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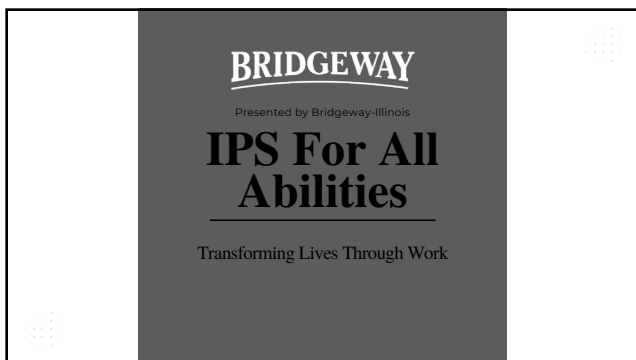
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## WHAT IS IPS?

**Individual Placement and Support**

IPS is a model of supported employment backed by extensive research that helps people with serious mental illness and other disabilities work at regular competitive jobs of their choosing within the community.

The International IPS Center/Learning Community has fostered and served as a guide for the ongoing IPS research studies throughout the world.

IPS Model consists of 8 Key Principles



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### #1: ELIGIBILITY IS BASED ON consumer choice –ZERO EXCLUSION

Clients are not excluded on the basis of:

- Readiness
- Diagnoses
- Symptoms
- Substance Use History
- Hospitalizations
- Level of Disability
- Legal System Involvement

LOOK AT THE DESIRE TO WORK!



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### #2: WORKER PREFERENCES ARE IMPORTANT

- People with a disability generally have realistic ideas about what work they can do, how many hours a week they can work and what work environments are good or bad for them.
- Services are based on a person's preferences, strengths, and work experiences, not on a pool of jobs that are available or on providers' judgments.



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**#3: RAPID JOB SEARCH**

- Most people prefer a rapid job search and this can help lower drop out rates.
- The first employer contact occurs within a few weeks of entering the IPS program and no longer than 30 days.
- Participation in extensive pre-vocational assessment, work adjustment and job skills
- Training programs does NOT improve employment success.



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**#4: A COMPETITIVE JOB is the goal**

The job should pay at least minimum wage, be in the community, and open to anyone, NOT just people with disabilities.



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**#5 RELATIONSHIPS WITH EMPLOYERS ARE KEY TO SUCCESS**

Employment Specialists provide systematic job development (Three Capabilities).

They develop relationships with employers based on client's work preferences, meeting face-to-face over multiple visits.

They learn about the work environment and the employers' work needs and hiring preferences.

Networking with employers is a major key to job placement success.



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**#6: DISABILITY SERVICES AND VOCATIONAL SERVICES NEED TO BE INTEGRATED**

- Community Based Service Providers are experts in Person Centered Planning.
- Shared decision-making means that the team comes up with ideas that everyone can agree on (though the consumer makes the final call).
- Employment specialists meet weekly with interdisciplinary team members to talk about shared cases.



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**#7: TIME UNLIMITED SUPPORT**

- The amount of support provided may increase or decrease over time, but support should be available from the interdisciplinary team for the duration of the job or at least for one year.
- Follow along supports should be highly individualized based on personal choice.



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**#8: PERSONALIZED BENEFITS PLANNING**

Benefits counseling for people is critical. People do not want to lose their benefits! The State of Illinois has trained Benefits Counselors that we can refer clients to.



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**IMPORTANCE OF WORK IN OUR LIVES**

- 01** Money
- 02** Purpose
- 03** Self-Esteem/Self-Image
- 04** Social Benefits-Connection
- 05** Health Benefits-Longer Life
- 06** Better Quality of Life

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**BRIDGEWAY**

- Vision: Bridgeway envisions a world where people live to their full potential.
- Mission: Creating Solutions for Everyone
- People Served Annually: 10,000
- Population of Service Area: 1.5 million people
- Square Miles Covered: 7,500 miles
- Bridgeway locations: 7 primary cities
- Budget: \$24 Million
- Employees: 600

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**Bridgeway  
Community Employment Services**

400+ individuals served in the years 2021 and 2022:

- Mental Illness - Primary: 75%-80%
- Intellectual Disability: 16%-20%
- Substance Abuse: 2%
- Other Disabilities: 4%

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**FINAL WORDS**

“If people are treated as capable, they often surprise everyone and live up to expectations.”

