

" Act teams should think of themselves as an employment agency. "

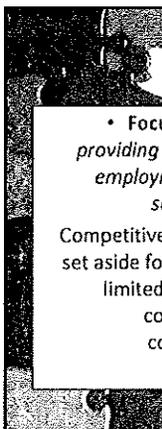


Implementing IPS within ACT
Making Employment as easy as ABC
(Individual Placement & Support)



Selected Principles of ACT

- **EMPHASIS ON VOCATIONAL EXPECTATIONS:** The team encourages all clients to participate in community employment and provides many vocational rehabilitation services directly.
- **COMMUNITY INTEGRATION:** ACT staff help clients become less socially isolated and more integrated into the community by encouraging participation in community activities and membership in organizations of their choice.



IPS Principles

- **Focus on Competitive Employment:** Agencies providing IPS services are committed to competitive employment as an attainable goal for clients with serious mental illness seeking employment. Competitive jobs pay at least minimum wage, are not set aside for people with disabilities and are not time limited. Fidelity measures that show an agencies commitment include employment specialist competencies and upper agency leadership



IPS Principles

- **Eligibility Based on Client Choice:** Clients are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, level of disability, or legal system involvement.



IPS Principles

- **Integration of Rehabilitation and Mental Health Services:** IPS programs are closely integrated with mental health treatment teams.
- **Attention to Client Preferences:** Services are based on clients' preferences and choices, rather than providers' judgments.



IPS Principles

- **Personalized Benefits Counseling:** Employment specialists help clients obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government entitlements.

Need to make facets face
meeting w/ potential employer within
30 days from referral.



IPS Principles

- **Rapid Job Search:** *IPS programs use a rapid job search approach to help clients obtain jobs directly, rather than providing lengthy pre-employment assessment, training, and counseling.*



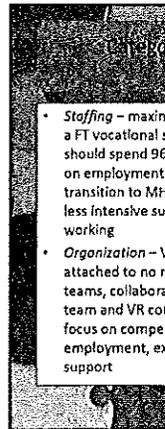
IPS Principles

- **Systematic Job Development:** *Employment specialists build an employer network based on clients' interests, developing relationships with local employers by making systematic contacts.*



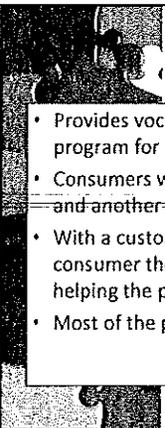
IPS Principles

- **Time-Unlimited and Individualized Support:** *Follow-along supports are individualized and continued for as long as the client wants and needs the support.*



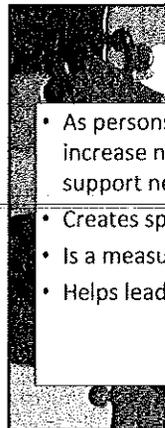
Parameters of Dartmouth IPS model scale

- **Staffing** – maximum caseload for a FT vocational specialist is 20, VS should spend 96% of their time on employment services, transition to MH practitioner for less intensive supports after working
- **Organization** – Voc Specialist is attached to no more than 2 tx teams, collaboration with MH team and VR counselor, agency focus on competitive employment, executive team support
- **Services** – work incentive/benefits planning is provided, voc specialist works with consumer to make a decision about disclosure, individualized job search, competitive jobs, 65% of time spent in community
- How does this compare to the TMACT?



Benefits for ACT

- Provides vocational specialists with a prescriptive program for employment that has proven results.
- Consumers want jobs, they don't want assessments and another pre-vocational program.
- With a customized plan developed with the consumer the whole team can become involved in helping the person become successful.
- Most of the principles of IPS are the same as ACT.



Benefits for ACT

- As persons served increase work, they increase natural supports and decrease support needed from team.
- Creates specific goals and interventions.
- Is a measurable goal.
- Helps lead to self sufficiency in a real way.

Debbie Becker wrote
the book on IPS

Voc Specialist needs to protect their time as well.

Let's start at the very beginning

- Who has to be responsible?
- Team leader
- Vocational Specialist
- Agency Leadership
- Any other champions

Staff Roles

- Team Leader
- Models importance of employment at team meeting every day.
- Protects Voc Specialist time.
- Encourages cross training.

Champions

- Substance Abuse Specialist:
- Working is an important part of SA recovery, can incorporate employment goals into SA goals.
- Can help Voc Specialist generate ideas for harm reduction and create plans after a person starts working.

Staff Roles

- Peer Specialist:
- Can use personal experiences of returning to work/recovery to help alleviate anxiety about return to work.
- Can address fears about losing benefits.

Staff Roles

- Group exercise:
- How might the nurse and mental health specialist help this person return to work?

Tony

- Tony is a 34 year old male member of the ACT team. His diagnosis is Schizophrenia, Paranoid type. He experiences auditory hallucinations of birds talking to him and telling him to do things, he often thinks that the team is "against him," and has feelings of anxiety and loneliness. He also has arthritis, chronic back pain, diabetes, sleep apnea, hypertension, and high cholesterol. He worked for several years in the automotive field and receives SSDI. He has reported that the last time he worked his voices commanded him to drink motor oil. He has recently started to say that he would like to work to have more money and find a girlfriend.

Resources

- <http://www.dartmouth.edu/~ips/>
- Barriers to Vocational Effectiveness in ACT: Staff Perspectives
<http://jap.sagepub.com/content/17/1/72>
- Individual placement and support: from research to practice
<http://apt.rcpsych.org/content/14/1/50.full>

Dartmouth has most all of
their resources for free on-line.
ex:) Career profile.

Dartmouth has a Youtube channel
w/ all videos on employment.
