

# **Wisconsin Public Psychiatry Network Teleconference (WPPNT)**

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# WPPNT Reminders

## How to join the Zoom webinar

- **Online:** <https://dhs.wi.zoomgov.com/j/1606358142>
- **Phone:** 669-254-5252
- Enter the Webinar ID: 160 635 8142#.
  - Press # again to join. (There is no participant ID)

## Reminders for participants

- Join online or by phone by 11 a.m. Central and wait for the host to start the webinar. Your camera and audio/microphone are disabled.
- The evaluation survey opens at 11:59 a.m. the day of the presentation. A link to the evaluation survey is posted when the materials are posted.
- Ask questions to the presenter(s) in the Zoom Q&A window. Each presenter will decide when to address questions. People who join by phone cannot ask questions.
- Use Zoom chat to communicate with the WPPNT coordinator or to share information related to the presentation.
- [Participate live to earn continuing education hours](#) (CEHs). Complete the evaluation survey within two weeks of the live presentation and confirmation of your CEH will be returned by email.
- A link to the video recording of the presentation is posted within four business days of the presentation.
- Presentation materials, evaluations, and video recordings are on the WPPNT webpage: <https://www.dhs.wisconsin.gov/wppnt/2025.htm>

# COMPETITIVE EMPLOYMENT AND ZERO EXCLUSION:



# AGENDA

- Introduction
- Individual Placement and Support
- Employment By Numbers
- Amy's Story
- Dignity of Risk
- Takeaway
- Follow-up
- Questions & Answer

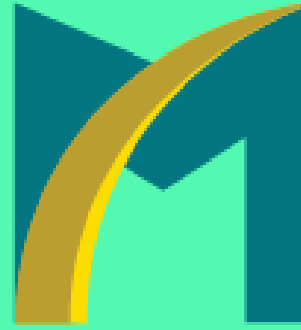




## OBJECTIVES

1. Develop a deeper understanding of the concept of "Dignity of Risk" and its relevance in client-centered care.
2. Gain knowledge of the Individual Placement and Support (IPS) model, including its eight guiding core principles.
3. Understand the importance of supporting clients in pursuing competitive employment as a vital component of the recovery process.





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# LET'S TALK PHILOSOPHY AND STRATEGY



**Individual Placement and Support**





# INTERNATIONAL IPS LEARNING COMMUNITY

First IPS manual published 1993

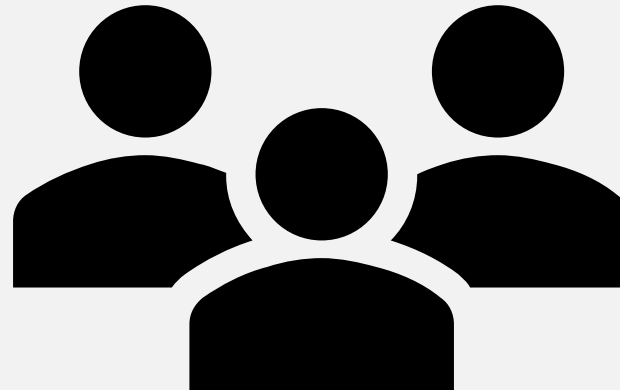
Learning community established 2001

Nine countries: USA, Italy, Netherlands, Spain, New Zealand, England, Canada, and France, Mexico

