Go the Distance with Individual Placement and Support (IPS)

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How is IPS related to “Supported Employment”
Why the distinction?

- Supported Employment is a catch-all phrase to encompass employment for individuals who require supports in the long term to maintain competitive employment.
- Supported Employment services are available to a wide range of individuals with disabilities.
- IPS refers to a specific evidence-based practice (model) that has been proven to improve employment outcomes for individuals with severe and persistent mental illness.
Competitive Employment Rates in 11 Randomized Controlled Trials of Individual Placement and Support

96 NH   07 IL   04 CT   08 HK   08 AUST   06 SC   99 DC   08 CA   07 EUR   06 QUE   02 MD

IPS  Control  Control 2

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%
Background/History

- Developed by Robert Drake and Debbie Becker at Dartmouth Psychiatric Research Center.
- Looked at the characteristics of successful employment specialists/programs and tested it widely-Randomized Control Trials
- Johnson & Johnson Foundation funded to spread the program internationally. (133 sites in 14 states in US, and 3 international sites)
Data points represent annual averages for four quarterly reporting periods. Current year data represent an average of reporting periods that have occurred to date.
### Wisconsin Sites

- Barron County
- Eau Claire County
- Dunn County
- Chippewa County
- La Crosse County
- Washington County
- Marathon County
  - Lincoln County
- Dane County*
- Jefferson County*

*utilizing CRS (1915i) funding
Eight basic principles—Overview

- Zero exclusion
- Competitive jobs are primary goal
- Integrated into mental health treatment teams
- Personalized benefits counseling
- Rapid job search
- Systematic job development
- Time-unlimited job supports
- Client centered
What makes a good program (fidelity)

- All of the components have been researched and constitute the real nuts and bolts of IPS
- What would be important for you to know?
- 25 components in three interwoven areas
  - Staffing
  - Organization
  - Services
Some highlights of fidelity

- Staffing – embedded employment specialists, 20 person caseload ideal, specialists conduct all phases of employment
- Organization – integration, agency buy-in, collaboration with VR, vocational unit, outcome based supervision
- Services – work incentives benefits planning, disclosure, zero exclusion, diverse job types and employers, individual and time unlimited supports, assertive community based services, and job development.
What is a Fidelity Review?

- A review team will visit each site every six months until good fidelity is achieved.
- 25 items are scored using objective measurement.
- Possible outcomes:
  - 115 – 125 = Exemplary Fidelity
  - 100 - 114 = Good Fidelity
  - 74 – 99 = Fair Fidelity
  - 73 and below = Not Supported
What consumers might notice

- Rapid referral and job search
- No, or very rare, assessments or pre-employment screening or on-the-job trials
- Personal choice in job type, location, disclosure, supports
- Team works together (DVR, mental health, employment)
- Follow along supports continue until they decide
What mental health professionals might notice..

- Not just a “hand-off” to an employment agency/specialist (intake, engagement, family and team meetings, employment specialist on the team, etc.)
- Employment is part of recovery.
- “Stress” of a job is probably less than “stress” of unemployment, isolation, lack of funds.
What employment specialists notice

- Co-location with mental health treatment team
- Job development is key and outcomes are measured (6 contacts with someone who can hire per week)
- Process continues: no waiting for...funding, assessments, etc.
- Emphasis on symptom management related to work in a team environment.
- Community based (65% of work time in community)
Vocational Rehabilitation Counselors might see:

- All referrals from programs routed to identified IPS/DVR counselors
- Employment specialists may play a role in meetings with consumer
- DVR part of MH treatment team
- Process (job search) will continue with or without DVR plan in place
Resources

- Dartmouth PRC
  - www.dartmouth.edu/~ips
- Paths to Employment Resource Center (IPS)
  - www.percthinkwork.org
- NAMI WI
  - www.namiwisconsin.org (info fair)
Contact information-State IPS Team

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Selected references for IPS