

Time Unlimited Follow Along Supports

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Learning Objectives

- This session will define time-unlimited individualized supports according to IPS fidelity standards and ideal implementation
- Understand how to tailor job supports to the individual's needs so they can have longevity in a job
- To learn how to plan for an individual's transition off of IPS supports in an appropriate and supportive way

Time Unlimited Follow Along Supports According to Fidelity

- What is required of an Employment Specialist
 - Face to face contact with an IPS job seeker within one week before starting on a job.
 - Face to face contact with an employed IPS recipient within three days of obtaining a job.
 - At Least weekly face to face contact with an IPS recipient for the first month of employment.
 - At least monthly face to face contact with an IPS recipient for the first year of employment.
 - Employment Specialist contacts the IPS job seeker within three days of learning of a job loss.

Individualized Follow Along Supports & Fidelity

- Supports Provided Match the Consumer's Needs: Work History, Preferences, Strengths, Symptoms
- The supports provided are offered through a variety of people including treatment team members, family, friends, co-workers (natural supports), and the IPS Employment Specialist
- Employment Specialists also provides employer support such as educational information, job accommodations at the IPS recipients request.
- Employment Specialist offers help with career development such as pursuing secondary education, finding a different job, or job duties as needed.

Individualized Follow Along Supports & Fidelity cont.

- How to document these supports
 - Written Job/Educational Plan includes an outline of job supports provided by support team
 - Follow Along Support Plan
 - Progress notes

Tailoring Job Supports

- 1. Individualized Assessment
- 2. Customized Job Search
- 3. Ongoing Support
- 4. Workplace Accommodations
- 5. Peer Support/Family Involvement
- 6. Outcome Measurement

Lets Discuss a Scenario

- What are some supports that could be put in place for someone who struggles to get up in the morning for their work shifts?

Examples of Supports that could be Provided for this Individual

- Assistance in getting and alarm clock
- Setting alarms on their phone for that week's shifts
- Connecting with family members to help him wake up for their shifts
- Providing wake up calls
- Review healthy sleep hygiene
- Assist in advocating for later work shifts

Let's Break into Small Groups and Discuss Supports for this Individual

- In the Career Profile we learn that this person has lost most jobs after three months. Reason given was that her mental health caused her to feel overwhelmed and she chose to quit.
- She has a team consisting of a Therapist, Peer Support Specialist, and Psychiatrist
- One medication she has causes her to feel lethargic in the evenings
- She wants a job in the office and you were able to assist her in getting a job in that setting. How might you and the team and family support her?

Transitioning off from IPS

- Transitioning off of IPS supports should be well thought out and the supports that they were receiving from an IPS Employment Specialist can be provided by either another team member or a natural support.

Let's Break into Small Groups and Discuss Supports for this Individual

- You have been supporting someone on a job for two years.
- Supports started out weekly but as confidence grew on the job the individual has needed less support.
- Currently you only assist this individual every few months when their employer requires them to do computer training with them.
- How might you go about starting the process of transitioning this person off of IPS supports?

What are some unique supports that you have

put in place from someone based on their
needs and requests?

Questions?
