

How IPS Addresses Social Determinants and Helps People Stay Out of Crisis

Bob Drake

The IPS Employment Center

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What is IPS?

- An evidence-based model of **supported employment** for people with **serious mental health conditions**
- Helps people work at **regular jobs** of their choosing

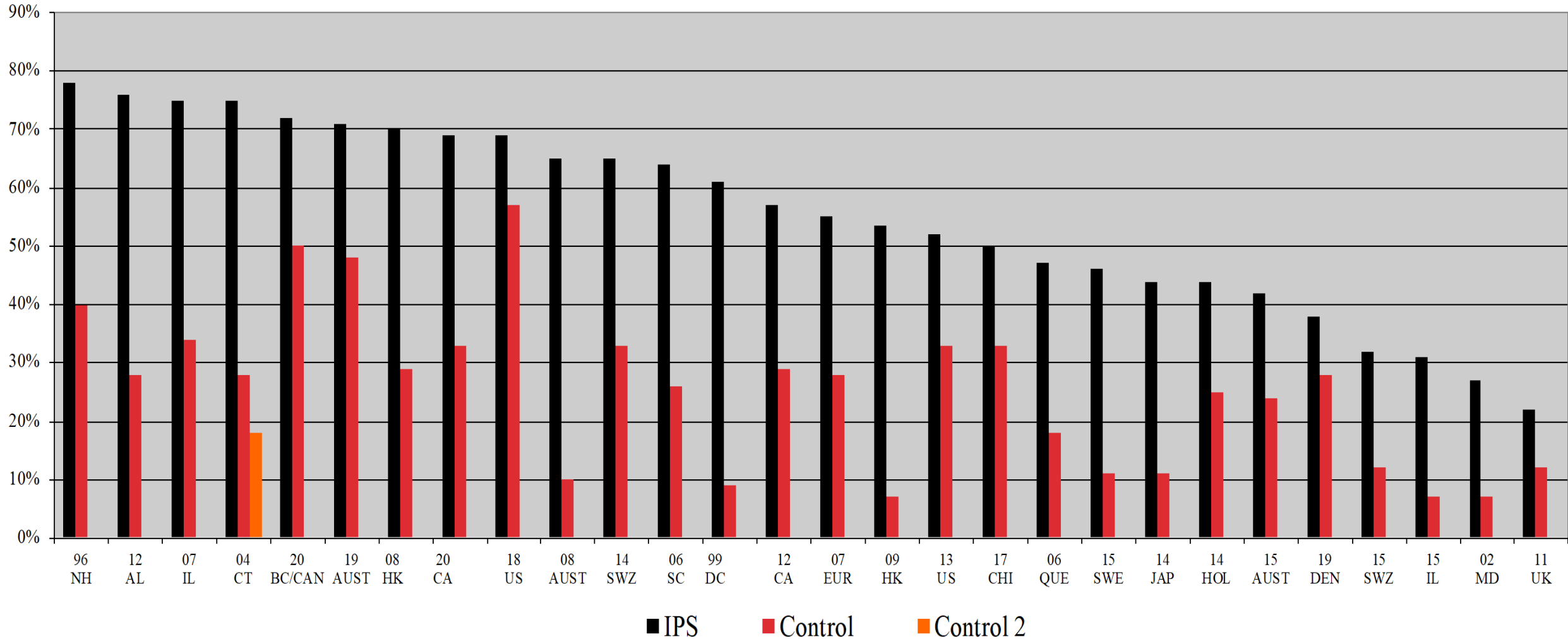
IPS Principles

- **Anyone who wants to work**
- **Competitive employment**
- **Rapid job search**
- **Targeted job development**
- **Client preferences**
- **Individualized long-term supports**
- **Integrated with treatment**
- **Benefits counseling**

Research from 28 RCTs

- **All employment outcomes improve**
 - **Job, tenure, hours, wages, satisfaction**
 - **2 or 3 times greater**
- **Other outcomes related to employment:**
 - **Income, mental health service use, self-esteem, quality of life, community integration**

