



Ohio

Opportunities for Ohioans
with Disabilities

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Supported Employment in Ohio

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Governor DeWine

“We must help those struggling with mental illness or substance use disorders by giving them a system that provides quality treatment on demand. And, we must build recovery-friendly communities that support and promote health and wellness to ensure all Ohioans can live long, productive lives.”

*From the RecoveryOhio Advisory Council Initial Report,
March 2019*





Supported Employment in Ohio

- Ohio joined the IPS Learning Community (LC) in 2005. At that time, there were only 9 states in the LC. Today, there are 24 US states and regions and 6 countries & regions outside the United States.
- OOD and OhioMHAS have a solid, well established relationship at the state-level. Staff are currently working with local and community partners to ensure access to employment services for individuals we mutually serve and support.
- Over the past several years, OOD and OhioMHAS have worked diligently to get supported employment, and IPS specifically, into the DNA of both systems – at the state-level.



“I love my job. It gives me something to look forward to, and I love taking care of my own section and being known as the ‘cleaning lady’ at school. I’ve learned that if I stay busy, I am less anxious and depressed, and the job helps me to have confidence and believe in myself.”

– *Connie Darby*

Key Successes and Outcomes

Statewide Employment Committee – group of VR, OhioMHAS providers, and other stakeholders who came together to identify and resolve any systemic barriers to serving and supporting individuals with mental illness and substance use disorders.

- ✓ Secured enhanced VR rate for supported employment, including IPS.
- ✓ Implemented waiver of Commission on Accreditation of Rehabilitation Facilities (CARF) for MHA providers who meet fidelity standards.
- ✓ Developed local partnerships with IPS teams and VR offices.
- ✓ Created and conducted cross-system training for VR and MHA professionals working within IPS programs. The *Connecting the Dots* training promotes understanding of each system.

Words into Action

State-Level Partnership – VR and MHA have an *Interagency Agreement* to ensure greater access and positive outcomes to our mutual clients. Through our state-level partnership we have:

- ✓ Conducted joint training to VR staff regarding substance use disorders. 71% of VR staff reported the training expanded their knowledge of SUDs and would change their practices to better support persons in recovery.
- ✓ Visited all the local VR/IPS partnerships to learn success stories in communities and problem-solved systematic barriers.
- ✓ Developed service standards for work incentives and benefits planning to ensure individuals receive quality services.

IPS Employment Center (IPS EC)

The IPS EC has been a part of the growth, development, sustainability, and success in Ohio. The IPS EC provides leadership, training, technical assistance, resources, and research/evaluation opportunities.

- Traveled to Ohio to train OhioMHAS regional employment staff, VR partners, and providers.
- Facilitate structured TA calls with stakeholders, including trainers & fidelity reviewers and VR & MH leaders.
- Organize and facilitate committee calls to address various needs e.g. family advocacy, peer support, IPS & SUD.
- Develop and disseminate tools and resources
 - IPS Fidelity Review Manual
 - IPS Manual for Youth
 - VR/IPS Crosswalk document
 - Posters
 - Online videos and trainings
 - Guidance documents (e.g. IPS and ACT)
 - Program documentation app
- Data Collection and Sharing – quarterly data collection and output for providers in the learning community.
- International Annual Meeting – learn and connect with people from across the country and around the world.
- Connection to research and evaluation opportunities – such as the Supported Employment Demonstration.

DeWine-Husted RecoveryOhio

Jobs for Recovery (JFR)



- OOD Jobs for Recovery places a Vocational Rehabilitation Counselor, a Caseload Assistant, and a Job Developer as an active member of a drug court interdisciplinary team.
- There are currently 7 counties where OOD and local specialty dockets work closely to place individuals in recovery in employment.
- JFR uses principles of IPS supported employment to rapidly engage individuals and does not exclude individuals from services based on the severity of the disability.
- JFR has 185 current cases, of which:
 - 44 individuals are currently looking for employment,
 - 14 are currently employed, and
 - 8 have been successfully closed working 90 days or more.

Key Takeaways



Believe... Employment is part of recovery for many individuals and IPS can be a vehicle to help work become an expected outcome of treatment. Ohio has used the IPS Principles to develop other programs to support those with MH and SUD to achieve employment in the community.

Leadership... Support and buy-in is essential to the building, growth, and sustainability of IPS and other employment programs and services.

Relationships.... Building, strengthening, and maintaining relationships within and between systems is extremely important and is key in developing program infrastructure and sustainment.

More Information



<http://mha.ohio.gov/>

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