Individual Placement and Support in First Episode Psychosis

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Why is vocational engagement important for people with first episode psychosis?

• No other technique for the conduct of life attaches the individual so firmly to reality as laying emphasis on work; for his work at least gives him a secure place in a portion of reality, in the human community.
  •  Freud
• Everyone has the right to work
  •  Article 23, Universal Declaration of Human Rights, United Nations, 1948
What’s supposed to happen
The onset of mental illness

• Most common between ages of 15 and 30 years
• Often has a slow start, disrupting:
  • School
  • Transition to higher education, training or work
  • Social connections
  • Family relationships
• Often has a long persistence
Incidence
Disability
Current Outcomes

• People with mental illness have a better potential symptomatic outcome than ever before, but they are over-represented among:
  • Unemployed
  • Homeless
  • Single
  • Poor physical health
  • Jailed
  • Victims of crime
Importance of Employment

Protection of employment
Level of employment
Desire to work
Costs of unemployment
Employment

• Is protective against:
  • Unemployment
  • Homelessness
  • Aloneness
  • Poor physical health
  • Criminal involvement – either side of the crime
Self-assessed health status(a) by labour force status – 2007-08

(a) People aged 15 years and over.

Source: ABS 2007-08 National Health Survey
Unemployment in First Episode Psychosis

• Rates vary between studies and cultures with a range of 13-65% in 11 studies (Marwaha & Johnson, 2004)
• First Episode Psychosis 40-50% (Killackey et al. 2006)
• First treated depression 20%
• Early personality disorder 50%
And then what happens?

• 75-90% unemployment among persons with serious mental illness in the U.S.
• 70-80% pre 1990 and 77%-96% post 1990 in UK (Marwaha & Johnson, 2004)
• 70-84% unemployment rate for persons with schizophrenia in Australia: SANE (2002)
So is unemployment a problem in First Episode Psychosis?

- Only if people with psychotic illness want to work, and;
- If so, only if they are more unemployed than the general population, and;
- If their unemployment is an economic burden on the community.
People with psychosis don’t want to work

• The literature describes open employment as the most frequently-identified long-term goal of people with mental illness (Rogers et al, 1991; Secker et al, 2001)
• Employment is the number one goal of first episode psychosis clients (49% nominated employment as a goal 33% nominated health and stability as a goal) (Ramsay et al., in press)
Compared to population rates

- Australia 5.3%
- Canada 7.9%
- Germany 6.9%
- Ireland 13.6%
- New Zealand 6.8%
- Spain 20.05%
- UK 7.9%
- USA 9.1%
## Costs of people with schizophrenia not working

<table>
<thead>
<tr>
<th></th>
<th>Total cost of illness</th>
<th>Cost associated with unemployment</th>
<th>% of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia (2001)</td>
<td>$1.8 billion</td>
<td>$1.08 billion</td>
<td>60%</td>
</tr>
<tr>
<td>USA (2004)</td>
<td>$61 billion</td>
<td>$32 billion</td>
<td>52%</td>
</tr>
</tbody>
</table>
Costs

• It has been estimated that increased participation in meaningful activities by 10% of unemployed people with a psychotic disorder would result in potential savings of $136 million per year in Australia (Carr, 2002)
Barriers to employment and return to employment for people with first episode psychosis

Pensions
Self identity
Accommodations
Stigma
  Disclosure
  Overcaring clinicians
Welfare benefits and first episode psychosis

• N=48
• 7 on benefits at time of admission
• 30 others initiated receipt of benefits with median time 7 months from admission
• Only 2 stopped receiving benefits over a 5 year follow up
• At 5 years 35/48 (73% continued to receive benefits)
  • Ho B-C, Andreasen N, Flaum M: Dependence on public financial support early in the course of schizophrenia. Psychiatric Services 1997; 48(7):948-950
Young People

• At Orygen of nearly 800 clients less than 2% on disability support pension
Do you have a disability and want free assistance to look for a job?

