



# Works for Me!

## Individual Placement and Support (IPS)

### Supported Employment: Spirit and Substance of the Model

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# Today our goal is...

- Explain the history of IPS in WI.
- Tell you a bit about IPS.
- Let you hear from some folks working with the program in La Crosse.
- Answer any questions you might have about IPS.

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# IPS Introduction

- History of IPS
- Evidence-based practice
- Wisconsin's use of IPS
- Practice Principles “Spirit” of IPS
- Overview of fidelity

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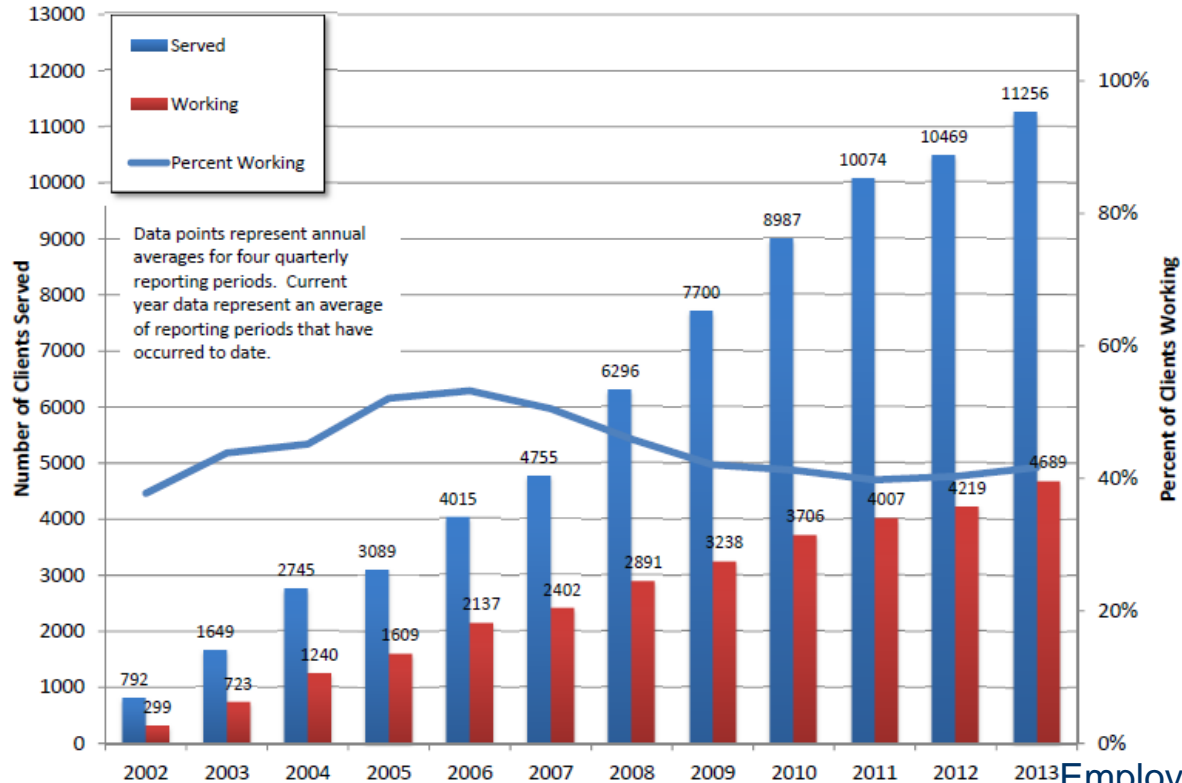
# History of IPS

- Developed by Robert Drake and Debbie Becker at Dartmouth College's Psychiatric Research Center.
- Studied at the characteristics of successful employment specialists/programs, developed a model, and tested it widely using randomized control trials
- Johnson & Johnson Foundation funded to spread the program internationally. (135+ sites in 15 states in US, and 3 international sites)



# Evidence-based practice

Clients Served & Working in the IPS Supported Employment Learning Community in the USA



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# Wisconsin and IPS

- Department of Health Services and Division of Vocational Rehabilitation collaborated on a proposal to the Dartmouth/Johnson & Johnson Community Mental Health Project (funded 2010 for 4 years, includes technical assistance)
- Started with 3 initial pilot sites, now there are 8 active with ~12 more planning to start IPS programs in 2014.
- The percent employed has gone from 18% to 38% since the fall of 2011.
- Sites in Wisconsin are all eligible to join the WI IPS Learning Collaborative

