

# Moving Forward Through Work Using Evidence based Supported Employment

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**[www.lpsworks.org](http://www.lpsworks.org)**



Employment Center

# Four Main Points

- **Many people with serious mental illness want to work.**
- **Many people with serious mental illness can and do work.**
- **IPS provides a roadmap for implementation**
- **Work is everybody's business**



**IPS**

Employment Center

# Key Points

## IPS Staffing

**Employment specialists, IPS supervisor**

**Serve up to 20 people per specialist**

**Employment/education focus**

**Employment generalist**

**Implemented by a mental health/psychosocial agency through a team approach**



# Overall Findings for 25 RCTs

- **Every study showed a significant advantage for IPS**
- **Mean competitive employment rate:**
  - **56% for IPS**
  - **23% for controls**

# IPS Learning Community

**Derived from quality improvement collaborative model**

- Long-term method

**Key factors for QILC success**

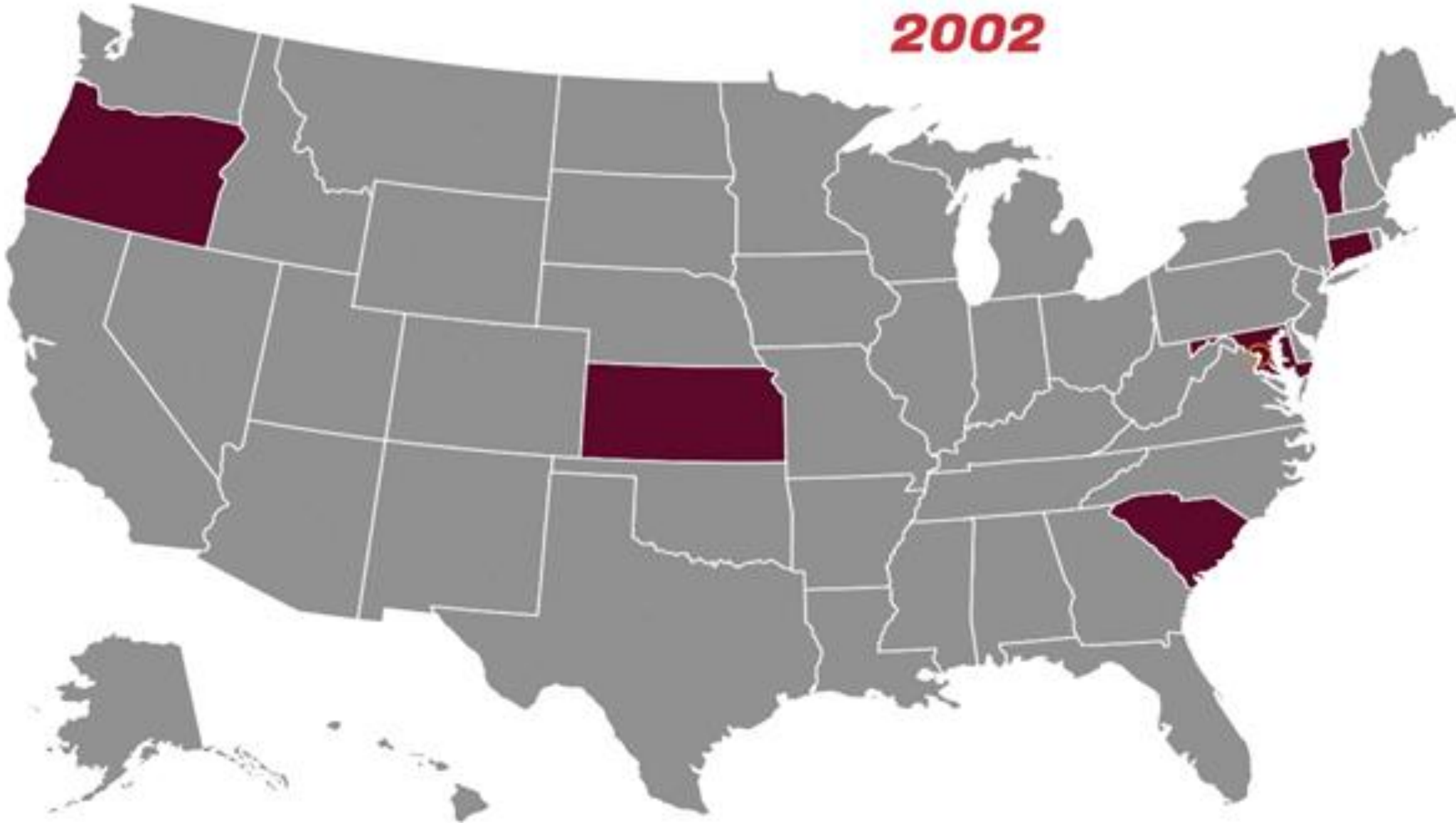
- Shared goals and agenda
- Multidisciplinary teams, multiple sites
- Ownership among members
- Face-to-face meetings
- Data sharing
- Essential role of leadership
  - Schouten, BMJ, 2009; Wells, BMJ Qual Saf, 2017



