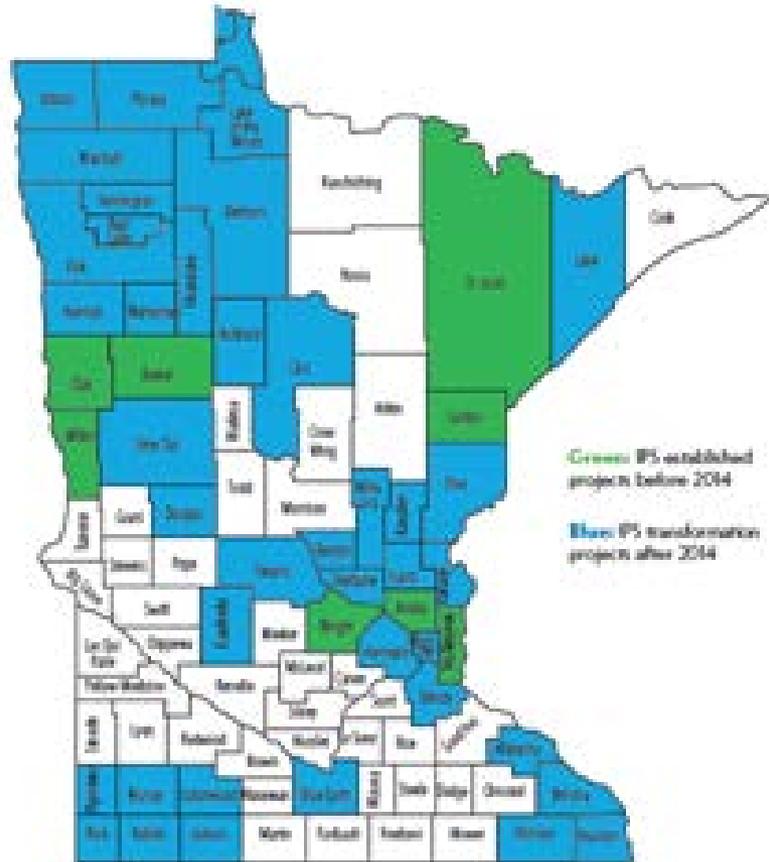


IPS Grant-Funded Projects

IPS Initial launch
2006-2012 6 programs

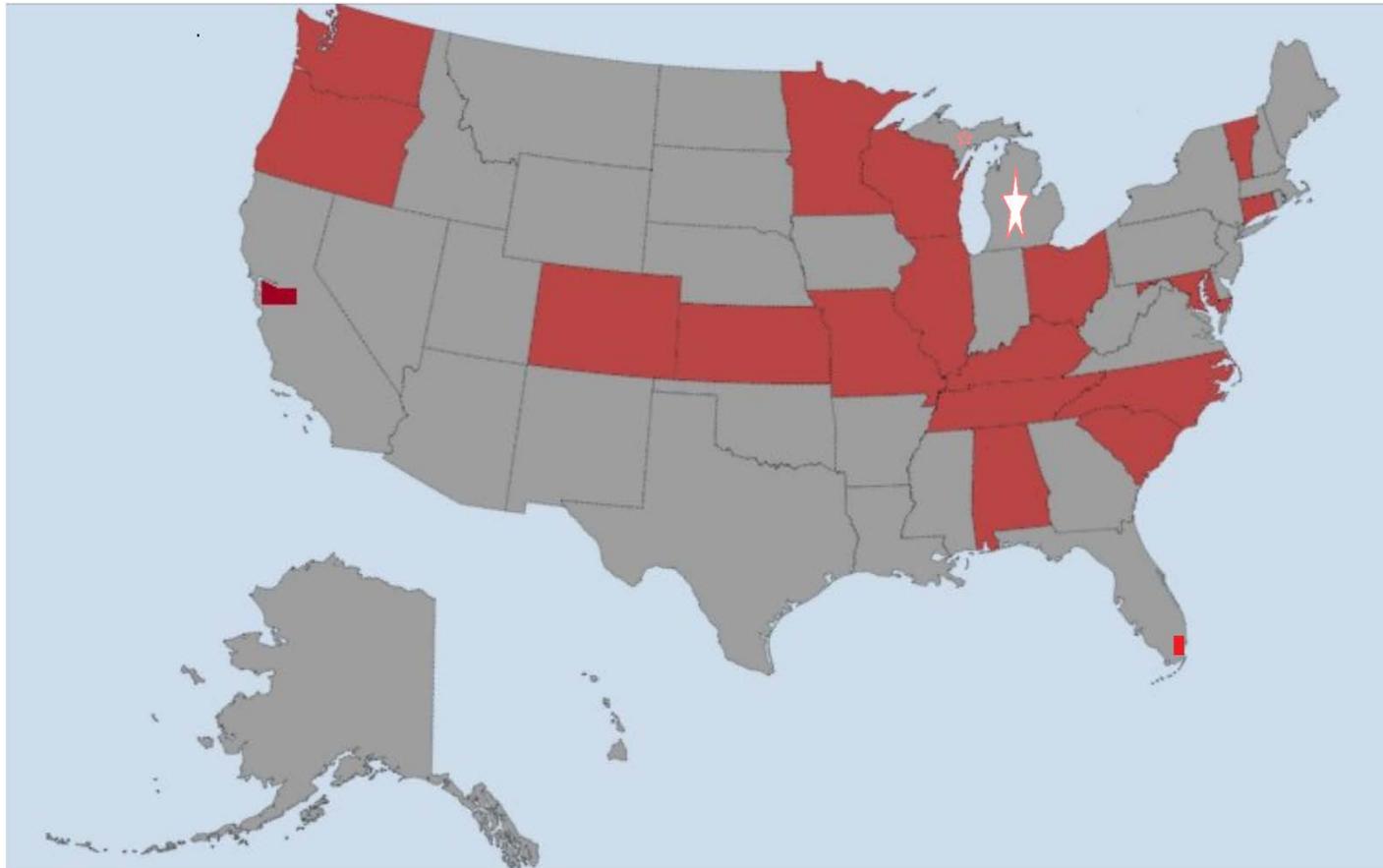
