Individual Placement Support (IPS)
Supported Employment and Education

REQUEST FOR INTEREST (RFI)
Presenter

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Director, California Institute for Behavioral Health Solutions
About this Session

REVIEW OF THE CIBHS RFI

BRIEF OVERVIEW OF IPS

RFI SUBMISSION
WHY FOCUS ON EMPLOYMENT?

- Having a job means financial independence, sense of purpose, and being a part of society.
- For people with mental illness, employment is seen by many as an essential part of their recovery.
- Unemployment causes mental health problems.
- Steady workers have reduced health treatment and public benefit costs.
- Less than 10% of consumers in CA work, but 60-70% express interest in working.
- Work is a typical role for adults.
Employment is a Social Determinant of Health

Providing more access to employment for people with disabilities is a social justice activity.

With greater participation in the workforce and decreased poverty, people’s mental and physical health improves.

Treatment beyond just therapy/meds:

- Economic stability and financial wellness
- A way out of homelessness and poverty
- Finding new hobbies and interests
- Stable housing
- Consistent healthcare
- Self-determination
IPS in California

IPS is an evidence-based approach to employment and education for people with mental illnesses and substance abuse disorders.

CBHDA Statewide IPS survey conducted in January 2019 revealed:

- 65% of 37 counties responding to the survey were in some phase of developing IPS services ranging from early implementation to active service provision.
- 18 counties expressed interest and/or were actively exploring IPS implementation.
- 6 counties had started implementing IPS and had been providing IPS services for a period of time.
Implementation Support of Individual Placement and Support (IPS) Supported Employment.

CIBHS will provide start-up technical assistance to four sites, including:

- A 2-day in-person training to provide comprehensive IPS orientation, and a detailed focus on trainings for employment services staff.
- Up to three coaching calls
- A 1-day wrap up, in-person visit, focusing on guidance for future IPS work.
Agency must be a California public behavioral health county or city provider of specialty mental health services.

Agency must commit to hiring two full-time equivalent (2.0 FTE) employment specialist (ES) staff who will carry a caseload of no more than 20 clients each and will only provide employment services.

Agency must commit to having one half time equivalent (.5 FTE) supervisor to provide weekly supervision to ES staff.

Agency must be willing to have ES staff integrated on no more than two (2) mental health teams. ES staff must participate in weekly mental health treatment team meetings.

Agency must agree to the following training and technical assistance activities:

- Agency executive leadership and program staff must commit to a two-day IPS kickoff meeting and training.
- IPS supervisor and ES staff participate in on-site visits and coaching calls.
- Agency executive and program staff must commit to a one-day IPS wrap up project summary and sustainability planning meeting.

Selected programs must be committed to long-term implementation of IPS services including IPS fidelity reviews every six months until program reaches good fidelity then yearly thereafter.

Agency leadership will pursue collaborative opportunities with the State Department of Rehabilitation (DOR)
WHY IPS?

Individual Placement and Support (IPS) works the best for getting people with SMI to work. People are almost 2-3 times more likely to get a job.

Also shown effective for other groups like:

- TANF/CalWorks
- Substance Use challenges
- PTSD
- Spinal cord injuries
- Older adults
- People who are homeless
- People with criminal justice involvement
- Young adults
- Veterans
# 8 Practice Principles of IPS

<table>
<thead>
<tr>
<th>1. Competitive Employment:</th>
<th>• Agencies providing IPS services are committed to competitive employment as an attainable goal for people with behavioral health conditions seeking employment. Mainstream education and specialized training may enhance career paths.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Eligibility Based on Client Choice:</td>
<td>• People are not excluded based on readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.</td>
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<tr>
<td>3. Integration of Rehabilitation and Mental Health Services:</td>
<td>• IPS programs are closely integrated with mental health treatment teams.</td>
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<tr>
<td>4. Attention to Worker Preferences:</td>
<td>• Services are based on each person’s preferences and choices, rather than providers’ judgments.</td>
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## 8 Practice Principles of IPS

<table>
<thead>
<tr>
<th>Principle</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>5. Personalized Benefits Counseling:</strong></td>
<td>Employment specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government entitlements.</td>
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<tr>
<td><strong>6. Rapid Job Search:</strong></td>
<td>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. If further education is part of their plan, IPS specialists assist in these activities as needed.</td>
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<tr>
<td><strong>7. Systematic Job Development:</strong></td>
<td>Employment specialists systematically visit employers, who are selected based on job seeker preferences, to learn about their business needs and hiring preferences.</td>
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<tr>
<td><strong>8. Time-Unlimited and Individualized Support:</strong></td>
<td>Job supports are individualized and continue for as long as each worker wants and needs the support.</td>
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IPS: Evidence-based Practice

Developed at the Dartmouth Psychiatric Research Center- research now under Westat

