



Statewide Wisconsin IPS Partners Consortium

Date and Time:

April 16, 2025

Agenda:

Time	Topic	Possible Activities / Details
12 p.m.	Welcome and Agenda	<p>Icebreaker open floor What is something you are allergic to, but you find ways to enjoy it anyway?</p> <p>Request for “hot topics”</p>
12:15 p.m.	Individual Placement and Support (IPS) Wisconsin Program Updates	<p>2025 IPS Annual Meeting update</p> <ul style="list-style-type: none"> • Date and location confirmed!! • October 7 and 8, 2025: <ul style="list-style-type: none"> ○ October 7: Half day supervisor meeting, half day in-person consortium ○ October 8: Full day breakouts and keynotes, including Harm Reduction and Naloxone Training; AI and Employment Supports; Youth and IPS; etc. • Summit Place, 6737 W. Washington St., Milwaukee, Wisconsin 53214: https://www.summitplacewi.com/p/1 • Watch https://www.dhs.wisconsin.gov/ips/learning-collaborative.htm for updates! • Keynote: Employment and Harm Reduction by Dennis Radloff <p>Upcoming calendar events</p> <ul style="list-style-type: none"> • See full calendar at: https://www.dhs.wisconsin.gov/ips/learning-collaborative.htm • Poll results: Wednesday morning seems to be the consensus – tentative change starting July. <p>New materials, resources, etc.</p> <ul style="list-style-type: none"> • IPS Supervisor’s Field Mentoring Log now available: It’s used for tracking job development field mentoring between IPS supervisors and employment Specialists. It’s reviewed as part of fidelity. • NEW training and meeting evaluation: Once the evaluation is completed, you will receive an email confirming your attendance. Complete an evaluation for each training or meeting you attend on our Learning Collaborative website.

- Discussion regarding IPS posters: The intent is to hand out 16x20 inch posters at the Annual Meeting.
 - Poll: Choose 4 of 6 options
 - Poll results:
 1. Poster F: BEES Principles of IPS, 17 votes
 2. Poster D: OARS+I for the Employment Specialist, 15 votes
 3. Poster E: FAQs, 15 votes
 4. Poster C: Thinking about Work? 14
 5. Poster B: Why Work? 11 votes
 6. Poster A: Three Cups of Tea, 10 votes
 - Proposal to create a one pager from the FAQs poster
 - Request for all PDFs to be put on website for agencies to print at will
 - Request for “pocket size” OARS+I
 - Next step: Review posters with DHS communications team and make necessary changes to prepare for printing

Quarterly outcomes review

See graphs below

Preliminary Wisconsin 2024 Fidelity Averages

- Increase in 14 items
- Most significant increases: Executive team support (1.5 points), and Individualized Job Search and Frequency of Employer Contact (1.2 points)
- Average score increased from 104 to 111

Site specific updates

VPI: Promoted Shandi Janz to partnership development coordinator; view the [IPS Supervisor Posting](#) on the VPI website.

VPI celebrated the grand opening of the new Community Programs Collective on March 18, 2025. The new facility is home to many of VPI's community programs, including birth-to-three, day services, education and employment programs, job coaching, and IPS. Link to a story from WBAY: [VPI opens 'Community Programs Collective' in the Fox Cities.](#)

Chrysalis: Promoted three team members into leadership positions:

Blair Sylskar - Clinical coordinator
 Miles Duckert - Fidelity coordinator
 Chris Kittoe - Partnership coordinator

WDA 2/Milwaukee: Welcome to Blia Vang and Cheree Epperson, new VRCs serving IPS job seekers!

Easterseals SE WI: Linda Liscott will add supervising the Waukesha County IPS program to her role as the IPS supervisor in Washington County!

