

**2025 IPS Learning Community Annual Meeting**  
**Discussion Groups**

**Discussion Groups I, May 14, 2025; 10:00 AM – 11:15 AM**

**1. Building Meaningful Partnerships Between IPS and the Justice System**

Room: Gateway B

Facilitators: Elizabeth Ford and Yazmin Robledo

Description: Join this session to discuss strategies for building partnerships (state-level and program-level) with departments in the justice system. How can relationships between IPS and the justice system support job seekers? What have different states/programs done to reach out to justice departments?

**2. Trauma Informed Care in IPS**

Room: Gateway E

Facilitators: Holly Snyder and Regina Crockett

Description: Ready to rethink how we support job seekers with lived experience of trauma? Join this dynamic interactive breakout session to discover how trauma-informed care can transform the way we approach supported employment through IPS. We'll unpack and explore strategies on how to meet people where they are, how trauma impacts employment, building trust, fostering resilience, equity and supporting healing. We'll also delve into how trauma affects the nervous system and mental health and how this shows up in employment. Learn how we, as providers, can create safe, empowering pathways to work by understanding the brain-body connection, regulating our own responses, and supporting individuals navigating mental health challenges with empathy and intention.

**3. IPS for Individuals Who Receive Temporary Assistance for Needy Families (TANF)**

Room: Berry

Facilitators: Jennie Keleher and Sandy Reese

Description: In 2020, 41 million people received SNAP benefits. Of that group, 94% were living in poverty and 31% were unemployed. The majority of the session will focus on lessons learned in providing IPS services to Supplemental Nutrition Assistance Program (SNAP)-Temporary Aid to Needy Families (TANF) recipients. We will share successes achieved, challenges encountered, and strategies used to help increase employment outcomes.

**4. IPS for Individuals with Substance Use Disorders**

Room: Gateway A

Facilitators: Beth Knack and Leslie Campbell

Description: This breakout group will be an interactive discussion exploring the tools, resources, and techniques to address barriers seen in programming helping individuals with substance use disorder obtain and maintain employment.

**5. Race Equity in an IPS Context**

Room: Gateway C

Facilitators: Nosheen Zahir and Niall O'Reilly

Description: Join us for a conversation about race equity and how we can work with IPS services to create a more equitable society. Our workshop will introduce our comprehensive **Race Equity Strategy** ([Race Equity Action Plan - Guidance - IPS Grow](#)), including how IPS Grow have embedded

Race Equity Action Plans into the Fidelity review process. There will be group discussions on implementation steps and opportunities for contribution.

**6. Serving Young Adults in First Episode Psychosis Programs**

Room: Gateway D

Facilitators: Chris Llorente, James Whiting and Tiffanie Whitaker

Description: In this session, participants will explore the unique challenges young adults experiencing First Episode Psychosis face when pursuing employment and education. The group will share real-world experiences and strategies that have supported success, including enhancements and coordinated care approaches that compliment IPS. We'll also discuss how emerging tools like virtual reality and artificial intelligence can be leveraged to enhance outcomes and engagement.

**7. IPS Sustainability and Expansion at the State/Country Level**

Room: Earhart

Facilitators: Mark Liverman and Ellen Econs

Description: What is your role in your state regarding IPS Services? Have you thought about sustainability? This session will identify strategies that facilitators and presenters are thinking about. This session will be led by Mark Liverman, Ed.S. | Director Office of Wellness and Employment – Tennessee and Ellen Econs - Employment Systems Manager – DMHAS/BRS - CT

**8. IPS Implementation and Expansion in Iceland**

Room: Lindberg

Facilitators: Hlynur Jónasson

Description: IPS in Iceland began with one IPS specialist but has recently expanded to four IPS programs. Hlynur will describe IPS expansion and discuss possible plans for expansion in other locations with group participants.

**Discussion Groups II, May 14, 2025, 3:00 PM to 4:25 PM**

**9. Improving Inclusion in IPS Services**

Room: Gateway B

Facilitators: Derrik Willis and Meka McNeal

Description: This session will be a community of practice in which participants will share strategies that have been effective in reaching out to diverse populations. The group will also explore an array of community engagement spectrum and review strategies to increase stakeholder engagement.

**10. Including Individuals with Lived Experience in IPS Service Provision**

Room: Gateway A

Facilitators: Penny Liles, Patrick Williams, and Kiara Hunt

Description: In this session, participants will learn how peer support specialists helped individuals achieve their employment goals by sharing their lived experiences, participating in treatment team meetings, encouraging wellness activities, and setting recovery goals. Using a case study, participants will also learn how peers can be incorporated into support plans.

**11. IPS in ACT Programs**

Room: Gateway C

Facilitators: Amanda Downing and Gary Scannevin

Description: This session will focus on the challenges and benefits of bringing together two evidence-based models, ACT and IPS, each with their own distinct fidelity scales. We'll cover some of the challenges to fidelity items that teams have experienced, the benefits to participants and teams while bringing employment to the forefront of ACT, and strategies to support the blending of best practices.