Disability Employment Services can assist you! For more information please contact: [redacted]

We provide assistance with preparing your resume, approaching employers & ongoing support once employed.
Stigma

I'm glad my friends don't know I hallucinate and hear things.
Mismanifested care
•“we must have the opportunity to try and to fail and to try again…Professionals must embrace the concept of the dignity of risk and the right to fail if they are to be supportive of us”
Individual Placement and support (IPS)

Components
Outcomes in schizophrenia
Individual Placement and Support (IPS)

1. It is focussed on competitive employment as an outcome;
2. the service is open to any person with mental illness who chooses to look for work and that acceptance into the program is not determined by measures of work-readiness or illness variables;
3. job searching commences directly on entry into the program;
4. the IPS program is integrated with the mental health treatment team;
5. potential jobs are chosen based on consumer preference;
6. the support provided in the program is time-unlimited, continuing after employment is obtained, and is adapted to the needs of the individual;
7. and personalised benefits planning is provided.
Competitive Employment Rates in 16 Randomized Controlled Trials of Supported Employment

Supported Employment  Control  Control 2

<table>
<thead>
<tr>
<th>Year</th>
<th>City</th>
<th>Program</th>
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</thead>
<tbody>
<tr>
<td>1996</td>
<td>NH</td>
<td>IPS</td>
</tr>
<tr>
<td>2007</td>
<td>Aust</td>
<td>IPS</td>
</tr>
<tr>
<td>1994</td>
<td>NY</td>
<td>SE</td>
</tr>
<tr>
<td>2007</td>
<td>IL</td>
<td>IPS</td>
</tr>
<tr>
<td>2004</td>
<td>CT</td>
<td>IPS</td>
</tr>
<tr>
<td>2005</td>
<td>HK</td>
<td>IPS</td>
</tr>
<tr>
<td>2006</td>
<td>SC</td>
<td>IPS</td>
</tr>
<tr>
<td>2006</td>
<td>MA</td>
<td>ACT</td>
</tr>
<tr>
<td>1999</td>
<td>DC</td>
<td>IPS</td>
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<tr>
<td>2007</td>
<td>CA</td>
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<td>1995</td>
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</tr>
<tr>
<td>2002</td>
<td>MD</td>
<td>IPS</td>
</tr>
</tbody>
</table>
Something old, somewhere new

Why intervene early
IPS in First Episode Psychosis
Figure 5

The relative value of a year of life lived at different ages, as incorporated into DALYs.
Why early may be a greater opportunity?

- Young people are less removed from (and may still be on) their original vocational trajectory
- Don't yet identify with the illness role
- Physical health is likely to be better now than later
- More likely to still have a peer group
- Less likely to have serious forensic involvement
- Are in a developmental phase where learning new skills is normative
- Young people with few skills and little work history are easier to find jobs for than older people with the same skills and experience.
First episode psychosis vocational rehabilitation studies

- Employment
- Education
- Education/Employment

Bar chart comparing different studies on vocational rehabilitation for first episode psychosis, showing proportions of employment, education, and education/employment outcomes.
Overall outcomes

• In the IPS studies, 69% who received an intervention had a positive outcome compared with 35% in control groups
• Outcomes sustained up to 18 months in RCT and 24 months in clinical practice
Vocational status over 24 months (%)
Education
Facts for EPPIC clients

• 25% of clients at EPPIC in 2005 were ‘in’ some form of education
• 26.9% in EPPIC 800 baseline
• 69% of same age peers in the general community enrolled in education
• 36% post year 10 in Vocational study
• Year 10 – 12 retention rate 77%
Education Pays

Unemployment rate in 2007 (Percent) | Median weekly earnings in 2007 (Dollars)
--- | ---
1.4% | Doctoral degree: $1,497
1.3 | Professional degree: $1,427
1.8 | Master's degree: $1,165
2.2 | Bachelor's degree: $987
3.0 | Associate degree: $740
3.8 | Some college, no degree: $683
4.4 | High-school graduate: $604
7.1 | Less than a high school diploma: $428

Figure 1.
Work Experience and Average Annual Earnings of Workers 25 to 64 Years Old by Educational Attainment: 1997-1999

(Earnings in 1999 dollars)

<table>
<thead>
<tr>
<th>Education level</th>
<th>Full-time, year-round workers</th>
<th>All workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral degree</td>
<td>$89,400</td>
<td>$81,400</td>
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<tr>
<td>Professional degree</td>
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<td></td>
</tr>
<tr>
<td>Master's degree</td>
<td>$62,300</td>
<td>$54,500</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate's degree</td>
<td>$38,200</td>
<td>$33,000</td>
</tr>
<tr>
<td>Some college</td>
<td>$36,800</td>
<td>$31,200</td>
</tr>
<tr>
<td>High school graduate</td>
<td>$30,400</td>
<td>$25,900</td>
</tr>
<tr>
<td>Not high school graduate</td>
<td>$23,400</td>
<td>$18,900</td>
</tr>
</tbody>
</table>

Education intervention for people with mental illness
Transition: education to employment