		<p>Responses to last session's open floor</p> <ul style="list-style-type: none"> • Update request from research regarding IPS on Skid Row <ul style="list-style-type: none"> ○ ICAP – Homelessness: The five-year study is a randomized controlled trial of IPS services versus usual employment services for recently homeless adults living in permanent supportive housing programs run by the PATH program in Los Angeles. ○ The IPS Center is providing the training and supervision. Researchers at Westat, Columbia, and University of Southern California are conducting the evaluation. ○ Contact: Justin D. Metcalfe, PhD, Policy Researcher, JustinMetcalfe@westat.com • How can we support job seekers with unusual or “non-traditional” competitive employment such as being a motivational speaker, including the use of a visual resume? <ul style="list-style-type: none"> ○ TEDxOshkosh: applications to be a speaker close May 1: https://www.tedxoshkosh.com/about/propose-talk ○ DVR Self Employment review from Andrzej
12:45 p.m.	<p>Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR) Partner Updates</p>	<p>Resource sharing: DVR Self Employment review DVR Customized Self-Employment (CSE) Technical Specifications</p> <p>Self-Employment Toolkit https://dwd.wisconsin.gov/dvr/policy-guidance/toolkits-guides-manuals/self-employment-toolkit-v3.htm</p> <p>Customized Self-Employment Toolkit https://dwd.wisconsin.gov/dvr/policy-guidance/toolkits-guides-manuals/pdf/self-employment-customized-toolkit.pdf</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. Can you explain what qualifications are needed for self-employment to be considered competitive employment within IPS Standards? Must be considered on a case-by-case basis for now. Stay in close communication with your supervisor and VRC, if using DVR services. DVR still needs to see wage verification of the job seeker earning at least minimum wage, and the self-employment must be something anyone in the community might do for self-employment. 2. How do we access the Self-Employment specialist at DVR? The VRC will consult with the Self-Employment Policy person to review the case and determine the best steps forward, if any. 3. How long does the Self-Employment Process take? Varies widely by job seeker, but there are time frames in the service array.

1:05 p.m.	Break	Break
1:15 p.m.	Department of Health Services (DHS) Division of Care and Treatment Services (DCTS) Partner Updates	<p>Drug Take Back Day April 26, 2025 See a map and spreadsheet of collection sites statewide on the DHS website.</p> <p>Information on sharps disposals including a link to registered sharps collection stations: https://dnr.wisconsin.gov/topic/HealthWaste/HouseholdSharps.html</p> <p>Recovery friendly workplaces: Information from the Department of Labor on Recovery Ready Workplaces, including resources and a toolkit for getting started: https://www.dol.gov/agencies/eta/RRW-hub/Recovery-ready-workplace Information from UW-Madison: https://health.extension.wisc.edu/recovery-friendly-workplaces/</p> <p>2025 Opioids, Stimulants, and Trauma Summit May 6-8, 2025, Wisconsin Dells or virtual.</p> <p>Harm Reduction Conference July 16-17, 2025, Wisconsin Dells or virtual.</p> <p>Substance Use Prevention Conference September 10-11, 2025, Wisconsin Dells or virtual.</p>
1:25 p.m.	IPS International Learning Community updates	<p>Quarterly outcomes 348 entities reported IPS data for Quarter 4, indicating that 21,690 individuals were served and 9,109 individuals worked (42%). The 4-quarter average percent of individuals working (US and internationally) in 2024 was 43.10%.</p> <p>Equity, Diversity and Inclusion (EDI) Webinar April 29, 2025 - 11:00 a.m.</p> <p>New newsletter available on the IPSWorks website (PDF)</p> <p>Research Update: IPS in Jalisco, Mexico</p> <ul style="list-style-type: none"> • Franco Mascayano, Ph.D. • Randomized, controlled trial of IPS in Jalisco, Mexico. • Led by a team in Guadalajara, supported by IPS team in the United States. • Goal: 120 people with serious mental illness and study the effectiveness of IPS in Jalisco; current enrollment 50. • Outcomes include employment, financial well-being, and health (i.e., symptoms and functioning).