Competitive Employment Rates in 28 Randomized Controlled Trials of IPS



Predictors of Employment

- **All groups do better in IPS**
- **Age, gender, race, diagnosis, symptoms, co-occurring substance disorder, homelessness, disability status, rurality, country**

New Target Conditions

- **Post-Traumatic Stress Disorder**
- **Spinal cord injury**
- **Common mental disorders**
- **Substance use disorders**
- **Temporary Assistance for Needy Families (TANF)**
- **Justice system involvement**
- **Recent immigrants**
- **Transition-age youth**
- **Health Space**
- **Autism spectrum disorder**
- **Intellectual disability**
- **Disability denials**
- **Pain syndromes**

Why is IPS effective?

- **Consumer preference design**
- **Research undergirding**
- **Foundation and government support**
- **International learning community**

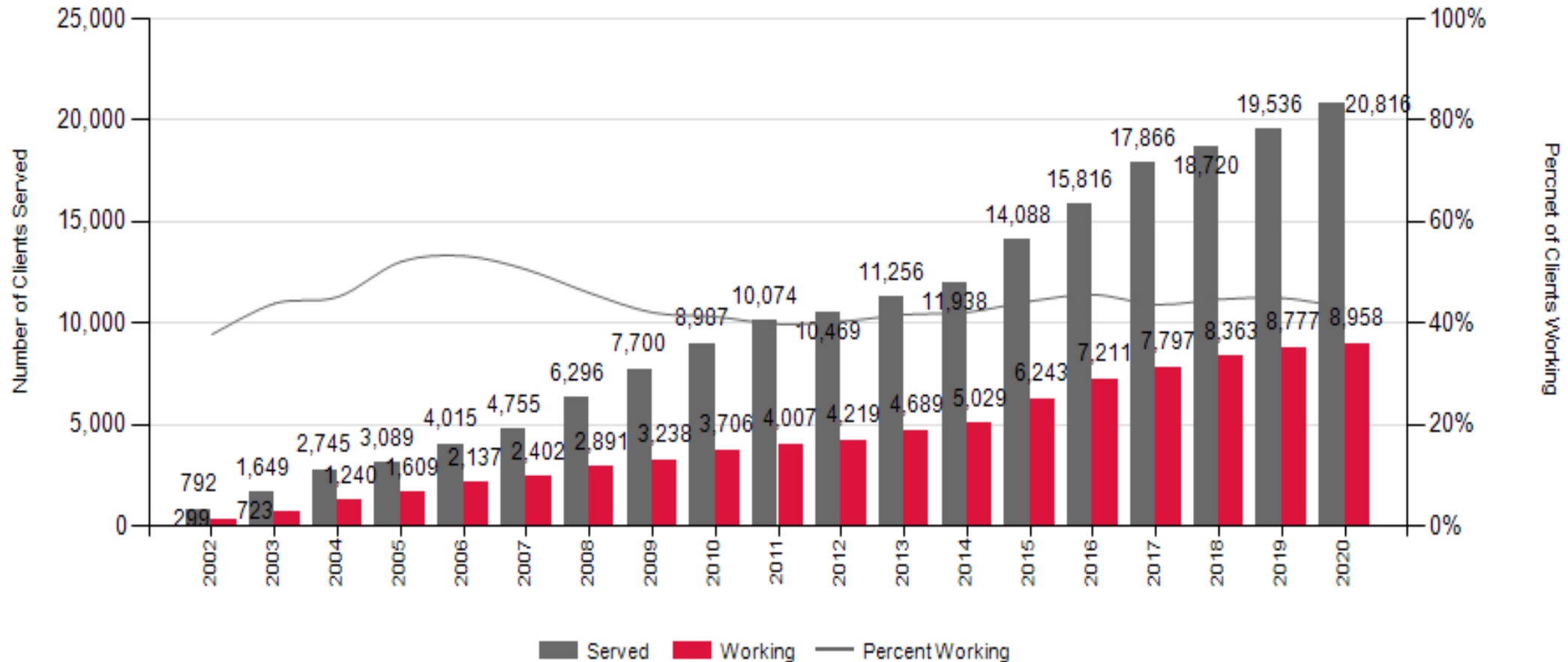
IPS Learning Community: 2000-2020

- **Mission: Increase access to IPS supported employment for people with serious mental illness**
- **3 pilot sites in 2000**
- **24 states and 6 other countries in 2019**
- **Over 400 programs in US and 100 elsewhere**
- **40,000 clients served in 2019**
- **Other collaborators: Virginia, New York, many other states, 12 additional countries**

