IPS
SUPPORTED EMPLOYMENT
EVIDENCE-BASED PRACTICE

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- Vocational Rehabilitation & Department of Mental Health
Why Focus on Employment?

- Viewed as an essential part of recovery & stable housing
- Most people want to work
- A typical role for adults in our society
- Cost-effective alternative to day treatment
Positive Outcomes from Competitive Work

- Higher self-esteem
- Better control of psychiatric symptoms
- More satisfaction with finances and leisure
- Maintenance of stable housing
Is Work Too Stressful?

- As compared to what?
- Joe Marrone, an employment trainer:
  “If you think work is stressful, try unemployment.”
- Stresses of work do not translate into higher rates of hospitalization
Negative Effects of Unemployment in General Population

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

(Warr, 1987)
IPS Is Effective in a Wide Variety of Target Populations

- PTSD diagnosis
- Frequently hospitalized
- Mental illness + substance use
- Older adults
- Homeless
- Criminal justice history
- On disability benefits
- African American
- Hispanic
Competitive Employment for People with Severe Mental Illness

- Say they want to work: >70%
- Are currently working: <13%
Evidence-Based Principles

- Eligibility based on individual choice
- SE integrated with treatment
- Competitive employment
- Personalized benefits planning
- Rapid job search
- Continuous follow-along supports
- Individual preferences with supports
- Systematic job development
Eligibility Is Based on Choice

- People are not excluded because they are not “ready” or because of prior work history, hospitalization history, substance use, symptoms, or other characteristics.
- No one is excluded who wants to participate.
Supported Employment Is Integrated with Mental Health Treatment

- Employment specialists coordinate plans with the treatment team, e.g., case manager, therapist, psychiatrist, etc.
Competitive Employment Is the Goal

- Agencies devote resources to supported employment to provide full access to all people who seek competitive employment.
- Individuals interested in employment are not steered into day treatment or sheltered work.
Personalized Benefits Planning Is Provided

- Benefits planning and guidance help individuals & families make informed decisions about job starts and changes.
Job Search Starts Soon After A Person Expresses Interest In Working

- Pre-employment assessment, training, and counseling are kept to a minimum.
- Rapid job search is more effective than a step-wise vocational approach.
Follow-Along Supports Are Continuous

Employment Specialists continue to stay in regular contact with the person and (when appropriate) the employer without arbitrary time limits.
Individual Preferences Are Important

- Job finding is based on a person’s preferences, strengths, and work experiences, not on a pool of jobs that are available.
- Match the person with the job, work environment and support that meets their desires and needs rather than trying to change the person to fit the job.
Summary

- People with severe mental illness can work in competitive employment
- Programs following evidence-based principles of supported employment have better outcomes
Fidelity Scale

- Dartmouth Supported Employment Fidelity Scale (2008)
- 25 items, 2 day reviews
- http://www.dartmouth.edu/~ips/
Current Sites

- Tri-County Mental Health Services, KC
- Truman Behavioral Health, KC
- Pathways, Clinton
- Pathways, Warrensburg
- Arthur Center, Mexico & Fulton
- BJC, St. Louis
- BJC, Farmington
- Independence Center, St. Louis
- Places for People, St. Louis
- Preferred Employment Services (AO), Springfield
• Community Counseling Center, Cape Girardeau
• Ozark Center, Joplin
• Gibson Recovery Services, Cape Girardeau
• Preferred – Advance, St. Louis

• Potential Emerging/Future Locations
  ◦ Burrell - Columbia
  ◦ Burrell – Springfield
  ◦ Crider Center, Warrenton
  ◦ Comprehensive MH, Independence
  ◦ SEMO Behavioral Health, Park Hills
Connecting with Employment Services

- Encourage tenants to have “getting a job” on their treatment plan – no matter where they receive mental health services.

- Go to DMH – DBH website
http://dmh.mo.gov/mentalillness/adacpsemplementservices.html
- Refer them to consumer-run programs for information & support (St. Louis, Kansas City, Springfield)
  http://dmh.mo.gov/docs/mentalillness/dropincenters.pdf

- Refer to NAMI Missouri: (573) 634-7727
• Refer them to your local VR office
http://dese.mo.gov/adult-learning-rehabilitation-services/vocational-rehabilitation/vr-offices
Questions?

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