

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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WPPNT Reminders

- Call 877-820-7831 before 11:00 a.m.
- Enter passcode 107633#, when prompted.
- Questions may be asked, if time allows.
- To ask a question, press *6 on your phone to un-mute yourself. *6 to remote.
- Ask questions for the presenter, about their presentation.
- The link to the evaluation for today's presentation is on the WPPNT webpage, under today's date:
<https://www.dhs.wisconsin.gov/wppnt/2020.htm>

Individual Placement and Support

Working toward recovery: An evidence-based approach

Laleña Lampe

Community Program Quality Improvement Specialist

Wisconsin Department of Health Services

Stacey Teegardin, MS, CRC

Individual Placement and Support State Trainer

Wisconsin Department of Health Services

UW-Madison

IPS: Employment is Recovery

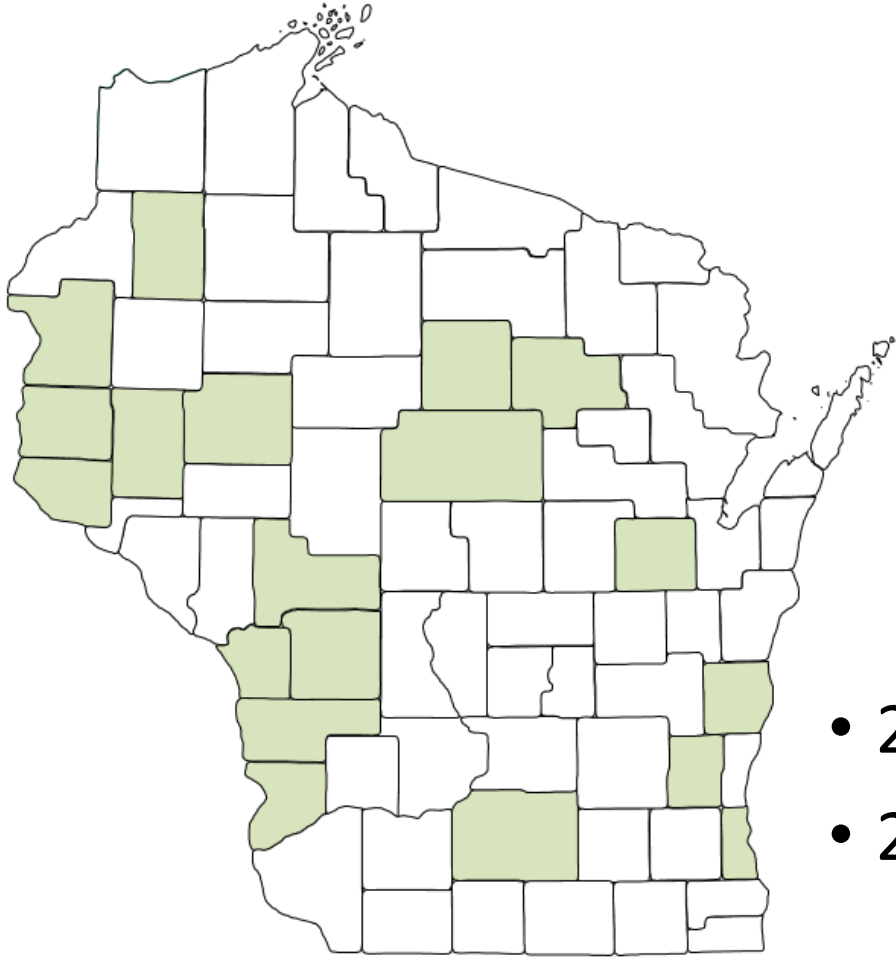
- IPS stands for Individual Placement and Support.
- The acronym IPS indicates the evidence-based approach to supported employment services.
- This approach was designed for people with serious mental illness, but it is applicable to many different populations.
- Multiple research studies demonstrate good outcomes.
- People who have access to IPS are two to three times more likely to obtain a job.

Data



- Studies of 25 randomized controlled trials showed a significant advantage for IPS and the collaborative model.
- Competitive employment rates for the studies:
 - 56% employed through IPS.
 - 23% employed for controls.
- Wisconsin currently at 47% employment rate through IPS programs. National average is currently 41%.

