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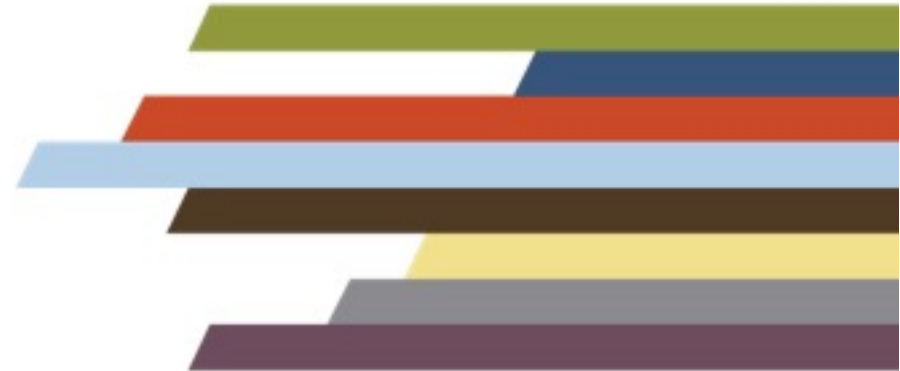
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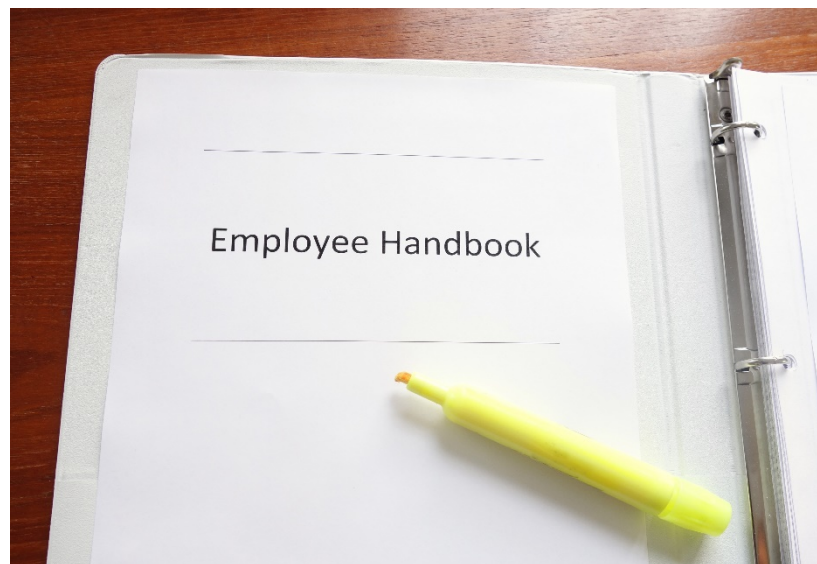
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Employment and Substance Use Disorders: The Individual Placement and Support (IPS) Model April 16, 2019

Louis Kurtz, Co-Director, Great Lakes MHTTC
Bob Meyer, TTS, STR-TA TAP J10 (IL, MN, WI)



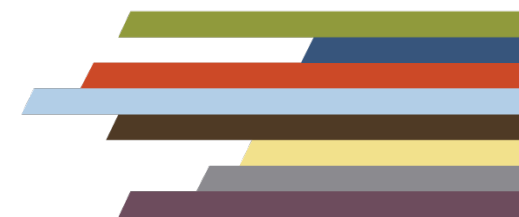
Employment As Recovery



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Individual Placement and Support (IPS) Supported Employment

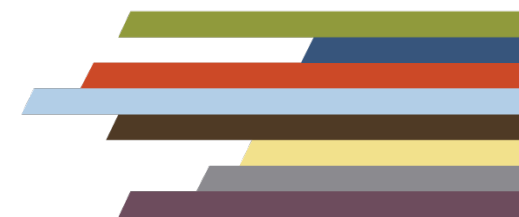
- The most researched evidence-based supported employment program
- Originally developed in New Hampshire for use in mental health treatment teams



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The IPS Model Integrates Employment into Treatment

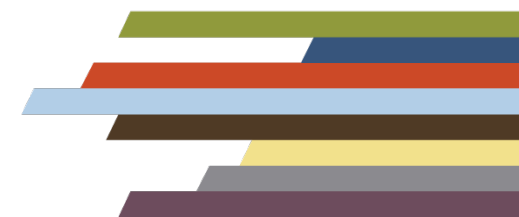
- Tested and used since the 1990's with individuals with severe and persistent mental illness
- Integrates employment into the treatment and recovery process
- The following 8 principles guide IPS services



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Competitive and Systematic Principles of IPS

- Competitive employment is the goal – “a job that anyone can apply for that pays the same as anyone else doing that job.”
- Systematic job development – employment support staff develop relationships with employers to best guide good job fit for both employer and worker.

