

## Operating a Successful IPS Employment Program

Presentation speakers  
Missy McGaw, MPA  
Gino Taylor, MA, MHA

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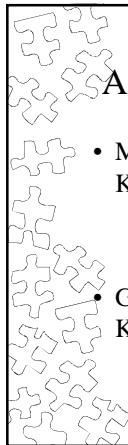
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## A Little Bit About Our Agencies

- Missy McGaw, Tri-County Mental Health, Kansas City, MO
- Gino Taylor, Truman Medical Center, Kansas City, MO

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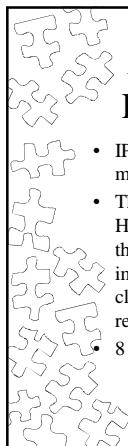
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## A Little Bit About Individual Placement and Supports (IPS)

- IPS supported employment helps people with severe mental illness work at regular jobs of their choosing.
- The Johnson & Johnson – Dartmouth Community Mental Health Program began in 2001 with a three-site pilot in three states for one year to demonstrate the feasibility of implementing evidence-based supported employment with close collaboration between mental health and vocational rehabilitation services.
- 8 Practice Principles of IPS Supported Employment.

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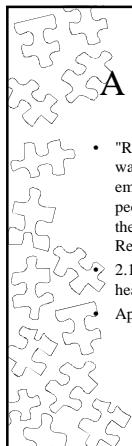
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## A Little Bit About IPS continued

- "Research tells us that 60-70% of people with serious mental illness want to work. However, fewer than 15% of these individuals are employed. These figures are troublesome because having a job helps people manage their symptoms, rejoin their communities and decrease their reliance on the social service system." - Dartmouth Psychiatric Research Center
- 2.1% of clients with severe mental illness in the U.S. public mental health system received supported employment in 2009.
- Approximately .5-.2% of BH clients are currently employed.

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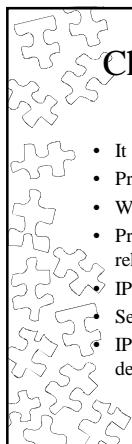
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## Characteristics of IPS Supported Employment

- It is an evidence-based practice.
- Practitioners focus on each person's strengths.
- Work promotes recovery and wellness.
- Practitioners work in collaboration with state vocational rehabilitation counselors.
- IPS uses a multidisciplinary team approach.
- Services are individualized and ongoing.
- IPS approach changes the way mental health services are delivered.

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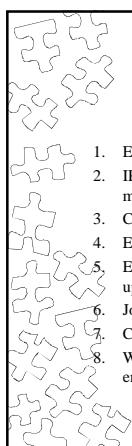
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## 8 Practice Principles of IPS

1. Eligibility is based upon consumer choice.
2. IPS supported employment services are closely integrated with mental health treatment services.
3. Competitive jobs are the goal.
4. Employer contact begins rapidly after consumers enter the program.
5. Employment specialists build relationships with employers based upon consumer job interests.
6. Job supports are continuous.
7. Consumer preferences are honored.
8. Work incentives planning is offered to all consumers who receive entitlements.

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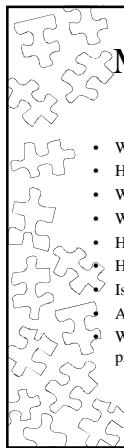
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## My Agency is Considering IPS. Now What?

- Where will I get funding for this model?
- How many staff members will I need?
- What should I look for in an ideal Employment Specialist?
- What kind of challenges might I face?
- How do I get “buy-in” agency wide?
- How do I integrate with treatment teams?
- Is a Certified Benefits Planner really necessary?
- Are the Fidelity Reviews “scary”?
- Will my outcomes be good enough to make this a sustainable program?

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### Where will I get funding for this model?

