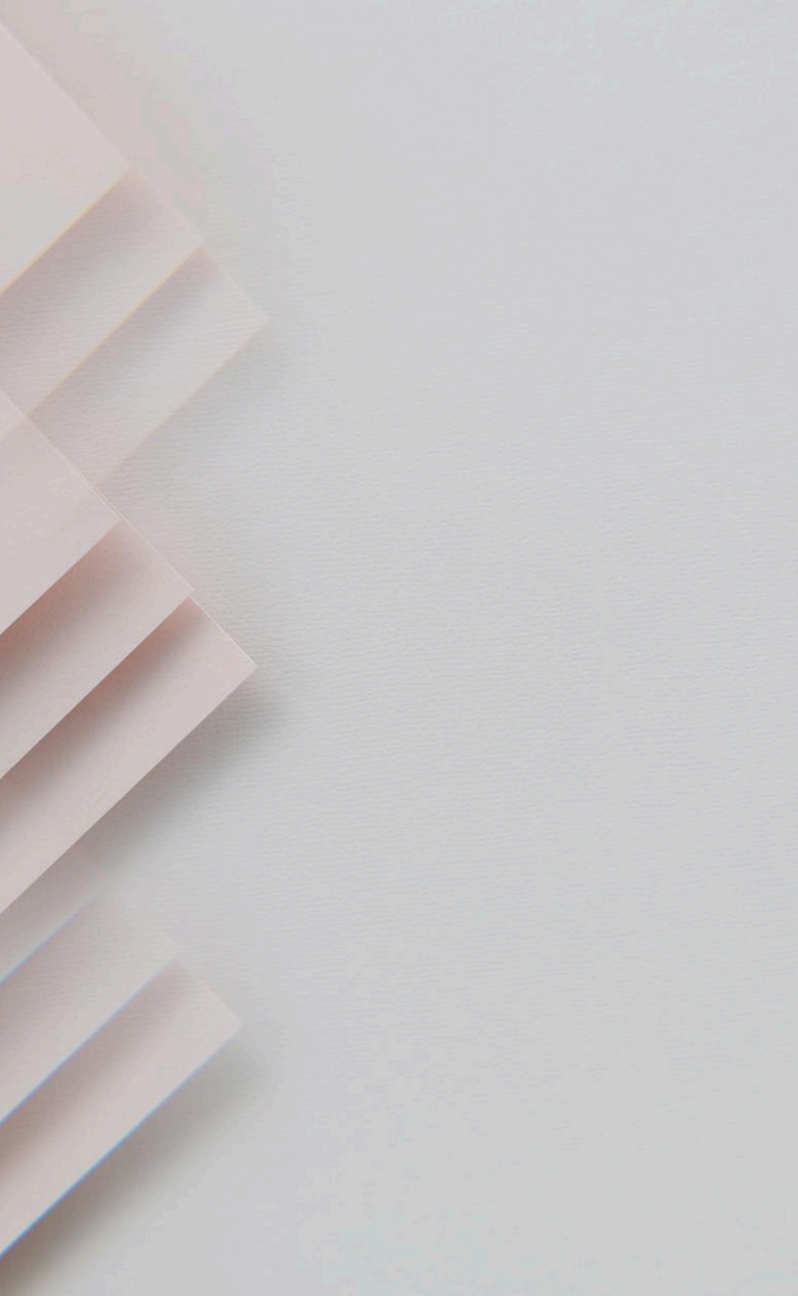




IPS Research Update

THE INTERNATIONAL IPS LEARNING COMMUNITY ANNUAL MEETING

April 28 & 29, 2026

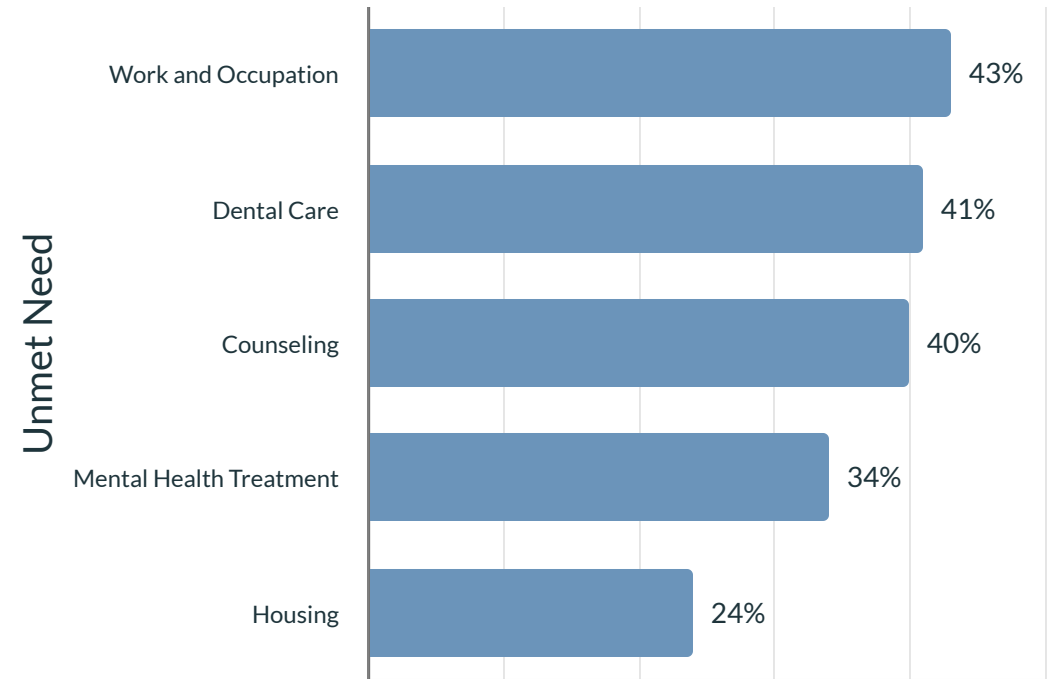
Ana Carolina Florence, PhD

ASSISTANT CLINICAL PROFESSOR OF MEDICAL PSYCHOLOGY (IN PSYCHIATRY)