26 U.S. states/regions, including Washington D.C.

- 350 programs
- 19,766 participants
- Employment rate Q1, 2022: 45.6%

# IPS IN WISCONSIN: STATEWIDE PARTNERSHIP





MILWAUKEE COUNTY  
**DEPARTMENT OF  
HEALTH & HUMAN  
SERVICES**

## IPS in Milwaukee County



**Recovery Support  
Coordination**



**Community Support  
Programming**



**Comprehensive  
Community Services**



**Six Vocational Agencies**



**Eighteen CCS Treatment  
Teams**



**Three RSC and Three CSP  
Treatment Teams**



**Seven Youth Focused Treatment  
Teams**



## Individual Placement and Support



Competitive Employment



Systematic Job Development



Rapid Job Search



Integrated Services



Benefits Planning



Zero Exclusion



Time-Unlimited Supports



Worker Preferences

# COMPETITIVE EMPLOYMENT AND ZERO EXCLUSION:





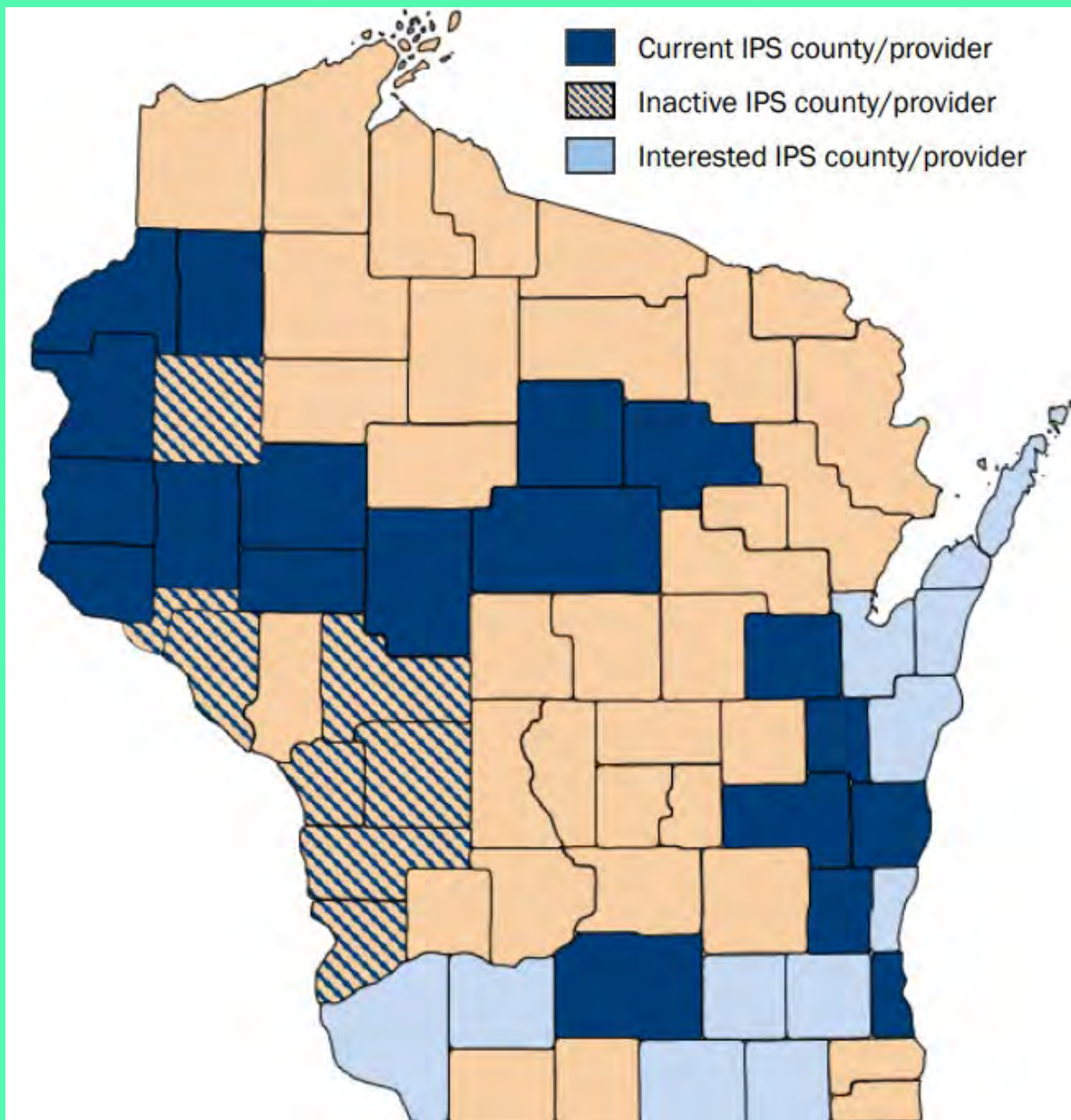
# WHY COMPETITIVE EMPLOYMENT?





**“PEOPLE WHO HAVE SAFE HOUSING, A MEANINGFUL JOB, AND  
REGULAR CONTACTS WITH PEERS, FAMILY, OR A SUPPORTIVE CARE  
MANAGER WILL EXPERIENCE FEWER CRISES AND NEED FEWER  
HOSPITALIZATIONS.”**

**(DRAKE AND BOND, 2021)**



# WISCONSIN & IPS

2024

# IMPACTS OF WORK

## Positive

1. Increased Self-Esteem
2. Improved Financial Security
3. Reduced Mental Health Symptoms
4. Less Social Isolation
5. Substance Use Reduction
6. Lower Rates of Health Care Utilization

## Negative

Maintaining composure during the Q&A session is essential for projecting confidence and authority. Consider the following tips for staying composed:

- Demoralization and Lower Self-Esteem
- Isolation
- Exacerbated Symptoms of Mental Health and Substance Use
- Declines in Physical and Mental Health Functioning
- Etc.