# The Beginning, 2000

- **Partnership: Johnson & Johnson Corporate Contributions and Dartmouth Psychiatric Research Center, now known as the IPS Employment Center**
- **Mission: Increase access to IPS supported employment for people with serious mental illness**
- **Collaboration between state mental health authority and state Vocational Rehabilitation**
- **Evolution of the International IPS Learning Community**

**2002**



# Program Structure and Guidelines

- **Two-tiered**
- **Identify state champions and partners, memorandum of agreement (MOA)**
- **Develop funding plan**
- **Create training capacity**
- **Track simple outcomes, transparency**
- **Annual meetings, stakeholder teleconferences**
- **Commitment to learning – research, innovations**



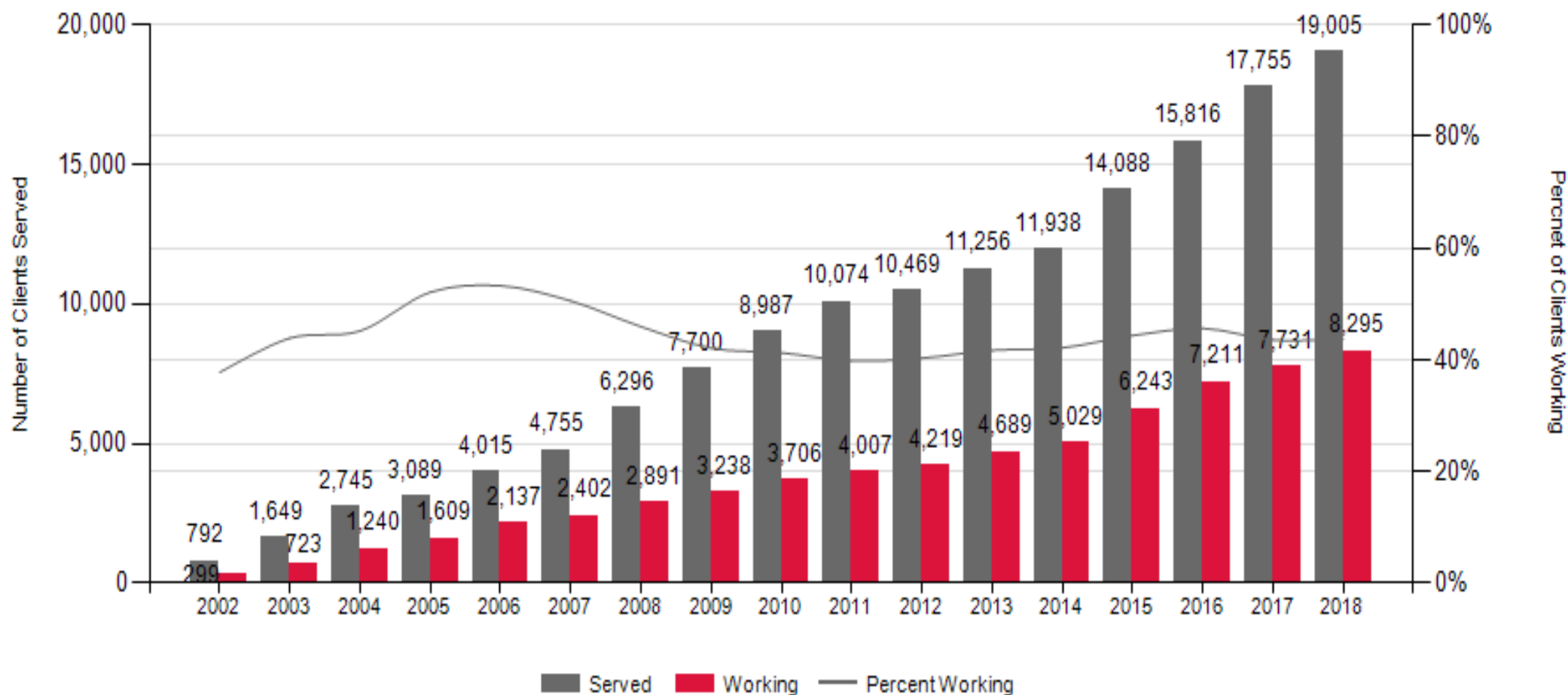
# Guidelines cont.