IPS in Wisconsin



- 2010: 3 pilot counties
- 2019: 22 counties, 12 sites

Wisconsin IPS Outcomes

| | 2011 | 2019 |
|----------------------------------------|---------------|-------|
| People served | 65 | 1,373 |
| People working | 12 | 893 |
| Total Job starts | 5 | 698 |
| New job seekers | 9 | 712 |
| Total in education | 3 | 104 |
| Closed successful | 0 | 206 |
| Closed not working | Did not track | 363 |
| Total number of employment specialists | 4 | 40 |
| FTE equivalent employment specialists | 4 | 32.6 |
| People on supervisor's caseload | 12 | 29 |

Braided Funding Program

The Department of Workforce Development's Division of Vocational Rehabilitation (DVR) can pay for career profile, job development plan, systematic job development, on-going support and successful transition to long-term supports for DVR eligible clients.

It is not required that a job seeker uses DVR funds.

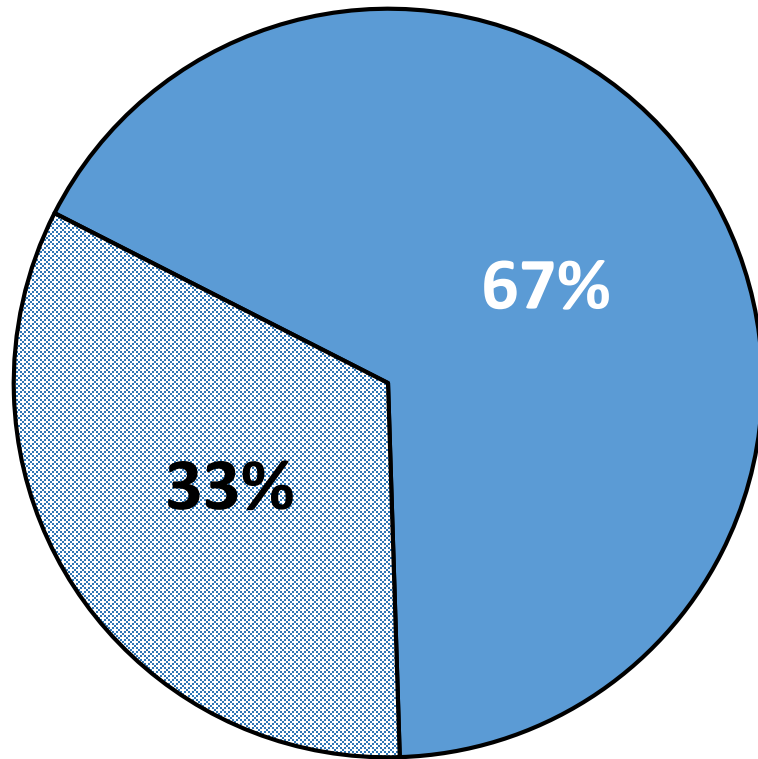
Medicaid pays for allowable services under employment-related skill training that address the individuals illness or symptoms-related problems in finding, securing, and keeping a job.

Why focus on employment?

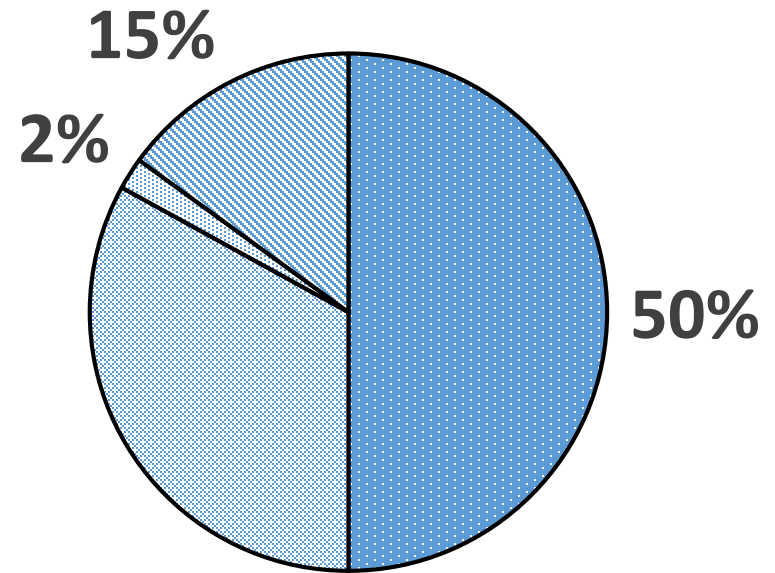
- Employment is considered an important part of recovery.
- Most people with serious mental illness want to work.
- Employment is a typical role for an adult in our society.
- Employment is a cost-effective alternative to day treatment.



