



Individual Placement & Support

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Introduction



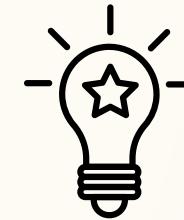
What is IPS?

- IPS (Individual Placement and Support) refers to the evidence-based practice of supported employment.
- IPS supported employment helps people living with behavioral health conditions work at regular jobs of their choosing.
- Mainstream education and technical training are included as ways to advance career paths
- IPS is based on 8 principles

Eight Guiding Principles

1. Competitive employment is the goal
2. Zero exclusion
3. Attention to clients' preferences
4. Rapid job search
5. Targeted job development
6. Integration of employment services with mental health treatment
7. Personalized benefits counseling
8. Individualized long-term support

Evidence Based Practice



Gold standard

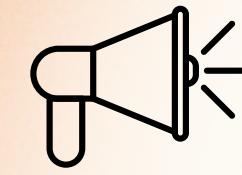
Help practitioners apply scientific evidence to their work.

Multiple research studies that have **consistently** demonstrated **superior** outcomes for IPS.



Fidelity Scales

Fidelity scale and eight guiding principles define the practice so that a program in Vancouver will look like a program in Chicago. This is important so that **both programs will achieve good outcomes.**



Results

The outcome that IPS achieves is **higher rates of competitive employment** for adults with severe mental illness.

EBP Continued

- Across the 28 studies (N=6,468), 55% of IPS participants achieved competitive employment, compared to 25% of control participants receiving other vocational services

(Brinchmann et al., 2020; Drake, Bond, Goldman, Hogan, & Karakus, 2016)
- Meta-analysis of 17 RCT found that participants of IPS services were 2.4 x more likely to be employed

(Modini, 2016)
- LT studies show $\frac{1}{2}$ of participants become steady workers, maintaining employment for 10 years longer
- RCT found aggregated costs of vocational and mental health services to be **no higher**, and sometimes significantly **lower**

"People with chronic health conditions and disabilities (including MI) have a right to participate fully in community life, including regular employment."

Why focus on work for people with serious mental illness?

- Most people with MI want to work
- Work is a key part of recovery
- Being productive is a basic human need
- In most societies it's a typical adult role
- Working can be a way out of poverty
- Working may prevent entry into disability system
- Working contributes to better health and well-being

Unemployment & MI

- Demoralization, lowered self-esteem, social isolation, depression, suicide, Substance abuse, health issues
- Huge hit to earnings (short and long term)
- Return to work increasingly difficult as time passes
- Some laid off workers never return to the labor force (esp. true for women)

(Korpi, 2001; Paul, 2009, Roelen, 2012)

- Consequences on a macro scale:
 - Applications for benefits surge
 - “The Disability Trap” & “Analysis Paralysis”

Bond et al., 2012

MacDonald-Wilson, et al., 2003

- Youth unemployment scar

Gregg et al., 2005

Competitive Employment, Zero Exclusion, Integration to MH Teams

- Benefits of work for people with MI similar to those of general population
·(Drake, 2020; Gibbons, 2019; Luciano, 2014, Wallstroem, 2021)
- Client readiness dictates service
 - Screening as predictor of who can work
(Anthony & Jansen, 1984)
- Becoming an advocate for the participant
 - Vocational Maturity
 - EPI, substance use

Client Preferences, Rapid Job Search, & Time Unlimited Support

- What does the client want?
 - Family, mental health team
 - Strengths based, history
- Employer contact within 30 days (or the pizza is on us!)
- Continuous client assessment
- SNAP Assessments
 - Referring out
 - Rejoining

**Where do we
go from here?**

Client Success Story

Dear Counsellor,

The Vancouver Film School Film Production program is one year long and covers pretty much everything involved in the film industry!

At the end of the year we will have a diploma, a demo reel (specific to our chosen specialty) and a ton of career prep! I can't tell you how thankful I am that you really got this whole thing rolling.

This feels so amazing since I have been working so hard over the last year with no real goal in sight, but it all played a role in getting me here!!!

I am beyond excited about what the next year holds, I've had so much that I've wanted to learn but really couldn't move forward on my own.

You have really been so supportive in maintaining my drive and focus for a better, fulfilling and healthy life.

Walking to the bus after class today, I had a chilling realization.

Nearly three years ago to the day, I overdosed twice in 24 hours just two blocks away. I really didn't see any way back.

Now I feel like I can make any life I want when I put the work and passion in.

Truly thank you,