

Individual Placement and Support (IPS): The Evidence-Based Practice for Supported Employment

Karen Broadway-Wilson
Paul Margolies

NYC CoC Public Meeting
January 26, 2023



1

Agenda

- Why is work important to many individual's diagnosed with serious mental illness?
- What is IPS? Principles and practices
- IPS services in NYC



2

Question

What percentage of people diagnosed with a serious mental illness say they want to work?



3

Answer

60 – 70%

Drake (1999), Mueser (2001)



4

Question

What percentage of people diagnosed with a serious mental illness are currently working?



5

Answer

<15%

Bond & Becker (2001)



6

Question

Does working create so much stress that it typically leads to an increase in symptoms and other problems?



7

Answer

No

Becker & Drake (2003)



8

Question

Should people who have been diagnosed with a serious mental illness and who are actively using/abusing substances wait until they are no longer using before considering work?



9

Answer

No

Becker & Drake (2003)



10

Question

Are vocational services best provided by agencies that do not offer other services, so that they can fully concentrate on helping people find work?



11

Answer

No

Becker & Drake (2003)



12

Question

Should people who are receiving benefits consider work?



13

Answer

Yes

Becker & Drake (2003)



14

Do you believe that working in regular community jobs with people who don't have a severe mental illness enhances people's lives, promotes wellness, and reduces stigma?



15

YES



16

Why do people work?



17

Are these motivations any different for people diagnosed with serious mental illness?



18

Evolution of Vocational Rehabilitation

What approaches to vocational rehabilitation have been offered to people diagnosed with serious mental illness over the years?

What has been their track record?



19

What is Supported Employment?

- Supported Employment helps people diagnosed with mental illnesses find and keep meaningful jobs in the community.
- These jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled.

SAMHSA Supported Employment Tool Kit



20

Individual Placement and Support (IPS)

- Developed three decades ago by Drake, Becker and colleagues at Dartmouth
- The evidence-based supported employment practice
- Research evidence – 28 randomized controlled trials have shown a significant advantage for IPS: average competitive employment rate of 55% vs 25% for controls
- Practice evidence: IPS international learning community reported 46.4% employed in third quarter 2022



21

Individual Placement and Support Principles

- Competitive employment is the goal
- Eligibility is based on consumer choice – zero exclusion
- Consumer preferences are important
- Supported employment is integrated with treatment
- Personalized benefits counseling is provided
- Employment staff develop relationships with employers based upon consumers' job preferences
- Rapid job search -- starts soon after a consumer expresses interest in working
- Follow-along supports



22

Individual Placement and Support Practitioner Skills

- Engagement
- Assessment: Career / Vocational profile
- Employment planning
- Benefits counseling
- Job development
- Working with ACCES-VR
- Follow-along supports



23

Finding IPS in NYC

- Personalized Recovery Oriented Services (PROS) programs (<https://omh.ny.gov/omhweb/pros/>)
- Some state facility clinics
- Assisted Competitive Employment (ACE) programs funded by NYC DOHMH



24

Questions?



25

THANK YOU



26