Ken Steele, Author

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**CONTACT INFORMATION**

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[www.bway.org](http://www.bway.org)

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### Evaluating the Effectiveness of Individual Placement and Support (IPS) within Substance Use Programs

Marian Sanchez (Impact), Doug Phillips (MDRC)  
October 20, 2023



Disclaimer: The views expressed in this presentation are solely the opinions of the research team and do not necessarily reflect the official policies of the Office of Planning, Research, and Evaluation, the Administration for Children and Families, or the U.S. Department of Health and Human Services.

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- A mental health organization providing integrated housing, clinical, and employment services.
- Based in Evanston, IL, Impact provides services throughout Chicago's north and west suburbs and neighborhoods on Chicago's north side.
- Impact began providing IPS employment services in 2012 and specializes in partnering with other mental health providers to expand access to IPS services.



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### Why look at IPS integration into FQHC and SUD programming?

- Learn how to help people get better jobs, earn more money and improve general well-being
- Help service providers understand how to combine employment services and substance use disorder treatment and recovery services.
- FQHCs operate in communities with limited access to mental health services.
- Employment is a critical need for the SUD and FQHC service populations.



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## Challenges

**Integrating IPS services into the SUD and FQHC service framework**

- Working with a multi-site team
- Accommodating patients' team meeting schedule
- Client integration
- Adopting to a more-based community-wide approach (the quality)
- Higher proportion of interventions are on-demand or scheduled
- Remaining in location and pandemic
- Higher comorbidity which had population creating communication barriers

**Engagement with the SUD and FQHC service populations**

- Bring off following discharge from partnered sites
- Bring discharge
- Time management concerns juggling SUD recovery requirements and adjustment to weekly schedule
- Lack or availability of transportation resources
- Lack of familiarity with an IPS employment agency or, being an staffing agencies
- Increased service and resource needed for high needs for case management services
- Social distress or lack of positive natural supports



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## Solutions

**Integrating IPS services into the SUD and FQHC service framework**

- Integrating into existing consultation groups and team meetings to engage all referring staff
- "Read only" access to Electronic Health Record
- "One click" referral process through the health center's Electronic Health Record
- Educating providers on IPS principles and the support available for those seeking or possessing employment
- Being more engaged in the discharge planning of participants prior to leaving LSS programming
- Lowering patient access points

**Engagement with the SUD and FQHC service populations**

- Ensuring up to date contact information prior to discharge
- Signing NCI for 48 hr or emergency contact prior to leaving LSS
- Flexibility around meeting times and length
- Providing a wide range of communication options
- On staff benefits counselors, case managers, and therapists
- Collaborating with Illinois Division of Rehabilitation Services and other community providers for accessible resources



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The BEES Study intends to build critical evidence on promising interventions designed to promote employment, upward mobility, economic security, and family well-being among various populations.

**Sponsored by:**

- Administration for Children and Families' Office of Planning, Research, and Evaluation (OPRE) within the U.S. Department of Health and Human Services (HHS)
- The United States Social Security Administration (SSA)

**Conducted by:**

- MDRC, in partnership with
- MEF Associates
- Abt Associates

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### States with Participating Programs

There are 14 unique programs around the country participating in the BEES Study across 13 different states



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### Why are the IPS-SUD and FQHC studies important?

- IPS has a strong evidence base in community mental health settings, shown to be an effective program at improving employment and health outcomes.
- Strong interest among practitioners on whether this model can work for different settings and populations.
- With thousands of FQHCs and SUD treatment providers nationwide, potential for far-reaching application, if shown to be effective.



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### How are the IPS-FQHC and IPS-SUD studies being evaluated?

Impact Analysis	Implementation Study	Cost Study
Baseline data	Staff Interviews	Program Costs
18-month Survey	Participant Interviews & Data about Service Receipt	
Administrative Employment & Disability Participation Records		



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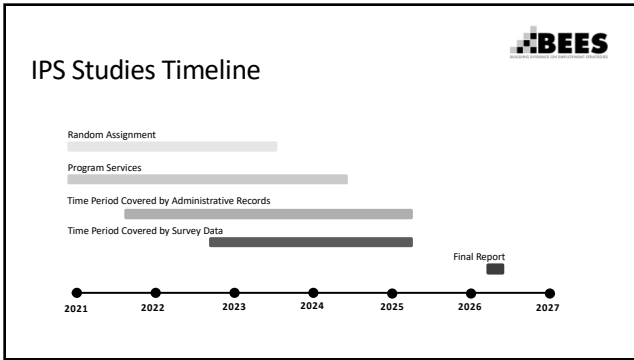
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### Considerations for Future IPS Extensions

- As practitioners employ IPS to serve individuals with different barriers to employment, the model tends to be adjusted from its original design.
- Level of collaboration between employment services team and clinical/social services team
- Considerations for practitioners:
  - Relevance and feasibility of IPS program components
  - Impact on fidelity

BEES

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# QUESTION S?

