

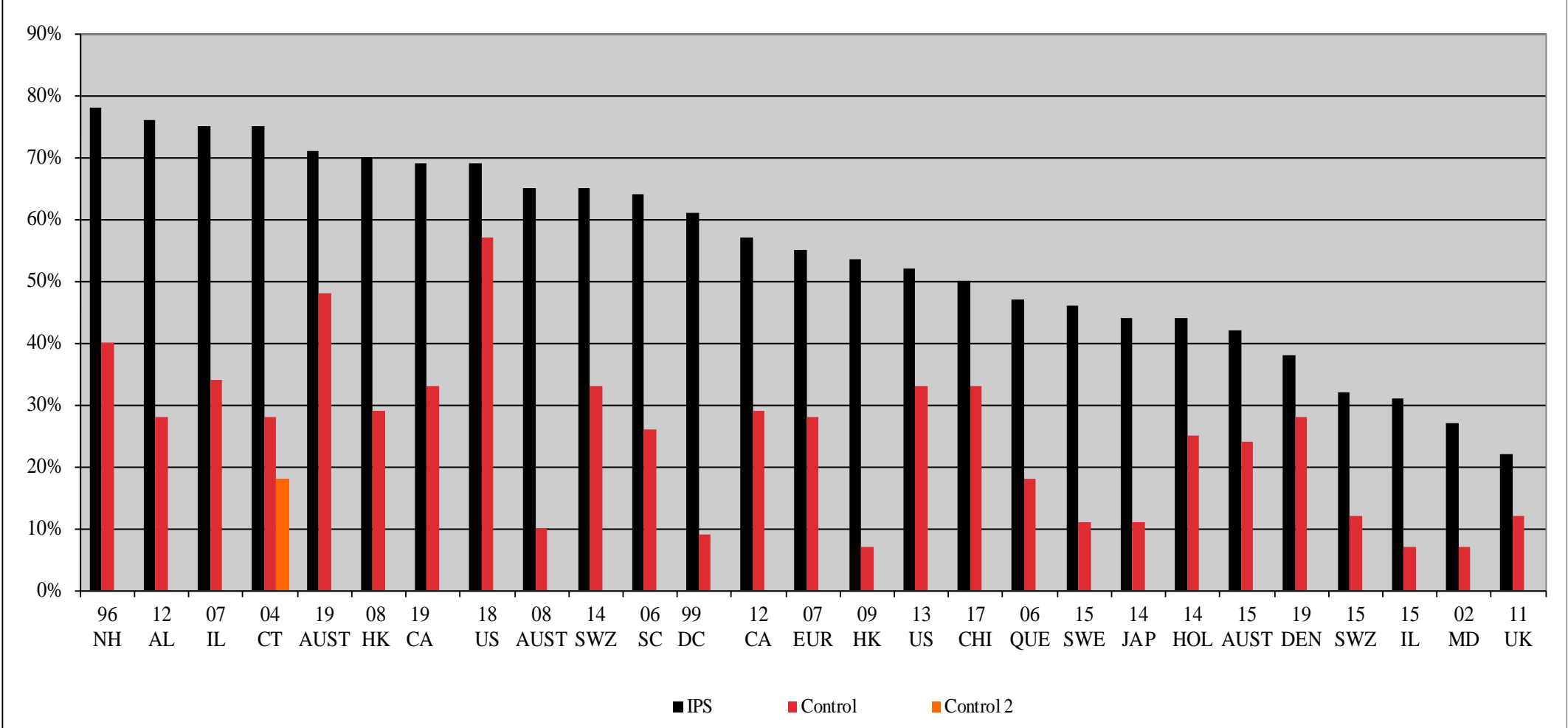
# Individual Placement and Support (IPS)

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# Research

- **Originally studied and validated with people with serious mental illness, including people with co-occurring substance use disorders**
- **IPS has been compared to traditional vocational rehabilitation approaches that typically include stepwise features such as prevocational assessment, sheltered setting, and volunteer work. In 25 randomized controlled trials, each showed a significant advantage for IPS.**