IPS Learning Community

- **State/country leadership partners: Mental Health (MH) and Vocational Rehabilitation (VR)**
- **Two-tiered structure: leadership and training**
- **Data sharing and analysis**
- **IPS Center: education, training, technical assistance, fidelity**
- **Face-to-face meetings**
- **Research opportunities**

Clients Served and Working in the IPS Supported Employment Learning Community in the US



Data points represent annual averages for four quarterly reporting periods. Current year data represent an average of reporting periods that have occurred to date.

Quarterly employment rate for October-December 2019: 45.2%
(exceeds 41% benchmark for good outcome)

Stakeholder Committees

Regular conference calls

- **State/region liaisons (MH, VR, Trainers)**
- **Family advocates**
- **Trainers**
- **Fidelity reviewers**
- **Vocational Rehabilitation leaders**
- **Peer advocates**

Recent Innovations

- Quarterly outcomes web portal
- National quality assurance/technical assistance
- New manual and fidelity scale: IPS for young people
- New online courses
- IPS certification
- IPS website www.IPSworks.org

Resources

- www.IPSworks.org
- **Manuals, fidelity scales, research updates**
- **Online courses for practitioners, supervisors, and VR counselors**
- **In-person courses on leadership, training, technical assistance, implementation, IPS Fidelity**
- **Research opportunities**
- **SusanMorris@westat.com**



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Tennessee's IPS Journey

From Mountain City to Memphis

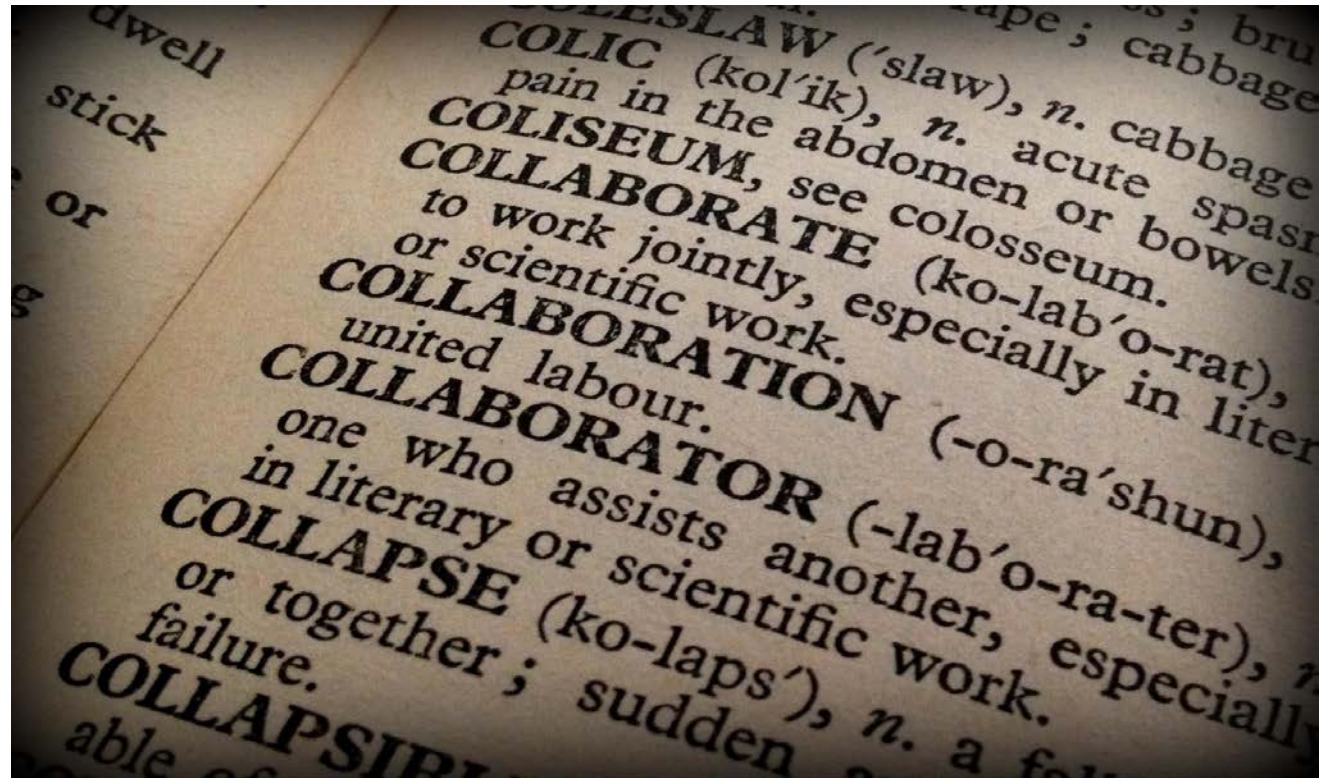
How did Tennessee get started?



