

# The Individual Placement and Support Model

Evidence Based Employment  
Strategy

Cost Effective Long-Term  
Solutions to Family Self  
Sufficiency



- Originally developed through Dartmouth University in the 1980's to address the need for employment services for people with Serious Mental Illness.
- Employment as a critical part of recovery.
- Employment leads to higher self esteem, greater community involvement, reduced hospitalizations, reduced substance abuse, less need for government assistance
- Evidenced based through multiple studies throughout the world.

## Introduction to Individual Placement and Support (IPS)

## Target Populations Include:

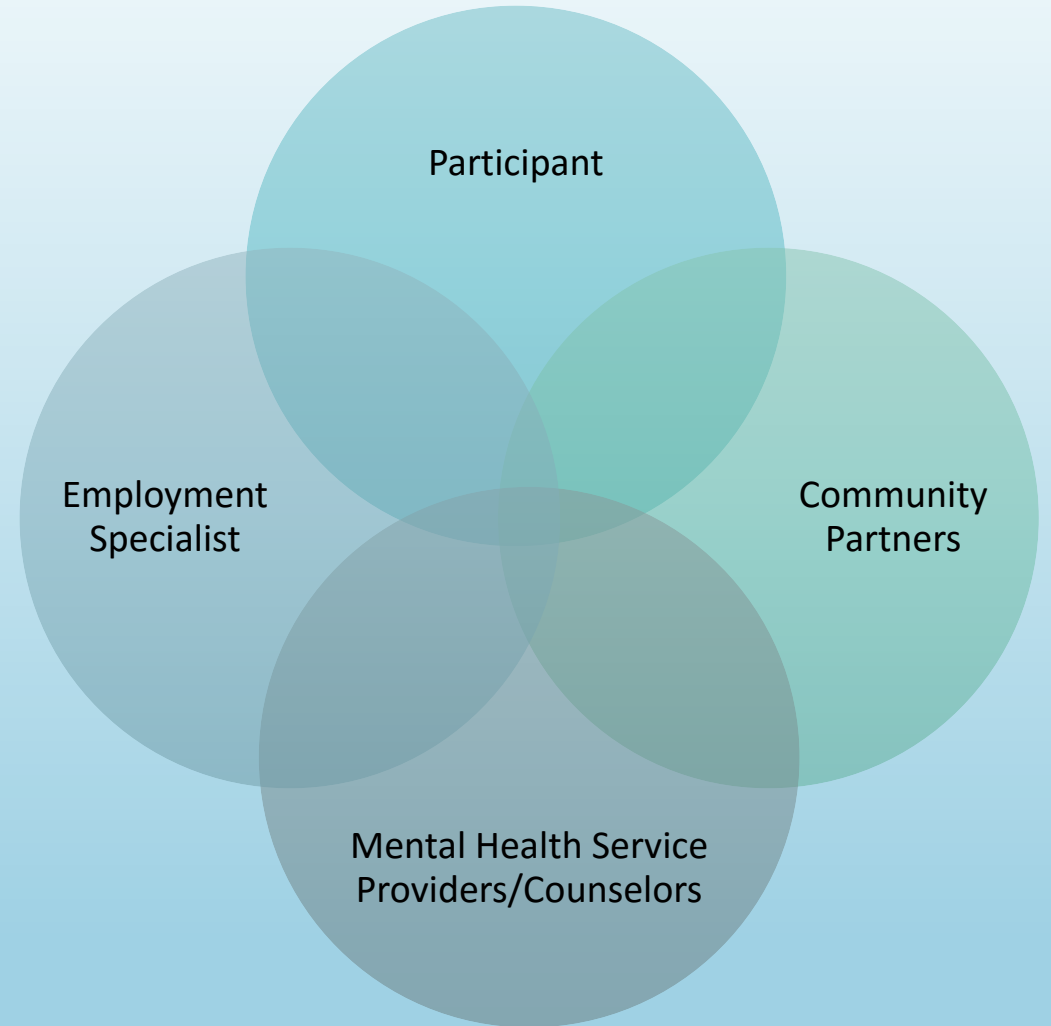
- TANF Recipients
- Substance Dependent Individuals
- Those with Mental or Physical Disabilities
- Homeless
- Veterans

Target Populations

- Zero Exclusion Criteria
- Integrated Vocational and Mental Health Teams
- Competitive Employment
- Benefits Counseling
- Rapid Job Search
- Time Unlimited Supports
- Client Preference
- Services in the Community
- All Vocational Services Provided by Employment Specialist

## 8 Key Principles in the IPS Model

- The team approach avoids duplication of services
- Example:
  - Participant works with one employment specialist for case management and job development out in the field. They also integrate services with their mental health provider and substance abuse treatment provider. This wrap around service proves to be more effective than individual services



## Wrap Around Integrated Approach

- Difference in current staffing vs. IPS Model
- Employment Specialists Role is dual in that they are case managers and job developers for the individual participant
- Services are from start to finish

## Staffing Adjustments

Custom Research Service	ECM	ES
Case Management	X	X
Job Development		X
Integrated Service Model		X
Resource Referrals	X	X
Building Employer Relationships in the Community		X
Large case loads	X	
Develop individual employment plans with client	X	X



Employment Specialists perform job development and case management for caseloads under 25 participants.