IPS
Transformation
2013-2014

IPS Expansion
2015-2016



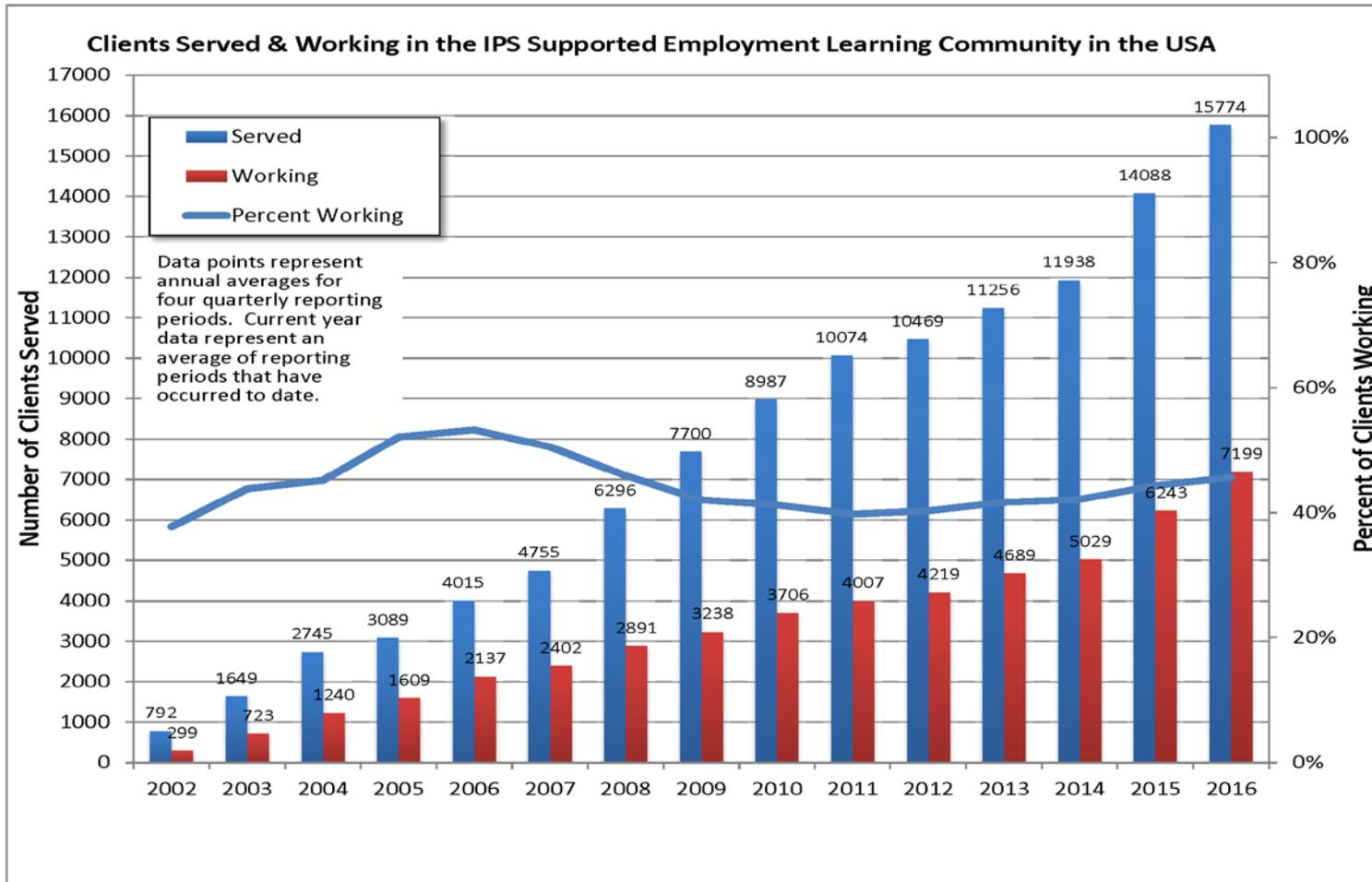
IPS International Learning Community (2017)

