IPS MODEL AS APPLIED TO TAY AT-RISK OF HOMELESSNESS

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LEARNING OBJECTIVES

• Identify the main components of the Individual Placements and Supports (IPS) model.
• Discuss how the IPS model impacts the lives of young people experiencing or at risk of experiencing homelessness.
• Identify how to modify current employment services in adherence to the IPS model and its specific application to youth who are experiencing or at-risk of experiencing homelessness.
TRANSITIONAL AGE YOUTH
WHAT WAS IMPORTANT TO YOU WHEN YOU WERE 18?
TAY ARE DEVELOPING...

- Independent living skills
- Sense of identity
- Self-efficacy / self-worth
- Social bonds
HOW IS THIS DEVELOPMENT IMPACTED BY HOMELESSNESS?
HOW EMPLOYMENT CAN HELP

- Facilitate/ motivate acquisition of independent living skills
- Empower youth to feel more in control of their life, establish financial independence
- Support identity formation
- Provide space and structure to establish social bonds
- Reduce mental health symptoms through established routine, sense of meaning/worth, and external structure
IPS PRINCIPLES
HOW FAMILIAR ARE YOU WITH IPS?
IPS EFFICACY
COMPETITIVE EMPLOYMENT

• Jobs available to the general public
• Pay at least minimum wage
• Not time-constrained
SYSTEMATIC JOB DEVELOPMENT

• Relationship-building with employers conducted in person by employment specialists
• Based on client’s interests and preferences (time, location, sector, etc.)
RAPID JOB SEARCH

• First face to face employer contact within 30 days of first meeting with client
• No artificial barriers (assessments, job prep training, etc.)
INTEGRATED SERVICES

• Employment specialists work in collaboration with clients’ mental health teams (1-2 teams)
BENEFITS PLANNING

• Individualized and accessible information/counseling on how work will impact their public benefits
ZERO EXCLUSION

- Only requirement is an interest in work
- No exclusion from services based on perceived readiness, substance use, stable housing, mental health symptoms, etc.
TIME-UNLIMITED SUPPORTS

- Individualized job supports
- Continue for the length of time client wants/requires
WORKER PREFERENCES

• Job leads and pursuits based on clients’ interests / preferences
• Not based on convenience or judgments of the employment specialist
APPLICATION

CASE STUDY
IPS PILOT PROGRAM FOR TAY
PROGRAMMATIC OVERVIEW

- Ages 15-24, in SF, interested in employment
- Referred by mental health clinicians (internal and external)
- Typically low-income, impacted by trauma, varied engagement in school, often have unstable housing
- Stay open for as long as needed
- All employment specialists are licensed occupational therapists
FUNDING STREAMS

• Braided funding
  • Department of Rehabilitation (DOR)
  • Department of Children, Youth, and Families (DCYF)
• Private foundation
TYPICAL PATH IN PROGRAM

• Meet and complete career profile with client
• Job develop with them/on their behalf
• Aid in the application/interview process
• Collaborate weekly with mental health team
• Provide follow-along supports once they are employed
RESULTS OF PILOT STUDY

• 49% at least 1 job start
• Reached “good” fidelity within 2 years of implementation
• Clients employed at a variety of businesses (grocery stores, cyber security, cannabis dispensary, animal care, etc.)
• Improved self-report of independence and self-efficacy
ADDITIONAL RESEARCH ON HOMELESS TAY

• 10-month RCT (2012)
  • 85% worked in IPS vs 37.5% in control group
  • 66.7% of IPS working at follow-up vs 25% of control group (Ferguson, Xie, & Glynn, 2012)

• 20-month RCT, IPS compared with Social Enterprise Intervention (2018)
  • No statistically significant difference between group employment rates
  • Potential area for further research (Ferguson, 2018)
COMMON CONCERNS
WORK WOULD BE TOO OVERWHELMING

NO ONE WOULD HIRE THEM

JOB GOALS ARE UNREALISTIC

CLIENT ISN'T READY
FUNDING

• Advocate for the importance of using EBP to your existing funding source(s)
• Seek braided funding from a variety of sources (city, state, private)
• Establish relationships with other agencies in your local community to apply to grants together/share tips and resources
TRAINING

• Online courses through IPS Works
  • https://ipsworks.org/index.php/training-courses/
• Local IPS trainers (Alameda County)
• National trainers
  • https://ipsworks.org/index.php/consultation-services/
FIDELITY REVIEWS

• What?
  • Meticulous review of program’s adherence to the EBP
  • Every 6 months – 1 year
  • Action plan established

• Why?
  • Evidence-based roadmap to improved outcomes
  • Holds program (all stakeholders) accountable

• How?
  • Train staff in other parts of agency / swap with outside agencies
  • Pay for outside reviewers
LEARNING COMMUNITY

• Benefits
  • Assistance with implementation, training, and fidelity reviews
  • Community of support for troubleshooting problems
  • Establishes a precedent/expectation of adoption across the region

• Alameda County is a member, not California
QUESTIONS
REFERENCES