# Competitive Employment Rates in 27 Randomized Controlled Trials of IPS



# Overall Findings for 27 RCTs

- 26 of 27 studies showed a significant advantage for IPS
- (Exception: Study in mainland China had borderline significance)
- Mean competitive employment rates for the 27 studies:
  - 55% for IPS
  - 24% for controls

# **IPS is Effective in a Wide Variety of Target Populations**

- **PTSD diagnosis**
- **Mental illness + substance use**
- **Older adults**
- **First episode of psychosis**
- **Individuals who are homeless**
- **Criminal justice history**
- **Disability beneficiaries**
- **Various racial and ethnic groups**

# **Why Focus on Employment and Careers?**

- **Considered by many as an important part of recovery**
- **Most people with serious mental illness want to work**
- **Employment is a typical role for adults in our society**
- **Cost-effective alternative to day treatment**

# **Benefits of Steady Competitive Employment**

- **Increased income**
- **Improved self esteem**
- **Improved social networks**
- **Increased quality of life**
- **Better control of symptoms**
- **Reduced hospitalization**
- **Reduced substance use**
- **Reduced use of mental health services**

# IPS Principles

- **Open to anyone who wants to work**
- **Focus on competitive employment**
- **Rapid job search**
- **Targeted job development**
- **Client preferences guide decisions**
- **Individualized long-term supports**
- **Integrated with treatment**
- **Benefits counseling included**



# **Open to Anyone Who Wants to Work**

- **Eligibility is based on consumer choice**
- **People are not excluded because of diagnosis, recent hospitalizations, criminal justice history, or work readiness criteria**

# **Focus on Competitive Employment**

- **IPS specialists help people find jobs that exist in the open labor market and pay the same as others in a similar position (at least minimum wage), including part-time and full-time jobs.**
- **People are not steered into sheltered jobs (that are set aside for people with disabilities) but work in community settings with others who do not have disabilities.**

# Rapid Job Search

- **IPS specialists help people start looking for jobs within one month of starting the program.**
- **Pre-employment assessment, training and counseling are not required and are kept to a minimum.**
- **IPS specialists help people explore the world of work at a pace that is right for the individual.**

# Targeted Job Development

- **Based on individuals' interests, IPS specialists build relationships with employers to learn about the employers' needs in order to identify qualified job candidates.**
- **IPS specialists make multiple visits to the same employers to develop relationships and average six face-to-face contacts with hiring managers per week.**

# **Individual Preferences Guide Decisions**

- **The job search is based on individual preferences, strengths, and work experiences, not on a pool of jobs that are readily available.**
- **Job seekers indicate preferences for job type, work hours, and types of job supports.**

# **Individualized Long-Term Supports**

- **IPS specialists provide support for as long as needed and desired, without arbitrary time limits.**
- **Job supports are individualized based on the needs of the person and what will promote a positive work experience.**
- **IPS specialists help people with job changes and career advancement, including additional schooling and training.**

# **IPS is Integrated with Treatment**

- **IPS specialists meet at least weekly with the team of providers who serve the same group of people, for example, care coordinators, therapists, medication providers, housing specialists.**
- **The team meets together regularly to review clients' status and plans coordinated, recovery-oriented services**

# **Personalized Benefits Counseling**

- **IPS specialists refer people for comprehensive, individualized benefits planning by a trained benefits specialist so they can make informed decisions about starting or changing jobs.**



# Summary

- **People with serious mental illness do want to work and can work in integrated competitive employment.**
- **IPS is a successful employment intervention for a wide variety of populations.**
- **IPS is an evidence-based practice that includes program manuals and an IPS Fidelity Scale to serve as roadmaps for good program implementation.**

# Resources

- [www.IPSworks.org](http://www.IPSworks.org)
- *IPS Supported Employment: A Practical Guide (2013)*
- **25-item IPS Supported Employment Fidelity Scale**