Source (IPSWorks.org)

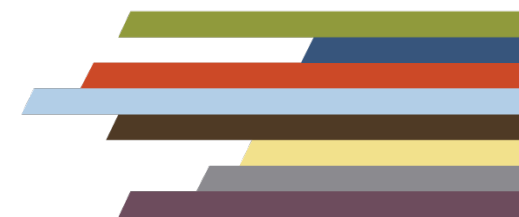


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Rapid and Integrated Principles of IPS

- Rapid job search – a principle of IPS is to begin the job search as soon as possible and avoid long waits and vocational and readiness ‘assessments’
- Services are integrated – treatment and employment supports are integrated and – hopefully – under one roof.

Source (IPSWorks.org)

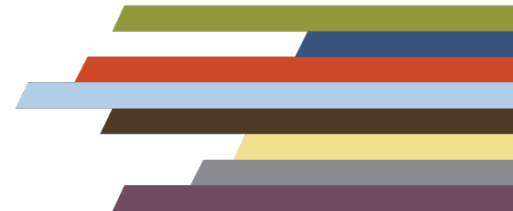


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Informed and Open to All Principles of IPS

- Benefits Planning – all workers participating in IPS services are offered individualized benefits planning to make the best decision around employment for their situation.
- Zero Exclusion – anyone who is interested can participate regardless of current use patterns, past experiences or staff impressions of “readiness.”

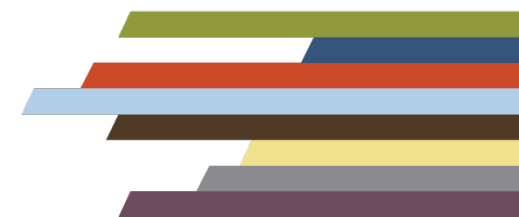
Source (IPSWorks.org)



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Supported and Person-Centered Principles of IPS

- Time-Unlimited Supports – Individualized supports are provided for workers for as long as they deem necessary.
- Consumer Choice – The potential worker’s preference for disclosure, location, type of job, number of hours and type of follow along supports.

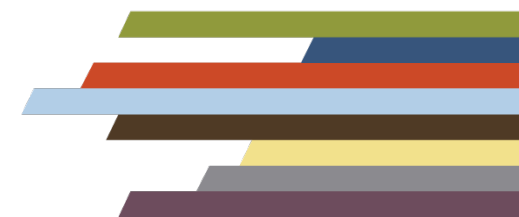
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Evidence for IPS

25 randomized controlled trials

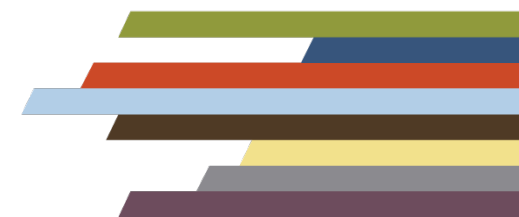
- Tested in rural, urban, and international settings
- Tested with different populations



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More Evidence for IPS

Average IPS
employment rate:

56%

Average control groups
employment rate:

