

## IPS Supported Employment and State Vocational Rehabilitation: A Crosswalk

Individual Placement and Support (IPS) supported employment is an evidence-based practice that helps people with mental health conditions work in competitive jobs related to their preferences. Vocational Rehabilitation (VR) is a state/federal program that assists eligible individuals with disabilities in obtaining and maintaining competitive integrated employment related to each person’s strengths, resources, priorities, concerns, abilities, capacities, interests, and informed choice. Individuals who have access to both IPS and VR benefit from the expertise and resources of both systems. This document describes commonalities between the IPS practice principles and the VR system.

| <b>IPS Supported Employment</b>  | <b>Vocational Rehabilitation</b>   |
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| <p>1. <i>Competitive employment is the goal</i></p> <ul style="list-style-type: none"> <li>• Minimum wage or higher. Wage and benefits are the same as others in similar jobs</li> <li>• Integrated job settings</li> <li>• Positions that are open to qualified candidates, regardless of disability status</li> </ul>  | <p><i>Competitive Integrated employment</i></p> <ul style="list-style-type: none"> <li>• Minimum wage or higher and same as others in similar jobs</li> <li>• Integrated job settings</li> <li>• Opportunities for advancement</li> <li>• Same benefits as others in similar jobs</li> </ul>   |
| <p>2. <i>IPS services are integrated with mental health treatment services</i></p> <ul style="list-style-type: none"> <li>• Mental health practitioners &amp; IPS specialists meet weekly</li> <li>• IPS specialists collaborate with VR counselors, family/friends (with person’s permission)</li> </ul>  | <p><i>Identification of needed service providers and supports</i></p> <ul style="list-style-type: none"> <li>• VR counselors help identify comprehensive support services for people holding competitive jobs</li> <li>• VR counselors help remove barriers that prevent person from working</li> </ul>  |
| <p>3. <i>Eligibility is based on client choice</i></p> <ul style="list-style-type: none"> <li>• IPS developed for people with mental health conditions (including co-occurring substance use disorders)</li> <li>• Desire to work helps people overcome barriers to employment</li> <li>• Practitioners assume that people will benefit from IPS services</li> </ul> | <p><i>Eligibility determination</i></p> <ul style="list-style-type: none"> <li>• Person must have documented disability/impairment that presents barriers/impediment to secure, retain, or advance in employment</li> <li>• VR counselor presumes that an applicant can benefit in terms of an employment outcome from the provision of VR services</li> </ul> |
| <p>4. <i>Individual preferences are honored</i></p> <ul style="list-style-type: none"> <li>• Services are based on person’s preferences, skills, &amp; experiences</li> <li>• IPS specialist records job history, education, goals, supports, etc. in career profile (guides work plan)</li> </ul>   | <p><i>Comprehensive assessment</i></p> <ul style="list-style-type: none"> <li>• VR counselor encourages &amp; facilitates exploration of the (eligible) person’s strengths, resources, capabilities, priorities, concerns, abilities, interests, &amp; informed choice</li> </ul>  |

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| <ul style="list-style-type: none"> <li>• Preferences help determine type of job sought, education/ training programs, team supports, &amp; decisions about disclosing personal information at work.</li> </ul>  |  |
| <p>5. <i>Rapid job search: Contact with employers begins soon after a person expresses interest in working</i></p>  | <p><i>Timely Individualized Plan for Employment (IPE) development within 90 days</i></p>   |
| <ul style="list-style-type: none"> <li>• Pre-vocational training &amp; skill assessments rarely utilized.</li> <li>• Person meets with hiring manager about employment within 30 days of IPS program entry</li> </ul>   | <ul style="list-style-type: none"> <li>• Workforce Innovation &amp; Opportunity Act of 2014 (WIOA) requires development of Individualized Plan for Employment (IPE) within 90 days of an eligibility determination</li> </ul>  |
| <p>6. <i>IPS specialist builds relationships with employers</i></p>   | <p><i>VR counselor assists IPS team with building employer relationships</i></p>   |
| <ul style="list-style-type: none"> <li>• IPS specialist facilitates multiple, in-person meetings with hiring managers/owners to learn about business needs</li> <li>• Visits are based on jobseekers' work preferences</li> </ul>   | <ul style="list-style-type: none"> <li>• Shares job leads, coordinate visits to employers, organize joint presentations to employers, coordinate activities to gain access to large companies, &amp; coordinate development of job search plans for shared IPS individuals</li> <li>• A designated business relations position (in many states) focuses on building relationships with employers in the community</li> </ul> |
| <p>7. <i>Individualized job supports</i></p>  | <p><i>VR counselor arranges for extended services</i></p>  |
| <ul style="list-style-type: none"> <li>• Individualized follow-along supports for work/school</li> <li>• Continued for as long as the worker/student wants &amp; needs</li> <li>• Provided by IPS specialist, treatment team, family, friends, &amp; work colleagues</li> </ul> | <ul style="list-style-type: none"> <li>• Ongoing supports must be identified, as a part of supported employment Individualized Plan for Employment</li> <li>• Extended services provided by an entity other than VR program</li> <li>• Specific post-employment services may be provided to retain, regain, or advance in competitive integrated employment</li> </ul>   |
| <p>8. <i>Personalized benefits counseling is provided</i></p>   | <p><i>Personalized benefits counseling is provided</i></p>   |
| <ul style="list-style-type: none"> <li>• IPS specialist helps program participants access information from benefits planner about Social Security, Medicaid, etc., to make informed employment decisions</li> </ul>   | <ul style="list-style-type: none"> <li>• VR counselors may refer eligible person for work incentives planning to help them understand how earnings may impact benefits</li> </ul>  |