

Individual Placement and Support (IPS): Young Adult and Supported Education



Ruth Brock

The IPS Employment Center, Westat

www.IPSworks.org

October 14, 2020

Thank You!

“My mom told me when I was young that if I helped a friend climb a mountain, I would reach the top too.”

- Alfa Holden -



Question to conference attendees

What was your first job?

Recent Focus on IPS Employment Services for Young Adults

Many different subgroups of young adults:

- **High school students with psychiatric symptoms**
- **Foster care children being emancipated from child and family services**
- **Young adults with first episode of psychosis**
- **Young adults seeking treatment at community mental health centers**

Employment is a Goal for Young Adults

- Ramsay et al. (2011) survey of young adults experiencing early psychosis

78% reported “wanting assistance from mental health professionals in finding a job”

Goals of Young Adults with FEP (N=63)

Ratings of Importance and Impact on Outcome

	Mean
Work/school ^a	4.40
Energy	4.00
Social	3.90
Confusion	3.52
Symptoms	3.41
Side-effects	3.19

Scale: 1=Not at all...
5=Very much

Baseline ratings of importance for work/school were highest and predicted work/school participation at 12 months.

(de Waal et al., 2018)

18-Month Outcomes for Young Adults (< 30 yrs) Enrolled in 4 IPS Controlled Trials

Outcomes for Total Sample	IPS (N = 49) Mean/%	Control (N = 60) Mean/%
Employment rate	82%	42%
Total weeks worked	25.0	7.0
Longest job (weeks)	20.1	5.3
Total hours worked	660.6	203.7
Total wages	\$6,300	\$2,018
Hours per week	19.0	10.2
Ever work ≥20 hrs/wk	65%	28%

(Bond et al., 2016)

International Focus on Employment and Education for Young Adults

- **Young adults who are not in employment, education, and training (“NEET”) are increasingly entering disability systems in Europe, Australia, and Canada**
- **Helping this group find employment and education could reduce applications for disability benefits**

Norwegian SEED Trial

- RCT of IPS for 96 young adults on temporary benefits for health problems and at risk for early work disability
- Control group offered traditional vocational rehabilitation (sheltered work)
- One-year competitive employment rates (self-report):
48% of IPS group versus 8% of control group
- IPS group reported better health outcomes, increased optimism, less hopelessness (compared to controls)

(Sveinsdottir et al., 2019)

IPS and Education

Supported Education

- Poorly researched
- Similar development to IPS supported employment
- Goal of supporting people in regular schools alongside other students
- IPS specialist role in Education

Key Points

- **IPS staffing**
- **Team approach**
- **State Vocational Rehabilitation partnership**
- **Mainstream**
- **Strengths based**

Tie Supported Education to Employment

- What job would really excite you?
- Would you like to talk to someone in that job to learn more about job duties and qualifications?
- Would you be interested in learning about school or training programs that would help you qualify for the job?
- What next step would you like to take and how can I support you?
- Would you like me to introduce you to an employment/education specialist who can help you?

IPS specialist role in Education

Carryout all phases of supported education

- Intake
- Engagement – client, treatment team, family/support systems, employers
- Assessment (career profile)
- School selection and application
- Enrollment support, including financial aid
- Liaison with academic staff
- Ongoing educational support

Students in High School

- **Complete high school or gain equivalent certificate**
- **Pass four general educational development (GED) tests: language arts, math, science, and social studies**
- **Individualized Education Program (IEP)**
- **504 plan**

Postsecondary Education opportunities

- Identify course of study based on career preferences
- Choose school for enrollment
- Visit schools and speak with guidance counselors
- Visit office of students with disabilities for accommodations
- Learn about financial options
- Complete school applications, often online
- FAFSA – Free Application for Federal Student Aid
- Select Course load

Certificate Programs (examples)

Certificate training in community colleges or technical schools

- Home health aid
- Pharmacy technician

Short-term training programs

- Culinary programs
- Graphic design
- Forklift operator
- Electrician

Break out

Vignette: Your new IPS client Mary is 19 years old and expressed that her long term goal is to be a nurse but is open to any job right now. She wants to move out of her parent's house and get her own apartment. Mary graduated from high school last May. How might you help Mary with her vocational goals? How can you support her short- and long-term career goal?

Think of supports based on the role of IPS specialist, therapist, medication provider, family/friends, VR counselor, and IPS team leader.

Possible supports and considerations

- **Include family when available**
- **Methods of communication may include texts, emails and instant messaging**
- **Frequent change in plans is part of normal developmental process**
- **Hire peers with a lived experience to provide a role model**
- **Office locations are inviting to young people and their families**

Possible supports and considerations

- **Informational interviews with employers**
- **Connect with campus office for students with disabilities - accommodations**
- **Time management**
- **Study skills**
- **Facilitate family meetings**
- **Outreach to students who stop attending**
- **Discuss options for dropping classes, taking incompletes, medical leaves**
- **Celebrate success**

Possible supports and considerations

- Learning challenges – poor attention
- Optimize cognitive function to support learning
- Medication adjustments
- Address substance use
- Exercise/Self-Care
- Cognitive enhancement training
- Technology supports

Any thing else?



Employment Center

Why work and/or education?

- “Their identity isn’t as a patient.” Dr. Bob Drake
- Most young adults do not have much of a work history and benefit from career exploration.
- Education and training help people attain higher paying and potentially more satisfying jobs.



Question to conference attendees

What is your dream job?

Resources

- www.IPSworks.org
- *IPS Supported Employment : A Practical Guide (2013)*
- IPS Supported Employment Approach to Help Young People with Work and School (2017)
- IPS-Y, fidelity scale for youth (employment and education)
- RuthBrock@westat.com; (865) 399-2701

Parting words...

GOING TO A COUNSELOR
OR THERAPIST WHEN YOU'RE
FEELING SAD OR OVERWHELMED
SHOULD BE AS NORMAL
AS GOING TO THE DOCTOR WHEN
YOU HAVE THE FLU.
LET'S END THE STIGMA
ABOUT MENTAL HEALTH!