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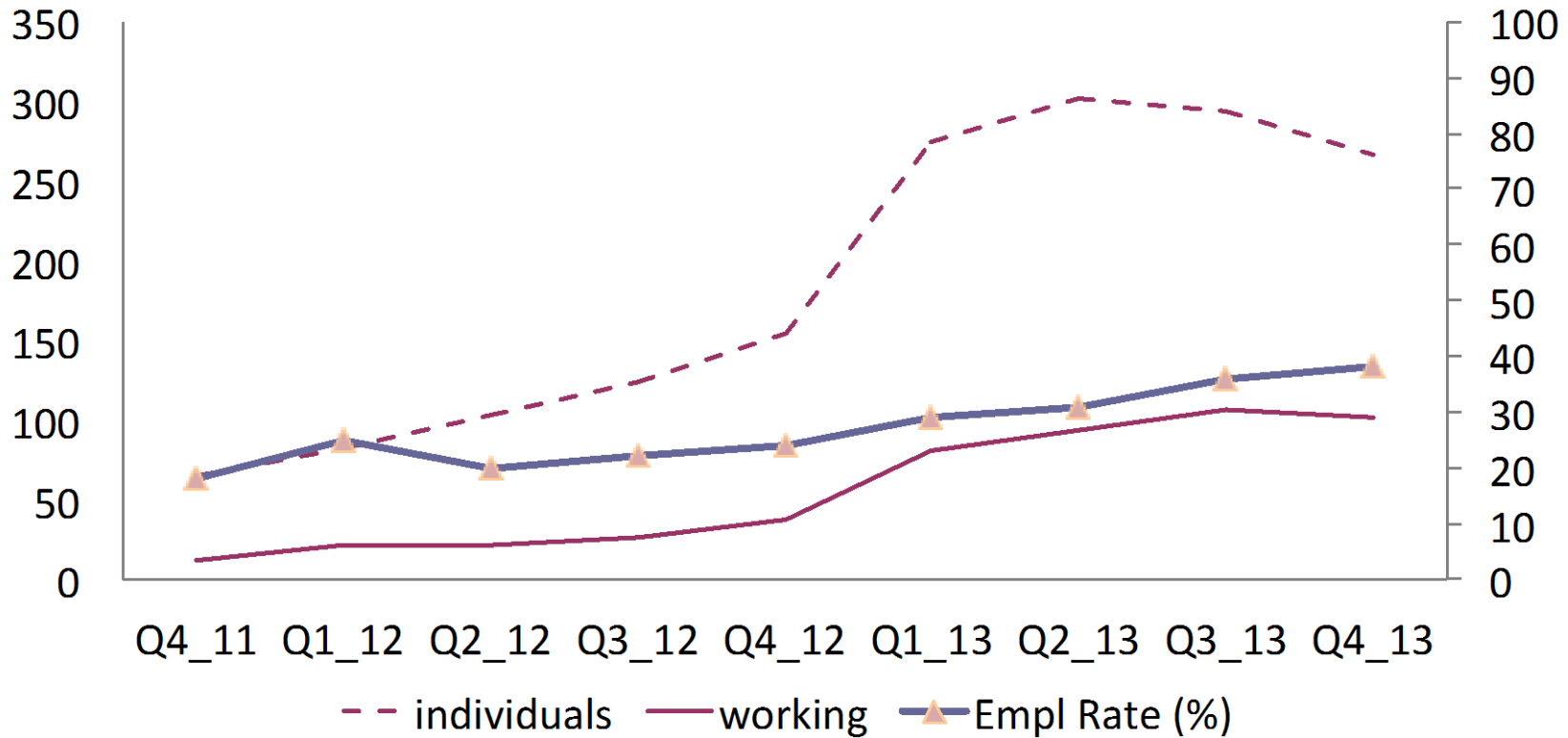
# Wisconsin IPS Learning Collaborative

- Sites participating in the learning collaborative receive:
- Annual meeting for IPS teams, quarterly supervisor meetings and information sharing amongst teams.
  - Access to Dartmouth/Johnson & Johnson materials, on-line training course, and research.
  - Technical support, fidelity reviews and quality improvement assistance provided by the state team.
  - Participate in the J&J/Dartmouth national data collection and eligibility for annual awards.