Mental Health and Employment Rate



- Want to work
- Don't want to work



- Want to work
- Have access to services
- Working

Source: Substance Abuse and Mental Health Services Administration

Benefits of Steady Competitive Employment

- Increased income
- Improve 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 in the General Population

- Increased substance use
- Increased physical problems
- Increased psychiatric disorder
- Reduced self esteem
- Lose of social contacts
- Alienation and apathy



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.”





IPS Practice Principle 1

People are not excluded.

- Every interested person is eligible.
- Every person is encouraged to consider how work might affect his or her life.
- Important that the IPS program is voluntary.
- Past experiences are taken into account, but not punitive.
- Past/current symptoms are taken into account, but not punitive.
- Coping mechanism are taken into account, but not punitive (alcohol and other drug use).



IPS Practice Principle 2

Competitive jobs are the goal.

- Regular jobs at regular wages
- Commensurate wages, not just minimum
- Jobs that anyone can apply for, regardless of disability status
- No set-aside jobs
- No sheltered work environments
- No enclave situations



IPS Practice Principle 3

Employment services and mental health services are Integrated.

- Employment specialists are co-located with treatment teams.
- The employment specialist is considered part of the treatment team.
- The team includes a DVR counselor.
- The goal is to break down silos and work together rather than in isolation.



IPS Practice Principle 4

Benefits planning is offered to everyone.

- People are offered an opportunity to meet with a trained benefits planner before going to work and as they consider changes in their jobs.
- For individuals with Medicaid or SSI/SSDI payments, knowing impact of work on benefits is listed as one of the major stumbling blocks.
- Allows individuals to choose hours, wages, etc.



IPS Practice Principle 5

The job search occurs rapidly.

- The employment specialist and/or the job seeker have an employer interaction within 30 days.
- Search is not find.
- Search could be tours, information interviews, job searches, site visits, or completing applications.
- When someone says they are interested in working, believe them and take action.



IPS Practice Principle 6

Employment specialists develop relationships with employers through multiple in-person visits to understand their business needs.

- With this population, this is probably the single most important duty of the employment specialist.
- Connecting with employers requires honesty and curiosity. (Sales-type pitches don't really work.)



IPS Practice Principle 7

Job supports are continuous.

- Job supports are provided for as long as the person needs and wishes to receive IPS services—typically about a year.
- Eventually, a mental health practitioner, such as a case manager, may be chosen to provide supports.
- This takes the job supports from “learning to do a job” through “dealing” with a job and co-workers, etc.



IPS Practice Principle 8

Preferences are honored.

- We honor preferences as much as possible.
- Sometimes individuals have unrealistic expectations (astronaut, rap star, etc.) Our goal is to help someone figure out what might be needed to move in that direction.
- Legal limitations take priority.

What is fidelity?

- This is the substance of the program.
- There is a 25 item scale that covers the research supported items in areas covering:
 - Staffing (caseload size, IPS staff).
 - Organization (collaboration, integration, support).
 - Services (benefits counseling, job development, follow along supports, rapid job search).
- Fidelity reviews are completed by the IPS State Leadership Team.

Data Points Follow Process

- Referral date
- First meeting with employment specialist
- First employer contact
- Systematic job development (6 per week per employment specialist)
- Career profile (within first 60 to 90 days)
- Follow along starts before job (prior to first shift)
- First work shift
- Follow along (track and document)
- Transitions back to team (working or without working)

Greater Emphasis on Supported Education

- Education is developmentally appropriate for adolescents and young adults.
- Some middle-aged and older adults are also interested in school or vocational training.
- Higher lifetime earnings are associated with educational attainment.
- Attending school and/or working may help prevent or delay entry into the disability benefits system.

Greater Emphasis on Supported Education

- The risks of dropping out of high school and college among young adults with early psychosis are high, suggesting the need for systematic help for these people.
- When education is related to a career goal and a person needs a significant level of assistance getting started in school or throughout an educational program, then an IPS specialist may be selected as the best person to provide support.
- IPS specialists focus on mainstream programs for which eligibility is based on academic performance, age, or previous educational attainment.

Peers in IPS

- Peer specialist refers to a member of the IPS unit who have similar life experiences to people who receive IPS services.
- The duties of a peer specialist vary by program location.



