

# 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.
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# 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%

# QUOTES FROM ASD IPS PARTICIPANTS:

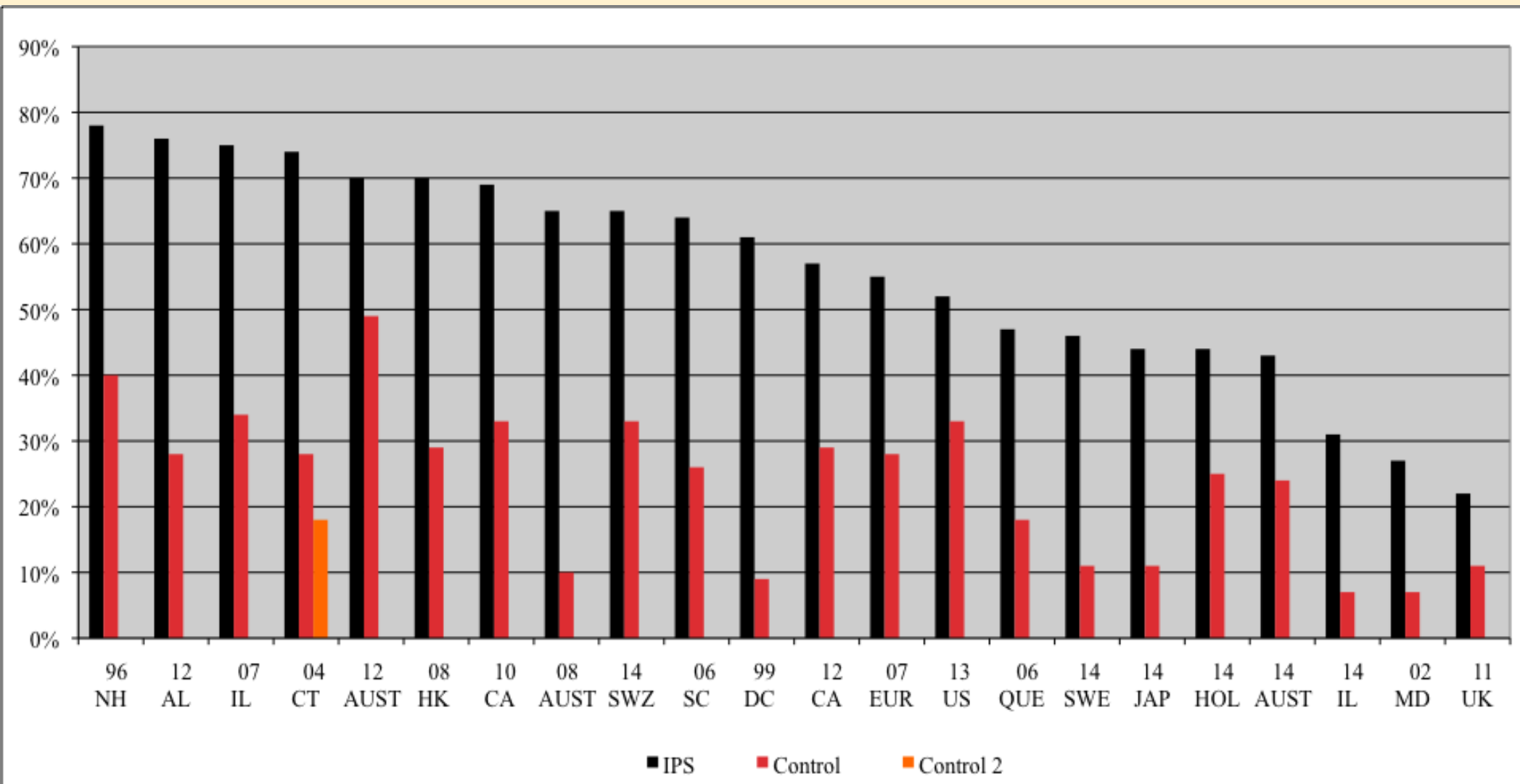


- “This is the first time I feel part of a group. I am doing great. I really like [construction] and I will be able to visit a long time from now and say that I helped with the construction of that building”
- “For the first time in about 4 years, I actually feel like my life is leading someplace. And 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
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# COMPETITIVE EMPLOYMENT RATES IN 22 RCTS OF SUPPORTED EMPLOYMENT




# 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.
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# 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.
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# 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
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# 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!
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- Questions
- Discussion



**THANK YOU!**