TDMHSAS

DHS- VR

Community Partners



HISTORY OF IPS IN TENNESSEE

- Tennessee began IPS in October 2013 with four pilot sites: Frontier Health, Helen Ross McNabb Ridgeview in East Tennessee and Park Center.
- This pilot was a joint venture between the Tennessee Department of Mental Health and Substance Abuse Services and the Department of Human Services, Division of Vocational Rehabilitation. They continue to provide funding and support for agencies throughout the state.
- The IPS Trainer Program was also established to provide technical assistance and support to agencies implementing the model, as well as lead the fidelity review process in the state.

How far we have come?

2013
4 Sites
1 Trainer

8

Years
Over
4500
people
served

2021
14 Agencies
21 IPS Teams
3 Trainers

Success stories and other marketing tools

- [TN IPS Webpage](#)
- [Employment Success Stories \(tn.gov\)](#)
- [How does IPS work? - YouTube](#)

Tennessee's IPS Communities

The map of Tennessee shows county boundaries. Several regions are highlighted with colored outlines: a red outline around Shelby County; a yellow outline around Dyer, Gibson, Carroll, Henderson, Madison, and Chester counties; an orange outline around Lake, Obion, Weakley, Henry, Benton, and Humphreys counties; a green outline around Davidson, Wilson, and Rutherford counties; a light blue outline around Putnam, White, Van Buren, Warren, and Grundy counties; a dark blue outline around Morgan, Anderson, Roane, and Sevier counties; and a purple outline around Hancock, Hawkins, Sullivan, Johnson, Washington, Carter, Unicoi, and Greene counties. The 'UT' logo is positioned in the lower right area of the map.

Logos and icons surrounding the map include: the Eiffel Tower (top left), Grand Ole Opry (top center), a cowboy boot (top center), Manhattan Project National Historical Park (top right), Great Smoky Mountains National Park (top right), a woman's portrait (middle right), BBQ (bottom center), and MoonPie (bottom center).

Where are we now?

Currently have 14 partnering agencies with 21 IPS programs

IPS is in all seven VR and nine TDMHSAS Regions

FEPI, Healthy Transitions, CHR-P, and Juvenile Justice Reform grant programs help young adults find employment and/or education

Tennessee is a member of the International IPS Learning Community

Two agencies are a part of a national Social Security Administration study

One TN IPS agency is part of the NextGen study

IPS fidelity in Tennessee



Agencies that utilize the IPS model must follow the guidelines of the IPS fidelity scale and participate in regular fidelity reviews that monitor quality assurance and program implementation.



Aligning with fidelity is a requirement for all agencies that implement an evidence-based practice.



The IPS Trainers and a team of reviewers visit the agency to learn more about the program, interview stakeholders, observe meetings and job development, review program data and client charts.



