

IPS Supported Employment: Past, Present, and Future

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June 22, 2016

DARTMOUTH PRC

What People Say

“When you are working, you are part of the real world. You feel connected. Having a job gives me stability. I have something to look forward to every day.”

“In the past, people might have used labels to describe me such as ‘homeless,’ ‘mentally ill,’ and ‘welfare mother.’ Now my titles are ‘financial administrator,’ ‘college student,’ and ‘working mom.’”

Wellness and Recovery

Wellness moves the focus from thinking one needs treatment forever to capitalizing on the strengths and abilities of the individual and his/her family and community.

M. Swarbrick, CSPNJ

IPS Principles

- **Open to anyone who wants to work**
- **Focus on competitive employment**
- **Rapid job search**
- **Systematic job development**
- **Client preferences guide decisions**
- **Individualized long-term supports**
- **Integrated with treatment**
- **Benefits counseling included**

- **Supported Education**
 - **Poorly researched**
 - **Similar development to IPS supported employment**
 - **Goal of supporting people in regular schools alongside other students**
 - **IPS specialist vs. education specialist**

Implementation Challenges

- **Systems Coordination**
 - **Educate with outcomes**
 - **Leadership**
 - **Start small – pilot**
 - **Financing plan**
 - **Training and consultation**
 - **Advocacy**

Implementation Challenges

- **Agency Culture and Leadership**
 - **Team approach**
 - **Minimal prevocational training/assessment**
 - **Stakeholder consensus**
 - **Steering committee**
 - **Advocacy**

Implementation Challenges

- **Organizational Structure**
 - **Multidisciplinary team approach**
 - **Office locations**
 - **Supervision and staffing**
 - **Record keeping**

Implementation Challenges

- **IPS Supervisor Roles**
 - **Hiring**
 - **Teaching**
 - **Coordinating with other practitioners and agencies**
 - **Monitoring outcomes**

Implementation Challenges

- **Good Counseling Skills**
 - **Open-ended questions**
 - **Reflections**
 - **Empathic responses**

Implementation Challenges

- **Developing Employer Relationships**
 - **Three cups of tea**
 - **Plan in-person contacts**
 - **Introductory statement**
 - **Good and bad questions**
 - **Top 20 employers**
 - **Employer logs**
 - **Field mentoring**

Implementation Challenges

- **What Is The Support Plan?**
 - **Do you know who without the name?**
 - **Individualized**
 - **Team supports**
 - **Family roles**
 - **What is the exit plan?**

Substance Use and Employment: Practice Recommendations

- **Encourage employment**
- **Pattern of use in the career profile**
- **Jobs that support recovery**
- **Money management**
- **Integrate services**

Justice Involvement and Employment

- **Employers hire people with felonies**
- **Most important: job applicant meets employer**
- **Preparation: honesty, take responsibility, evidence of change, reference**
- **Ambivalence about work**
- **Working people talking about jobs**

Guidelines

- **8 Practice Principles**
- **25-item Fidelity Scale**

Johnson & Johnson-Dartmouth

- **Mission - Increase access to IPS**
- **Collaboration between state mental health authority and state vocational rehabilitation administration**
- **Started with four years of financial incentive grants**
- **Evolution of IPS learning community**



Program Structure and Guidelines

- **Two-tiered**
- **Identify state champions and partners**
- **Develop funding plan**
- **Create training capacity**
- **Track simple outcomes, transparency**
- **Annual meeting, teleconferences**
- **Commitment to learning – research, innovations**

Program Structure and Guidelines

- **Start small – three to five sites**
- **Full-time IPS trainer**
- **On-site training and consultation**
- **Educational materials**
- **Commitment to fidelity and outcomes**
- **Replication of learning community**