Peers in IPS

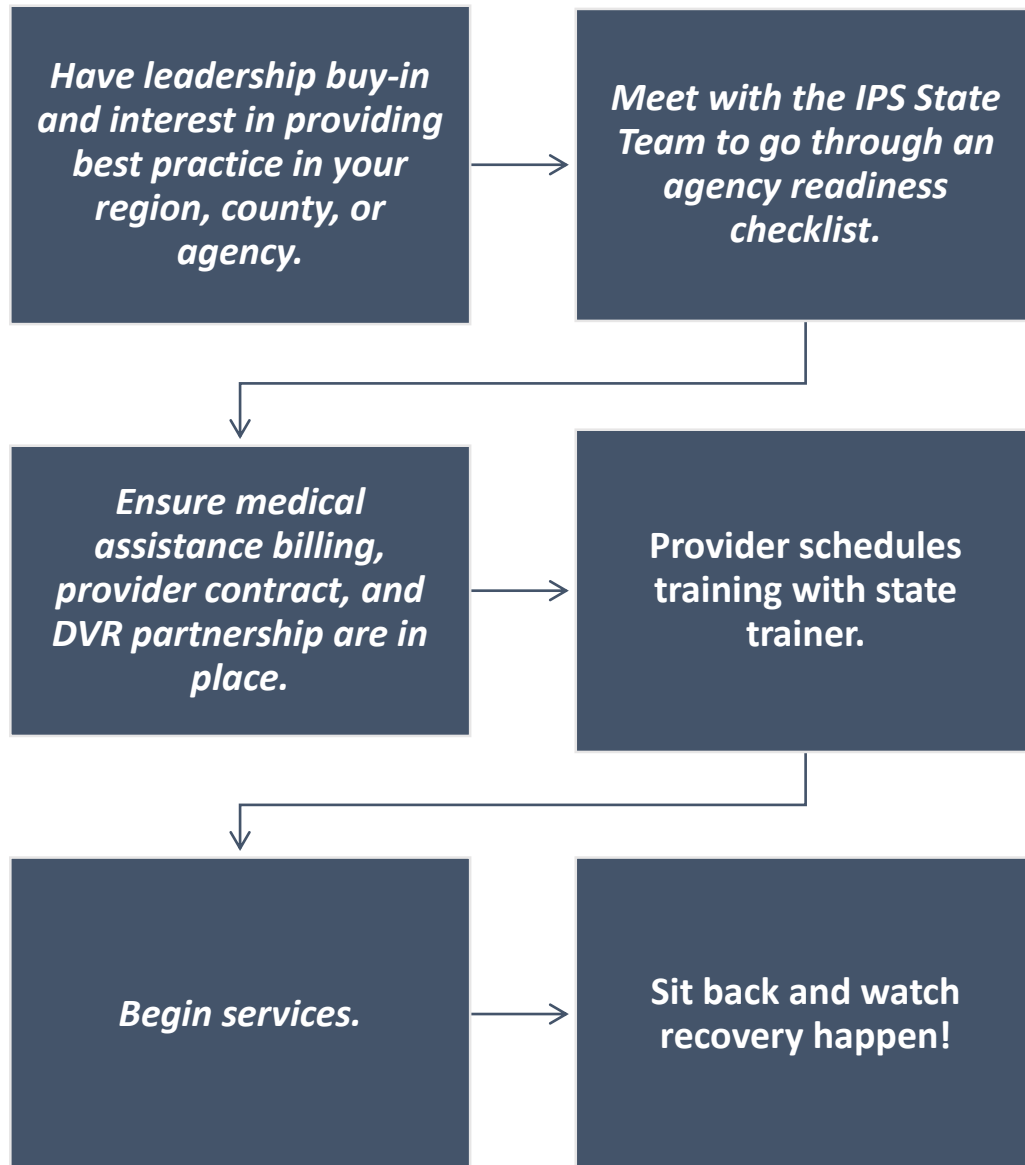
- The IPS employment specialist and the peer specialist have similar duties, but they do their work for different perspectives.
- The peer specialist is very valuable with engagement throughout the IPS process.
- In Wisconsin, there are some programs focused specifically on vocational peer support specialist.



Referrals

- In order to access IPS services, a consumer MUST be a part of a Comprehensive Community Services program, a Community Support Program, a Community Recovery Services program, a Coordinated Services Teams Initiative, or CSC/FEP services with a care coordination team that has IPS embedded into it.
- First step in making a referral is speaking with your team's designated employment specialist or IPS supervisor.
- After speaking with an IPS team member, the IPS referral form (or email) needs to be completed and a meeting scheduled with the employment specialist and job seeker.

How to Implement IPS at Your Agency



Employment Key to Recovery and Wellness

- IPS has demonstrated that it is an effective program to achieve this goal.
- Collaboration is the best way to implement IPS widely.





For more information

Webpages

- www.IPSWorks.org
- www.dhs.wisconsin.gov/mh/ips.htm

Email: DHSDCTSIPS@dhs.wisconsin.gov