

Individual Placement & Support

Evidence Based Practice

Supported Employment

CA Association of Local Behavioral Health Boards & Commissions

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Social determinants of health

The social determinants of health are the conditions in which we are born, we grow and age, and in which we live and work. The factors below impact on our health and wellbeing.



Why do YOU work?

Benefits of Steady 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**

Negative Effects of Unemployment

- **Increased substance abuse**
- **Increased physical problems**
- **Increased psychiatric disorders**
- **Reduced self esteem**
- **Loss of social contacts**
- **Alienation and apathy**

WHY IPS?

- In CA, only **8%** of people in the public mental health system work (SAMHSA, 2015). Poverty and lack of meaningful activity causes problems.
- IPS helps **40% (or more)** of people get jobs.
- People in IPS work longer stints, earn more money, and are more likely to become steady workers than people in traditional programs.
- IPS works the best for people with SMI



History and Research of IPS

- Developed in New Hampshire in late 80s at the Dartmouth Psychiatric Research Center
- Originally studied and validated with people with serious mental illness, including people with co-occurring substance use disorders
- Listed by SAMHSA as an EBP in early 2000s
- In 25 randomized control trials, the mean rate of competitive employment for individuals receiving IPS services was 56%. In these studies, those not receiving IPS services had an average rate of 23%.
- Follow-up studies have found stable results for 10 to 12 years



Employment Center

www.IPSworks.org

Open to Anyone Who Wants to Work



- **Zero Exclusion**
- **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



- **Jobs available to the general public**
- **Pay at least minimum wage**
- **Not time-constrained**

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 client's interests and preferences (time, location, sector, etc.)**
- **Relationship-building with employers conducted in person by employment specialists**

Consumer 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



- Individualized job supports
- Continue for the length of time the client wants/needs
- Assist clients with job changes and career advancement, including additional schooling and training

IPS is Integrated with Treatment



- **IPS specialists work in close collaboration with client's other providers and meet weekly as a team**
- **Collaborate on how to best serve/support client**

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.**

Quotes from IPS Consumers:

- I'm respected now.
- I feel like I have a purpose now and every day I get up feeling good that I have a job.
- I don't wake up mad and upset anymore.
- I feel better about myself now that I am working and contributing to society.
- I'm doing exactly what I want to be doing. Now there is more peace and certainty in my life.
- I like making money to help my family pay the bills.
- I like being in mainstream society as opposed to living a sheltered life.
- Working helps me manage my depression. My mood is more positive.



Work and Recovery Through IPS, Alameda County
Link: <https://www.youtube.com/watch?v=xlw5eewXg38>

CONTACT INFORMATION

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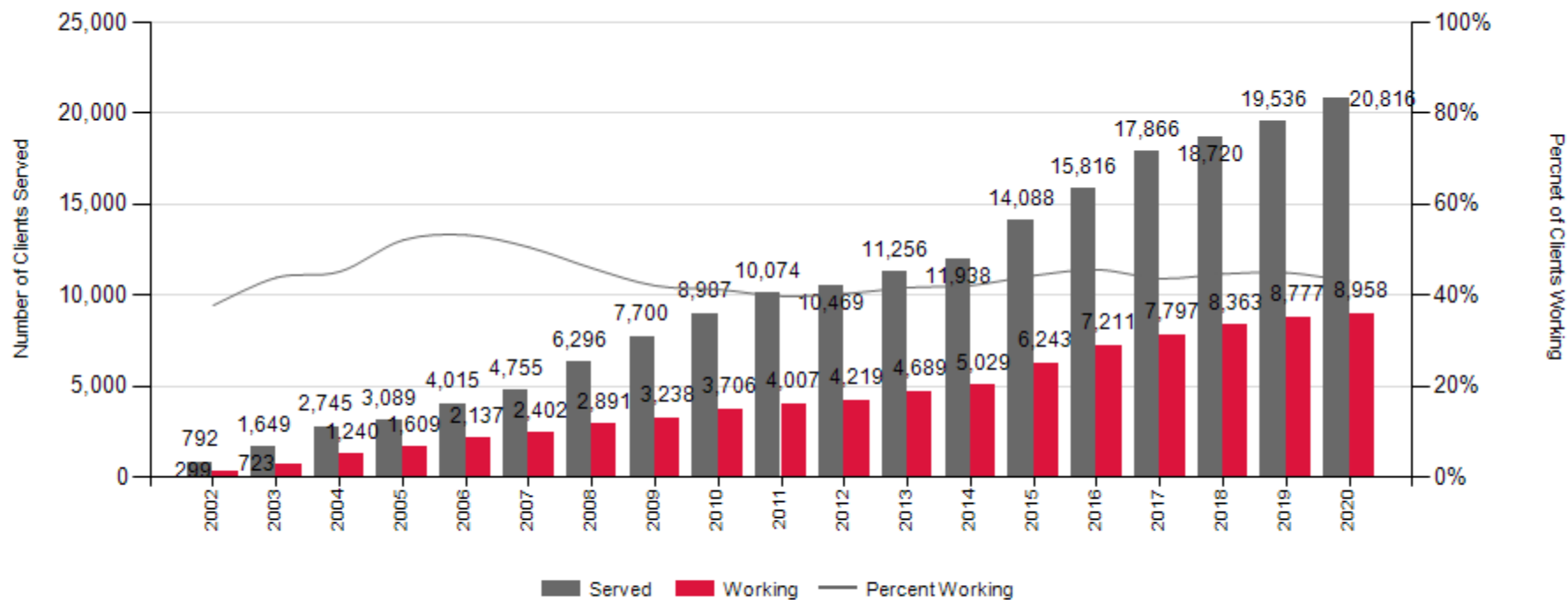
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Clients Served and Working in the IPS Supported Employment Learning Community in the US



Data points represent annual averages for four quarterly reporting periods. Current year data represent an average of reporting periods that have occurred to date.