- IPS was first studied in a randomized controlled trial in 1996
- 25 randomized controlled trials to establish IPS as an evidence-based practice
- First funded and approved by SAMHSA; developed into the SE-EBP toolkit (currently under revision)
- Now funded under various federal grants including NIMH, NIH, CMS, and Social Security Demonstration Grant looking at MH unemployment as a major public policy issue
Outcome Findings

- Fewer hospitalizations
- Decreased homelessness
- Stable lives
- Increase in independence
- An improved sense of self worth
- Improved family atmosphere
- Improvement in social skills
- Still going after 18 months...
- Lower symptoms (particularly thought disorder),
  - Better self esteem and
  - More satisfaction with their finances
- Approximately 40% of clients who obtain a job with help from IPS become steady workers and remain competitively employed a decade later
- 2-3 times more effective than other non-IPS employment services

(Hoffmann, 2014)
5-Year Return on Investment for IPS and Traditional Voc Services

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<tr>
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<th>IPS</th>
<th>Traditional</th>
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<tbody>
<tr>
<td>OVERALL EARNINGS</td>
<td>$71,670</td>
<td>$39,690</td>
</tr>
<tr>
<td>VOCATIONAL SERVICES</td>
<td>$86,580</td>
<td>$71,260</td>
</tr>
<tr>
<td>MENTAL HEALTH</td>
<td>$27,270</td>
<td>$42,900</td>
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**Return on Investment**

IPS: 53.5 | Trad: 18.2
(Hoffmann, 2014)

**IPS is cost-effective**

- Once on SSI, less than 1% of beneficiaries per year move off benefits to return to work.
- IPS is an excellent investment, with an annual cost of $6000 per client in 2012.
- Average annual savings of over $16,000 per client in mental health treatment costs for steady workers, compared to clients not working
Questions
To Apply:

1. Send a letter of Interest that details your agency’s commitment to IPS by the due date: 
   **Friday, January 31, 2020 by 5:00 pm.**

2. Fill out the response form by January 31, 2020, found here:
1. Contact Information: Name of County/City or City, Address, Director’s Name, Main Contact Name and title, Phone and Email

2. If more than one county/city is partnering on this RFI to receive start-up IPS implementation support, please provide information for the second agency.

3. Describe your plan to employ two fulltime 1.0 FTE ES staff and one half time .5 FTE IPS supervisor for this project.

4. Describe your plan to integrate IPS services onto the mental health team(s) including participation in weekly treatment team meetings.

5. Indicate your commitment to have staff attend the following training and technical assistance activities:
   - Two-day IPS kickoff workshop/meeting (agency leadership, IPS supervisor, ES staff);
   - On-site visits and coaching calls (IPS Supervisor and ES staff);
   - One-day IPS wrap up project summary and sustainability planning meeting (agency leadership, IPS supervisor, ES staff).

6. Describe your agency’s plan to conduct IPS fidelity reviews every six months and yearly thereafter once having reached good fidelity.

7. Please describe your plan to pursue collaborative opportunities with the State Department of Rehabilitation in the design of your IPS program.

All applicants are required to fill out the response form using this link: https://www.surveygizmo.com/s3/5369367/New-Survey
## Timeline

<table>
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<tr>
<th>Event Details</th>
<th>Dates</th>
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<tr>
<td>Submission Closing Date and Time</td>
<td>Friday, January 31, 2020 by 5:00 pm</td>
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<tr>
<td>Review/Evaluation Period</td>
<td>Friday, January 31 through Tuesday, February 4, 2020</td>
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<tr>
<td>Site Visits</td>
<td>Tuesday, February 11 through Friday, February 21, 2020</td>
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<td>Award Recommendation Letters Issued</td>
<td>Week of February 24</td>
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<tr>
<td>Start Date</td>
<td>March 9, 2020</td>
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<tr>
<td>End Date</td>
<td>June 30, 2020</td>
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Review Process

All proposals shall be reviewed and evaluated by the CIBHS selection committee comprised of staff from CIBHS, and other individuals that may have expertise or experience in IPS/SE.

Following the review, the selection committee shall recommend up to eight requests/sites to undergo an Agency Readiness Site Visit. The site visit will use the Agency Readiness Checklist, found here https://ipsworks.org/wp-content/uploads/2017/08/agency-readiness-checklist.pdf. During the site visit, CIBHS will assess agency readiness to launch IPS services.

Following the onsite visits, up to 4 sites will be selected to receive start up implementation support.

*Sites new to IPS/SE are preferred for this pilot project. The funding is to support agency start up and implementation efforts. Agencies that have current and ongoing IPS services should not apply.*
Resources

IPS Website: www.IPSworks.org

- Evidence for IPS: https://ipsworks.org/index.php/evidence-for-ips/
- Program Tools (Implementation Plan, Agency Readiness Checklist) as well as Criminal Background Disclosure Worksheet- https://ipsworks.org/index.php/library/

Benefits Counseling Training: Cornell online- Work Incentives Planning and Utilization For Benefit Practitioners: https://www.ytionline.org/courses
Thank You

For more information, please contact:
Kelly Bitz, Senior Project Coordinator
kbitz@cibhs.org