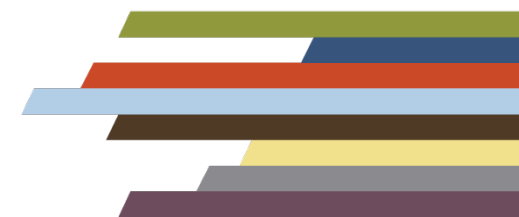
23%



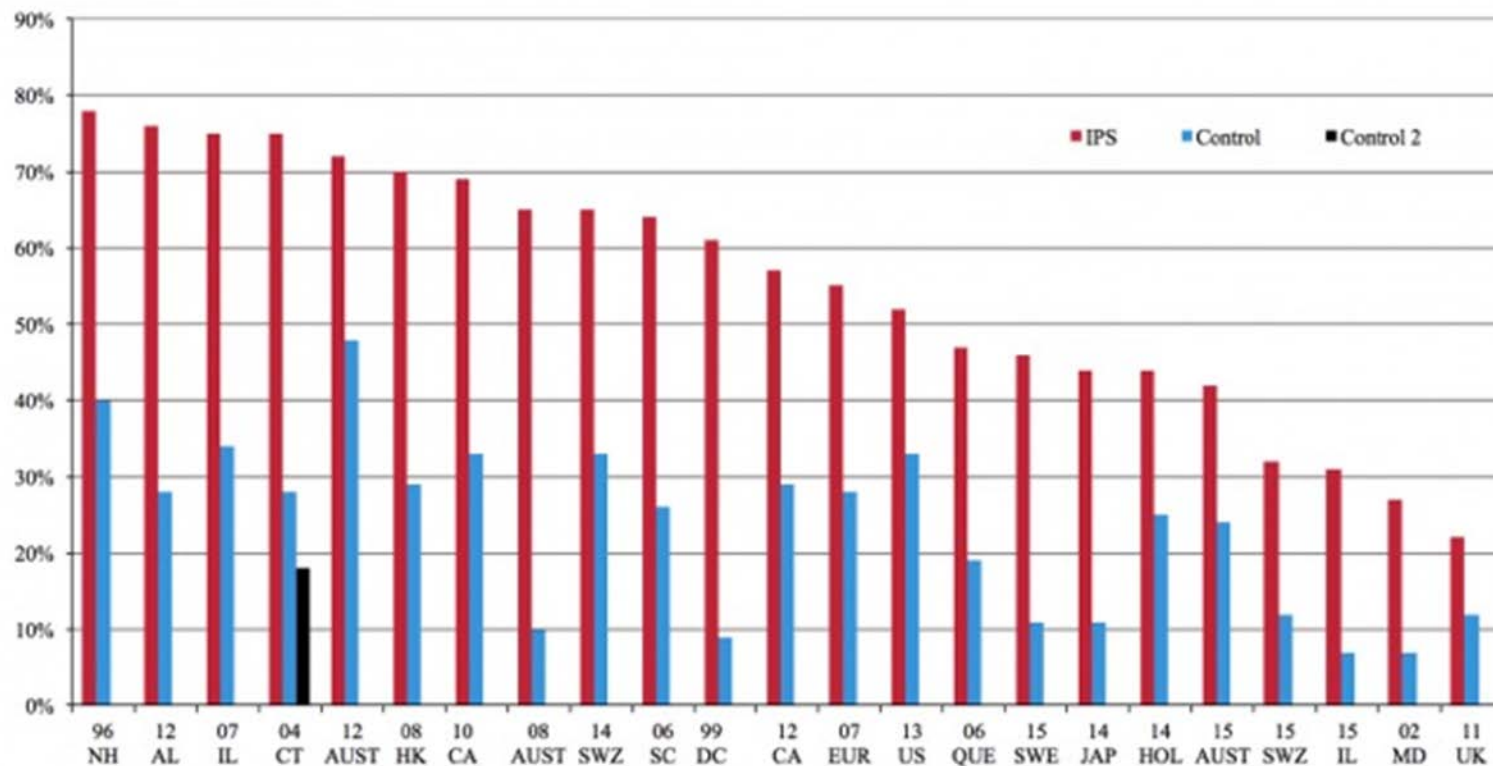
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Results of IPS Research Trials

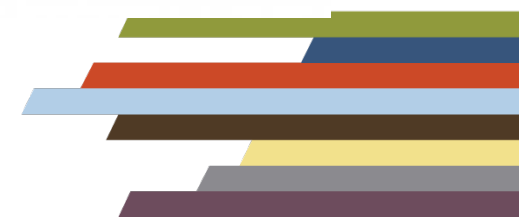


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IPS Infrastructure

- State-level partnership between behavioral health and vocational rehabilitation
- Local providers
- Training and fidelity support
- IPS SE Employment Center