22 States/Regions



U.S.:
Alabama,
Colorado,
Connecticut,
Illinois, Kentucky,
Kansas, Maryland,
Michigan,
Minnesota (2006)
Missouri,
North Carolina,
Ohio, Oregon,
South Carolina,
Tennessee, Utah,
Vermont,
Washington
Wisconsin,
District of
Columbia
Alameda County,
California, &
Broward County,
Florida

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15,774 people enrolled in IPS

46% of those people worked in a competitive job during 2016!

MN Data from last Quarter- reported- 22 projects

(Oct-Dec 2017)

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- **Total Number Enrolled/Quarter: 831 people served**
- **Working in Competitive Employment: 531**
- **Percent Working * 64 % (MN 42-92%)**
***Number working/number enrolled**
National Percent Working=41%

Employment Benchmarks (Becker, Bond, Drake, 2011)

- 50% = High Functioning Program
- 41% = Good Functioning Program-Expectation for most sites
- 31% = In Start-up mode or would benefit from further training/technical assistance

Hope Haven's Data from last quarter (Oct - Dec 2017)

- ▶ Number Served- 28
- ▶ Working Count- 26
- ▶ Percent Working- 93*%

*Number working/number enrolled

Eight principles of IPS

- 1) **Integration of employment with mental health treatment**
- 2) **Zero exclusion**
- 3) **Individual preferences are honored**
- 4) **Rapid engagement**
- 5) **Systematic job development**
- 6) **Focus on competitive employment**
- 7) **Proactive benefits counseling**
- 8) **Time unlimited individualized job supports**



Integration of employment services and MH treatment services

Why Integrate? (Bond, 2001)

- ▶ **Lower dropout rate for consumers/customers**
- ▶ **Better communication**
- ▶ **Clinicians get involved**
- ▶ **Clinical information incorporated into employment plan**

3 Legged Stool

Ensures that the team adheres to IPS principles, providing the best opportunity for individuals with mental illness to not only find a job but also to continue receiving the job supports that help them to keep the job