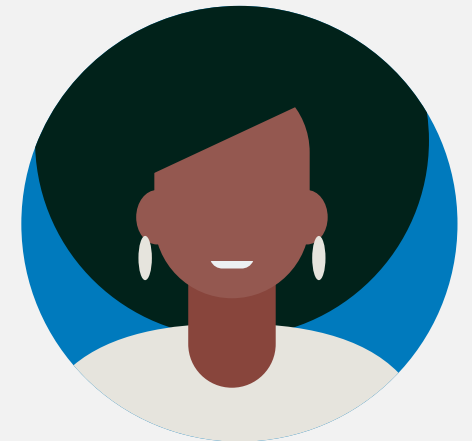
# DISABILITY EMPLOYMENT STATISTICS

Persons with a Disability

Labor Force Statistic	March 2025		2024		12m MA		12m MA	
	16-64	16+	16-64	16+	16-64	16+	M 16-64	F 16-64
Labor Force Participation Rate	41.0%	23.9%	40.7%	24.5%	41.0%	24.5%	42.2%	39.7%
Employment-Population Ratio	37.6%	22.0%	37.4%	22.7%	37.6%	22.6%	38.6%	36.5%
Unemployment Rate	8.3%	7.8%	8.1%	7.5%	8.3%	7.7%	8.6%	8.0%

Persons without a Disability

Labor Force Statistic	March 2025		2024		12m MA		12m MA	
	16-64	16+	16-64	16+	16-64	16+	M 16-64	F 16-64
Labor Force Participation Rate	78.0%	68.1%	77.9%	68.1%	78.0%	68.1%	83.0%	73.0%
Employment-Population Ratio	74.4%	65.3%	74.9%	65.5%	74.9%	65.4%	79.6%	70.2%
Unemployment Rate	4.1%	4.1%	3.9%	3.8%	4.0%	3.9%	4.1%	3.9%



