
STATE OF IOWA DEPARTMENT OF

Health AND **Human**

SERVICES

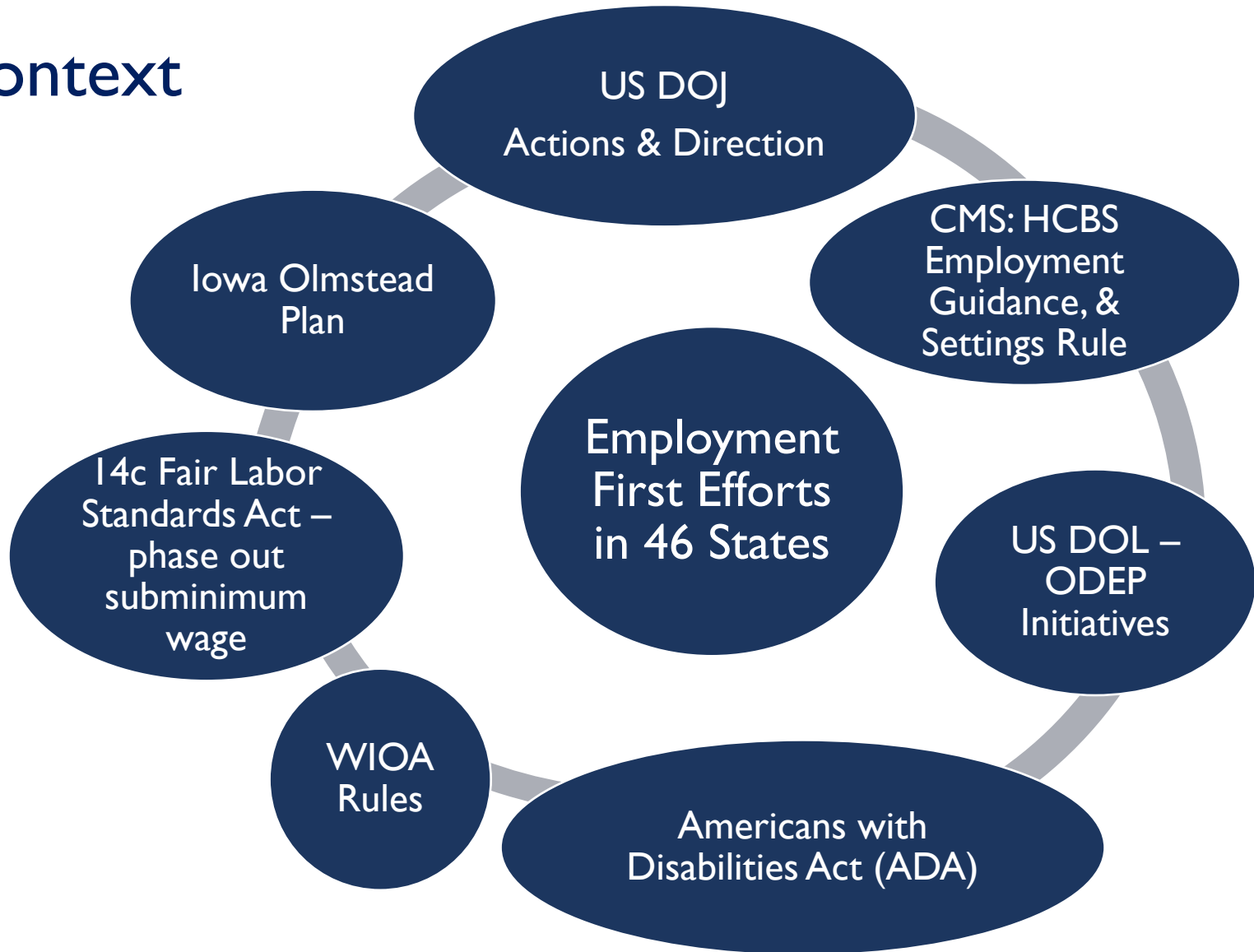
Individual Placement and Support (IPS): Evidence Based Practice Supported Employment Model

Update to the MHDS Commission
August 17, 2023

Outline

- Employment First Context
- What is ASPIRE?
- What is Individual Placement and Support (IPS)?
- Where is IPS available in Iowa today?
- IPS Outcomes
- IPS Key Partnerships
- An IPS Success Story
- Questions?
- Contacts
- Thank you!