BEES

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# Robert Young Center - IPS

ILAPSC Conference

Paul Phares, MS



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## Robert Young Center Overview

- RYC is a non-profit Community Mental Health Center (CMHC) with 50+ years' experience serving the Quad Cities area in IL and IA.
- RYC is integrated within UnityPoint Health - Trinity Quad Cities.
- RYC annually serves 25,000+ individuals across 50+ outpatient locations in Iowa and Illinois.
- 15 integrated sites in primary care clinics, 40+ schools, and telehealth services embedded in 20+ locations.



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## Robert Young Center Services

- Medication Management
- Outpatient therapy/ counseling
- Outpatient Substance Use Disorder treatment
- Inpatient Substance Use Disorder treatment
- Inpatient Psychiatric services
- 24/7 crisis intervention Facility-Based/ Crisis Stabilization Unit
- 24/7 crisis intervention Mobile Crisis Intervention
- Targeted case management
- Assertive Community Treatment
- Supported Employment – Individual Placement & Support
- Care Coordination
- Peer Support

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Why Employment?

- Top 3 Question – what do you do for a living?
- Research: more than 66% of people with mental illness want to work; less than 15% are employed.
- Old models ineffective (sheltered workshops, carve outs, etc.)
- Research shows success in employment leads to success in other domains

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Robert Young Center  
Employment Services

- IPS Provider in IL for over 15 years
- Rock Island/ Mercer County
  - Drug Court
  - First Episode Psychosis Program
  - Outpatient MH programs
  - Assertive Community Treatment (ACT)

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Robert Young Center 2020  
Employment Outcomes

- Over 100 clients active with the employment team
- 35 clients currently employed
- Working with over 180 local employers
- Fidelity score: 114 out of 125 points
- *IPS Clients hospitalized in last 6 months: Four (4)*

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**Robert Young Center IPS Iowa**

- Counties served: Cedar, Clinton, Jackson, Muscatine, Scott County
- Team Composition: four (4) FTEs Employment Specialist
  - Two Employment Specialists headquartered in Muscatine County
  - Two Employment Specialists headquartered in Clinton County
- Allows for adequate coverage of the four-county area
- Minimizes time lost due to travel

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Questions

**???**

- [paul.phares@unitypoint.org](mailto:paul.phares@unitypoint.org)

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Integrating Employment Interventions & Resources into the Drug Court Program

**Thomas Faber, CWDP**  
McHenry County Workforce



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Agenda

Integrating Employment Interventions & Resources into the Drug Court Program

Topic one Employment Partnerships  
Topic two Work Readiness

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WIOA –  
Workforce Innovation and Opportunity Act



ILLINOIS workNet CENTER  
A proud partner of the American Job Center Network

americanjobcenter

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Opportunity Ahead  
CapitalWorkforce.org/Jobs

AmericanJobCenter HAWAII

NEBRASKA DEPARTMENT OF LABOR  
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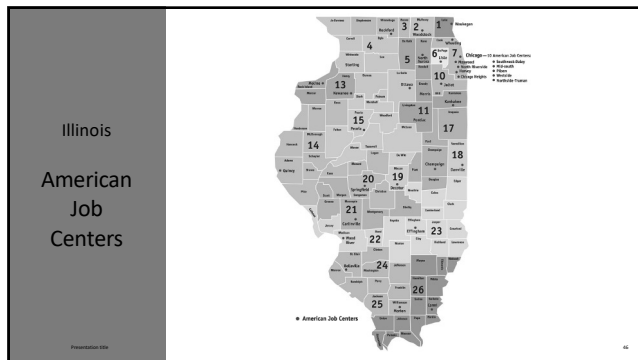
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Illinois  
American  
Job  
Centers

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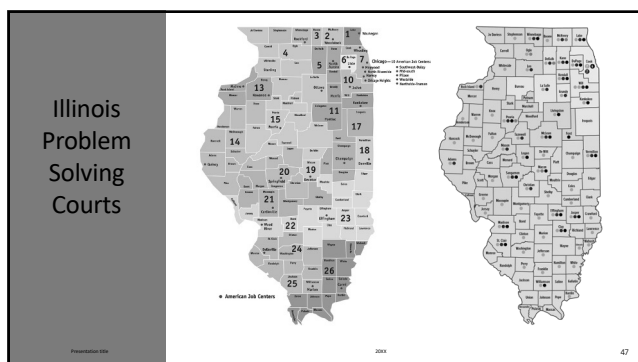
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Illinois  
Problem  
Solving  
Courts