Columbia University | New York State Psychiatric Institute

Work Matters

- Work and occupation is the #1 unmet need among people with mental health conditions across 204 studies
- Being employed → better physical and mental health
- Unemployment → worse physical and mental health

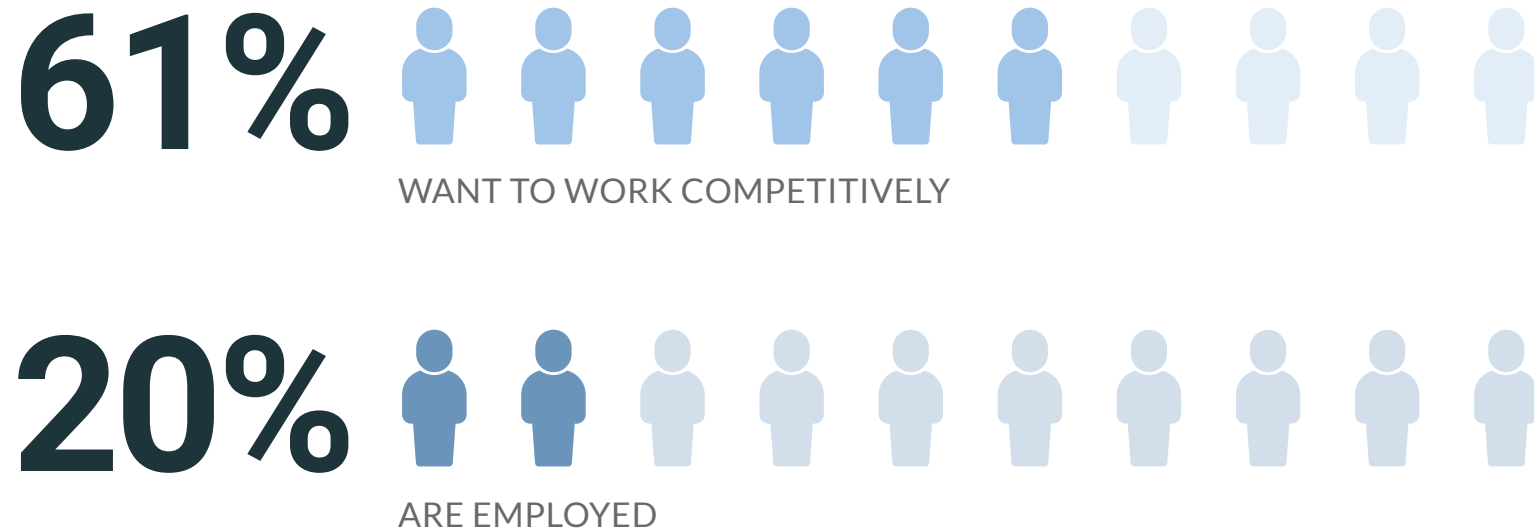


Sources: Armoon et al. (2025); Gerdes et al. (2026); Sterud et al. (2025)

The IPS research field in 2025

- Over 80 studies published in 2025–2026
- 14+ countries
- RCTs, qualitative studies, long-term cohorts, implementation science, health economics
- IPS is going broader, younger, and deeper

**Low employment
rates reflect
barriers — not
lack of
motivation.**



The IPS research field in 2025

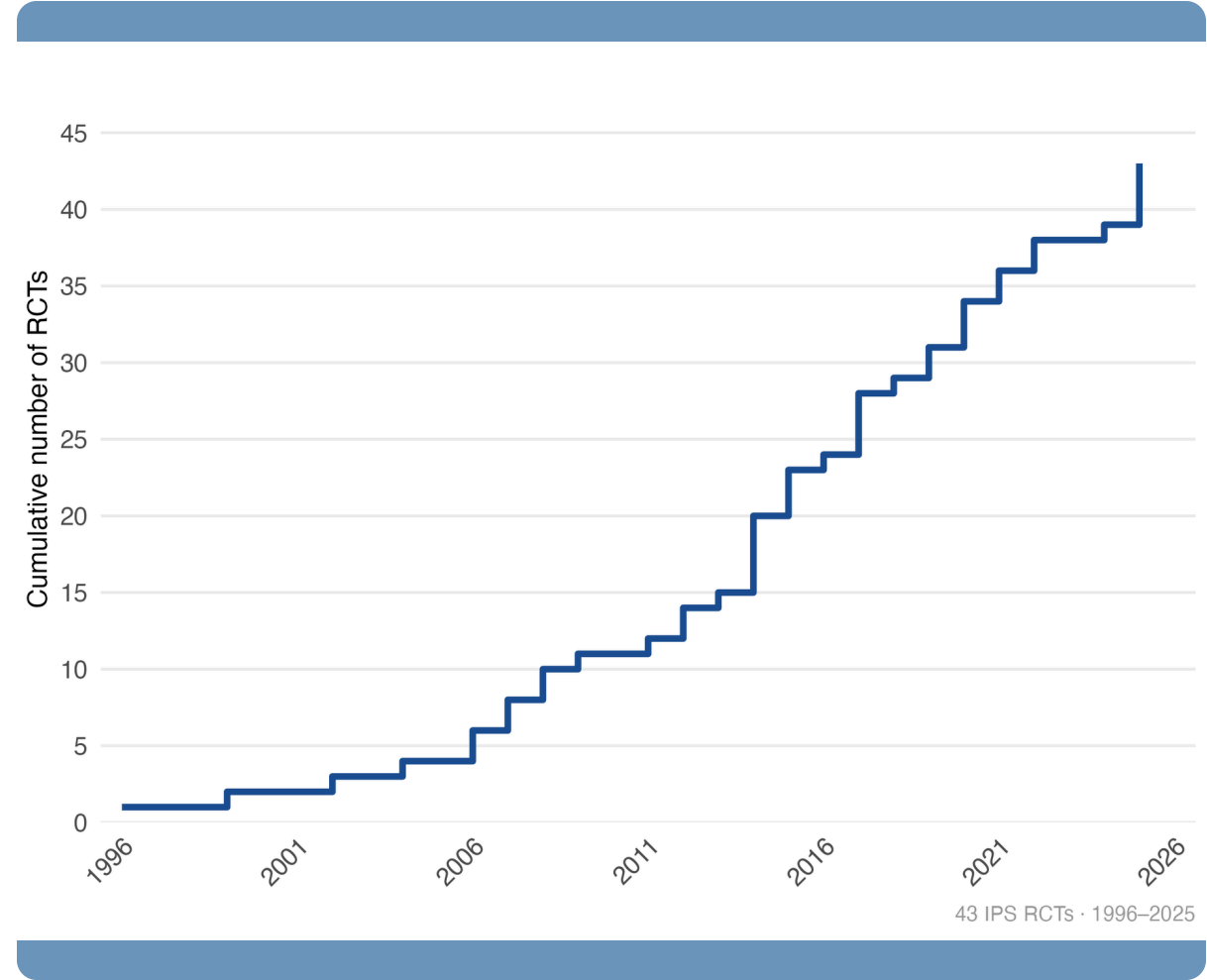
- IPS is growing
- IPS is going global
- >38 studies
- 14+ countries