Eight Principles of IPS

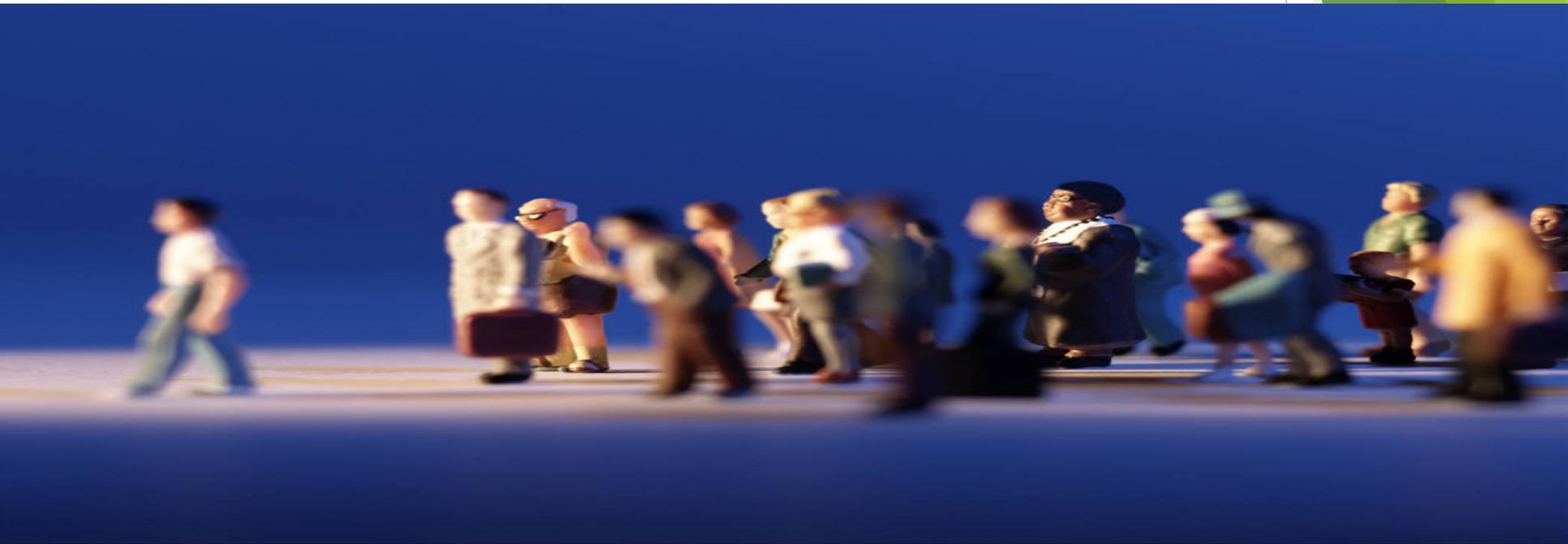
IPS employment services are integrated with mental health treatment services



Principles of IPS

Zero Exclusion:

Every person who wants to work is eligible



Reframing “Readiness For Employment”: *A Paradigm Shift*

“Employability is a given, not a line to cross”

-Dale DiLeo

People are ready to work when they say they are ready to work



“I’m afraid you’ve had a paradigm shift.”

Success Stories

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the slide, creating a modern, layered effect. The text 'Success Stories' is centered in a clean, sans-serif font.

Principles of IPS

Individual preferences are honored

Peanuts

I'D HATE TO HAVE A JOB
WHERE YOU HAD TO GET UP
EARLY IN THE MORNING..

I'D HATE TO HAVE A JOB
WHERE YOU STAYED IN THE
SAME PLACE ALL DAY..

I'D HATE TO HAVE A JOB
WHERE YOU HAD TO BE
'NICE TO EVERYBODY..