An Employment Specialist Supervisor leads the team and ensures high fidelity measures are met with weekly supervision and supervision out in the field.

Managerial and Executive team support build morale and create support necessary for the program to thrive.

Ongoing training, technical assistance and fidelity review monitoring ensure higher fidelity which in turn results in higher percentage of employment placements and retention.

## Staffing Plans and Ongoing Support

Fidelity Reviews occur from onset at least every 6 months until a good fidelity score of 95 or higher is achieved

The purpose of fidelity reviews is to monitor how closely the site is coming to fidelity measures-the closer to fidelity, the better the employment outcomes will be

Fidelity measures track the program outcomes beyond merely placements. It is a tool for staff on how to effectively gain more placements over time.

Ideally, two outside monitors should assess the site and independently score and provide feedback on how to improve in each area. As fidelity scores improve, placement and retentions increase.

## Ongoing Fidelity Review Monitoring

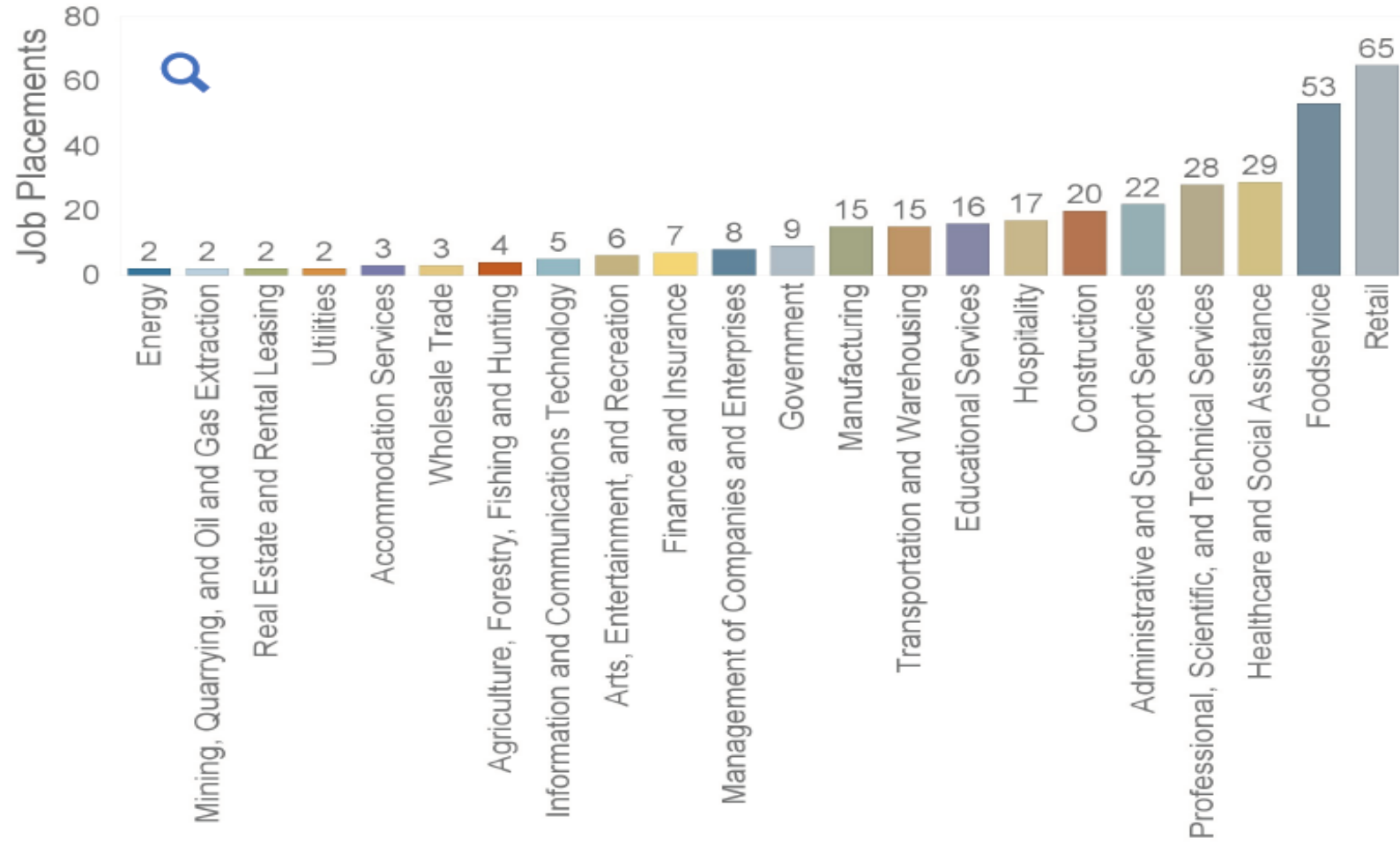


## Breaking Barriers San Diego Employment Placement Results

- 530 Total clients receiving IPS program services in Random Control Assignment Study
- 290 of those were placed in competitive employment (54%)
- 238 of those placed retained employment for 30 days (82%)
- 141 still employed after 180 days (6 months) (48%)

Individualized Placements

## 333 Job Placements



Individualized Placements

- Vicki Brannock-Director of Programs

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Contact Information