

Individual Placement and Support (IPS) Core Principles

- 1. Focus on Competitive Employment:** *Agencies providing IPS services are committed to competitive employment as an attainable goal for people with serious mental illness seeking employment.*
- 2. Eligibility Based on Client Choice:** *People are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.*
- 3. Integration of Rehabilitation and Mental Health Services:** *IPS programs are closely integrated with mental health treatment teams.*
- 4. Attention to Worker Preferences:** *Services are based on each person's preferences and choices, rather than providers' judgments.*
- 5. Personalized Benefits Counseling:** *Employment specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government entitlements.*
- 6. Rapid Job Search:** *IPS programs use a rapid job search approach to help job seekers obtain jobs directly, rather than providing lengthy pre-employment assessment, training, and counseling.*
- 7. Systematic Job Development:** *Employment specialists systematically visit employers, who are selected based on job seeker preferences, to learn about their business needs and hiring preferences.*
- 8. Time-Unlimited and Individualized Support:** *Job supports are individualized and continue for as long as each worker wants and needs the support.*