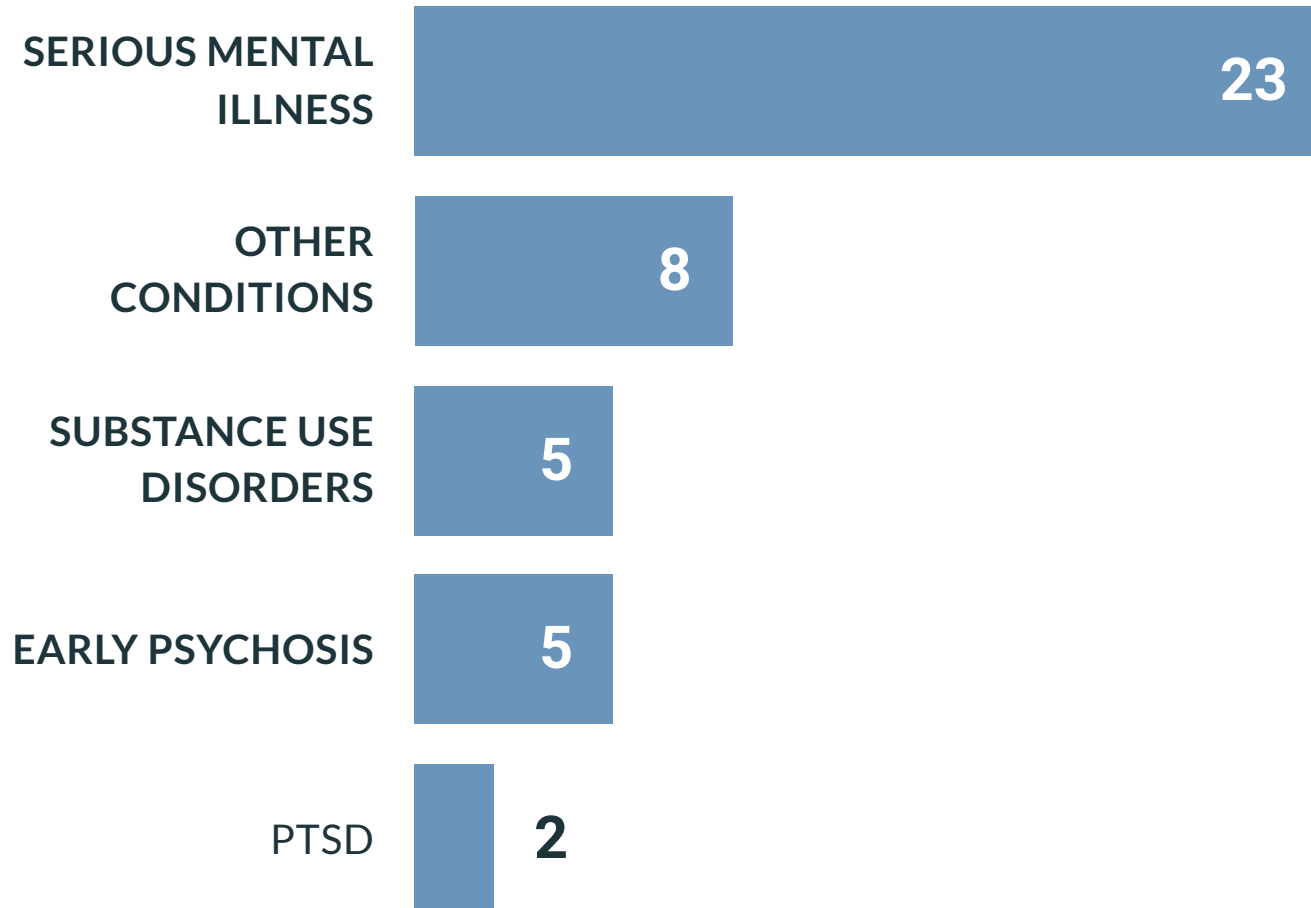
UPDATE ON IPS RCTS

UPDATE ON IPS RCTS

NUMBER OF STUDIES	43
YEARS	1996-2025
AVERAGE FOLLOW UP	18.3
TOTAL N OF PARTICIPANTS	10,971
REGIONS	
USA	18
EUROPE	14
AUSTRALIA	3
UK	2
CHINA	3
JAPAN	1
CANADA	2
STUDIES ≥18 MONTHS FOLLOW UP	23