# IPS QUARTER 4, 2024



## United States

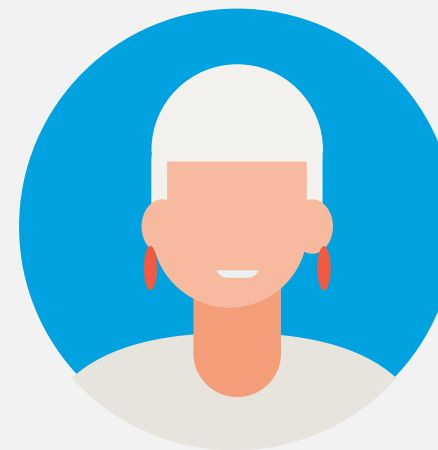
330 reporting entities

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

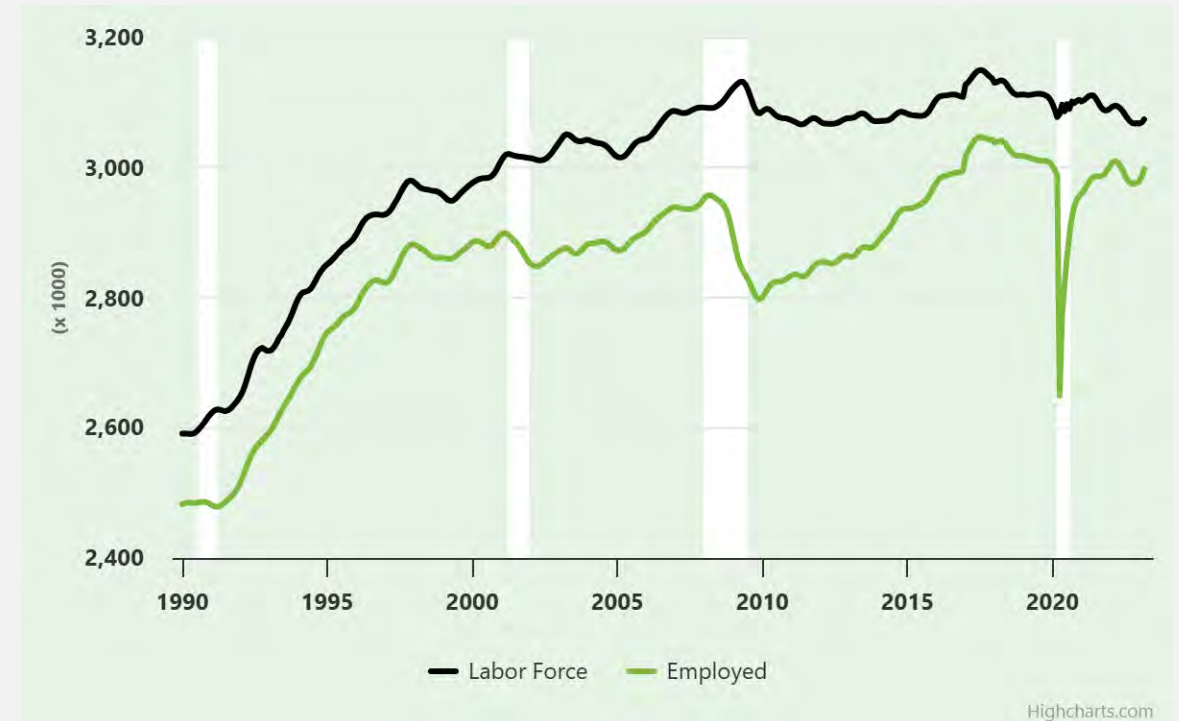
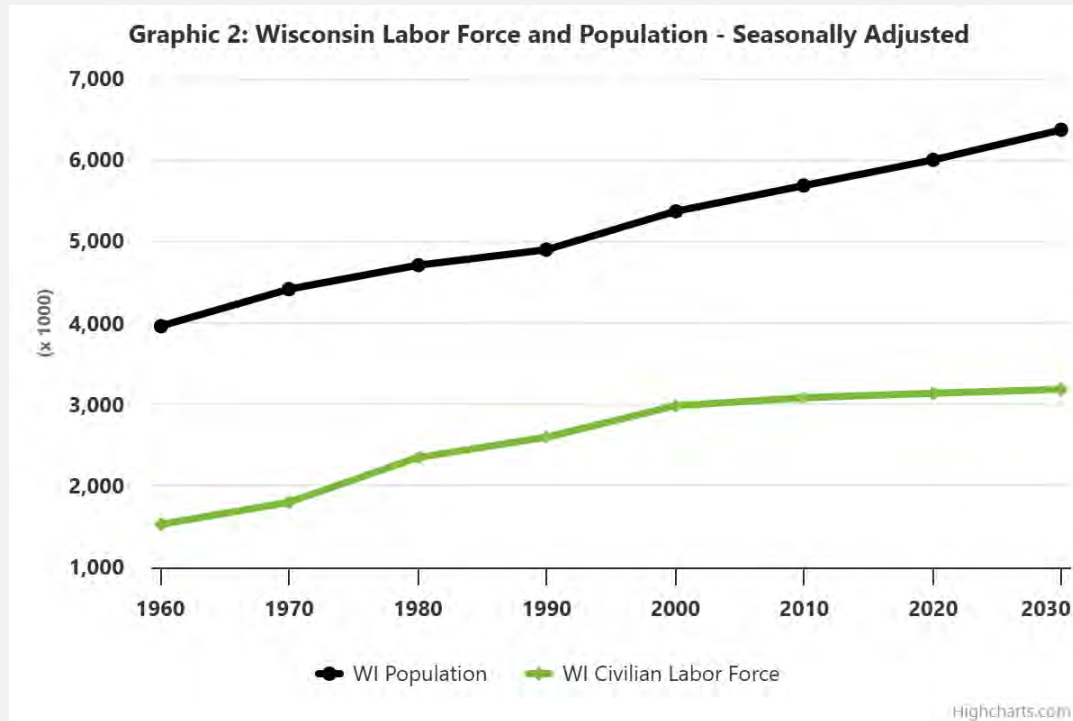
2, 021 people served

998 individuals worked

(49.38%)

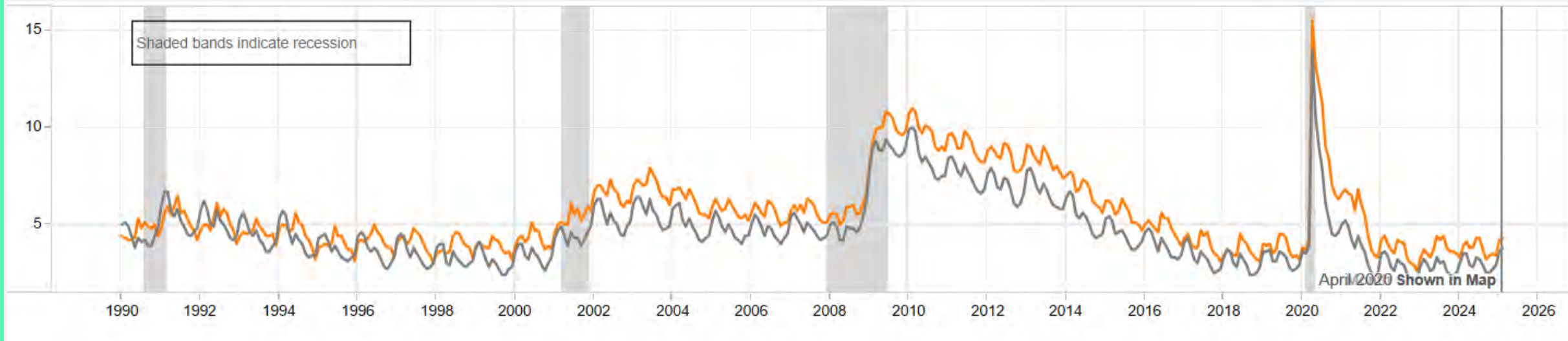
4-quarter average percent of  
individuals working  
internationally in 2024: 51.44%