## **12. Supported Education**

Room: Gateway E

Facilitators: Marlaina Tucci and Ruth Brock

Description: How do you currently assist your clients when they say that they are interested in exploring educational opportunities as a stepping-stone to a job or career that makes them excited to go to work every day? Join us for an open discussion on the importance of developing relationships with colleges and career centers in your community and how to locate and utilize other resources that may be available to you to assist, including addressing the financial parts. We also look forward to talking to you about your supported education plans: what has worked well for you, supports you provide, and how you use the plans to help your clients be successful. We are eager to have you with us for a great conversation on how to engage and support clients of all ages as we navigate the world of supported education together!

## **13. Hiring and Retaining Practitioners of Color**

Room: Gateway D

Facilitators: Regina Crockett and Melissa Chavez

Description: In this engaging breakout session, we explore effective strategies and best practices for recruiting, hiring, and retaining a diverse team within Individual Placement and Support (IPS) programs. Diversity in the workplace is not just about fulfilling a quota; it's about enriching our programs with a wide range of perspectives and experiences, which can lead to more innovative solutions and better service delivery. Dive into an electrifying discussion on the power of inclusion and discover how to supercharge your team with diverse talent. This session will ignite your passion for building teams that reflect the rich tapestry of human experience. This session is designed for IPS program managers, supervisors and anyone committed to enhancing workforce diversity in the field of supported employment.

## **14. IPS Outside of the U.S.—What Works?**

Room: Lindberg

Facilitators: Mireille Valois and Julie Bailie

Description: Come and meet colleagues from other countries to exchange ideas, strategies, and solutions in delivering quality IPS services. Discussions will focus on challenges relating to achieving fidelity in different contexts and populations. How countries were able to overcome challenges through different approaches e.g. TA, training, reviews... We want to hear and share how people were able to think outside of the box.

## **15. Vocational Rehabilitation and IPS**

Room: Earhart

Facilitators: Salonda Gallishaw and Andrzej Walzchojnacki

Description: Please join us for a discussion about VR-specific IPS considerations including, different approaches to serving youth and best practices for on-the-job supports. Expect to share your state's

handles these topics, hear from others about their state's context, and learn about resources your colleagues have created to communicate their preferred practices.

**Discussion Groups III; May 15, 2025: 10:30 AM – 11:30 AM**

**1. IPS for Individuals with Autism Spectrum Disorder**

Room: Gateway A

Facilitators: Marjorie Solomon Friedman and Jo Ann Yon-Hernandez

Description: In this breakout group, we will discuss the benefits and challenges of using IPS for individuals with autism and mild intellectual disabilities. Issues we will touch upon include adaptations for using IPS in this population, complications in establishing fidelity, and funding differences in the developmental disabilities versus mental health service system.

**2. Supporting Community-based Services**

Room: Gateway E

Facilitators: Dominic D'Aguanno, Theresa Iaculla, and Deandra Howard

Description: What are challenges to IPS specialists who want to work in the community? And what are the possible benefits to meeting job seekers in places where they like to go? How can agencies and trainers better support them? Can state mental health or VR promote his practice?

**3. Effective Job Supports**

Room: Earhart

Facilitators: Debra Prim and Missy McGraw

Description: Come to discuss strategies to help people thrive, not just survive, at their jobs through careful planning and attention to worker preferences.

**4. Learning About Employer Hiring Behaviors Related to Hiring Individuals Impacted by the Legal System**

Room: Gateway D

Facilitators: Ruth Brock, Karen Broadway-Wilson, and Mikayla Moore

Description: In 2009, the IPS Employment Center and members of the IPS Learning Community conducted a survey with 132 employers to better understand their attitudes and practices related to hiring those with legal histories. Efforts are now underway to update survey findings and related tools for supporting this population to be successful with employment. Join us to be a part of developing questions for a new employer survey and contribute to improvement of services for job seekers who are impacted by the justice system.

**5. Helping IPS Participants Who Experience Homelessness**

Room: Gateway C

Facilitators: Gary Johnston and Sandy Reese

Description: Homelessness impacts millions worldwide, creating barriers to employment and stability. This workshop explores how the Individual Placement and Support (IPS) model is being adapted to address the unique needs of homeless populations through innovative research in England and Los Angeles. Attendees will learn about evidence-based strategies, share experiences, and discuss overcoming challenges such as stigma, trauma, and employer engagement to improve employment outcomes and pathways out of homelessness.

**6. Cognitive Remediation for Work**

Room: Gateway B

Facilitators: Susan McGurk

Description: Susan R. McGurk, PhD, is a Professor in the Departments of Occupational Therapy (primary appointment) and Psychological and Brain Sciences, and the Director of Cognitive Remediation Initiatives at the Center of Psychiatric Rehabilitation at Boston University. Join her group to learn about research for helping workers improve their cognitive skills for employment.

**7. Including Family Members in IPS Services**

Room: Lindberg

Facilitator: Warren Taylor and Sharon Darnell

Description: Family members and significant others are valuable to the IPS process. A recent project by the IPS Family & Peer Advocates Committee addresses this important topic and highlights effective strategies for including family members through a series of video vignettes. Join this breakout session to meet the people who created these vignettes and hear their helpful ideas, stories and suggestions to create a supportive IPS journey.

**8. IPS in Clubhouses**

Room: Berry

Facilitators: Sarah Swanson and Deirdre Sage

Description: The session will include examples of clubhouses that have implemented IPS. We will discuss strengths that clubhouses have, challenges and strategies for implementing IPS in clubhouses, funding for IPS in clubhouses, and questions for Clubhouses International.