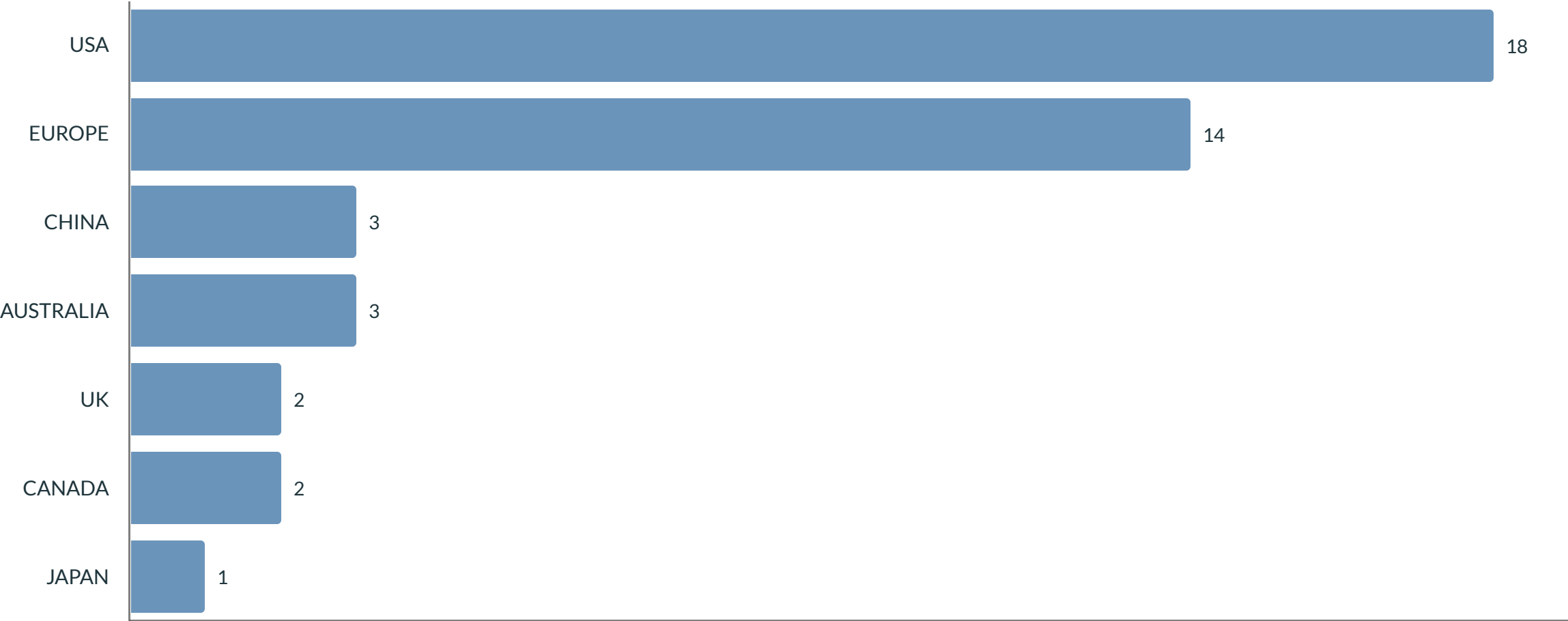


IPS RCTS BY POPULATION



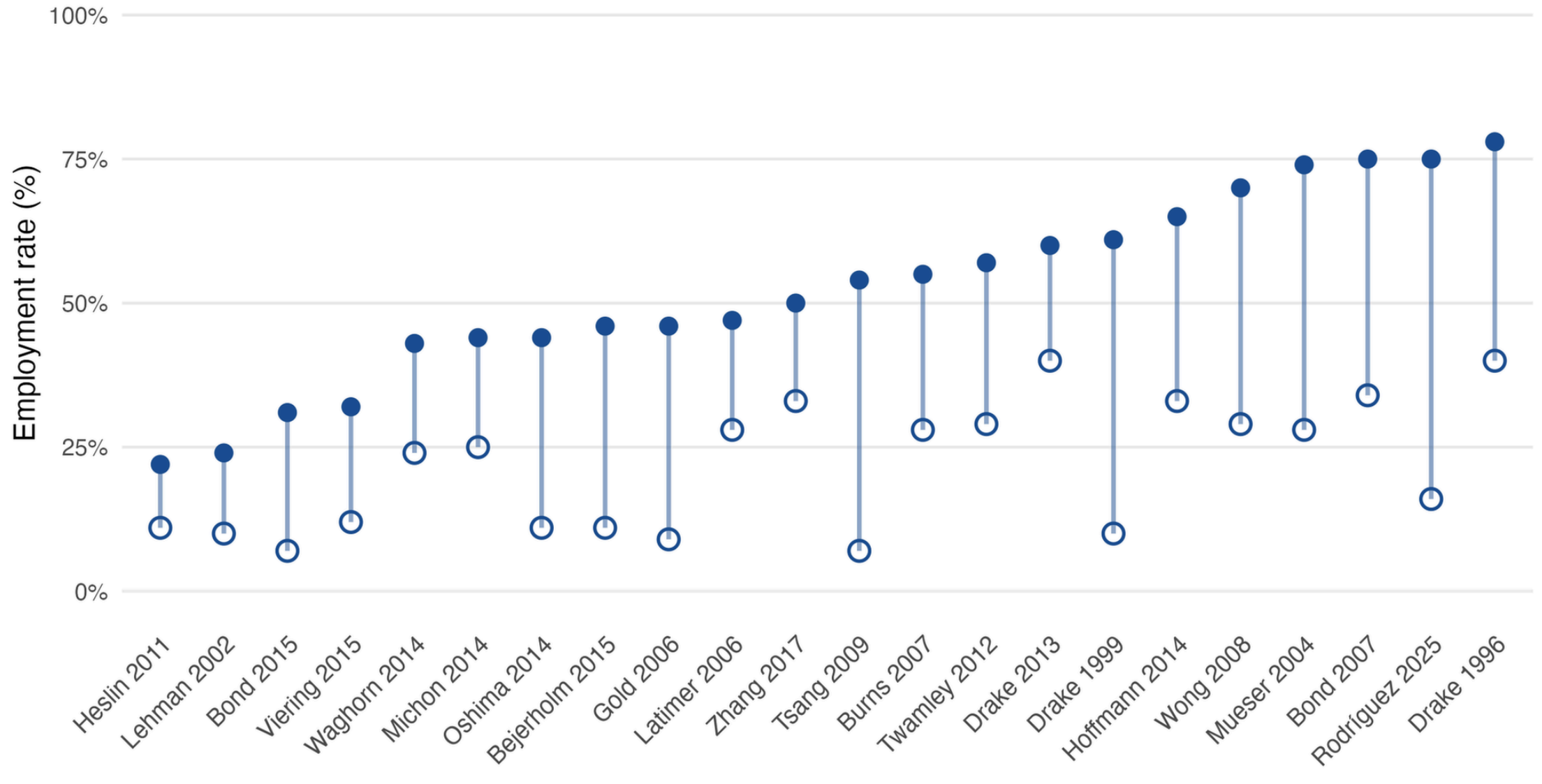
N = 43 RCTS, 1996-2026

IPS RCTS BY REGION



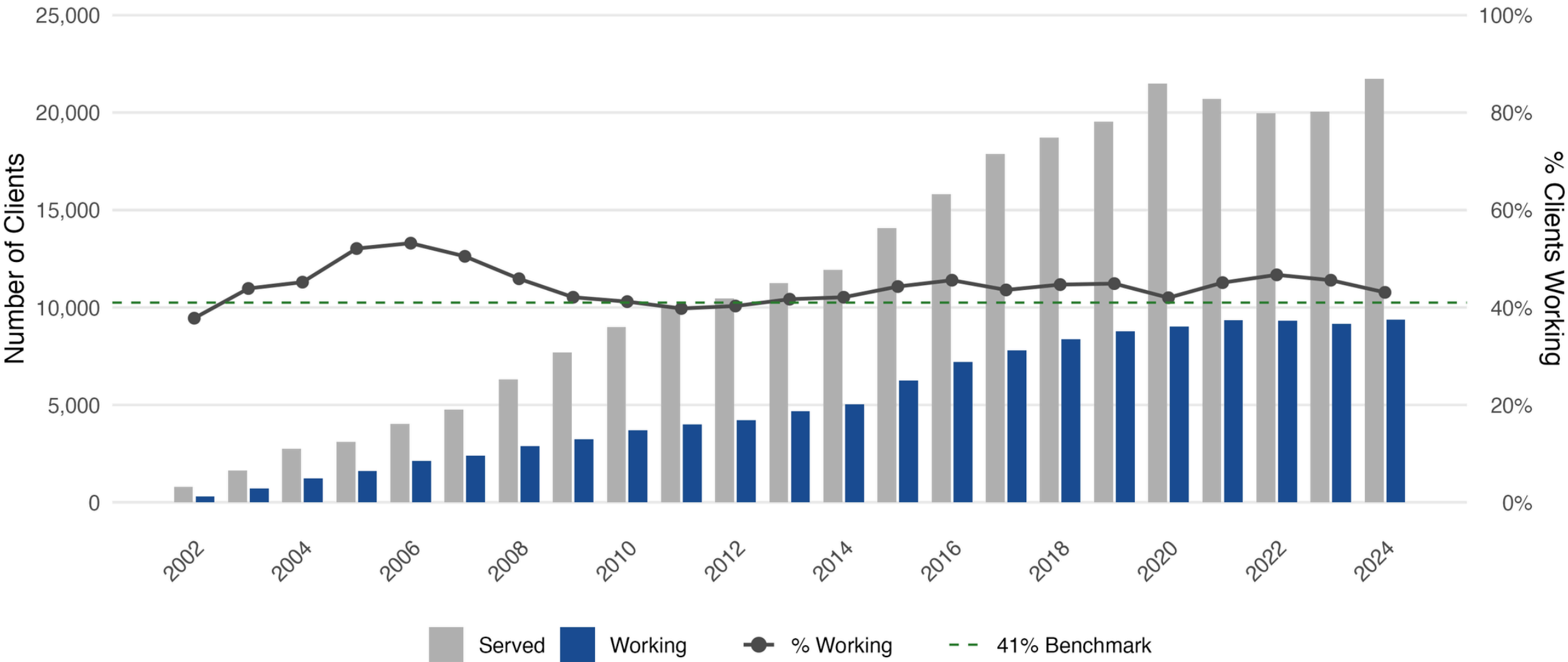
SMI

○ Control ● IPS



Clients Served and Working in the IPS Learning Community

US Learning Community · 2002–2024



STUDY HIGHLIGHT

Journal of Occupational Rehabilitation (2026) 36:357–370
<https://doi.org/10.1007/s10926-025-10347-7>

REVIEW

Update on Individual Placement and Support for New Populations: A Meta-Analytic Review

Gary R. Bond¹  · Robert E. Drake² · Deborah R. Becker³

Received: 10 October 2025 / Accepted: 20 November 2025 / Published online: 13 December 2025

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IPS Works Beyond Serious Mental Illness