# WISCONSIN LABOR FORCE AND DEVELOPMENT



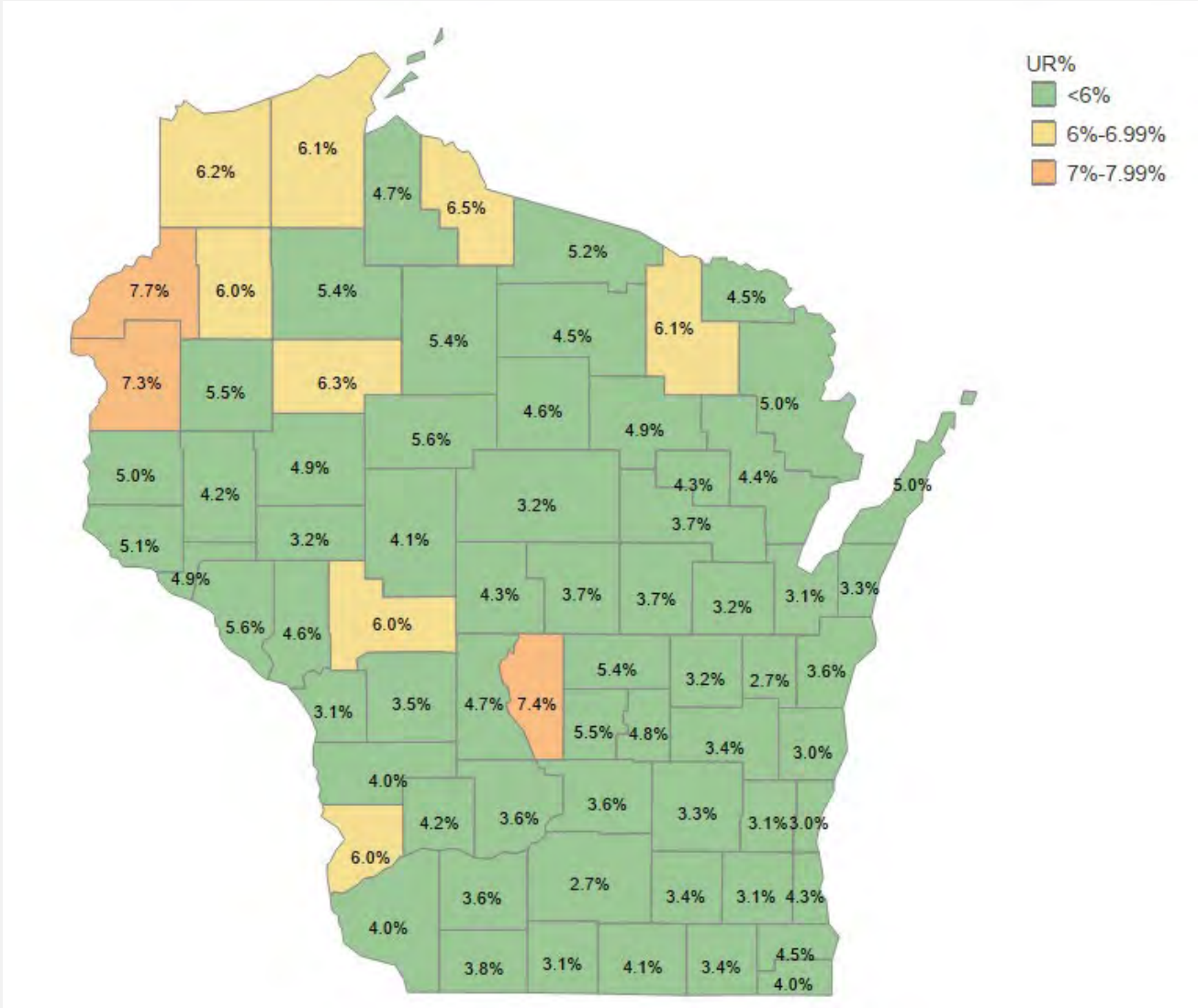
# UNEMPLOYMENT RATE (%) IN 2/1/2025

20

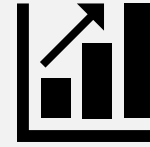




# UNEMPLOYMENT RATE (%) IN 2/1/2025



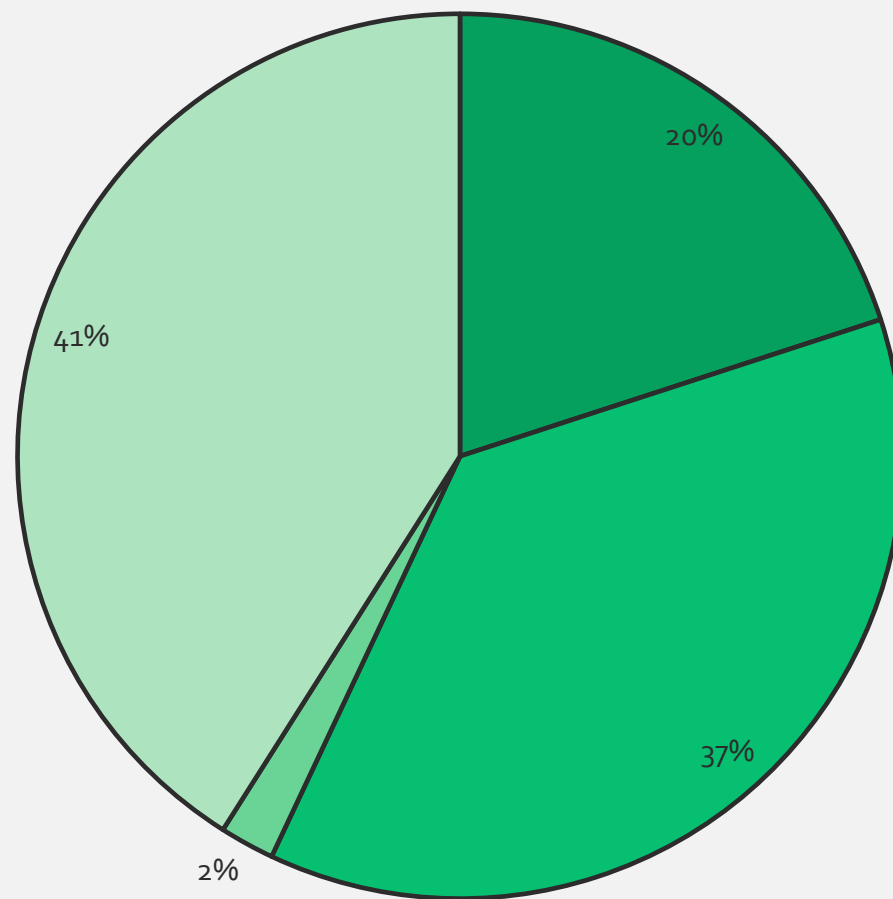
# IMPROVED OUTCOMES WITH IPS



Greater job satisfaction  
33% fewer days to first job  
4x times as many weeks worked during  
follow-up  
3x the earnings from employment  
3x the number working 20 hours/week  
or more

# MENTAL HEALTH AND EMPLOYMENT RATES

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■ Working

