

INDIVIDUAL PLACEMENT and SUPPORT (IPS)

Improving Lives Through Work

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OVERVIEW of IPS

- Principles and practice
- Research findings
- Lessons learned

Definition of Supported Employment

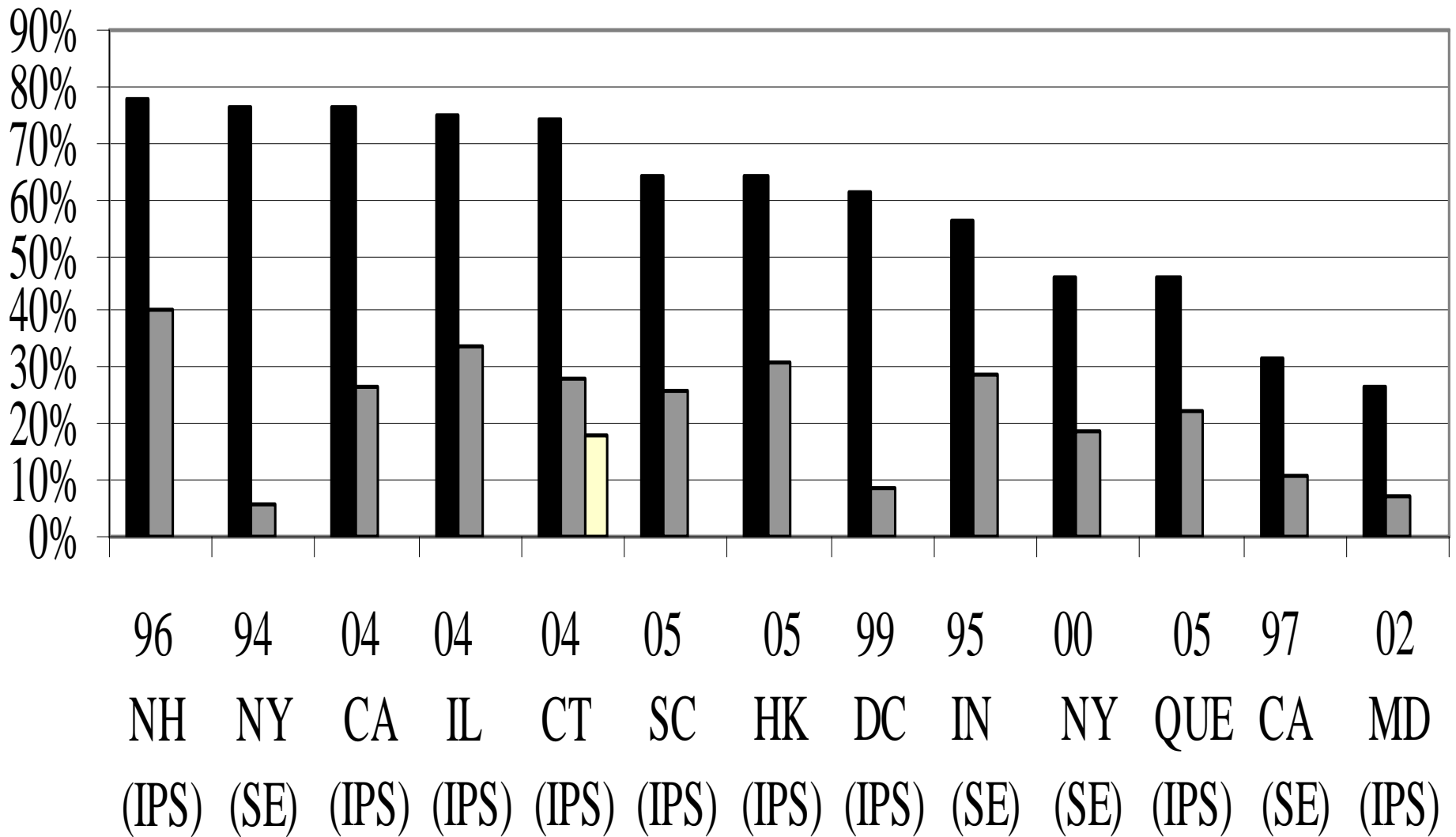
- **Mainstream job in community**
- **Pays at least minimum wage**
- **Work setting includes people who don't have a disability**
- **Service agency provides ongoing support**
- **Intended for people with most severe disabilities**

Evidence-Based Principles

- Eligibility is based on consumer choice
- Personalized benefits planning is provided
- Supported employment is integrated with treatment
- Competitive employment is the goal
- Job search starts soon after a consumer expresses interest in working
- Follow-along supports are continuous
- Consumer preferences are important

Primary Evidence for Supported Employment

- **5 day treatment conversion studies**
- **13 completed randomized controlled trials**
- **3 correlational studies of work and program implementation**



Conclusions: Randomized Controlled Trials of Supported Employment

- **In 13 of 13 studies, SE had significantly better competitive employment outcomes than controls**
- **Mean across studies of consumers working competitively at some time:**
 - **60% for supported employment**
 - **22% for controls**

Long-Term Follow Up

- 3 supported employment research studies - 8-12 years
- Similar findings
 - Most worked for pay
 - Current jobs were mostly competitive
 - People held multiple jobs over time

Implementation Studies

- **National Evidence-Based Practices Project**
- **Johnson & Johnson - Dartmouth Community Mental Health Program**

Lessons Learned

- **Recovery-oriented environment**
- **Changing voc program vs. new voc**
- **Quality improvement team**
- **Eliminate words: motivation, compliance, work readiness**

- **Recognize strengths rather disabilities**
- **Prepare to talk with employers**
- **Not everyone can be an employment specialist**
- **Role of agency's employment supervisor**

- **Track outcomes**
- **Outcomes-based supervision**
- **Publicize agency outcomes**
- **Fidelity counts**
- **Peer/staff meetings across agencies (supervisors, employment specialists)**

- **Partner with clients for training and education**
- **Educate with news articles, public radio, agency newsletters, information sheets, videos**
- **Work is everybody's business**

Resources

- **Dartmouth Vocational
Publication List**
- **karendunn@dartmouth.edu**
- **603-448-0263**

More Resources

- *A Working Life for People With Severe Mental Illness-*
Becker and Drake, Oxford University Press, 2003
- Supported employment resource kit
Mentalhealth.samhsa.gov

Summary

- People with severe mental illness can work in competitive employment
- Programs following evidence-based principles of IPS-supported employment have better outcomes
- Programs must address implementation factors to be successful