

Individual Placement and Support Supported Employment Program

Christine Fleming, PhD, CRC

Adam Iarussi, Ed.S

Center for Disability Research and Policy Studies

Brooke Smith, MA

Alabama Department of Mental Health



The Alabama Department of
Mental Health

Alabama IPS Core Team

- Alabama Department of Mental Health
 - Jessica Hales, Coordinator of Adult MI Services
 - Brooke Smith, IPS State Trainer/Coordinator
- Alabama Department of Rehabilitation Services
 - Tina Dortch, Rehabilitation Administrator
 - Jennifer Hicks, Rehabilitation Specialist/VR Liaison
- Auburn University, Center for Disability Research & Policy Studies
 - Christine Fleming, Executive Director & Clinical Assistant Professor
 - Adam Iarussi, Research Associate

Principles of Individual Placement and Support

1. Focus on competitive integrated employment
2. Eligibility based on consumer choice (Zero Exclusion)
3. Rapid job search
4. Integration of mental health and employment services
5. Consumer preference is honored
6. Individualized job supports
7. Personalized benefits counseling
8. Develop relationships with employers through multiple in-person visits to understand their business needs

An Evidence Based Practice

Work as Part of Recovery

- Improved self-esteem
- Improved social networks.
- Increased quality of life.
- Reduced psychiatric symptoms.
- Reduced substance use.
- Less use/dependence on the disability system.
- Less use of mental health services.
- Reduced use of other medical services.

Conclusion: Steady Employment Contributes to Long-Term Recovery from SMI

Employment: What We Know

- Research shows that wanting to work is the most important predictor of success in employment.
- 60% of individuals with a diagnosis of SMI when surveyed indicated that they want to obtain jobs.
- Yet, fewer than 15% nationwide have access to effective supported employment services.
- 85% of people with serious mental illness (SMI) are unemployed.

Life of Poverty

- SSI recipients receive approximately \$710.00 per month = \$8,520.00 per year.
 - Federal Poverty Guidelines for a Single Head of Household equals \$11,490.00 per year.
 - SSI recipients' income is 30% below the poverty level.
 - Long-term dependence on social security income alone is committing to a life of poverty.

The only way to escape poverty
is to increase income by gaining
employment.

Employment Team and Mental Health Treatment Team are Integrated

- *Why Integrate?*
 - Integration leads to lower drop-out rates for consumers.
 - Integration leads to better communication among clinicians and consumers.
 - Leads to better treatment.
 - Clinicians become more involved.
 - Leads to better treatment.
 - Clinical information is incorporated into the employment plan.

What is an Integrated Treatment Team?



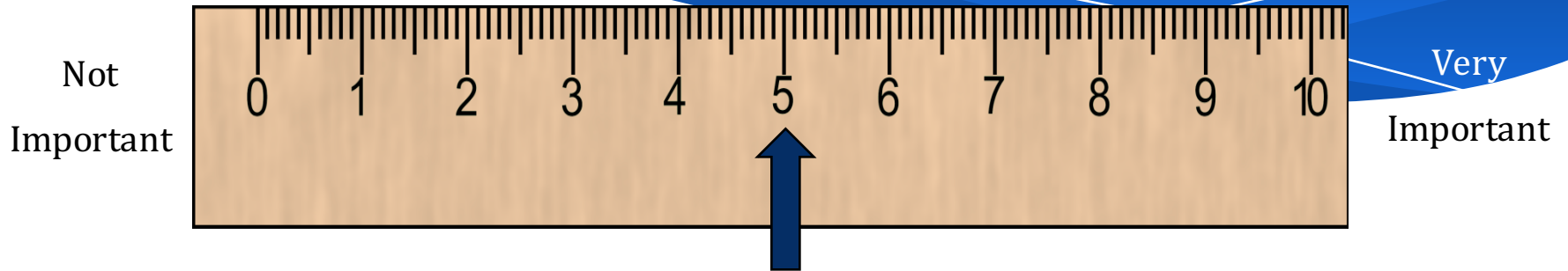
Interagency Collaboration to Promote Employment

- Integration is important because we are treating the whole person.
 - When services are divided breakdowns in communication between providers are more likely to occur.
 - Can lead to important services or tasks being dropped.
 - Typically MI clinicians and Employment specialist are not employed by the same agency.
- A multidisciplinary team approach is a critical component to the success of IPS.