Agencies receive a fidelity report that examines areas in the which in the agency is doing well and areas of needed growth.



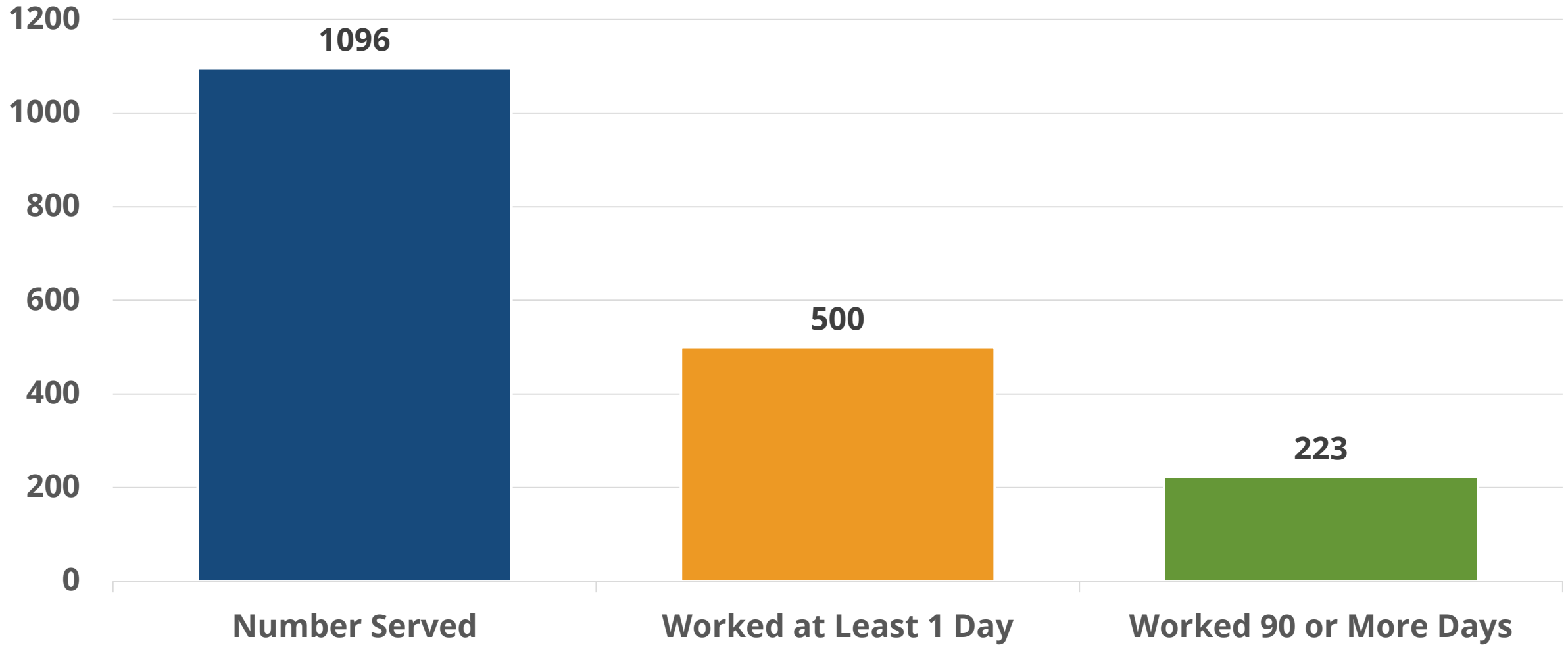
Research shows that agencies that better align with fidelity have better client outcomes.