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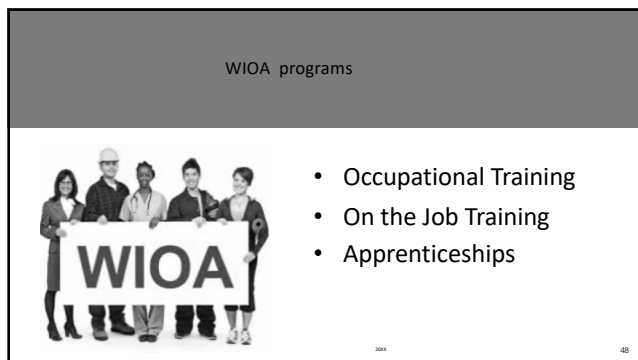
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WIOA programs

- Occupational Training
- On the Job Training
- Apprenticeships

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**Work Experience**

<p><b>What is it?</b></p> <ul style="list-style-type: none"> <li>• Part time work</li> <li>• Flexible hours</li> <li>• Temporary employment</li> <li>• Paid with WIOA funds</li> <li>• Monitored by Workforce professional</li> <li>• Concurrent job search</li> </ul>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• Cash flow</li> <li>• Engagement</li> <li>• Current resume</li> <li>• Stronger resume</li> <li>• Get in the door</li> <li>• Therapeutic</li> </ul>
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Presented by
2000
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**McHenry County**  
Second  
Chance  
Champion  
Award  
  
VoTech Inc.

**Illinois  
Workforce  
Partnership**

Individual  
Achievement  
Award  
2020  
Charles  
Hojnacki

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**Work Readiness**



“Get a job” is not work  
readiness  
“Get sober” is not  
treatment

Presented by
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**STEP Forward**

Stateline SHRM  
Transforming Employment  
Potential

Reentry Work  
Readiness  
Workshop

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- Stateline SHRM – Society of Human Resource Managers
- McHenry County College
- McHenry County Workforce
- McHenry County Drug Court & Mental Health Court
- McHenry County Board
- McHenry County Probations
- Illinois Dept of Corrections
- McHenry County States Attorney
- New Directions
- New Life Transitions
- TLS Veterans
- McHenry County Bar Association
- Community & Business Volunteers

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- 5 workshop topics in 4 weeks**
- Tuesday, March 21, 2023
    - Thinking Bigger: Overcoming a Felony and Returning to Work
  - Tuesday, March 28, 2023
    - What I Want to do for Work: Careers & Occupations
  - Tuesday, April 4, 2023
    - Facing the Felony: Resumes & Interviews
  - Tuesday, April 11, 2023
    - Keeping the Job: Retention & Advancement
  - Tuesday, April 18, 2023
    - Having a Plan: Goals & Actions

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One on One – speed interviews

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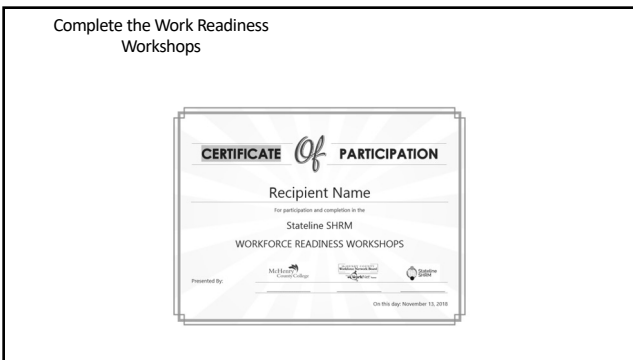
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April 18, 2023  
6 participants completed  
15 guest presenters and interviewers

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2020 Annual  
National SHRM  
Pinnacle  
Award



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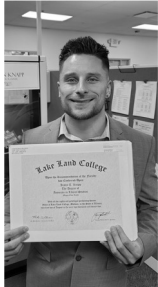
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SHRM Getting Talent Back to Work  
<https://www.shrm.org/>

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“I want to  
be a man of  
value”

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**Thank you !**

**Thomas Faber, CWDP**  
 Business Service Representative  
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 Woodstock, Illinois 60098

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 815.334.2798

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