STRONG EVIDENCE

- EARLY PSYCHOSIS

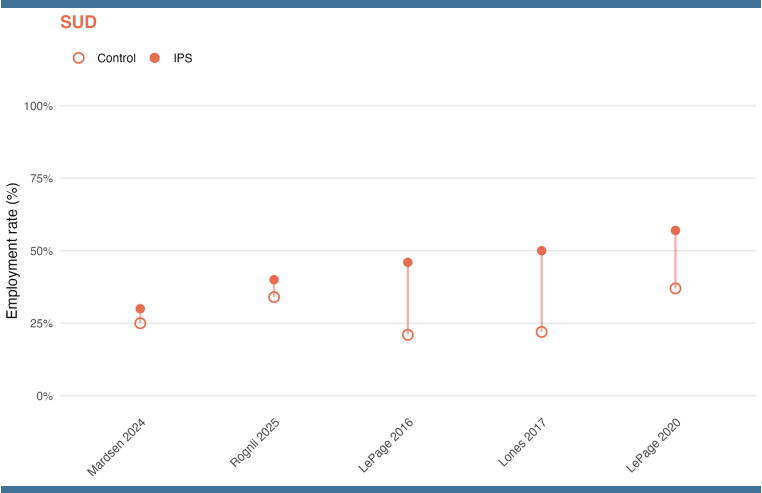
MODERATELY STRONG EVIDENCE

- SUBSTANCE USE DISORDERS

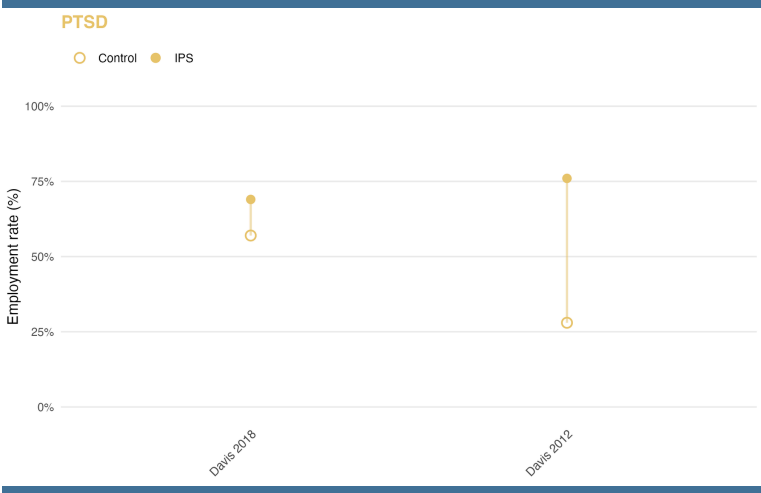
MIXED AND LIMITED

- COMMON MENTAL DISORDERS
- PTSD
- MUSCULOSKELETAL CONDITIONS

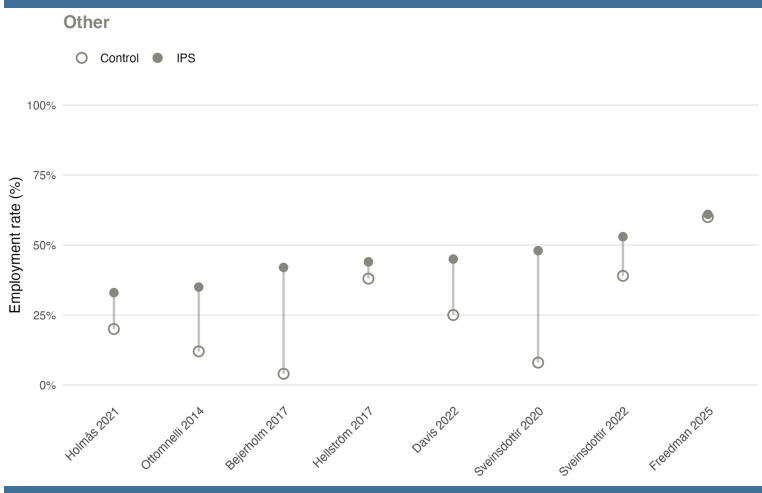
IPS RCTs New Populations



MODERATELY STRONG EVIDENCE
5 RCTS
U.S. STUDIES --> STRONGER EFFECTS



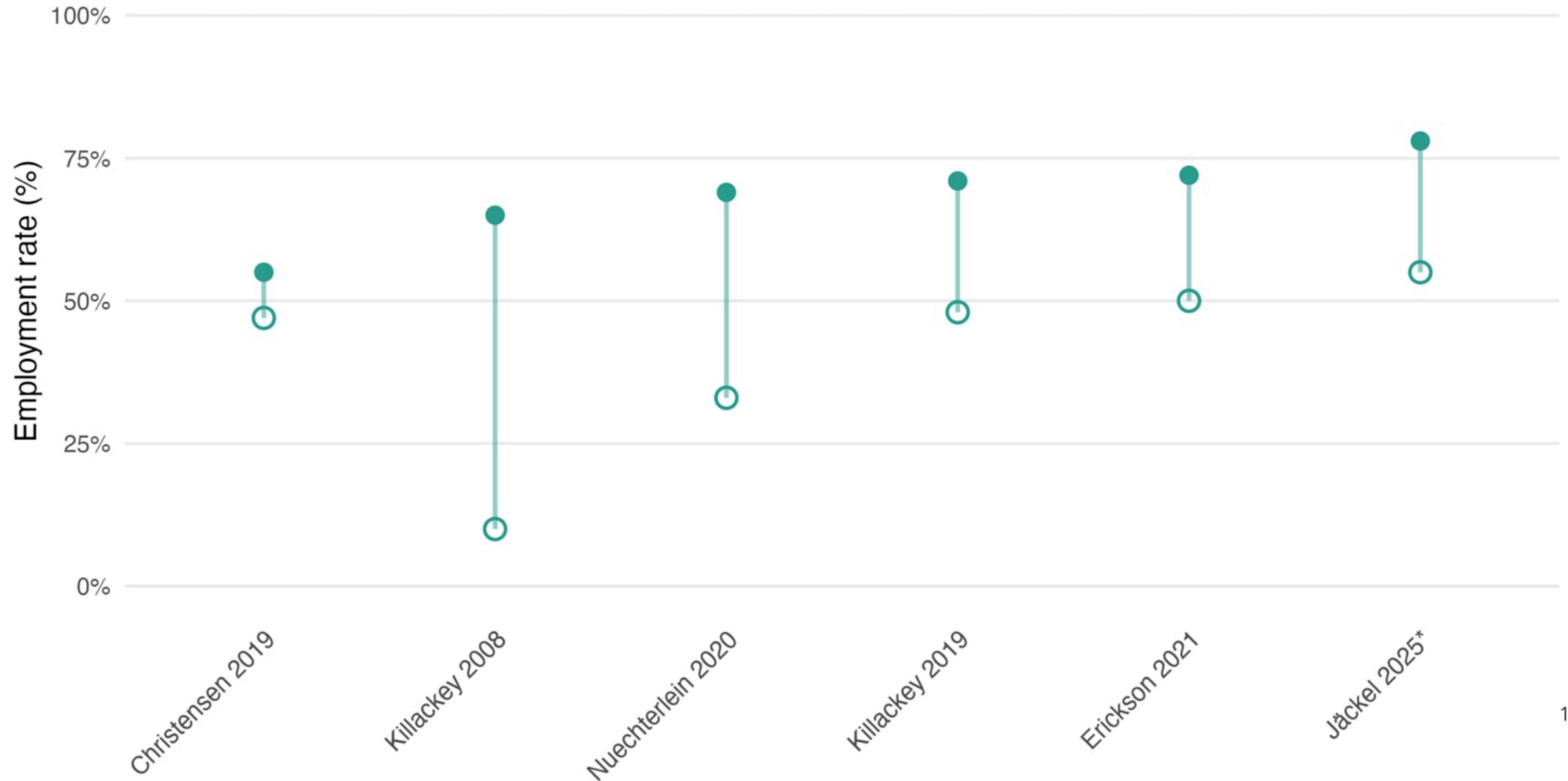
ONLY 2 STUDIES
BOTH IN VA CONTEXT



GROUPS ARE HETEROGENEOUS
SMALL STUDIES
VARIATION IN FIDELITY AND
IMPLEMENTATION QUALITY

Early Psychosis

○ Control ● IPS



STUDY HIGHLIGHTS



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ISSN: 1095-158X

Psychiatric Rehabilitation Journal

2025, Vol. 48, No. 3, 191–198
<https://doi.org/10.1037/prj0000652>

Impact of the COVID-19 Pandemic on Individual Placement and Support Services for Young Adults

Ana Carolina Florence^{1, 2}, Jennie Keleher¹, Monirah Al-Abdulmunem³, Daniel Ressler³, and Gary R. Bond³

¹Division of Behavioral Health Services and Policy Research, New York State Psychiatric Institute, New York, United States

²Department of Psychiatry, Columbia University

³Westat, Rockville, Maryland, United States

Objective: Individual placement and support (IPS) is an evidence-based model designed to help individuals with mental health conditions secure and maintain competitive employment. Young adults are a particularly vulnerable group in need of these services. The COVID-19 pandemic led many public institutions to curtail face-to-contacts, which affected IPS service delivery. This study was part of a broader mixed-methods evaluation examining employment and education outcomes of young adults in nine IPS programs across the United States. A secondary analysis of the qualitative component explored the experiences of IPS teams and state leaders delivering IPS to young adults with mental health conditions during the COVID-19 pandemic. **Method:** Participants from the nine IPS programs across five states were interviewed twice during the project. For this secondary data analysis, we focused on COVID-19-related codes. Two coders independently reviewed and segmented the open codes and