■ Don't Want to Work

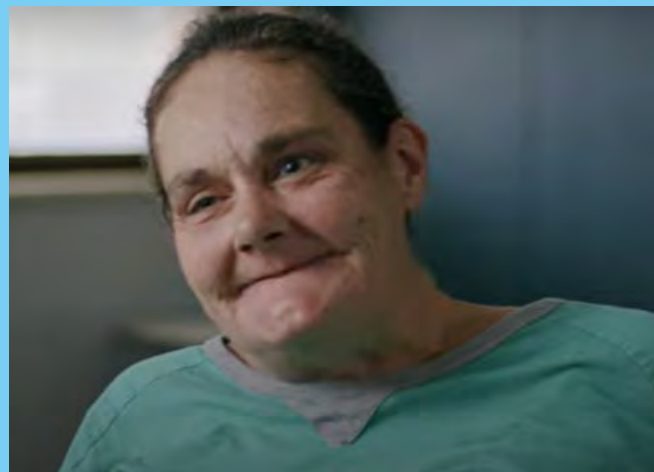
■ Want to work, with access to services

■ Want to work. No access to services

“Unlike most mental health treatments, employment engenders self-reliance and leads to other valued outcomes, including self-confidence, the respect of others, personal income and community integration. It is not only an effective short-term treatment but also one of the only interventions that lessen dependence on the mental health system over time.”