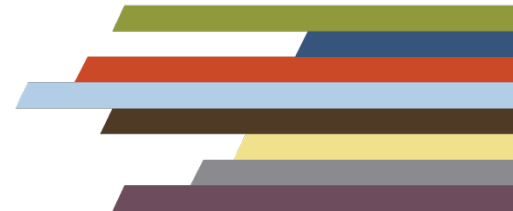


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Implementing IPS

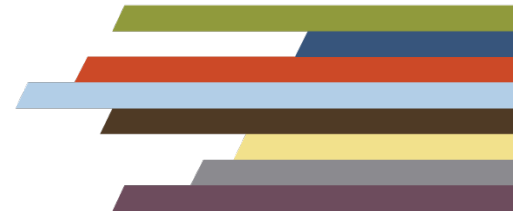
- Basic team
- Expanded team
- Steering Committee
- Internal/External quality improvement process



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Implementation Issues

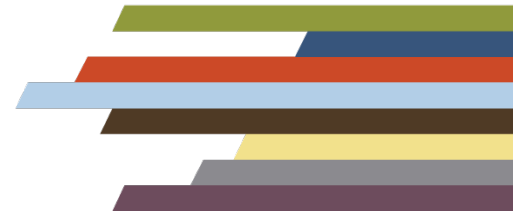
- Context is important!
- Executive level support
- Financing strategy
- Positive attitudes
- Understanding of the practice (program and agency staff)
- Implementation plan



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Implementing IPS with Traditional SUD Program: Considerations

Basic Implementation Plan Needs to Address:

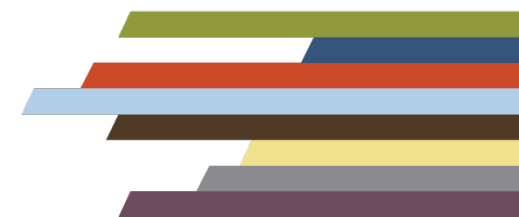
- Integration issues
- Messaging
- Long-term supports
- Attitudes, policies, and practices
- Court-mandated employment



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Financing

Business: Needs to break even

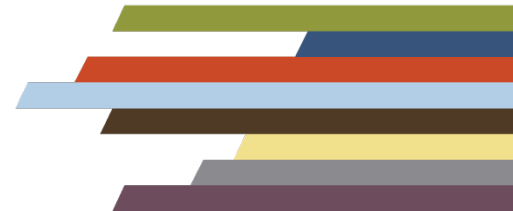
- Start with grant funding
- Vocational Rehabilitation and Medicaid
- Create a “proforma”
- What’s the bottom line?



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Case Examples-Client Level

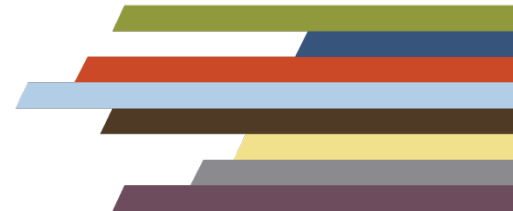
Bob examples



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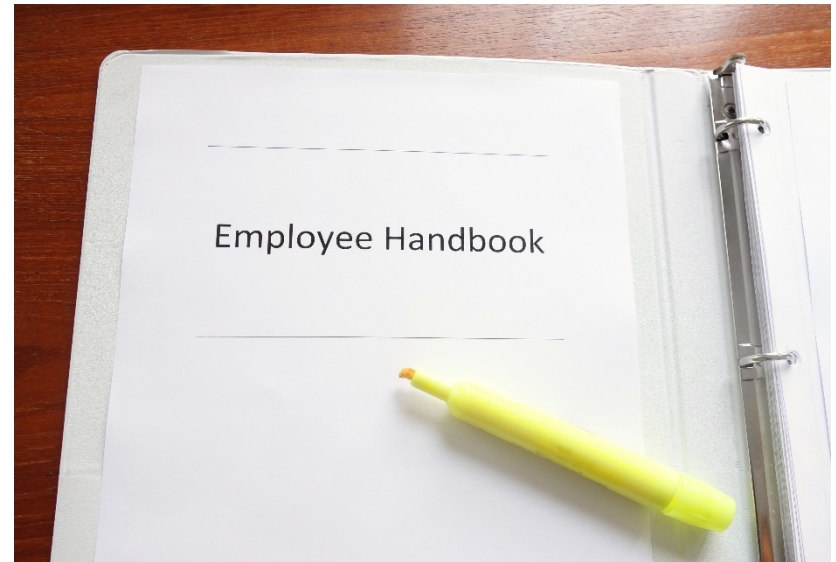
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Case Example - Program Level Transitions – Covington, KY

