Using Individual Placement and Support (IPS) to Assist Job Seekers and Workers with Mental Health Conditions
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HOUSEKEEPING II: QUESTIONS

Content questions?
Click on the Q&A button and type in your question.

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Type your question in the Chat box.
WELCOME

Jennifer Sheehy
Deputy Assistant Secretary,
Office of Disability Employment Policy (ODEP),
U.S. Department of Labor
(DOL)
ASPIRE’s goal is to increase competitive employment for people with mental health disabilities by aligning employment policy across state agencies and service providers.

Six states will receive 100-300 hours of customized consultation.

Apply here: https://www.stateaspire.org/
   Applications due February 24, 2021
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OBJECTIVES

Participants will learn:

- How IPS benefits individuals, employers, and programs
- The role of the workforce system in implementing IPS
- How workforce partners can successfully collaborate with mental health partners to assist job seekers with mental health conditions
IPS: An Introduction

Bob Drake
The IPS Employment Center
What is IPS?

• An evidence-based model of supported employment for people with serious mental health conditions

• Helps people work at regular jobs of their choosing
IPS Principles

- Anyone who wants to work
- Competitive employment
- Rapid job search
- Targeted job development
- Client preferences
- Individualized long-term supports
- Integrated with treatment
- Benefits counseling
Research from 28 Randomized Controlled Trials

• All employment outcomes improve
  • Job, tenure, hours, wages, satisfaction
  • 2 or 3 times greater

• Other outcomes related to employment:
  • Income, mental health service use, self-esteem, quality of life, community integration
Predictors of Employment

- All groups do better in IPS

- Age, gender, race, diagnosis, symptoms, co-occurring substance disorder, homelessness, disability status, rurality, country
New Target Conditions

- Post-Traumatic Stress Disorder
- Spinal cord injury
- Common mental disorders
- Substance use disorders
- Temporary Assistance for Needy Families (TANF)
- Justice system involvement
- Recent immigrants

- Transition-age youth
- Health Space
- Autism spectrum disorder
- Intellectual disability
- Disability denials
- Pain syndromes
Why is IPS effective?

• Consumer preference design
• Research undergirding
• Foundation and government support
• International learning community
IPS Learning Community: 2000-2020

• Mission: Increase access to IPS supported employment for people with serious mental illness
• 3 pilot sites in 2000
• 24 states and 6 other countries in 2019
• Over 400 programs in US and 100 elsewhere
• 40,000 clients served in 2019
• Other collaborators: Virginia, New York, many other states, 12 additional countries
Clients Served and Working in the IPS Supported Employment Learning Community in the US

Quarterly employment rate for October-December 2019: 45.2% (exceeds 41% benchmark for good outcome)
Resources

- [www.IPSworks.org](http://www.IPSworks.org)
- Manuals, fidelity scales, research updates
- Online courses for practitioners, supervisors, and VR counselors
- In-person courses on leadership, training, technical assistance, implementation, IPS Fidelity
- Research opportunities
- [SusanMorris@westat.com](mailto:SusanMorris@westat.com)
BUILDING A SUCCESSFUL DMH & MOVR PARTNERSHIP

COLLABORATION, COMMUNICATION & RESPECT
AT A GLANCE: THE IPS EMPLOYMENT TEAM

“NOTHING ABOUT US WITHOUT US”
- DISABILITY RIGHTS SLOGAN

* Consists of VR and DMH staff
* VR Missouri State IPS Trainer
* Regional DMH staff
* Lead reviewers
* Data
The IPS Employment Team holds quarterly IPS Collaborative meetings between VR, DMH, and IPS supervisors.

The IPS Employment Team participates in quarterly meetings for the team only.

Collaboration with American Job Centers (AJCs)
COMMUNICATION

Missouri IPS State Trainer communicates and schedules IPS fidelity reviews.

The State Trainer also keeps close contact with providers to address training needs due to staff turnover, model drift, etc.

DMH staff are able to provide training to these IPS providers.