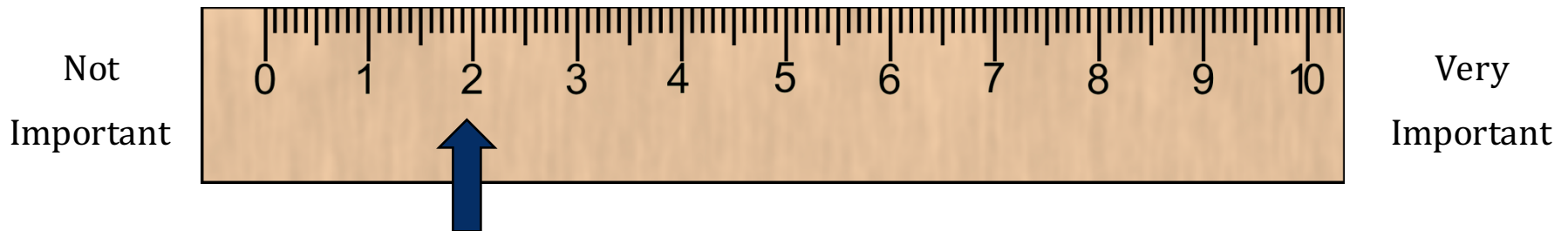
Show Me The Money: Determining How to Fund Supported Employment

- Most states braid funding from three sources
 - State Mental Health
 - Federal/State Vocational Rehabilitation
 - Medicaid
- Shifting Money from other programs
 - Modifying state Medicaid plans
 - Shift funding from day treatment or sheltered workshops
- **State leadership is key!**

How important is it for your agency to implement efforts to improve employment outcomes?



How confident are you that your system will implement change?



Alabama IPS Supported Employment Program

Priority 1 – Execute Implementation Plan

Priority 2 – Evaluate Implementation

Priority 3 – Implement Sustainability Plan

Priority 4 – State Wide Expansion

Priority 5 – Integrate with Workforce Development Programs

Priority 6 – Marketing and Messaging

Questions and Comments



References

- Bailey, J. (1998). I'm just an ordinary person. *Psychiatric Rehabilitation Journal*, 22(1), 8-10.
- Becker, D. R., Baker, S. R., Carlson, L., Flint, L., Howell, R., Lindsay, S., et al. (2007). Critical strategies for implementing supported employment. *Journal of Vocational Rehabilitation*, 27, 13-20.
- Becker, T., Koletsi, M., Fioritti, A., et al. (2009). The impact of supported employment and working on clinical and social functioning: Results of an international study of Individual Placement and Support. *Schizophrenia Bulletin*, 35, 949-958.
- Bond, G. R., Resnick, S. G., Drake, R. E., Xie, H., McHugo, G. J., & Bebout, R. R. (2001). Does competitive employment improve nonvocational outcomes for people with severe mental illness? *Journal of Consulting and Clinical Psychology*, 69, 489-501.
- Burns, T., Catty, J., White, S., Bond, G. R., Becker, D. R., Drake, R. E., McHugo, G. J., Peterson, A. E., & Greene, M. A. (2013). *Preliminary report on the NIDRR sustainability study: summary of site leader interviews*. Lebanon, NH: Dartmouth Psychiatric Research Center.
- Bush, P. W., Drake, R. E., Xie, H., McHugo, G. J., & Haslett, W. R. (2009). The long-term impact of employment on mental health service use and costs. *Psychiatric Services*, 60, 1024-1031.
- Clark, R. E. (1998). Supported employment and managed care: Can they coexist? *Psychiatric Rehabilitation Journal*, 22(1), 62-68.
- Cook, J. A., Lehman, A. F., Drake, R., McFarlane, W. R., Gold, P. B., Leff, H. S., et al. (2005). Integration of psychiatric and vocational services: A multisite randomized, controlled trial of supported employment. *American Journal of Psychiatry*, 162, 1948-1956.
- Courtney, C. (2016). *Mental health practitioners/professionals and employment* [Power Point slides]. Retrieved from <https://www.dropbox.com/home/IPS%20for%20Mental%20Healthpractitioners?preview=Claire+Courtney+IPS+for+Mental+Health+Practitioners.pptx>
- Drake, R. E., Xie, H., Bond, G. R., McHugo, G. J., & Caton, C. L. (2013). Early psychosis and employment. *Schizophrenia Research*, 146, 111-117.
- Drake, R. E., Becker, D. R., Bond, G. R., & Mueser, K. T. (2003). A process analysis of integrated and non-integrated approaches to supported employment. *Journal of Vocational Rehabilitation*, 18, 51-58.