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Seville



Preferences Are Honored



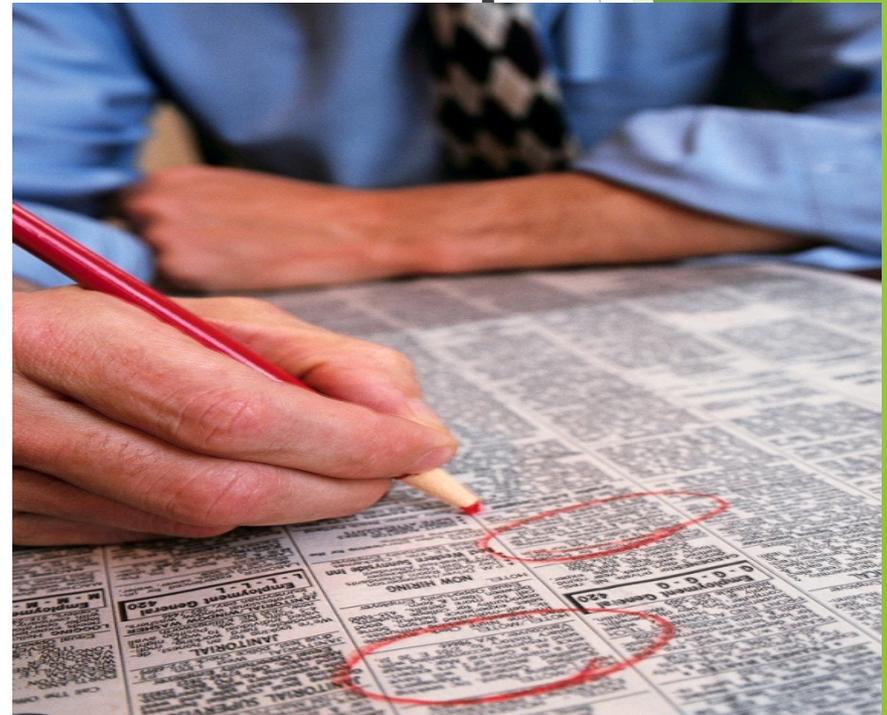
Research shows people with serious mental illness generally have

- ▶ **realistic ideas about what work they can do,**
- ▶ **how many hours a week they can work, and**
- ▶ **what work environments are good or bad for them. (Becker & Drake, 2003)**

Principles of IPS

Rapid Engagement in Job Search

The job search starts soon after a person expresses interest in working



Principles of IPS

Systematic Job Development→

Employment specialists build relationships with employers

- ✓ Established based on person's work preferences, face-to face with multiple visits
- ✓ Focus on the employer's needs
- ✓ Find jobs that they may not be advertised
- ✓ Gather information about upcoming job needs
- ✓ Periodic visits to employers—
Networking is how jobs are found!



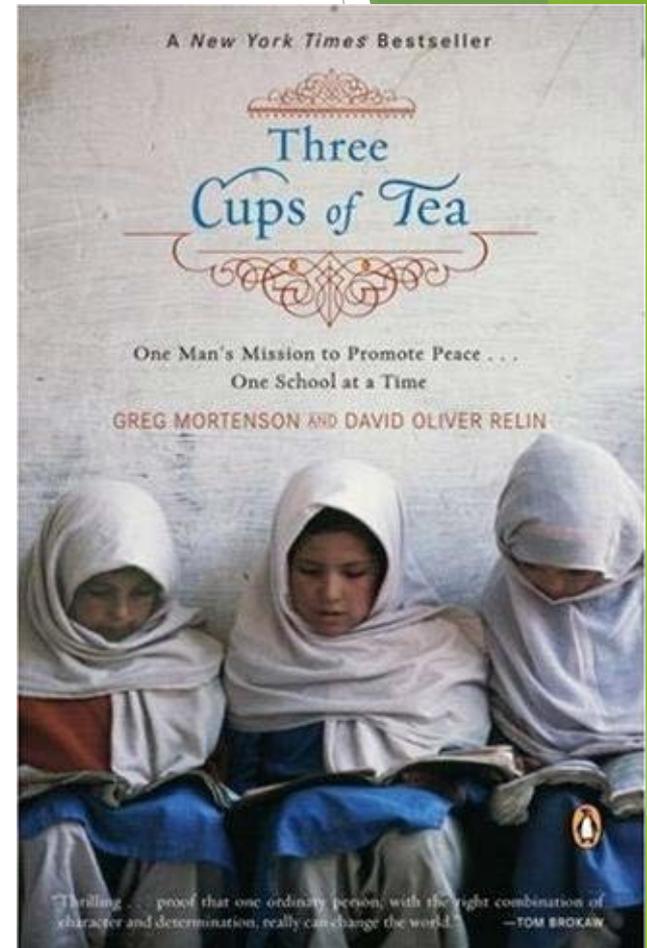
Systematic Job Development, cont'd

"Three Cups of Tea Approach"

"The first time you share tea with a Balti, you are a stranger.