**Drake and Wallach, 2020**







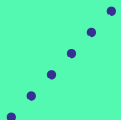
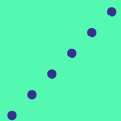
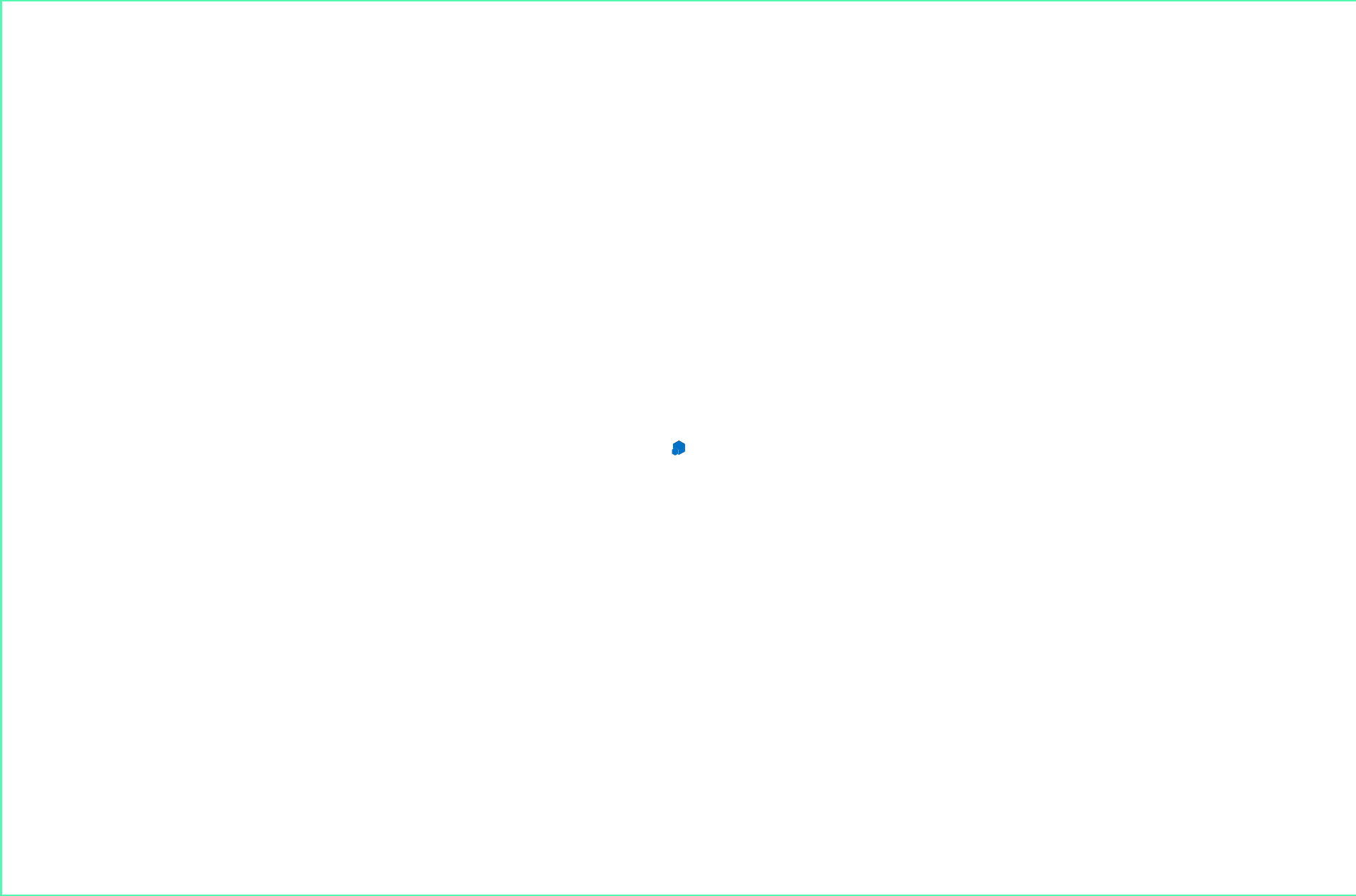
**“Employment is a critical mental health intervention.”**

Drake and Wallach (2020)



# DIGNITY IN RISK









# TAKEAWAYS

## The Importance of Competitive Work

- Fair Pay, Benefits, On the Job Learning, Advancement, and Diverse Opportunities.
- Employment can be part of the recovery process.

## Individual Placement and Support

- IPS is an evidence-based model, an international program, focused on competitive employment and educational goals.
- Eight Core Principles

## Dignity of Risk

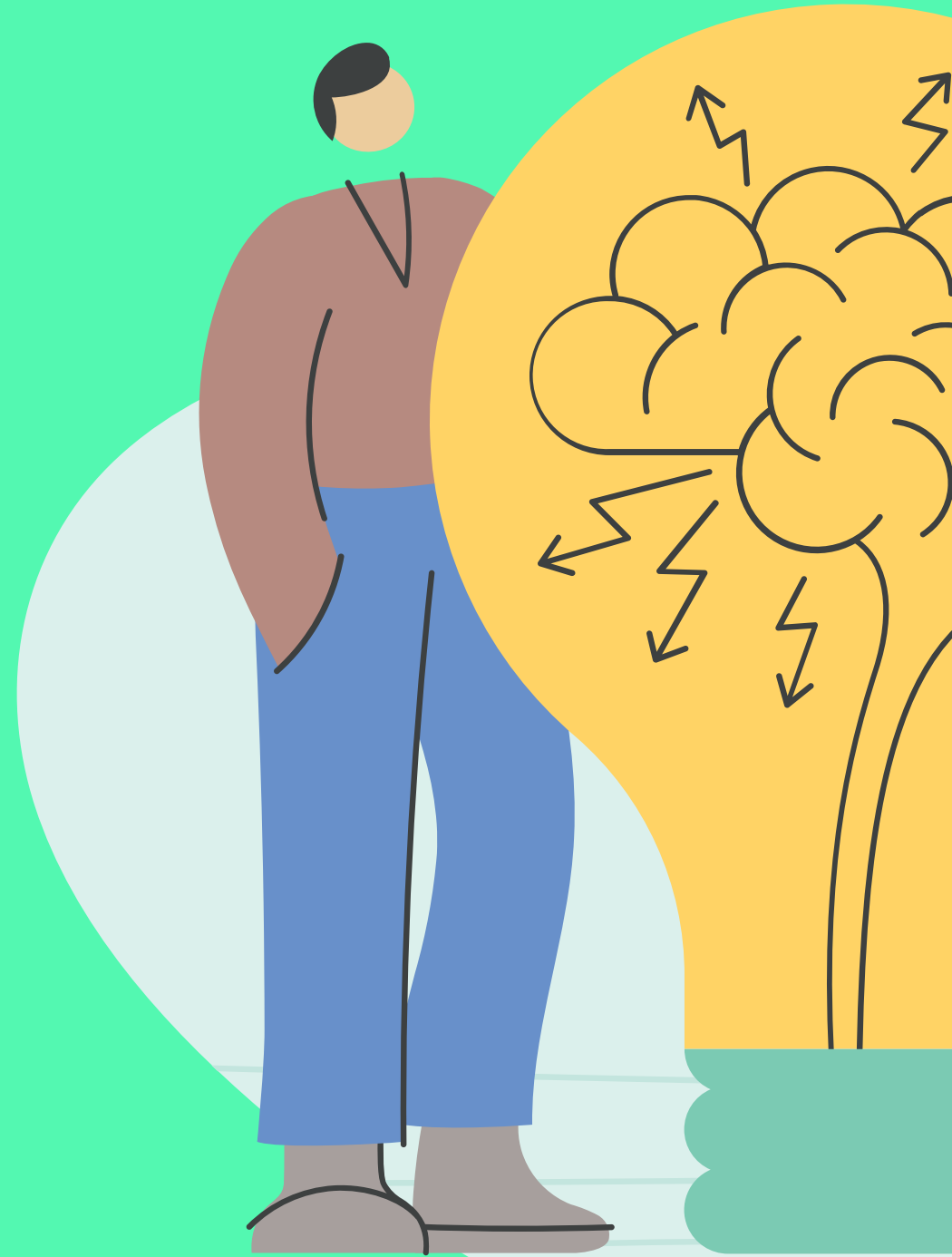
- The only true indicator of if someone will succeed is to be given the opportunity to try.



# Following Up on a question:

Supporting people in job search and employment when the individual is experiencing terminal illness and pain but wants and needs income.

- 🧠 Center Goals and Values
- 🧠 Exploration of Alternative Income Options
- 🧠 Coordinating with The Team
- 🧠 Be Prepared for Change
- 🧠 Emotional & Psychological Support
- 🧠 Advocacy





**ANY QUESTIONS  
OR COMMENTS?!?**





“WHEN YOU ARE WORKING,  
YOU ARE PART OF THE REAL  
WORLD. YOU FEEL  
CONNECTED. HAVING A JOB  
GIVES ME STABILITY. I HAVE  
SOMETHING TO LOOK  
FORWARD TO EVERY DAY.”

“In the past, people might have used  
labels to describe me such as homeless,  
mentally ill, and welfare mother. Now my  
titles are financial administrator, college  
student, and working mom.”



# THANK YOU

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