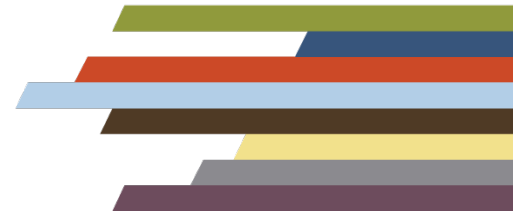
- Offering IPS since 2016
- 4.0 FTEs (3 ES, 1 Supervisor)
- Capacity for 70 clients (60 currently)
- Serve men and women in residential and housing programs



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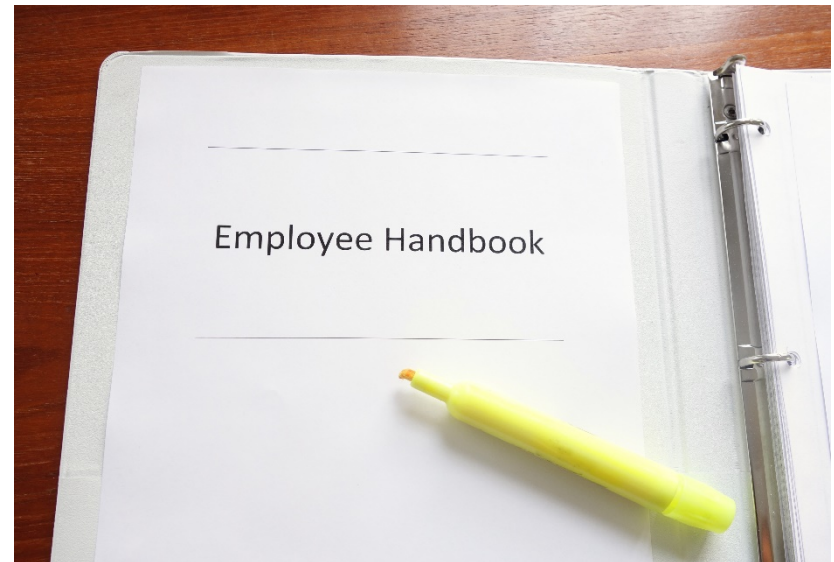
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Case Examples - Program Level Transitions – Covington, KY

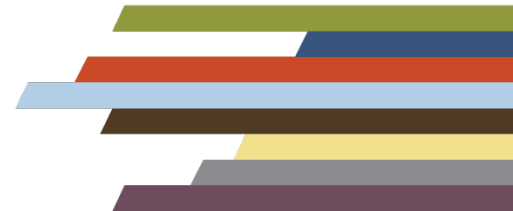
- Employment Rate: 90%
4th Quarter 2018
(excluding people in PCEP phase)
- 64% rate including PCEP
- Fidelity Score: 114
(Good Fidelity)
- QI: Focus on integration with treatment team



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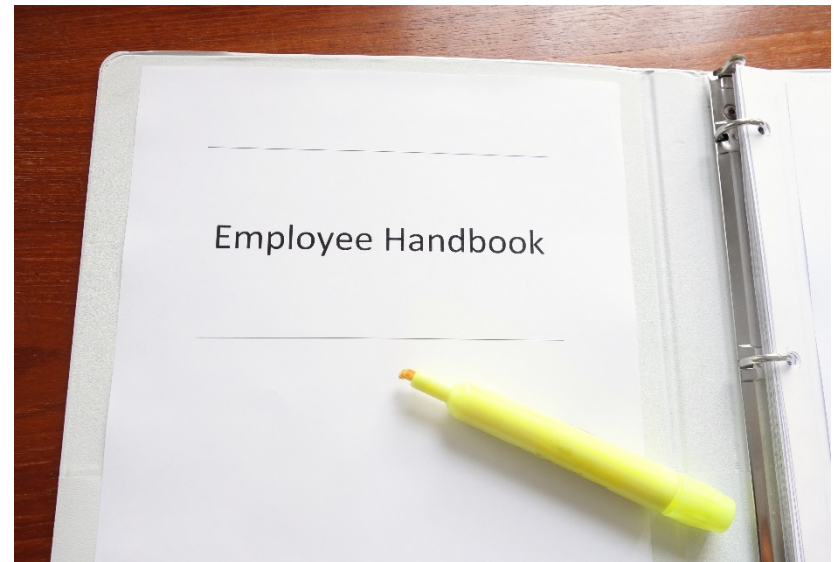
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Case Example - Program Level