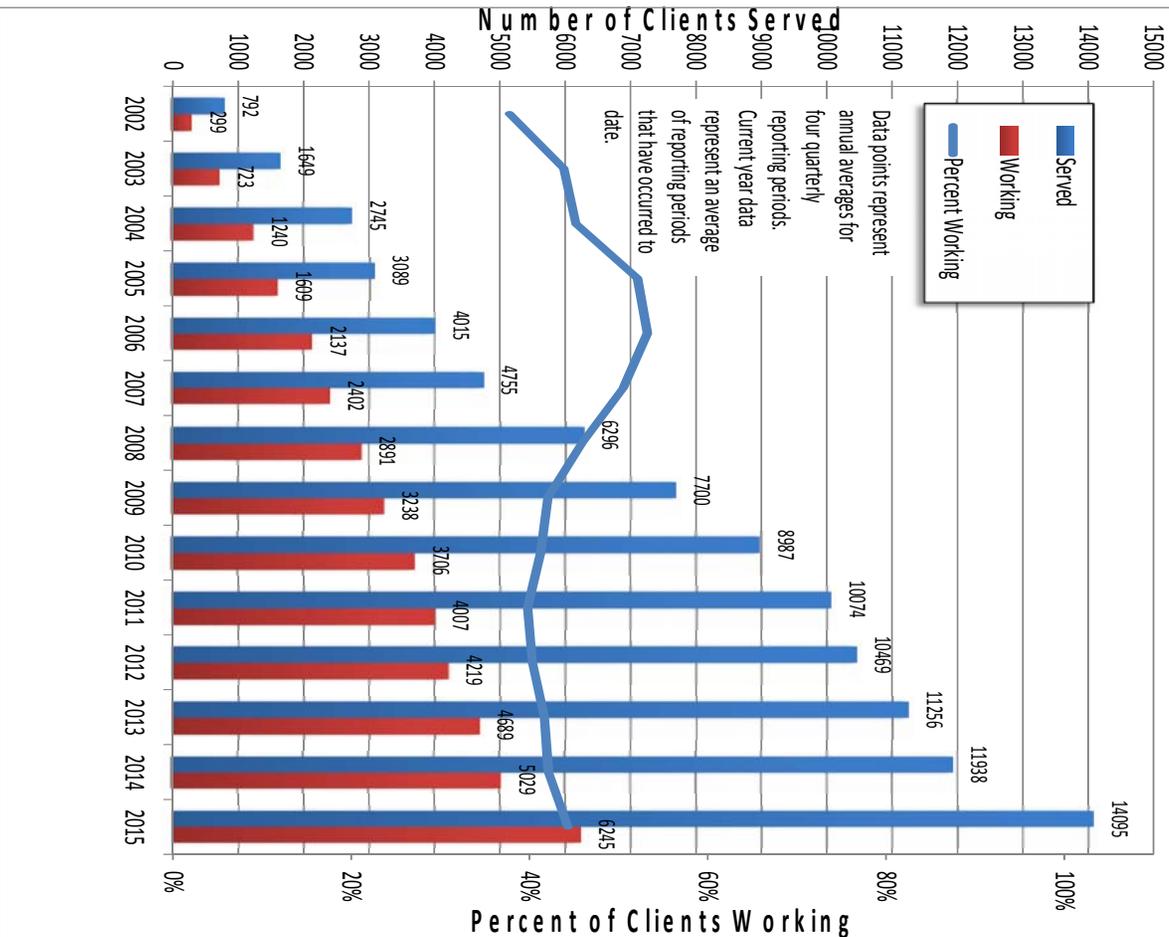
Twenty states/regions in US, 300+ teams

Alabama, Alameda County (CA), Colorado, Connecticut, District of Columbia, Illinois, Kansas, Kentucky, Maryland, Minnesota, Missouri, North Carolina, Ohio, Oregon, South Carolina, Tennessee, Utah, Vermont, Washington, Wisconsin

International network

➤ **Italy, Netherlands, Spain**

Clients Served & Working in the IPS Supported Employment Learning Community in the USA



IPS Learning Community – Strategies Used by State Leaders

- **Mental health –VR collaboration**
- **Technical assistance**
- **Fidelity and outcome monitoring**
- **Stakeholder involvement**
- **Focus on sustainment and expansion**