References

- Hoffmann, H., Jäckel, D., Glauser, S., Mueser, K. T., & Kupper, Z. (in press). Long-term effectiveness of supported employment: five-year follow-up of a randomized controlled
- Hogan, M. F., Drake, R. E., & Goldman, H. H. (2014). A national campaign to finance supported employment *Psychiatric Rehabilitation Journal*, 37, 73-75.
- Karakus, M., Frey, W., Goldman, H., Fields, S., & Drake, R. (2011). *Federal financing of supported employment and customized employment for people with mental illnesses: Final report* (Prepared for Office of Disability, Aging and Long-Term Care Policy Office of the Assistant Secretary for Planning and Evaluation U.S. Department of Health and Human Services Contract #HHSP23320095655WC). Rockville, MD: Westat.
- Murphy, S. T., & Rogan, P. M. (1995). *Closing the shop: Conversion from sheltered to integrated work*. Baltimore: Paul H. Brookes.
- Rogers, J. A. (1995). Work is key to recovery. *Psychosocial Rehabilitation Journal*, 18(4), 5-10.
- Smith, G. (2016). *Helping individuals consider competitive employment* [Power Point slides]. Retrieved from <https://www.dropbox.com/home/Motivational%20Interviewing%20Trainings/Galen%20Smith?preview=Helping+Individuals+Consider+Competitive+Employment.pptx>
- Stein, L. I., & Test, M. A. (1980). An alternative to mental health treatment: Conceptual model, treatment program, and clinical evaluation. *Archives of General Psychiatry*, 37, 392-397.
- Strickler, D. C., Whitley, R., Becker, D. R., & Drake, R. E. (2009). First person accounts of long-term employment activity among people with dual diagnosis. *Psychiatric Rehabilitation Journal*, 32, 261-268.
- Strickler, D. C. (2014). Rebirth through supported employment. *Psychiatric Rehabilitation Journal*, 37, 151-152.
- Swanson, S. J., Courtney, C. T., Meyer, R. H., & Reeder, S. A. (2014). Strategies for integrated employment and mental health services. *Psychiatric Rehabilitation Journal*, 37.
- Warr, P. (1987). *Work, unemployment, and mental health*. New York: Clarendon Press

Alabama State IPS Core Team Contact Information

- Jessica Hales - Jessica.Hales@mh.Alabama.gov
- Brooke Smith - Brooke.Smith@mh.Alabama.gov
- Tina Dortch - Tina.Dortch@rehab.Alabama.gov
- Jennifer Hicks - Jennifer.Hicks@rehab.Alabama.gov
- Christine Fleming - clf0006@auburn.edu
- Adam Iarussi - api0002@auburn.edu