FY21 BY THE NUMBERS

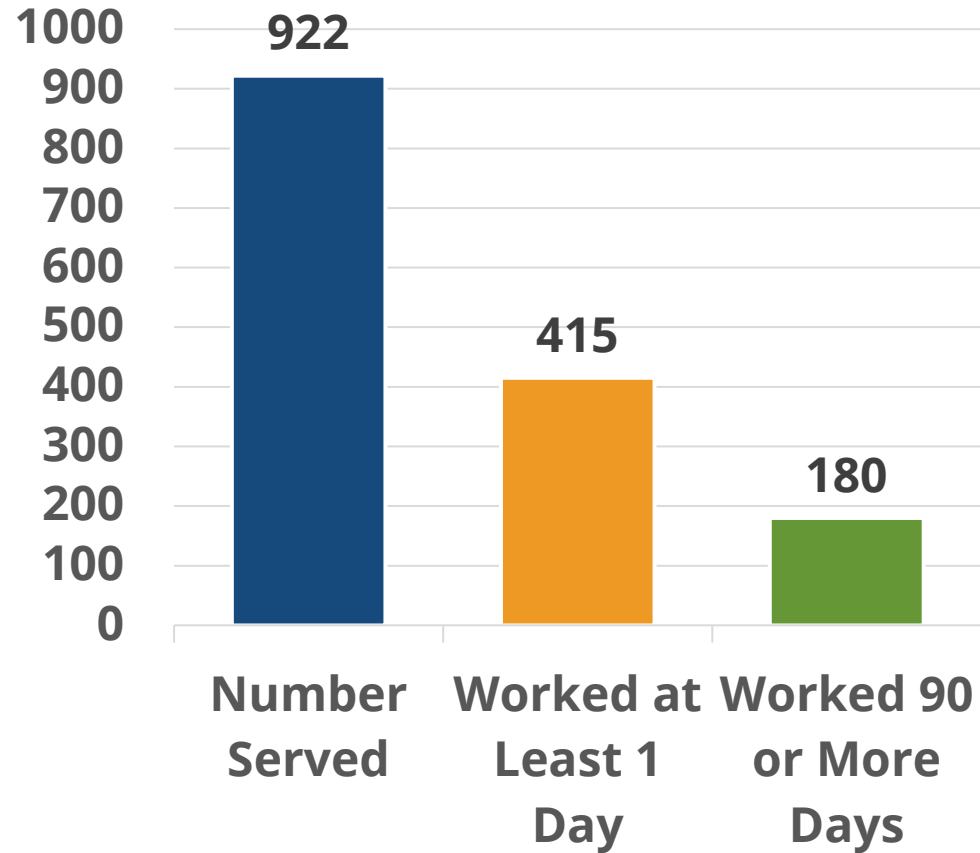
June 2020- July 2021

June 2020- July 2021

Total Number Served



Data by Program: Vocational Rehabilitation



Average Attainment Rate: 47%
Average Hourly Wage: \$10.45
Average Hours/Week: 29.5

Current or developing IPS pilots

- Temporary Assistance for Needy Families (TANF)
- Supplemental Nutrition Assistance Program (SNAP)
- Developing pilot for Dual Diagnosis (mental health and developmental disability) with Department of Intellectual Development Disabilities
- Developing a pilot with the Deaf, Deaf-Blind and Hard of Hearing Community
- Developing a pilot for the distressed and underserved northwest TN counties, in partnership with DOL, VR and DMHSAS

TDMHSAS and VR collaborative work

- Governor's Advisory Council for the Education of Students with Disabilities
- Council on Development Disabilities
- Employment Roundtable
- Governor's Advisory Committee for Providing Competitive Integrated Employment for Individuals with Severe Disabilities
- TDMHSAS Statewide Policy and Planning Council
- TDOL WIOA Workgroup
- VR – TRC Advisory Board
- Employment First Task Force
- Employment First Task Force, Mental Health Workgroup
- Protection and Advocacy for Individuals With Mental Illness (PAIMI) with Disability Rights TN

TDMHSAS and VR – Future forward

- IPS Expansion through 4 to 1 match
- Medicaid pilot
- Justice involvement with DOC
- IPS with Veterans Administration
- How we maintain our relationship and address barriers

Mark Liverman

**Director of Wellness & Employment,
TDMHSAS**

Email: mark.liverman@tn.gov
p: 615-253-6748

Mandy Johnson

**Assistant Commissioner,
Division of Rehabilitation Services, TDHS**

Email: mandy.1.johnson@tn.gov
p: 615-770-5496