Disseminating Supported Employment in the United States: The IPS Learning Collaborative

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IPS Supported Employment

- Competitive employment
- Team approach
- Client choice regarding timing
- Individual preferences are important
- Work incentives planning
- Rapid job search
- Systematic job development
- Ongoing support
Dissemination

- Johnson & Johnson-Dartmouth Community Mental Health Program
Family of Companies Worldwide

- Consumer Health Care
- Medical Devices and Diagnostics
- Pharmaceuticals

Corporate Contributions

- > 603 million
- > 50 countries
Johnson & Johnson-Dartmouth Community Mental Health Program

- **Mission** - Increase access to evidence-based supported employment –IPS- for people with severe mental illnesses
- **Collaboration** between state mental health authority and the state vocational rehabilitation administration
- **Four years of financial incentive grants**
Johnson & Johnson-Dartmouth Community Mental Health Program

- Start small
- Full-time IPS trainer
- Commitment to fidelity and outcomes
Dartmouth Responsibilities

- Select states
  - Period of engagement
  - Application process
- Consultation for hiring a state trainer
- Twice yearly trainer training
- On site technical assistance and consultation
- Monthly state teleconferences
Dartmouth Responsibilities

- Consultation on local site selection
- Develop and distribute multimedia training and educational materials
- Assist with initial fidelity reviews
- Provide supervisor training
- Yearly review with state MH and VR Directors
- Analyze and distribute outcome data
- Bimonthly teleconferences
- Annual meeting
Annual Meeting

1.5-day meeting
Travel expenses paid by the Program
Co-hosted by a state (J&J, Washington DC, South Carolina, Oregon, Illinois, Minnesota, Vermont)
National speakers
Speakers from the states
Small group discussions
Awards dinner
Advisory board meeting
IPS Supported Employment Sites - Quarterly Outcomes Report for the J&J-Dartmouth Community Mental Health Program

Report Period (check one):  
- January – March 2011  
- April – June 2011  
- July – September 2011  
- October – December 2011

<table>
<thead>
<tr>
<th>Agency Name:</th>
<th>Agency Person Reporting:</th>
<th>Date:</th>
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<tbody>
<tr>
<td><strong>Total Number of People on Caseload of IPS Supported Employment Staff.</strong> Include total number of clients that are on the assigned caseload of the IPS supported employment staff at anytime during the reporting quarter. Only include those people who received at least one employment service.</td>
<td>Number of New Enrollees Admitted to the IPS Supported Employment Program during this Reporting Quarter.</td>
<td></td>
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<tr>
<td><strong>Number of People from IPS Supported Employment Caseload Working Integrated Competitive Employment.</strong> Integrated competitive employment is defined as a community-based job that pays at least minimum wage, is available to any person, belongs to the worker and does not have time limits determined by the rehabilitation/mental health agency.</td>
<td>Number of New Job Starts for All IPS Supported Employment Participants during the Quarter. Also include clients who transitioned from a job into a new job during the quarter. This number will be a subset of <strong>Number of People from IPS Supported Employment Caseload Working Integrated Competitive Employment.</strong></td>
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<tr>
<td><strong>Number of People on IPS Supported Employment Caseload Participating in Education Programs.</strong> “Education” is defined as a “credit-bearing educational program”--- such as a technical school, college, GED program – for which the person will receive documentation upon completion.</td>
<td>Number of People on IPS Supported Employment Caseload who Entered Education Programs during this Quarter.</td>
<td></td>
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<tr>
<td><strong>Number of People Working Successfully in Integrated Competitive Employment who Transitioned off the IPS Supported Employment Caseload during this Quarter.</strong></td>
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**Staffing:** Complete this section for the bulk of the quarter.

- Number of People who are Employment Specialists with a Caseload (excluding the supervisor).

- **Total FTE Employment Specialists (excluding the supervisor)** - (FTE = full-time equivalent). Include full-time and part-time positions. For example, 2 people working 20 hrs/week = 1 FTE.

- Number of Clients on Supervisor’s Caseload (if any).

Note: Individual Placement and Support (IPS) is the evidence-based approach to Supported Employment (SE). These terms are used interchangeably.

December 21, 2010
Supported Employment Fidelity Scale (revised 2008)

- A tool to measure the level of supported employment implementation
- 25 items organized into 3 sections
  - Staffing
  - Organization
  - Services
- 5-point rating of each item
Supported Fidelity Visit

- 2-day planned visit, fidelity manual
- Multiple sources of information
  - Interviews with agency leaders, SE team leader, clients, employment specialists, case managers, VR counselor, work incentives counselor
  - Observation of mental health team meeting, SE unit meeting, job development
  - Review of record keeping, policies and procedures
Timeline

2001 - Pilot - CT, SC, VT
2002 - CT, DC, KS, MD, OR, SC, VT
2005 - IL, OH
2006 - MN
2008 - MO, Criminal Justice Project (IL), Homelessness Project (OH), Family Advocacy (3 states)
Timeline

2009 - KY, Peer Project (NJ), Family Advocacy (4 states)
2010 – WI, Family Advocacy (4 states)
2011 – Family Advocacy (3 states), states ?, International Partners - Italy
Percent of Clients Working in the Johnson & Johnson – Dartmouth Community Mental Health Program
All Sites, First Quarter of 2011

Number of Sites

Percent of Clients Working

0-10% 10-20% 20-30% 30-40% 40-50% 50-60% 60-70% 70-80% 80-90% 90-100%
Johnson & Johnson-Dartmouth Community Mental Health Program

- Development of IPS supported employment learning collaborative
Evolution of a Mental Health Learning Collaborative on Supported Employment: Johnson & Johnson-Dartmouth Community Mental Health Program

**Pilot**
- Program Leadership:
  - Program Developer (Dartmouth)
  - Funder (Johnson & Johnson Corporate Contributions)
  - Trainer/Consultant (Dartmouth)
- Program Participants:
  - 3 State Departments of Mental Health and Vocational Rehabilitation
- Case Outcomes:
  - Employment

**Implementation**
- Program Participants:
  - 13 State Departments of Mental Health and Vocational Rehabilitation
- Start-Up:
  - Seed Money for 4 Years – State Match
  - Hire State Trainer/Consultant
  - State Teams Select 3-5 Early Sites
  - Good Program Fidelity
  - Quarterly Employment Outcomes

**Dissemination & Sustainability**
- Program Participants:
  - Expand the number of states & sites
- Shared Learning Across State Leaders:
  - Annual Meetings
  - Bimonthly Teleconference
  - Educational Materials (Dartmouth)
  - Quarterly Employment Outcomes (Dartmouth)
  - Research Projects

National Advisory Board
Areas of Investigation

- Supported education survey
- Fidelity and outcomes
- Sustainability factors
- Caseload
Future Directions

- Funding IPS
- Sustainability
- International partnerships
Resources

- http://www.dartmouth.edu/~ips
  - fidelity scale/manual
  - tools, tracking forms
  - videos, posters, newsletters
  - online course
- deborah.r.becker@dartmouth.edu
More Resources