- **Start small – three to five sites**
- **Full-time trainer**
- **On-site training and consultation**
- **Commitment to program fidelity and outcomes**
- **Development of educational materials/website**
- **Replication of IPS learning community locally**

# Quarterly Outcomes

- **2002, Q4, 792 received IPS and 299 worked competitively in 4 states**
- **Competitive employment rates of 40% or higher after initial year of 38%; 44% over 63 quarters**
- **April – June, 2018, 18,959 received IPS. 8,433 worked competitively (44%) in 22 states – 243 agencies with 309 teams**

## Clients Served and Working in the IPS Supported Employment Learning Community in the US



Data points represent annual averages for four quarterly reporting periods. Current year data represent an average of reporting periods that have occurred to date.

# International IPS Learning Community

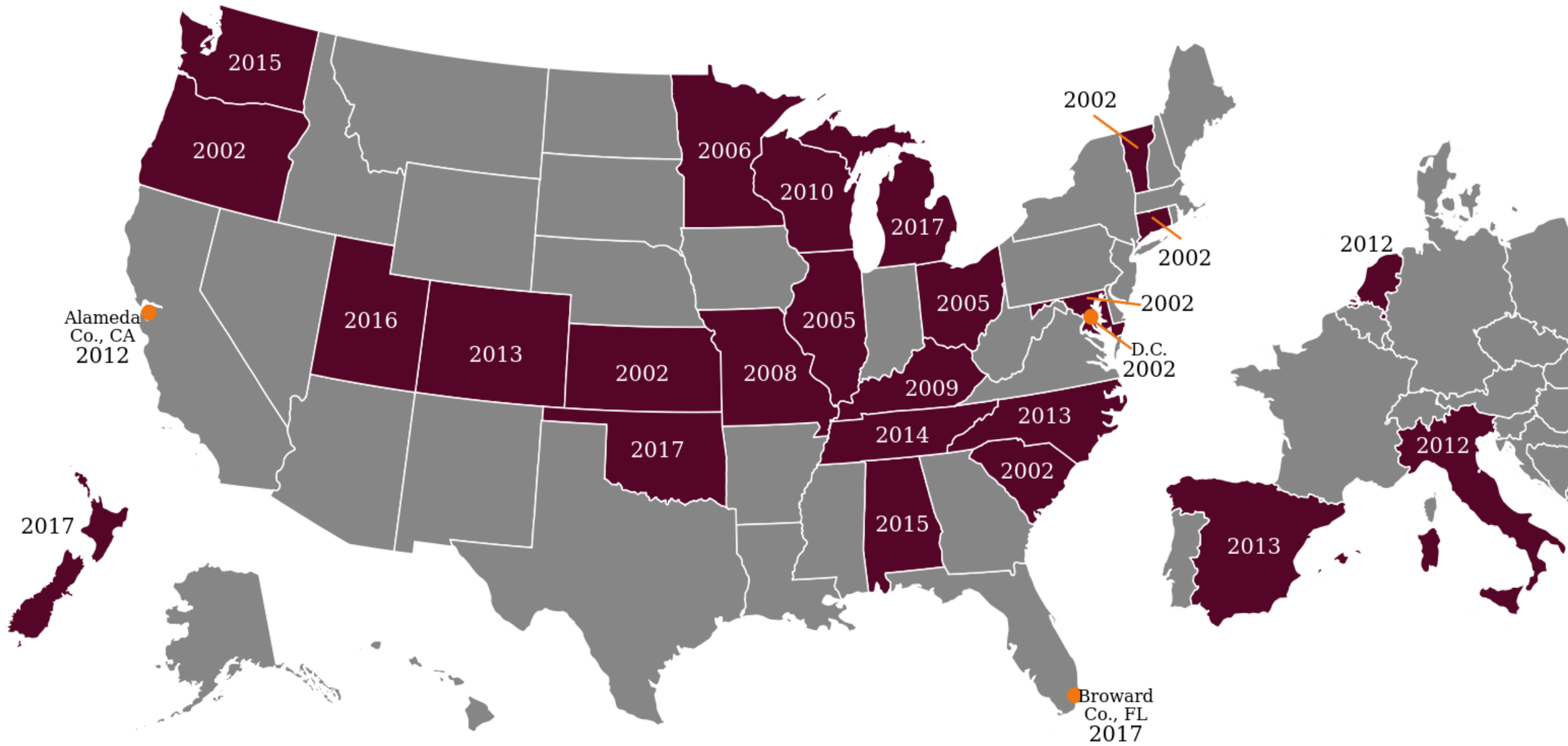
**Twenty-four states/regions in US, 300+ teams**

- **Alabama, Alameda County (CA), Alaska, Broward County (FL), Colorado, Connecticut, District of Columbia, Illinois, Kansas, Kentucky, Maryland, Michigan, Minnesota, Missouri, North Carolina, Ohio, Oklahoma, Oregon, South Carolina, Tennessee, Utah, Vermont, Washington, Wisconsin**

**International Network**

- **Italy, Montreal (Canada), Netherlands, New Zealand, Spain**