Individual Placement and Support for Young Adults With Mental Health Conditions: Perspectives of State and Team Leaders

Ana Carolina Florence, Ph.D.,^{1,2} Jennie Keleher, M.S.W.,¹ Monirah Al-Abdulmunem, M.S.,³ Daniel Ressler, B.A.,³ Gary Bond, Ph.D.⁴

Objective: The individual placement and support (IPS) model of supported employment, originally developed for adults with mental disorders, is increasingly being offered to new populations, including young adults. This study aimed to explore the perspectives of IPS state and team leaders on delivering IPS to young adults with mental health conditions.

Methods: This qualitative study involved individual and group interviews with IPS state and team leaders. The authors used data analysis to identify themes through a flexible coding approach and by creating a case matrix.

frequently reported adaptation was the addition of supported education. Respondents also described modifying engagement strategies—such as using preferred communication methods—and selectively involving families on the basis of youth preferences. Structural challenges, including housing instability and transportation barriers, further affected IPS delivery.

Conclusions: Delivering IPS to young adults requires addressing their unique developmental needs, including support for autonomy, vocational exploration, and educational attainment. IPS programs should integrate education supports, enhance engagement approaches, and involve families

Evidence is Strong, policy hasn't caught up

We know IPS works for young adults with early psychosis - it's time our programs reflect that



Jäckel et al. (2025)

79% of IPS participants achieved competitive employment or education vs. 54% in treatment as usual



5 RCTs - All favor IPS

- Australia
- U.S.
- Canada
- Germany



CSC Programs

- Supported employment is key component
- Not always IPS!!