Context



Key Concepts

Integration

Community Inclusion

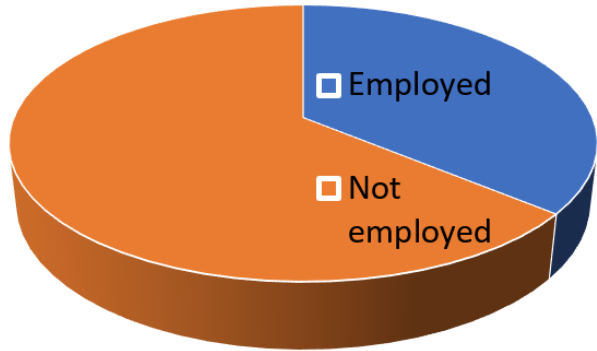
Person centered planning

Informed Choice

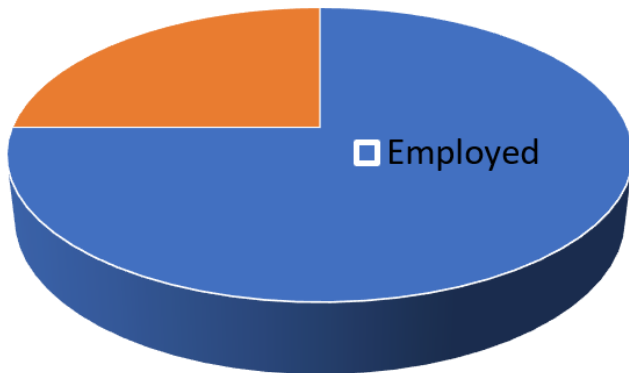
Expectations

Employment Inequities

Americans with Disabilities



All Americans



40%

**People aged 11-64
with disabilities**
employed or seeking
employment

78%

**People aged 16-64
without disabilities**
employed or
seeking employment

When people work they experience...

■ Work Outcomes:

- Something to do, build a Career, use your Talents
- Income, benefits, potential to get out of poverty

■ Quality of Life Outcomes / Social Determinants of Health:

- Self esteem
- Community integration, make friends
- Contribute to your community
- Symptom control
- Decreased hospitalization

What is ASPIRE 2.0?

- **Advancing State Policy Integration for Recovery and Employment** from US Dept of Labor, Office of Disability Employment Policy (ODEP)
- **Goal:** Promote competitive integrated employment through the EBP of Individual Placement and Support (IPS)
- FL, IN, **IA**, LA, MT, NY and VA get technical assistance and training from the nation's leading IPS experts, Jan 2023 -- Sep 2024
- **Target populations:**
 - Adults with serious mental illness
 - may have multi-occurring MI and SUD
 - or complex needs
 - Ideally eligible for IVRS and Medicaid-Habilitation program services
 - Outreach to underserved communities, to impact health disparities

Accomplishments through ASPIRE 1.0 & 2.0

- Solved for sustainable IPS funding in 3 realms: team startup, services (billables), training-TA-fidelity reviews
- Strengthened integration among Key Partners
- Increased Iowa sites delivering IPS from 2 to 8
- Increased personnel trained in and delivering IPS
- Hired our 1st and 2nd IPS Trainer/ Fidelity Reviewers
- Conducted Baseline and Annual Fidelity Reviews of all sites
- Iowa is training a cadre of IPS Fidelity Reviewers

What is Individual Placement and Support (IPS)?

“IPS is a highly successful, evidenced-based model of supported employment that promotes a ‘recovery through work’ philosophy whereby individuals ... achieve competitive, integrated employment when assisted with ongoing support services.” – The IPS Employment Center

- IPS uses a holistic **team** approach
- An IPS teams’ effectiveness is measured by a 25-item Fidelity Scale, by trained reviewers
- Primarily used with adults with SMI
- Goes well with CMHC’s ACT or FEP programs