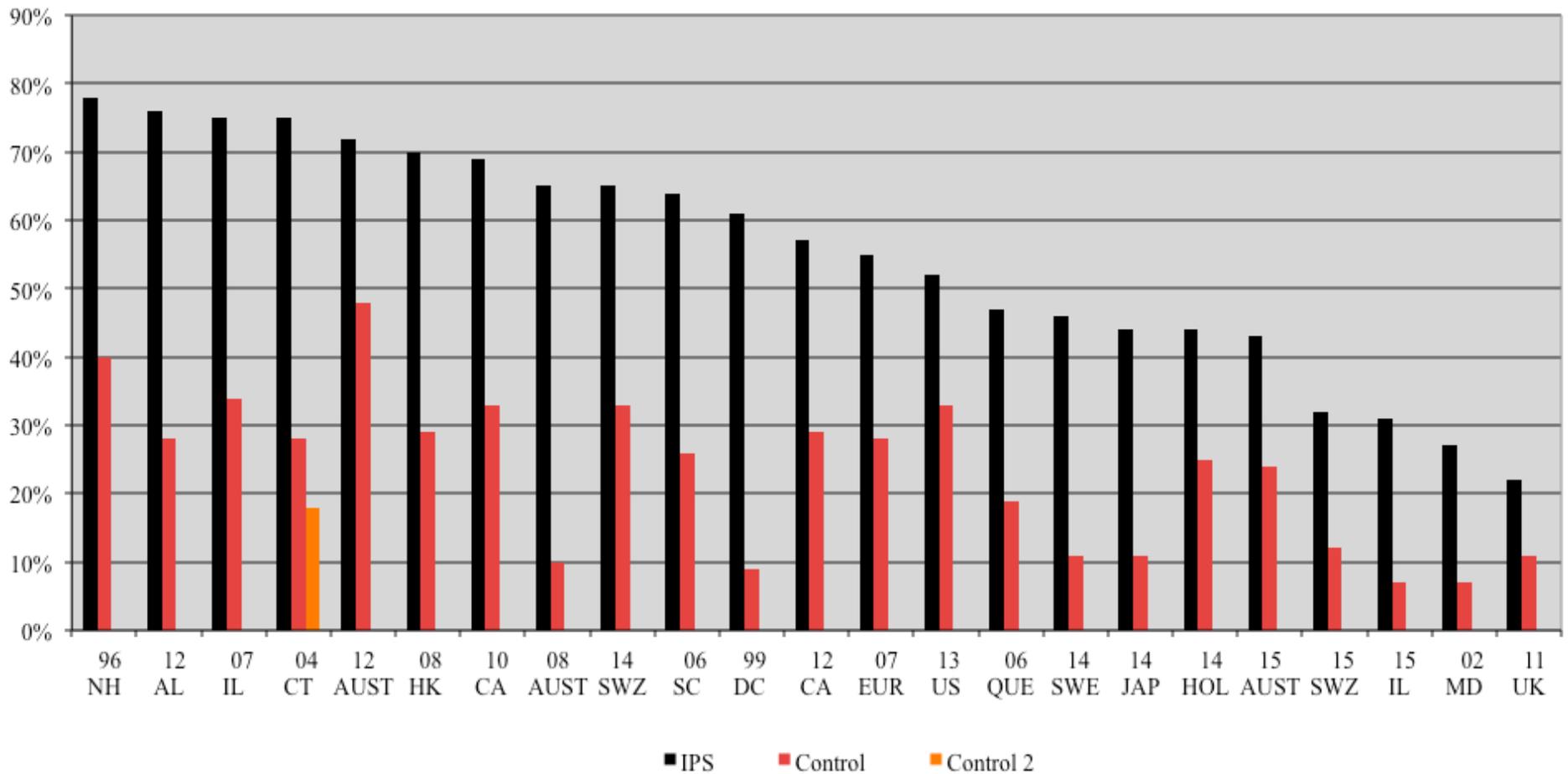
Resources

- ✧ <http://www.dartmouthips.org>
 - **ASK**
- ✧ **Online courses for practitioners and supervisors**
- ✧ ***IPS Supported Employment: A Practical Guide***

23 Randomized Controlled Trials (RCTs) of Individual Placement and Support (IPS)

- **Best evidence available on effectiveness**
- **RCTs are gold standard in medical research**

Competitive Employment Rates in 23 Randomized Controlled Trials of IPS



Overall Findings for 23 RCTs

- **Every study showed a significant advantage for IPS**
- **Mean competitive employment rates:**