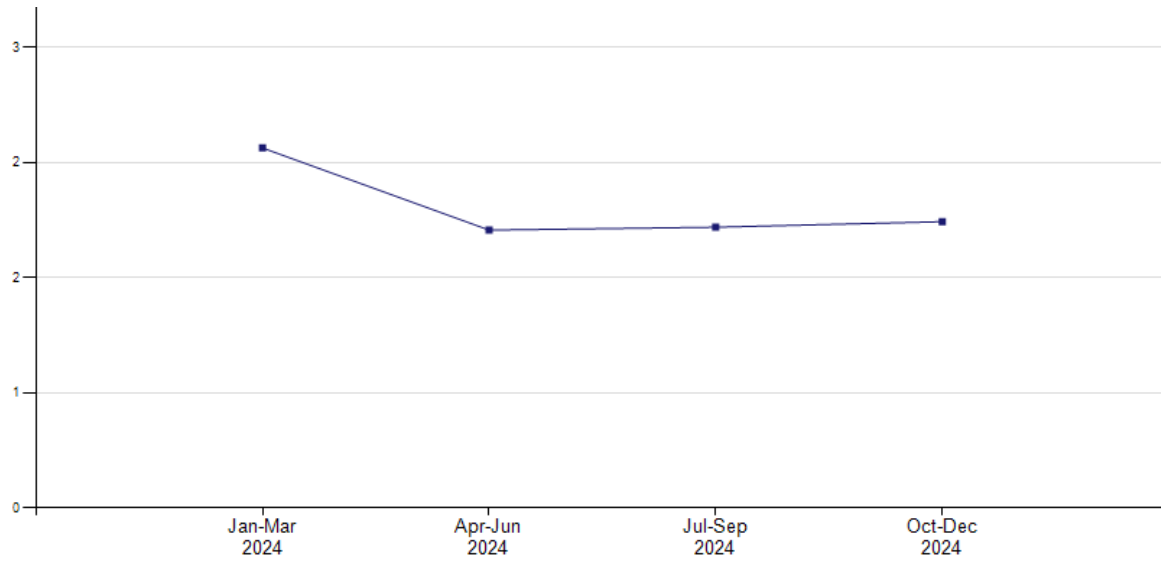
		<ul style="list-style-type: none"> • A research adaptation team is monitoring whether adjustments to the IPS approach are necessary. • Major obstacles have been: difficulties with community-based services, individualization of care, and lack of support for community jobs.
1:45 p.m.	Open Floor Questions	<p>State trainers will record any concerns, requests, or questions and respond in the following statewide meeting.</p> <ol style="list-style-type: none"> 1. Update on I/DD pilot and CLTS

Wisconsin Outcomes

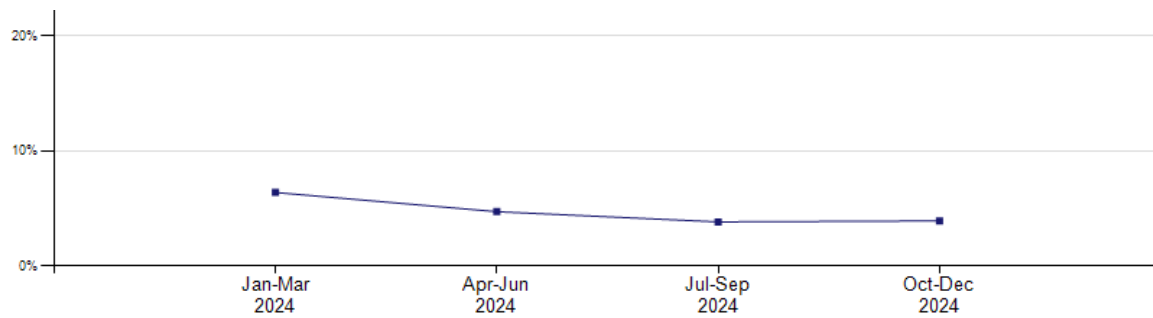
Wisconsin Fidelity Averages

Fidelity Item	2022	2023	2024
Staffing			
1. Caseload size	4.9	4.8	5
2. Employment services staff	4.1	4.8	4.8
3. Vocational generalists	5	4.9	5
Organization			
1. Integration of rehabilitation with mental health thru team assignment	4.7	4.9	4.9
2. Integration of rehabilitation with mental health thru frequent team member contact	3.3	3.5	4
3. Collaboration between employment specialists and Vocational Rehabilitation counselors	4	4.5	4.5
4. Vocational unit	4.8	4.9	4.9
5. Role of employment supervisor	3.3	4.3	4.1
6. Zero exclusion criteria	3.7	4.3	3.8
7. Agency focus on employment	3.8	4.1	4.8
8. Executive team support for SE	3.2	2.9	4.4
Services			
1. Work incentives planning	4.5	4.4	4.1
2. Disclosure	4.1	4.4	4.9
3. Ongoing, work-based vocational assessment	3.9	4.1	4.6
4. Rapid job search for competitive job	3.9	3.9	4
5. Individualized job search	3.7	3.9	4.7
6. Job development - Frequent employer contact	2.1	1.9	2.7
7. Job development - Quality of employer contact	3.9	4.4	4.3
8. Diversity of job types	3.9	4.6	4.7
9. Diversity of employers	4.1	5	5
10. Competitive jobs	4.8	4.8	5
11. Individualized follow-along supports	3.8	4.5	4.5
12. Time unlimited follow-along supports	4.2	3.4	4
13. Community-based services	2.6	3.1	3.6
14. Assertive engagement and outreach by integrated treatment team	4.1	4.5	4.6
Total Fidelity Score	98.4	104.8	111.2

