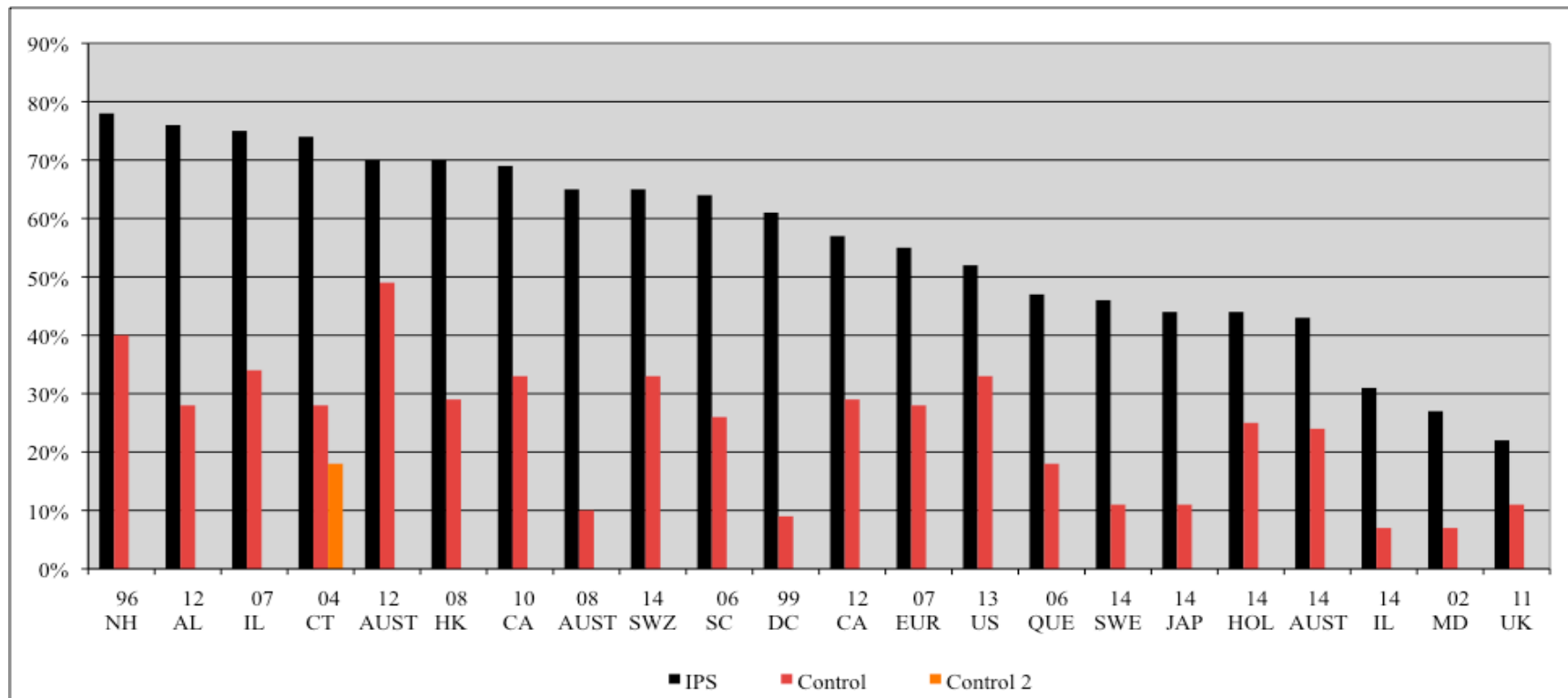


IPS supported employment is an evidence-based practice that helps people with serious mental illness to work.

IPS stands for individual placement and support. IPS indicates that a supported employment program is evidence based.

For more information about IPS supported employment, go to www.ipsworks.org

IPS Supported Employment



There have been 22 randomized controlled trials of good fidelity IPS programs. Randomized controlled trials are the gold standard in medical research. These trials demonstrated that people in IPS programs were two to three times more likely to find employment than people who participated in other types of employment programs.

Notes:

IPS Practice Principles:

#1: Zero exclusion criteria. Every person who wants to work is eligible for IPS regardless of symptoms, substance use disorders, personal presentation, legal history, medication or treatment choices, employment history or other factors. Desire to work is a strong predictor of successful employment.

Notes:

#2 Competitive jobs are the goal. Employment specialists help people find regular jobs in the community that anyone can apply for, regardless of disability status. These jobs pay at least minimum wage. The number of hours worked does not determine whether a job is competitive.

Notes:

#3 Employment services and mental health services are integrated. Mental health practitioners (such as case managers and counselors) meet weekly as a group with employment specialists. They celebrate successes together and brainstorm solutions to help people meet their school and employment goals. They also talk between meetings, as needed.

Notes:

#4 Benefits planning (work incentives planning) is offered to each person prior to going to work and again as people need to make decisions about changes in work hours, wages, promotions, etc. A trained benefits planner is selected to provide information about Social Security work incentives, food stamps, housing subsidies and other entitlements.

Notes:

#5 The job search begins soon after a person expresses interest in working. Within three or four weeks (on average) of meeting with an employment specialist, the specialist and/or job seeker make in-person contact with an employer about a job. Job seekers are not asked to participate in vocational testing, job tryouts, work adjustment programs, sheltered employment or employment groups. Instead, employment specialists focus on helping people directly with employment.

Notes:

#6 Employment specialists build relationships with employers. They make multiple visits to employers to learn about the business. By learning about the hiring preferences of each employer, they develop a relationship and also learn valuable information that they can share with job seekers. When an employment specialist feels that a good relationship has been developed, she will ask the employer to meet a person on her caseload whom she believes is a good fit for that business.

Some people do not want to tell employers that they are using IPS services. In these situations, employment specialists help job seekers with job applications, finding job leads, practicing interview questions, etc.

Notes:

#7 Job supports are time-unlimited. Employment specialists provide job supports (or education supports) as long as the worker or student desires or needs that assistance. Job supports could include wake-up calls, meetings with the employer to discuss job performance, meetings outside of the workplace to talk about the job, help finding clothing for work, help recording a work schedule, etc. Job supports vary based upon each person's need and preferences.

Notes:

#8 Preferences are honored. Employment specialists try to help people find jobs that are related to their preferences including type of job, work hours, job location, type of job supports, etc. "Disclosure" is a term related to the person's preference regarding disclosure of a disability to an employer. People who participate in IPS programs choose for themselves whether or not their employment specialist will have contact with their employer.

Notes: