Employment Supports for People Recovering from Mental Illness

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Four Main Points

• Many people with serious mental illness want to work.

• Many people with serious mental illness can and do work.

• IPS provides a roadmap for implementation

• Work is everybody’s business
Competitive Employment

• 60-70% want to work

• < 20% working

• < 2% access effective employment services
Key Points

IPS Staffing

Employment specialists, IPS supervisor
Serve up to 20 people per specialist
Employment/education focus
Employment generalist

 Implemented by a mental health/psychosocial agency through a team approach

State Vocational Rehabilitation partnership
MH-VR Crosswalk: www://ipsworks.org
IPS Principles

- Open to anyone who wants to work
- Focus on competitive employment
- Rapid job search
- Systematic job development
Practice Principles Cont.

- Client preferences guide decisions
- Individualized long-term supports
- Integrated with treatment
- Benefits counseling included
Competitive Jobs

- Landscaper
- Machine Operator
- Photographer
- Receptionist
- Reporter
- Sales Clerk
- Security officer
- Welder

- Baker’s assistant
- Childcare Worker
- Data Entry
- Deli Meat Cutter
- Grocery Bagger/Carriage Attendant
- Housekeeper
- Dishwasher
Poll #1

Lucas was recently fired for being late to work on multiple occasions. Lucas:

A. Is not ready to work competitively

B. May benefit from a training program to practice skills to be successful at work

C. Will consider what he learned from the experience and resume a job search
Competitive Employment Rates in 25 Randomized Controlled Trials of IPS
Overall Findings for 25 RCTs

• Every study showed a significant advantage for IPS

• Mean competitive employment rate:
  • 56% for IPS
  • 23% for controls
IPS is Effective in a Wide Variety of Target Populations

- PTSD diagnosis
- Mental illness + substance use
- Older adults
- First episode of psychosis

- Homeless
- Criminal justice history
- Disability beneficiaries
- African American
- Hispanic
- People with spinal cord injury
IPS Learning Community

Derived from quality improvement collaborative model
• Long-term method

Key factors for QILC success
• Shared goals and agenda
• Multidisciplinary teams, multiple sites
• Ownership among members
• Face-to-face meetings
• Data sharing
• Essential role of leadership
  • Schouten, BMJ, 2009; Wells, BMJ Qual Saf, 2017
The Beginning, 2000

• Partnership: Johnson & Johnson Corporate Contributions and Dartmouth Psychiatric Research Center, now known as the IPS Employment Center
• Mission: Increase access to IPS supported employment for people with serious mental illness
• Collaboration between state mental health authority and state Vocational Rehabilitation
• Evolution of the International IPS Learning Community
Program Structure and Guidelines

- Two-tiered
- Identify state champions and partners, memorandum of agreement (MOA)
- Develop funding plan
- Create training capacity
- Track simple outcomes, transparency
- Annual meetings, stakeholder teleconferences
- Commitment to learning – research, innovations
Guidelines cont.

• Start small – three to five sites
• Full-time trainer
• On-site training and consultation
• Commitment to program fidelity and outcomes
• Development of educational materials/website
• Replication of IPS learning community locally
Quarterly Outcomes

• 2002, Q4, 792 received IPS and 299 worked competitively in 4 states

• Competitive employment rates of 40% or higher after initial year of 38%; 44% over 63 quarters

• April – June, 2018, 18,959 received IPS. 8,433 worked competitively (44%) in 22 states – 243 agencies with 309 teams
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.
International IPS Learning Community

Twenty-two states/regions in US, 300+ teams
- Alabama, Alameda County (CA), Broward County (FL), Colorado, Connecticut, District of Columbia, Illinois, Kansas, Kentucky, Maryland, Michigan, Minnesota, Missouri, North Carolina, Ohio, Oklahoma, Oregon, South Carolina, Tennessee, Utah, Vermont, Washington, Wisconsin

International Network
- Italy, Montreal (Canada), Netherlands, New Zealand, Spain
23 States and 4 Counties Are Now A Part of the Learning Community
Most programs in IPS Learning Community meet fidelity standards (>99)

<table>
<thead>
<tr>
<th>IPS Fidelity Category</th>
<th>Fidelity Score Range</th>
<th>N of Sites (%)</th>
<th>Mean Competitive Employment Rate (Quarterly index)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exemplary Fidelity</td>
<td>115-125</td>
<td>7 (9%)</td>
<td>44%</td>
</tr>
<tr>
<td>Good Fidelity</td>
<td>100-114</td>
<td>45 (57%)</td>
<td>39%</td>
</tr>
<tr>
<td>Fair Fidelity</td>
<td>74-99</td>
<td>23 (29%)</td>
<td>32%</td>
</tr>
<tr>
<td>Not Supported Employment</td>
<td>73 and below</td>
<td>4 (5%)</td>
<td>29%</td>
</tr>
</tbody>
</table>

(Bond et al., 2012)
Histogram of Site-Level Employment Rates in IPS Learning Community (2002-2010) (Drake et al., 2012)
Poll #2

According to research, approximately what percentage of people with mental illness say they want to work?

A. 15%
B. 50%
C. 70%
D. 90%
IPS and New Populations

- Autism spectrum disorder
- Intellectual and developmental disabilities
- Common mental disorders
- Chronic medical conditions
- Substance use disorders
- TANF beneficiaries
- Young adults with first episode
- Transition age youth with serious mental health conditions
- Spinal cord injury
Expansion and Scalability

- Systems partnership/coordination
- Funding
- Training
- Tracking outcomes
- Monitoring program fidelity
- Workforce
- Advocacy
- Employability as expected outcome of treatment
What People Say

• “When you are working, you are part of the real world. You feel connected. Having a job gives me stability. I have something to look forward to every day.”

• “In the past, people might have used labels to describe me such as ‘homeless,’ ‘mentally ill,’ and ‘welfare mother.’ Now my titles are ‘financial administrator,’ ‘college student,’ and ‘working mom.’”
Thank You

- www.IPSworks.org
- Online courses for practitioners and supervisors
- Courses on training, technical assistance, implementation, IPS Fidelity
- *IPS Supported Employment Approach to Help Young People with Work and School*, 2017
- sandrareese@westat.com