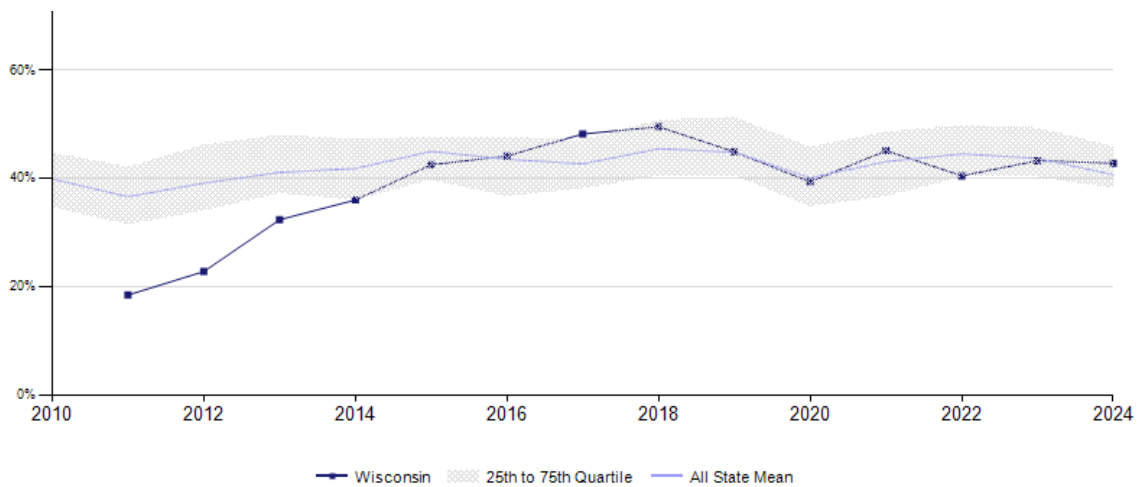
Job Starts per FTE ES: Jan 2024 – Dec 2024



Working Clients Transitioned Off of Caseload as a Percentage of Total Clients Served



Percent of Wisconsin Clients Working vs. All States: January 2010 to December 2024



International Outcomes

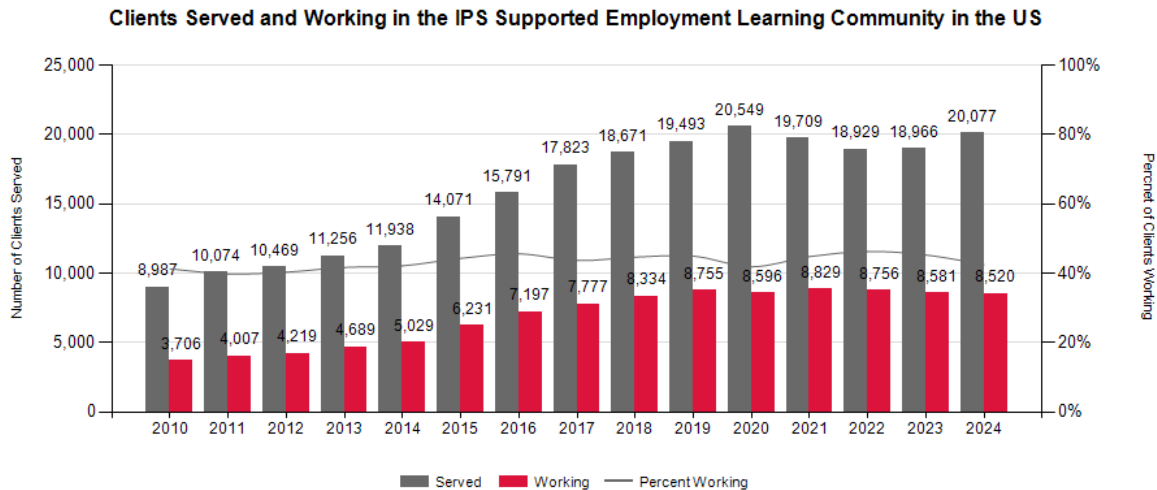
348 entities reported IPS data for Quarter 4
21, 690 individuals were served
9, 109 individuals worked (42%).
The 4-quarter average percent of individuals working (US and internationally) in 2024 was 43.10%.

United States

330 reporting entities
19, 669 individuals served
8, 111 individuals worked (41.24%)
4-quarter average percent of individuals working in the US in 2024: 42.42%

Internationally

18 reporting entities
2, 021 people served
998 individuals worked (49.38%)
4-quarter average percent of individuals working internationally in 2024: 51.44%



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