Decisions are made jointly by Leadership of DMH and VR.
RESPECT

We respect each other’s experience and expertise

Differences of opinion are respected and approached in a thoughtful manner while recognizing the opportunity to learn from each other

Respect of employment provider sites
EMPLOYMENT IS RECOVERY

*Administration believes that Employment is Recovery and Recovery is Employment

*Supported Employment is viewed as equally as other clinical services provided by a treatment team
FEEDBACK LOOP

Listen to IPS providers’ feedback, challenges & questions

DMH & VR discuss how to address provider challenges before they affect fidelity

Quickly address challenges based on employment principles

Strengthen Partnership
CONTACT US

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IPS IN ILLINOIS
WORK IN PROGRESS

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IPS IN ILLINOIS

Illinois Individual Placement and Support [IPS]

Chicago Land Individual Placement and Support [IPS*] Providers

Certified IPS Fidelity Providers:

* IPS is a well-defined approach to help people with serious mental illnesses find regular jobs of their choice with individualized and long-term support.
We normalize employment – “What type of work would you like to do?”

We have moved from a medical model to a recovery model

We emphasize partnerships and continuously expand them

We train and hire Certified Recovery Support Specialists-Employment Focus (CRSS-E)

CONSISTENT, CROSS-SYSTEM MESSAGING

EMPLOYMENT IS A SOCIAL DETERMINANT OF HEALTH
EVOLVING

We participate in and facilitate an IPS community of practice

We use braided funding & employ a cadre of trainers

We communicate and calibrate on the macro and micro level

DRS and DMH conduct reviews together

We continuously seek out new opportunities for TA & funding
INTERAGENCY COLLABORATION REQUIRES ON-GOING COMMUNICATION

REMAIN OUTCOMES FOCUSED

- EEOPD-Employment and Economic Opportunity for Persons with Disabilities Taskforce established in 2009 via legislation, quarterly meetings-15 designated state agencies
- Increased Illinois Department of Human Services Divisional communication via the Employment First Interagency Council, monthly meetings
- Regularly scheduled technical assistance, strategic planning and deadline-based work assignments with facilitator-ex: ODEP Employment First State Leadership Mentoring Program subject matter experts
- Administrative Directive or Memorandum of Understanding creation
- Policy change and guidance
### Chicago Northwest Behavioral Health Center

**Employment**
- Consumers: 62
- Consumers in DRS Plan Status: 30
- Consumers Employed: 37
- Consumers Employed in DRS Plan Status: 26

**Job Starts**
- Total: 26
  - Job Starts in DRS Plan Status: 18
  - Job Starts NOT in DRS Plan Status: 10
  - Average per Employment Specialist: 13.0

**Job Tenure**
- Range (min, max): 0, 633.00
- Average: 134.77
- Median: 159
- Hours Worked: 56,430
- Days Worked: 7,500

**Education**
- Consumers in Education Programs: 0
  - New Enrollees: 26

**Discharges**
- Total: 26
  - Successfully Employed: 7

**Staff**
- ES (FT/PT/Apr) w/ caseload: 2
- FTEs (does not include supervisor): 0.00
- FTEs: 2.00
- Team Capacity (FTE/29): 40
- Avg. Consumers per ES: 10.5
- Avg. Consumers per ES to benchmark (29): 93%
- New IPS Enrollees per ES: 13.0
- Statewide Goal of Job Starts per ES: 6
- Agency Goal of Job Starts: 12
CROSS POLLINATION & UPSKILLING

- IPS Certification Fidelity Review
- Learn each other's language, intake process and reporting requirements
- Streamline paperwork and preplan to expedite referrals
MESSAGE: ALL PEOPLE CAN WORK WITH THE RIGHT SUPPORTS

Expanded knowledge of IPS in AJCs and led to coordinated training in job development best practice for persons with disabilities (partnership with VR team and business services reps from AJC)
QUESTIONS AND ANSWERS
LEAD CENTER WEBSITE

www.leadcenter.org

Sign up to get information & notifications
THANK YOU!