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# Wisconsin stats



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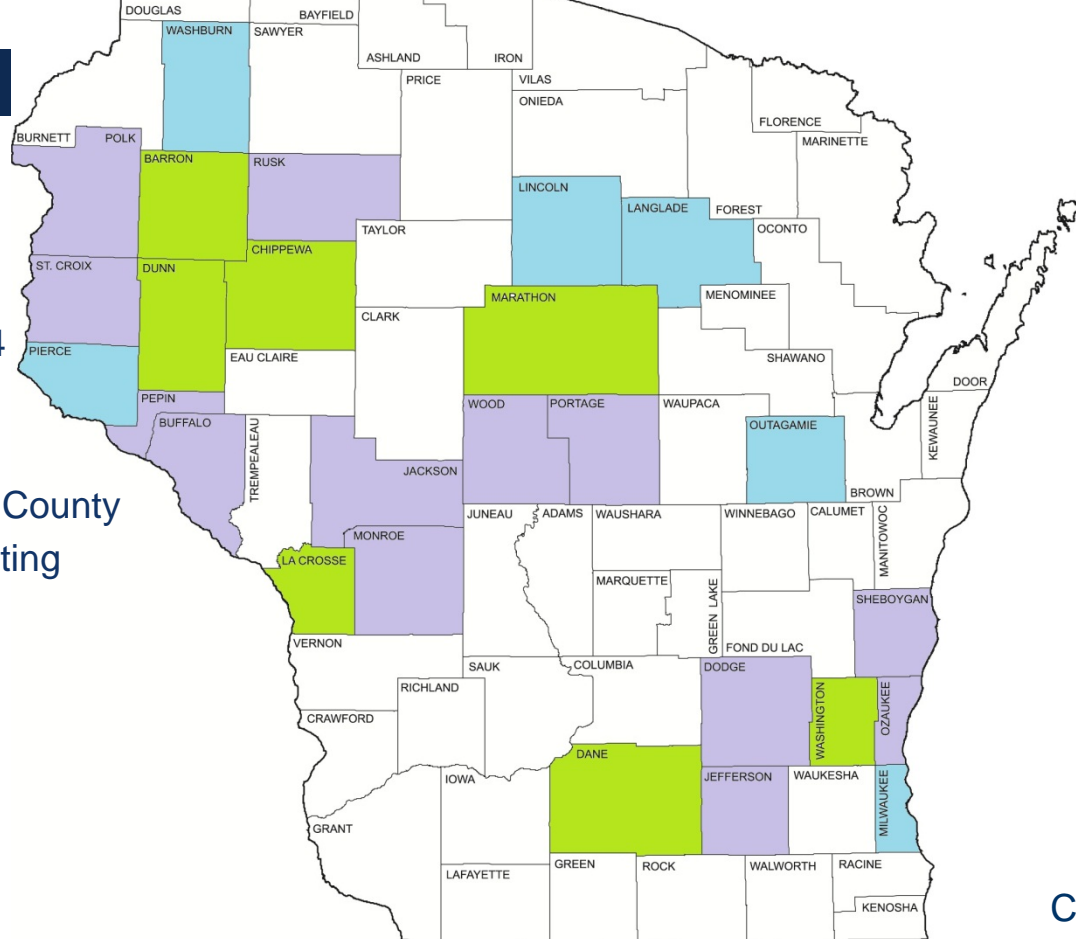
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# WI Map

Active sites



Green – existing  
 Blue – 1<sup>st</sup> half 2014  
 Purple – 2<sup>nd</sup> half 2014

Dane and Milwaukee County  
 Multiple teams operating

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# Spirit – Eligibility

- Every person who wants to work is eligible
- Zero exclusion regardless of current symptoms, past history, or substance use.
- Individuals can enter or leave the program as they need without an impact on future services



# Spirit – Individualized and Directed

- Individuals in the program direct the action.
  - Level of disclosure
  - Type and level of involvement with employers
  - Type and location of job/job supports
  - Length of time for job supports



# Spirit – What kind of jobs?

- Competitive jobs
- Pay at least minimum wage
  - Data from IPS sites in Western WI – avg. wage was \$7.50/hour.
- Job is ‘owned’ by the individual
- NO sheltered workshop or enclave jobs



# Spirit – Integration

- Employment is integrated into the mental health treatment team
  - Community Support Program
  - Comprehensive Community Services
- Employment staff are integrated into the team
  - Co-located with the treatment team
  - Participate in team meetings
  - **Not a ‘hand-off’ approach**



# Spirit – Benefits Counseling

- One of the main negative perceptions about work is that it will reduce/eliminate benefits.
- Personalized benefits counseling is an integral and expected part of IPS services
  - Pre-employment “what if” scenarios
  - Post-employment: Work Incentive Benefits Analysis
  - Follow up analysis as situations change (raise in salary/hours).



# Spirit – Rapid Job Search

- Start the search as soon as possible/prudent.
- Typically this will happen within 30 days of starting to work with an IPS specialist.
- Data is tracked and monitored for fidelity.
- Depends on the comfort level of the individual.



# Spirit – Employer relationships

- IPS staff are expected to build relationships with local employers to learn their needs and match individuals with those needs.
- Involves multiple contacts with employers to build trust and learn about business
- Follow along supports for individuals and businesses after the hire.





# Spirit – On-going Job Supports

- The level and type of on-going job supports are determined by the individual in the program
- Job supports are offered for as long as the individual needs them to maintain employment (time-unlimited).\*
- \*DVR supports may end before this, IPS continues to work with individuals.



# Fidelity to the IPS Model

- This is the “substance” of the program.
- 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)
- Completed by a state team



# Fidelity review??

- 2 day review by state IPS team
- Visit includes interviews (team, individuals in the program, exec team), record review and field observations.
- Scored 1 – 5 on each of the 25 items. Score below 73 - not really IPS; Score above 100 “good fidelity”
- Every 6 months until a program reaches 100 or better.



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# IPS Example

IPS team from Family and Children's Center

La Crosse WI

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