55% per year for IPS
23% per year for controls

Higher rates in many US studies
Learning Community rates are quarterly

Other outcomes

Self-esteem, quality of life, self-confidence, hope, identity

Escaping poverty

Management of mental illness and substance abuse symptoms

Family relationships

Community integration

18-Month Competitive Employment Outcomes in 4 Controlled Trials of IPS

| | IPS | Control | p | d |
|-------------------|-----------------------|-----------------------|----------|----------|
| | <u>N</u> = 307 | <u>N</u> = 374 | | |
| Job acquisition | 216 (70.4%) | 91 (24.3%) | <.001 | 0.96 |
| Work ≥20 hrs/wk | 128 (41.7%) | 50 (13.4%) | <.001 | 0.67 |
| Days to first job | 140 | 212 | <.001 | -0.58 |
| Total hours | 417.0 | 105.8 | <.001 | 0.62 |

(Bond, Drake & Campbell, 2012)

Mean Job Tenure in Two IPS Studies

| Study | Follow-up Period | Job Tenure Measure | IPS | Usual Services |
|--------------------------------|-------------------------|---------------------------|-------------------------|-----------------------|
| Bond & Kukla (2011) | 2 Years | First IPS Job | 10.0 mo. (N=142) | |
| Hoffmann (2014) | 5 Years | Longest-Held Job | 24.2 mo. (N=46) | 8.1 mo. (N=54) |

Job tenure for IPS was triple that for usual services in Hoffman study.

Frequency and Percentage of Steady Workers in Long-Term Studies

| Study | Follow-up Period | Sample Size | IPS | Usual Services |
|-----------------|-------------------------|--------------------|-----------------|-----------------------|
| Salyers (2004) | 10 years | 36 | 12 (33%) | |
| Becker (2007) | 8-12 years | 38 | 27 (71%) | |
| Hoffmann (2014) | 5 years | 46 IPS 54 Usual | 20 (43%) | 6 (11%) |
| Overall | | 120/54 | 59 (49%) | 6 (11%) |

Steady worker = Worked at least 50% of follow-up period

Employment is a Goal for Young Adults

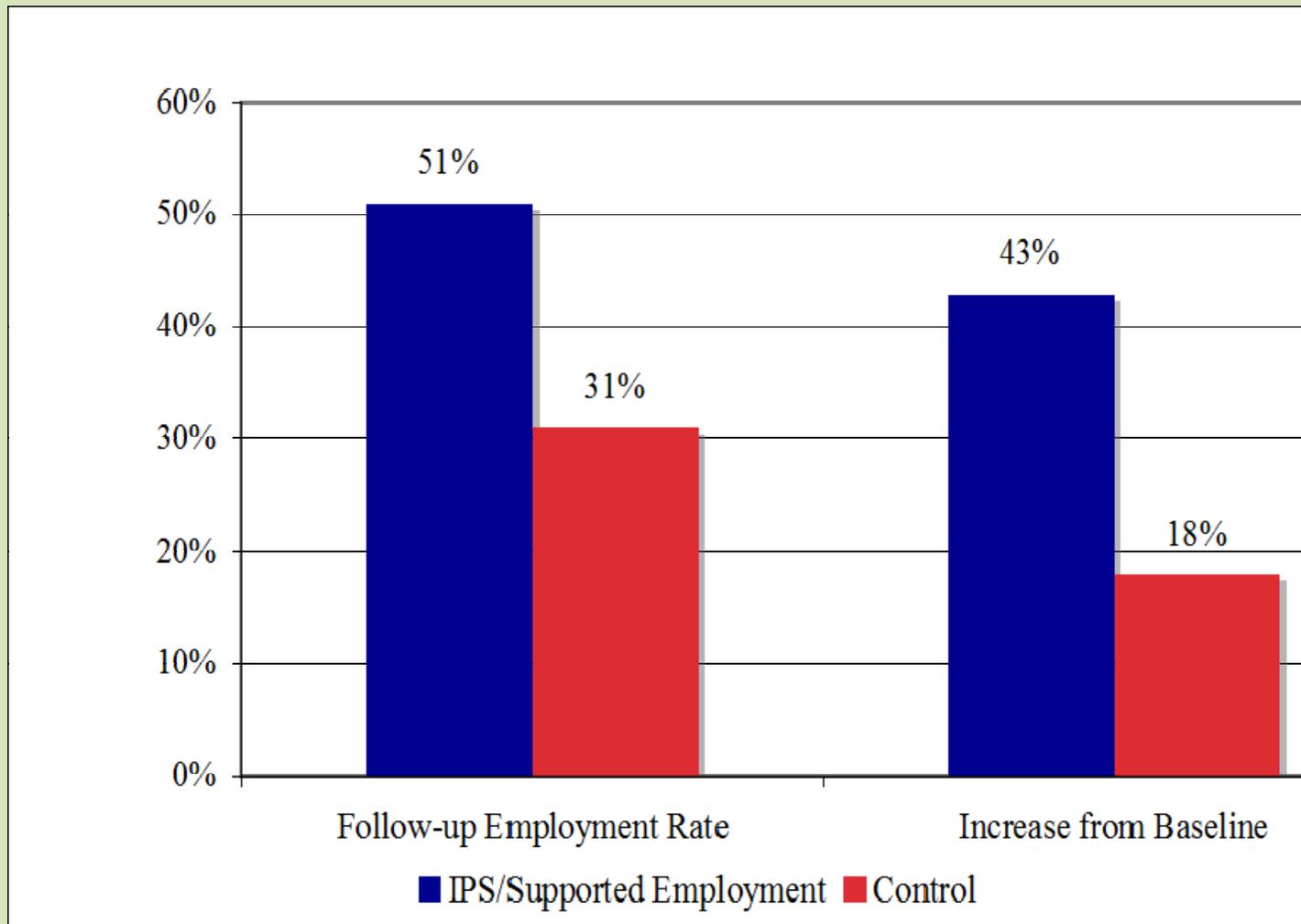
- Ramsay et al. (2011) survey of young adults experiencing early psychosis
 - *78% reported “wanting assistance from mental health professionals in finding a job”*