- Vocational Rehabilitation (VR) will be primary funding source.
- Medicaid
- Grants
- Levy/Taxes
- Other

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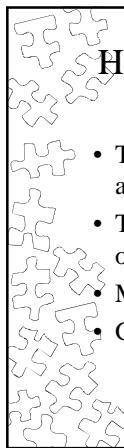
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### How Many Staff Members Will I Need?

- This will vary dependent on the size of your agency.
- This number could increase/decrease based on outcomes and performance.
- Missy/Tri-County Mental Health
- Gino/Truman Medical Services

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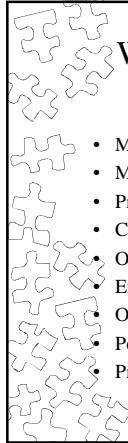
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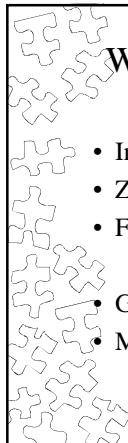


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### What should I look for in an ideal Employment Specialist?

- Marketing/Sales Experience
- Mental Health Experience
- Problem Solver
- Creative
- Outgoing/Unafraid
- Empathetic/Sympathetic
- Organized/Timely
- Persistent
- Professional

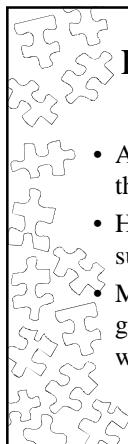


What kind of challenges might I face?

- Integrating with treatment team(s)
- Zero Exclusion
- Finding the right ES candidates



- Gino/TMS
- Missy/TCMH



› How do I get “buy-in” agency wide?

- Attend treatment team meetings and explain the program.
- Have literature throughout agency supporting IPS.
- Meet with Board of Director's or other governing body to express importance of work and recovery.

## How Do I Integrate with Treatment Teams?

- Show Up!
- Be Consistent!
- Have Leadership that also supports IPS and work as part of recovery.
- Missy/TCMHS
- Gino/TMS

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## Is a Certified Benefits Planner Really Necessary?

- In short, Yes!
- Once on the disability rolls, less than 1% of beneficiaries per year move off of benefits to return to work.
- By helping people with mental illness gain employment, especially young adults experiencing early psychosis, IPS can help forestall entry into the disability system and reduce Social Security expenditures.

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## Are the Fidelity Reviews “Scary”?

- Scary-No. Stressful-Can Be.
- Preparation is the key.
- Collect and track the data.
- Read each section of the review and follow it as best you can.
- First one is just a baseline. You need to know where you are so that you can make improvements.

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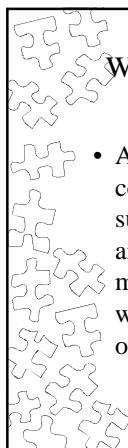
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## Will My Outcomes be Good Enough to Make This a Sustainable Program?

- A 10-year follow-up study of clients with co-occurring severe mental illness and substance abuse disorder found an average annual savings of over \$16,000 per client in mental health treatment costs for steady workers, compared to clients who remained out of the labor market.

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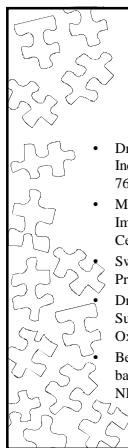
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## Recommended Readings

- Drake, R.E., & Bond, G.R. (2014). Introduction to the Special Issue on Individual Placement and Support. *Psychiatric Rehabilitation Journal*, 37(2), 76-78. PMID:24912057. DOI:10.1037/prj0000083.
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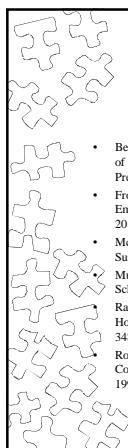
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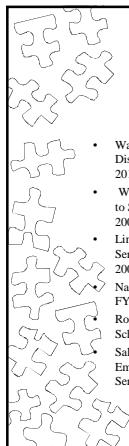
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