The second time you take tea, you are an honored guest.

The third time you share a cup of tea, you become family..."



Principles of IPS

**Competitive
jobs are
“The Goal”**



Competitive Employment IPS definition

- ▶ **Pays at least minimum wage and the wage that others receive performing the same work,**
- ▶ **In community settings alongside others without disabilities,**
- ▶ **Open to anyone to apply for-not reserved for people with disabilities.**

Principles of IPS

**Benefits counseling
is important**

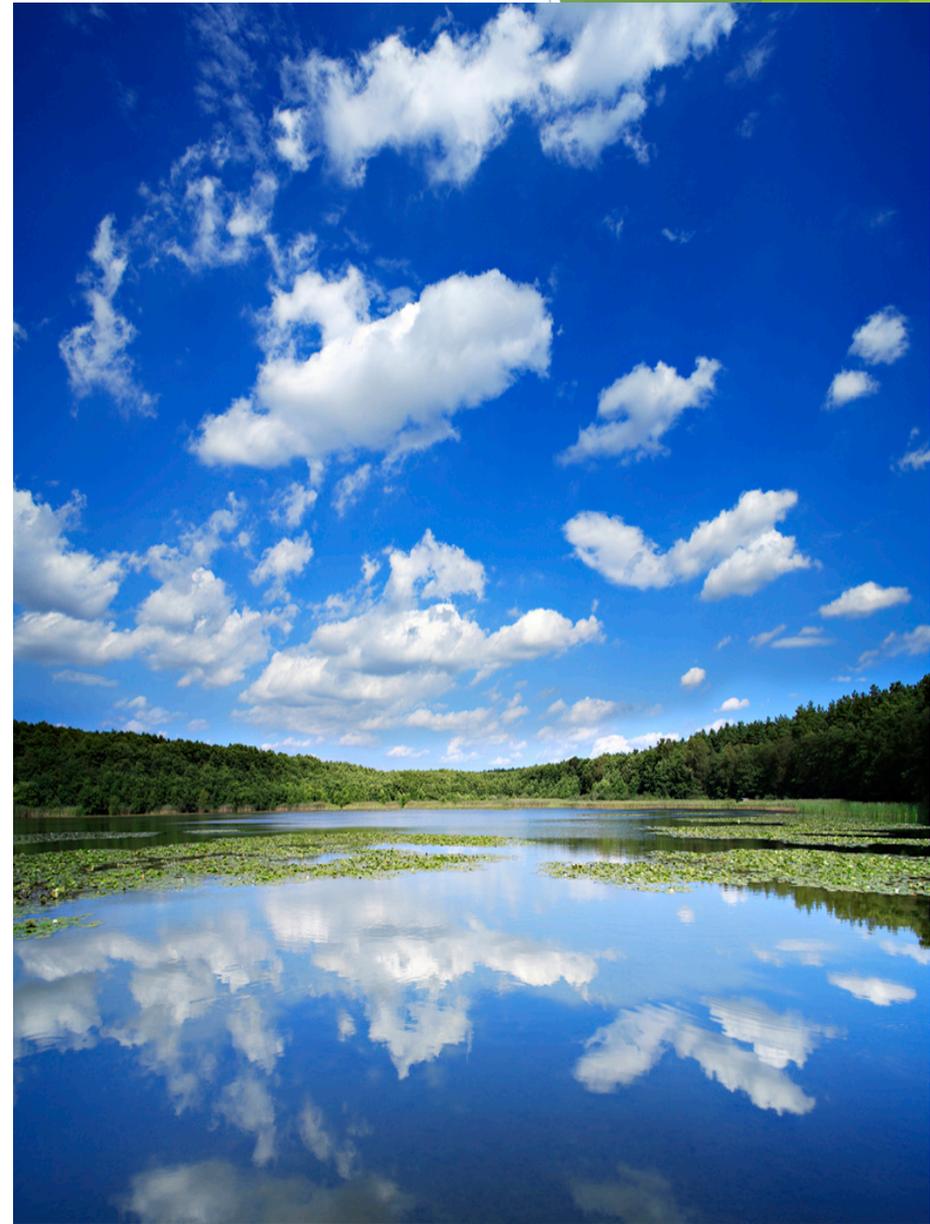
**Personalized
benefits
counseling is
provided**



Principles of IPS

**Individualized
job supports
are**

Time-UNlimited



Supported Employment Fidelity Scale

Criterion

Why Measure Fidelity?