Gibson Recovery Center – Cape Girardieu, MO

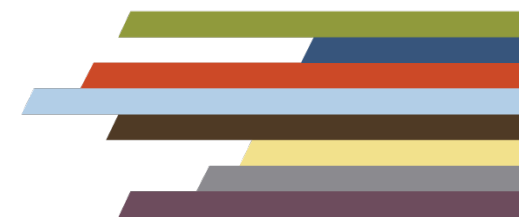
- Offering IPS since 2015
- 3.0 FTEs (2 ES, 1 Supervisor)
- Provide IPS in residential and outpatient program for men and women in recovery
- Served 130 individuals in 2018
- 53% employment rate (2018)



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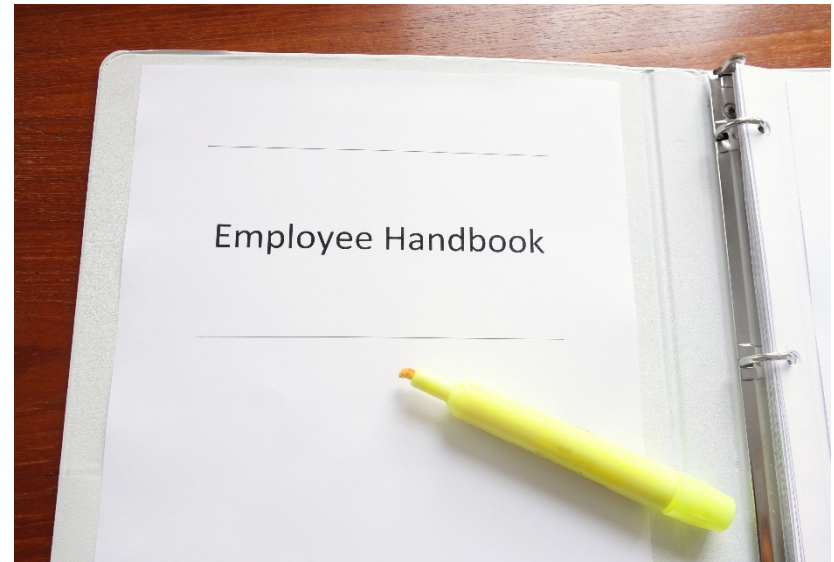
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Case Example - Program Level Gibson Recovery Center

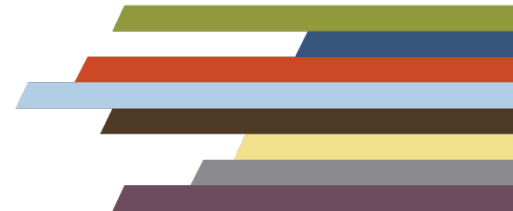
- CARF Accredited for community employment services
- Have achieved “exemplary” fidelity rating
- Major challenges: high level convictions, multiple felonies; job retention



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Resources

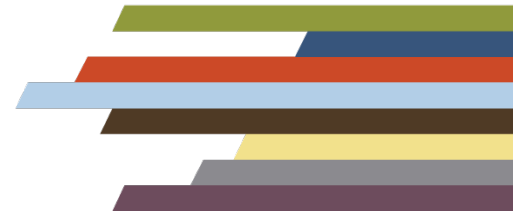
- Westat IPS Employment Center
 - <https://ipsworks.org>
- IPS Learning Community (24 states participating)
- SAMHSA Transforming Lives Through Supported Employment (SE) Program Grants



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Questions?

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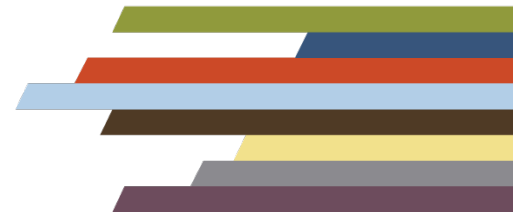
Rhmeyer1@wisc.edu



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Thank you!

- If you have any questions please contact Lou Kurtz or Bob Meyer

thank
YOU



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