# Most programs in IPS Learning Community meet fidelity standards (>99)

<b>IPS Fidelity Category</b>	<b>Fidelity Score Range</b>	<b>N of Sites (%)</b>	<b>Mean Competitive Employment Rate (Quarterly index)</b>
<b>Exemplary Fidelity</b>	115-125	7 (9%)	44%
<b>Good Fidelity</b>	100-114	45 (57%)	39%
<b>Fair Fidelity</b>	74-99	23 (29%)	32%
<b>Not Supported Employment</b>	73 and below	4 (5%)	29%

# IPS and New Populations

- **Autism spectrum disorder**
- **Intellectual and developmental disabilities**
- **Common mental disorders**
- **Chronic medical conditions**
- **Substance use disorders**
- **TANF beneficiaries**
- **Young adults with first episode**
- **Transition age youth with serious mental health conditions**
- **Spinal cord injury**



# Expansion and Scalability

**Systems partnership/coordination**

**Funding**

**Training**

**Tracking outcomes**

**Monitoring program fidelity**

**Workforce**

**Advocacy**

**Employability as expected outcome of treatment**





# What People Say

- **“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.’”**



# Thank You

- [www.IPSworks.org](http://www.IPSworks.org)
- Online courses for practitioners and supervisors
- Courses on training, technical assistance, implementation, IPS Fidelity
- *IPS Supported Employment: A Practical Guide, 2013*
- *IPS Supported Employment Approach to Help Young People with Work and School, 2017*
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