IPS-Y Implemented at Scale

- 47 sites in Norway
- U.S. and beyond





STUDY HIGHLIGHT

Individual Placement and Support and Long-Term Employment: A Review of Long-Term Follow-Up Studies

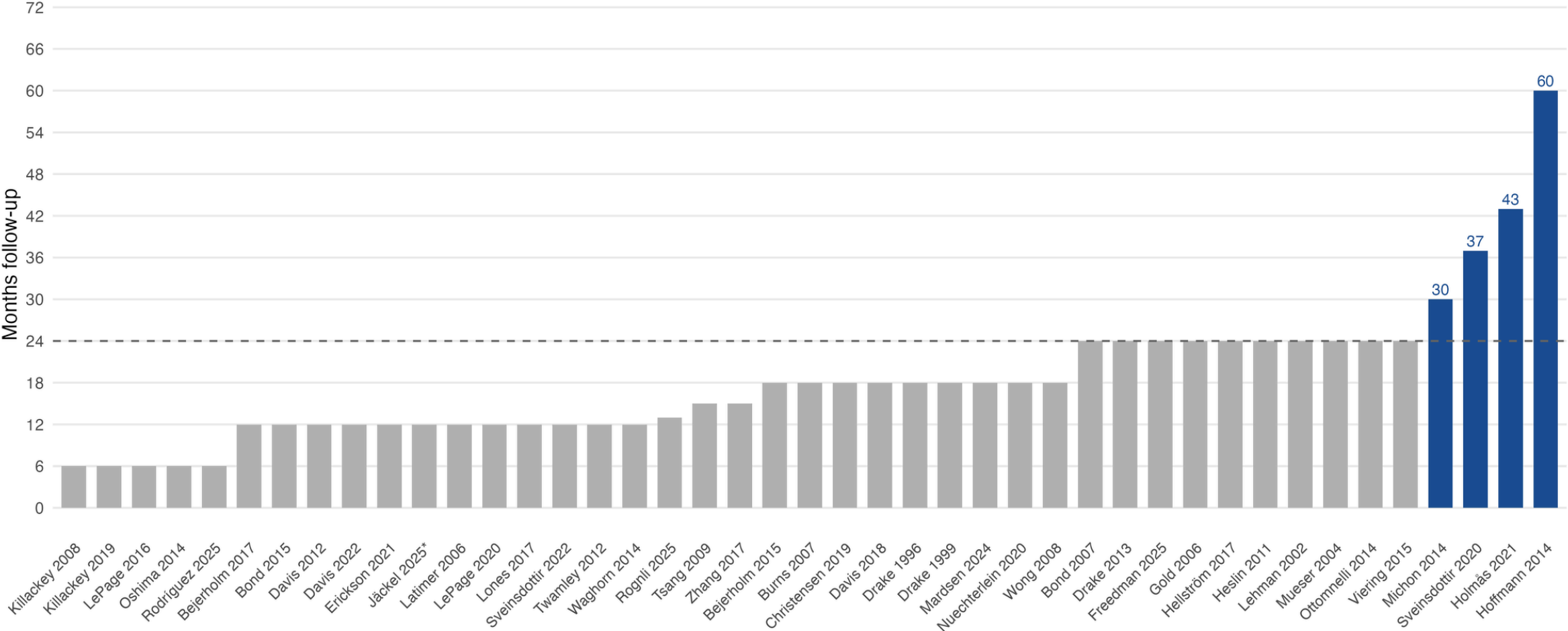
Robert E. Drake, M.D., Ph.D. , and Gary R. Bond, Ph.D. | [AUTHORS INFO & AFFILIATIONS](#)

Publication: Psychiatric Services • In Advance • <https://doi.org/10.1176/appi.ps.20250422>

Follow-up length across IPS randomized controlled trials

N = 43 RCTs, 1996–2025 · dashed line = 24 months

≤24 months >24 months



Long Term Follow Up Studies

Narrative review of 8 long-term IPS follow-up studies with ≥ 3.5 years of follow-up

7 of 8 showed persistence of competitive employment

"The major goal of vocational rehabilitation is to help people with a disability change the trajectory of their lives for years – to live as independently as they can and to enjoy friends, work, learning, and love – not just to reduce symptoms"

DRAKE ET AL, 2026

STUDY HIGHLIGHT

Recovery Is Working: Piloting Individual Placement and Support With Assertive Community Treatment Teams

Jacqueline A. Pogue, M.P.H., M.A.  , Noah Lipton, L.C.S.W., M.P.A., I-Chin Chiang, M.S., Gary Scannevin, Jr., M.P.S., C.P.R.P., Tania Hameed, M.S.W., M.P.H., Helle Thorning, Ph.D., and Paul J. Margolies, Ph.D. | [AUTHORS INFO & AFFILIATIONS](#)

Publication: Psychiatric Services • Volume 76, Number 7 • <https://doi.org/10.1176/appi.ps.20240221>

Can IPS Work on ACT Teams?

Yes - but structure matters!

Pilot

- 6 ACT Teams
- 109 participants
- 71 jobs started

Teams

- Embraced Zero Exclusion
- Employment as core goal

Monthly Employment Rate

25-46% vs 9% statewide baseline

Key Limitation

Only 0.5 FTE dedicated to IPS



New Studies



New & Ongoing IPS Studies

IPS & Supportive Housing

PI: Justin Metcalfe

Setting: Los Angeles

Population: Unhoused

Design: RCT

IPS & OCD

PI: Sapana Patel

Setting: New York State

Population: Adults with OCD

Design: Pilot RCT

IPS & Autism

PI's: Ana Florence & Marjorie Solomon

Setting: Kentucky & California

Population: Autistic Adults

Design: RCT & Pilot RCT

IPS Global

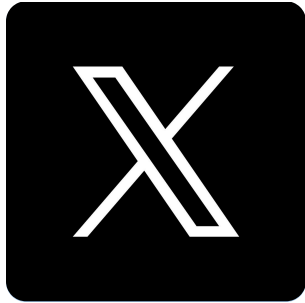
PI's: Ana Florence & Franco Mascayano

Settings: Mexico, Peru, Uganda

Population: SMI & Young Adults

Design: RCT & Pilot RCT

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Thank you!