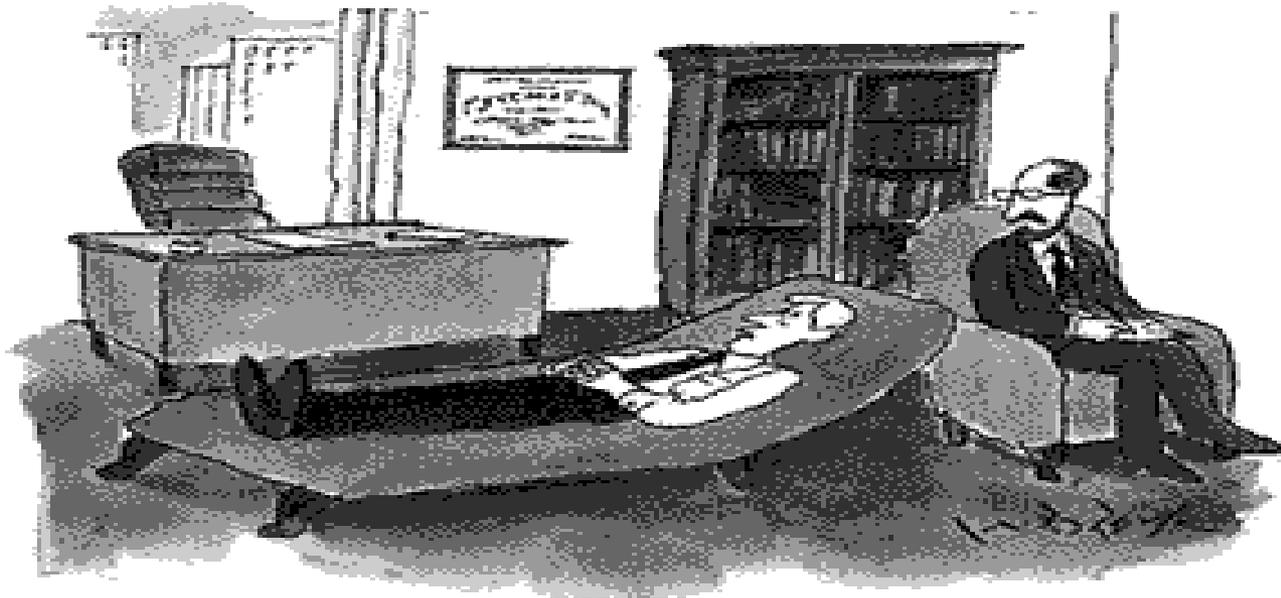
- ▶ Sets the standards of practice
- ▶ **NOT ALL Supported Employment IS CREATED EQUAL**



"Let's just start cutting and see what happens."

Why Measure Fidelity?

- ▶ Faithful implementation or fidelity to the practice leads to desired consumer outcomes



"I had the dream about meaningful employment again last night."

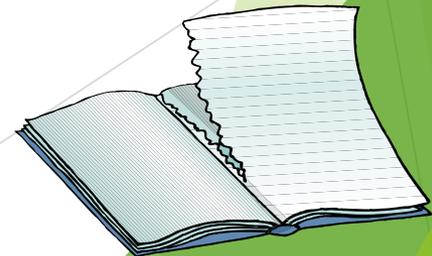
Three Main Areas

Staffing

Organization

Services

25 criterion or items



MH Funding for IPS

Vocational Rehabilitation

Medicaid Funding

- ▶ MA Rehabilitation
 - Community Support Program funds
 - Peer Support Services
- ▶ Targeted Case Management
- ▶ 1915 (b) (3)
- ▶ 1115 (c)
- ▶ 1915 (i)
- ▶ 1115 (a)

Federal Grants

- ▶ *SAMSHA Transforming Lives through Supported Employment*
- ▶ SAMSA Healthy Transitions and the same state also mentioned SE funding in CABHI for homeless population
- ▶ Block Grant funds