8 Practice Principles of IPS

Zero
Exclusion

Integration
of
employment
and mental
health teams

Rapid
engagement
& job
search

Individual
preferences
are honored

8 Practice Principles of IPS (continued)



Targeted job
development

Competitive
employment
is the goal

Proactive
benefits
counseling

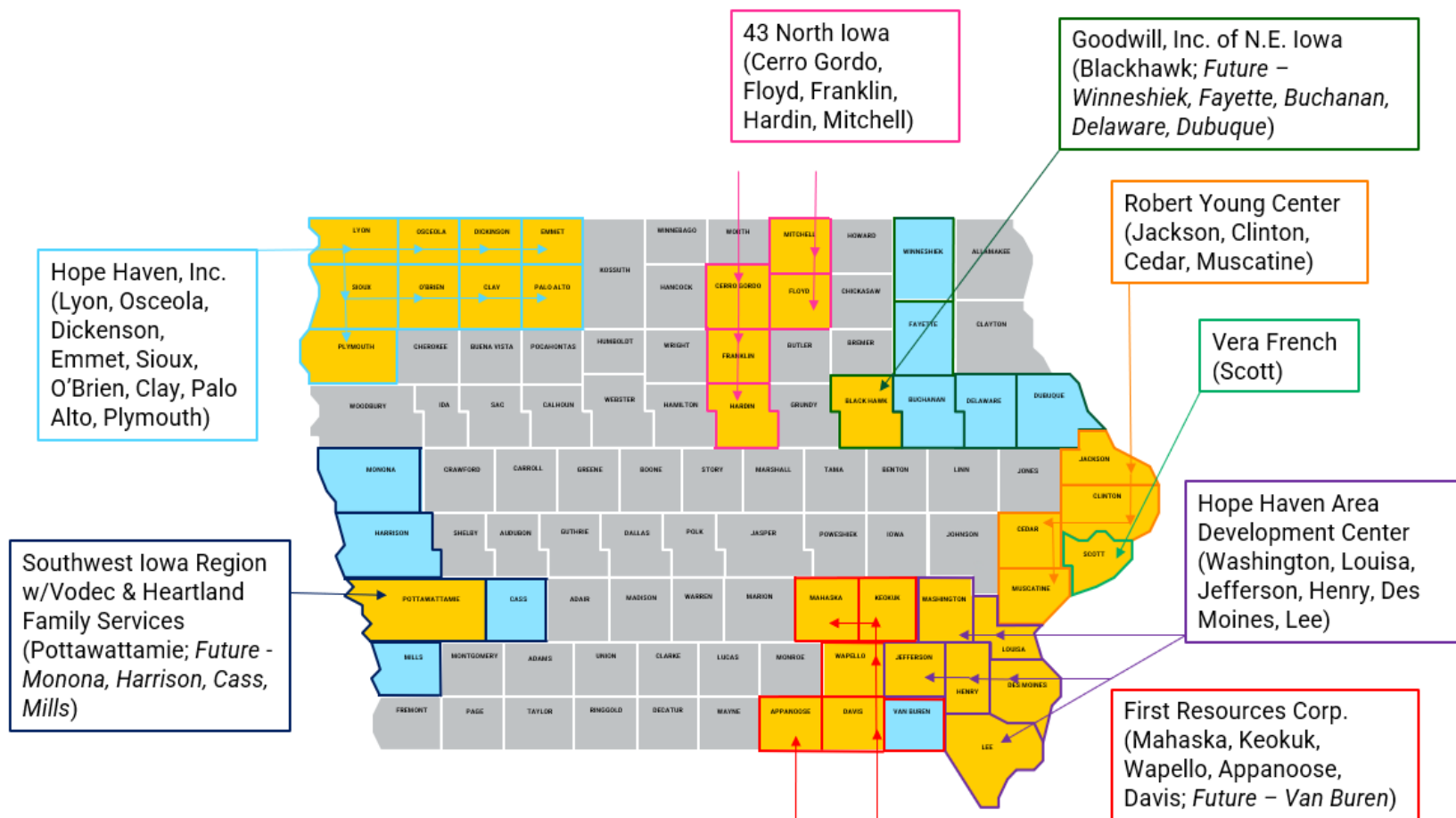
Individualized
long-term
supports

*“Nothing that I have studied has the same kind of impact on people that employment does. Medication, case management, and psychotherapies tend to produce a small impact on people’s overall adjustment. **But the differences are often striking and dramatic with employment**”.*

-Robert Drake, M.D., IPS Employment Center
Founder, Dartmouth Medical School



Where is IPS available in Iowa today?



IPS Site Outcomes 2nd Calendar Quarter

- 202 people served
- 47 new enrollees
- 84 people working
- 33 new job starts
- 41.5% employment rate
- Average 25 hours/week worked
- Average \$14/hour pay



Key Partnerships

- HHS, Voc Rehab, University of Iowa Center of Excellence in Behavioral Health (CEBH)
- Local MHDS Regions
- CMHCs, CCBHCs, Other mental health
- IHHs, Case managers, Care coordinators
- Agencies enrolled for both Voc Rehab and Medicaid funding of SE
- Peers, Families, Allies, Advocates

An IPS Success Story



CEBH

Evidence Based Practices in Behavioral Health Summit

- Put on by University of Iowa Center of Excellence in Behavioral Health (CEBH)
- Friday September 29, 2023, 9:00 a.m. – 4:00 p.m. CST
- Hilton Garden Inn, Des Moines IA
- 4.5 CEU/CEH awarded
- Register at <https://EBPSummit.rsvpify.com>
- Contact iowa-cebh@uiowa.edu

Questions?

Contact

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More Contacts

Individual Placement and Support

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Thank You!