Individual Placement & Support
an Evidence Based Approach
to Supported Employment

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TRUE OR FALSE?

In IPS, you try to get someone a job as quickly as possible.
TRUE OR FALSE?

IPS doesn’t work for people with serious mental illness, and co-occurring disabilities like IDD, Cerebral Palsy, Epilepsy or Autism.
TRUE OR FALSE?

IPS works two to three times better than other vocational models for helping people get and keep jobs.
EMPLOYMENT IS A SOCIAL DETERMINANT OF HEALTH

- Social justice: Assuring the protection of equal access to liberties, rights, and opportunities, as well as taking care of the least advantaged members of society. -John Rawls-
- Un/underemployment and job insecurity contributes to poor mental and physical health.
- Reducing poverty improves health.
IS WORK TOO STRESSFUL?

- Joe Marrone, an employment trainer: “If you think work is stressful, try unemployment.”
- Stresses of work do not translate into higher rates of psychiatric hospitalization
- Consider the negative effects of unemployment in the general population: increased substance abuse, physical problems, psychiatric disorders, alienation and apathy, reduced self-esteem, loss of social contacts
WHY FOCUS ON EMPLOYMENT?

- Viewed by many as an essential part of mental health recovery.
- Less than 10% of specialty mental health consumers in CA work, but 60-70% express interest in working (NAMI) and only 14% for people with developmental disabilities (Ca State Council on Disabilities).
- Working helps people feel better, alleviates poverty, and reduces stigma in society.
- Work is a typical role for adults.
- Steady workers have reduced treatment costs.
- Unemployment causes mental health problems.
BUT PEOPLE WITH IDD HAVE A LOT GOING ON!

Experts have identified several challenges people with IDD struggle with, including:

- Cognitive problems
- Difficulties in social communication and behavior
- Difficulties with independence
- 69% of this population have co-occurring psychiatric diagnoses
- Trauma
- Poor medication and symptom management
- Housing insecurity
- Substance use
- Personal and financial impacts on family
- Failure to engage in clinical/rehabilitative services
INDIVIDUAL PLACEMENT AND SUPPORT FOR PEOPLE WITH AUTISM SPECTRUM DISORDERS: A PILOT PROGRAM*

- Young adults with autism spectrum disorder (ASD) experience significant rates of unemployment and underemployment, and the field needs an inexpensive, evidence-based vocational intervention.
- During 1 year of IPS, all (five) participants gained competitive employment.
- Participants also improved in hygiene, self-esteem, social relationships, employment satisfaction, work hours, and pay.
- Parents observed gains in independence, self-confidence, and family relationships.
- Both parents and clinicians reported improvements in the participants’ mental health and reduction of symptom severity of their comorbid psychiatric diagnosis.

A PRELIMINARY EVALUATION OF INDIVIDUAL PLACEMENT AND SUPPORT FOR YOUTH WITH DEVELOPMENTAL AND PSYCHIATRIC DISABILITIES*

- 10 agencies in Illinois implementing new IPS programs for youth with developmental disabilities (including youth with mild developmental disorders, autism, and Down syndrome) and/or psychiatric disabilities
- Assessed fidelity to the IPS model, competitive employment outcomes, and implementation barriers over one year
- All 10 programs successfully implemented IPS with four achieving a fidelity score above 100, the benchmark for good fidelity
- Over a 12-month follow-up period, most programs increased quarterly employment rates, reaching a mean employment rate of 36%

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“This is the first time I feel part of a group. I am doing great. I really like [construction] and I will be able to visit a long time from now and say that I helped with the construction of that building”

“For the first time in about 4 years, I actually feel like my life is leading someplace. And for the first time I can actually see myself realistically moving out from mom and dad’s house”

“This is the best work experience.”

“With the help of the program I have been accepted to college and now have contacts in professional sports. This program has really helped me in my path”

“I really like working at the store. It’s a whole lot easier to get customers the products they’re looking for since I organized the storerooms. I feel good about my contribution and have a really good relationship with the owner. She listens to me and the other people there are so nice”
22 RANDOMIZED CONTROLLED TRIALS (RCT’S) OF IPS

- Strongest scientific design for evaluating whether a treatment works
- In all RCTs, IPS had significantly better employment outcomes than controls
- Mean across studies of consumers working competitively at some time is 56% for IPS and 23% for controls
EVIDENCE-BASED PRINCIPLES OF IPS

1. Competitive employment is the goal.
2. Zero exclusion: eligibility is based on consumer choice.
3. IPS employment services are closely integrated with mental health treatment.
4. Consumer preferences are honored.
EVIDENCE-BASED PRINCIPLES OF IPS

5. Personalized benefits and work incentives planning is provided.

6. The job search starts soon after a consumer expresses interest in working.

7. Employment specialists develop relationships with employers based on their consumers’ work preferences.

8. Follow-along supports are continuous.
ROLE OF THE EMPLOYMENT SPECIALIST

- Provides only employment services
- Carries out all phases of the employment service for each person
- Maintains a caseload of up to 20 people who are at varied stages of job searching and job retention
- Spends at least 65% of entire work week in the community providing services and job developing
- Is included as a full member of the mental health treatment team and attends weekly meetings
HOW TEAMS CAN PROMOTE WORKING

- “A multi-disciplinary approach is implemented through teamwork and co-operation between members, rather than competition. Teamwork enhances the movement towards common goals. Co-operation between team members enhances client outcomes. Values and mutual respect enhance relationships, and working together enhances creativity, depth, perspectives, and co-operation.” – Kneisel & Trigoboff, 2008

- Use motivational interviewing. Ask about people’s hopes, concerns, pros and cons of working. Be curious but don’t push people in any direction.

- Suggest a next step for people in contemplation, e.g. introduction to Employment Specialist, benefits counseling...

- Share information about the employment program.

- Ask about interest in employment during treatment planning.

- Offer hope!
- Questions
- Discussion