Other Various Local

Resources on IPS Supported Employment

IPS Employment Center IPS works.org

The screenshot shows a web browser window displaying the website for the IPS Employment Center. The browser's address bar shows the URL <http://www.ipsworks.org/>. The website has a red header with a navigation menu containing: ABOUT, STAKEHOLDERS, INTERNATIONAL IPS LEARNING COMMUNITY, TRAINING & CONSULTATION, FAQs, ORDER, and SEARCH. Below the header, the main content area features the text: "The IPS Employment Center, Rockville Institute" and "Training and consulting on IPS program implementation". A light-colored section below contains the text: "Many people living with mental illness want to work." followed by a paragraph: "Individual Placement and Support (IPS) is an employment service that helps more people with mental illness obtain employment than any other type of vocational program. The IPS Center conducts research studies, disseminates findings, and delivers training and consultation services. This website provides information about IPS supported employment for consumers, families, mental health". To the right of this text are two teal buttons with white text and arrows: "IPS Leadership Training, IPS Fidelity Review Training, Lebanon, NH" and "Online Training Courses". The browser's status bar at the bottom right shows a zoom level of 125%.

Iowa IPS Development

- ▶ March 2015: IPS model presented to Hope Haven, Inc. Funder, Mental Health Provider, Regional, & State partners by TAC IPS
- ▶ April 2015 - July 2017: Discussions between Northwest Iowa Care Connections Region and Sioux Rivers Region
- ▶ September 2015: TAC IPS presents at Iowa APSE Conference
- ▶ August 2017: Minnesota DEED/VRS IPS Project Manager & TAC IPS staff present to Hope Haven, Inc. Funder, Mental Health Provider, and Regional partners
- ▶ November 2017: Central Iowa Community Services Region joins IPS conversation with Northwest Iowa Care Connections Region and Sioux Rivers Region

Iowa IPS Development (cont.)

- ▶ December 2017: Combined meeting of the three Regions, Funders, & State partners receive overview on IPS by TAC IPS and partners agree to move forward with creation of grant proposals for each Region, and to seek consultant(s)
- ▶ February 2018: Secured personal Consultation & Training proposals from Claire Courtney & Kari Olson Lleva who fill those roles for MN DEED/VRS. Prepared 13 month operations grant proposals for Regions
- ▶ February - March 2018: Three Regions each approved joint Consultation & Training proposal and operations grant proposals
- ▶ March 2018: First meeting with IPS Consultant with Employment Service Provider, Funder, Mental Health Provider, and Regional partners
- ▶ June 2018: Combined project "Kickoff Meeting"
- ▶ July 2018: Service launches in each Region.

Consultation & Training

- ▶ Phase #1: Formation of IPS Pilot Regional Steering Group
- ▶ Phase #2: IPS Readiness Assessment (IPS Employment Center Tool)
- ▶ Phase #3: IPS Introductory Kick-off Training -- June 2018
- ▶ Phase #4: Individual Region Training and Consultation
- ▶ Phase #5: Baseline Fidelity Assessment - conducted with each pilot/region
- ▶ Phase #6: Evaluation of Pilot and development of next steps

Individual Region Training and Consultation

- > Systematic Job Development (1 day) - Employment Specialists
- > Using outcomes to supervise IPS (1 day) - IPS Supervisors
- > Specific training for MH partners/MH professionals -- supporting integration of employment in mental health (half day)
- > Monthly technical assistance/consult with consultant and trainer for each region - one hour per Region
- > Monthly "Cross-Pilot Conversations" - phone/video with each Pilot facilitated by consultant.

Challenges for IPS in Iowa

- ▶ Multiple Mental Health Providers in each Region
- ▶ Multiple funders for Job Development & Placement
- ▶ Rapid engagement - performing eligibility and authorization for service in 7 - 14 days
- ▶ Funding mechanisms and cost of service

Summary

- ▶ **People with severe mental illness can work in competitive employment**
- ▶ **Programs following evidence-based principles of supported employment /IPS have better outcomes**
- ▶ **Integration of employment and mental health is what makes IPS different than other approaches to supported employment**
- ▶ **Programs must address financial and organizational barriers to be successful**

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