Controlled Studies of IPS for Youth with FEP

| Primary Author | Year of Pub | Loc. | Sample Size | Age Group | Follow-up Period (Mos) | % Competitive Employ During Follow-up | Increase from Baseline |
|-----------------------|--------------------|-------------|--------------------|------------------|-------------------------------|--|-------------------------------|
| Major | 2009 | UK | SE: 44 Ctl: 70 | 17-35 | 12 | SE: 36% Ctl: 19% | SE: 22% Ctl: 5% |
| Killackey | 2008 | AU | IPS: 20 Ctl: 21 | 15-25 | 6 | IPS: 65% Ctl: 10% | IPS: 60% Ctl: 0% |
| Killackey | 2012 | AU | IPS: 59 Ctl: 68 | Mean age: 20.2 | 6 | IPS: 72% Ctl: 48% | IPS: 50% Ctl: 37% |
| Nuechterlein | 2012 | US | IPS: 46 Ctl: 23 | 18-45 | 18 | IPS: 69% Ctl: 33% | IPS: 45% Ctl: 16% |

Mean Over All IPS/SE Evaluations of FEP



Baltimore study

- majority recently homeless**
- 27% vs. 7% employment**

Washington, DC study

- majority recently homeless**
- 71% vs. 9% employment**

Combined NH, DC, CT, and IN studies

- over 20% recently homeless**
- homelessness did not affect outcomes**

IPS Is Effective in a Wide Variety of Target Populations

- **PTSD diagnosis**
- **Mental illness + substance use**
- **Older adults**
- **First episode of psychosis**
- **Homeless**
- **Criminal justice history**
- **Disability beneficiaries**
- **African American**
- **Hispanic**

State Level Performance Measures

| Measure | Mean (Range) for 13 states | | Bench- mark | # States Meeting Bench- mark |
|--------------------------------------|---------------------------------------|------------|------------------------|---|
| 2-Year Sustainment Rate | 96% | (82%-100%) | 90% | 10 (77%) |
| IPS Site Expansion Rate | 18% | (-6%-133%) | >0% | 7 (54%) |
| Mean IPS Fidelity | 106 | (94-112) | 100 | 10 (77%) |
| Mean Quarterly Employment | 43% | (32%-52%) | 41% | 9 (69%) |

For More Information

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