

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

- This teleconference is brought to you by the Wisconsin Department of Health Services (DHS), Division of Care and Treatment Services, Bureau of Prevention Treatment and Recovery and the University of Wisconsin-Madison, Department of Psychiatry.

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.
- [Download or view the presentation materials](#). The evaluation survey opens at 11:59 a.m. the day of the presentation.
- 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 or view the recording 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/2022.htm>.



Work as a Mode of Therapy

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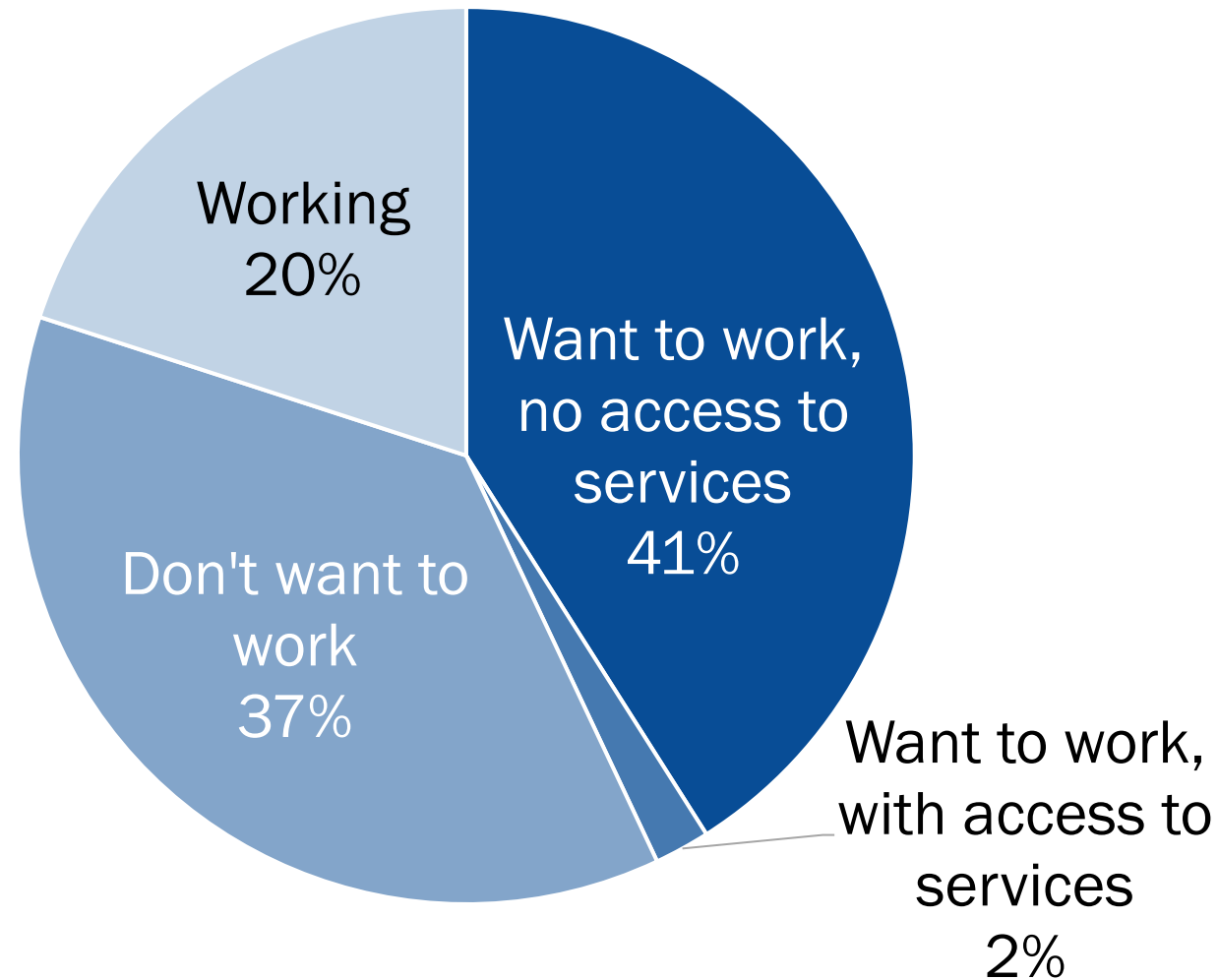
Outline

- Why: Employment is a critical mental health intervention and a social determinant of health.
- What: Employment is used for prevention, treatment, intervention, and recovery.
- How: Help people gain employment by using existing tools in combination with other evidence-based practices, including Individual Placement and Support (IPS).

Why work works

- Employment gives everyone a sense of purpose, self-worth, self-confidence, and meaning beyond the paycheck.
- “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)
- “IPS is a valuable, human, and humanizing global practice.”
(Lisa Dixon, MD, MPH)

Mental health and employment rates



“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

Why now?



- Employment is critical social determinant of health.
- Employment improves self-esteem, symptom control, quality of life, social relationships, community integration, and used fewer hospital and emergency services. (Drake, et al. 2013)
- Employment provides a paycheck and a purpose.
- Employment provides opportunity, access, and understanding.



The 8 Principles of IPS

Competitive employment

The focus is on developing opportunities for job seekers that are inclusive, including jobs that anyone can apply for, pay at least minimum wage or the same pay as coworkers with similar duties, and have no artificial time limits imposed by a social service agency.



The 8 Principles of IPS

People are not excluded

People are not excluded based on diagnosis, homelessness, legal system involvement, level of disability, past or lack of work history, perceived readiness, psychiatric hospitalizations, substance use history, nor symptoms.

How to talk about employment

[Helping Individuals Consider Employment \(Worksheet\)](#)

- What are your hopes regarding a job? How will employment benefit your life?
- What are your concerns about working?
- Do you know how your benefits would be affected by a part or full-time job?
- What type of assistance would be most helpful to you?
- On a scale of 1–10, how important is a job to you?
- On a scale of 1–10, how confident are you that you can be successfully employed?
- How soon would you like to begin looking for a job?
- The plan for right now is to....

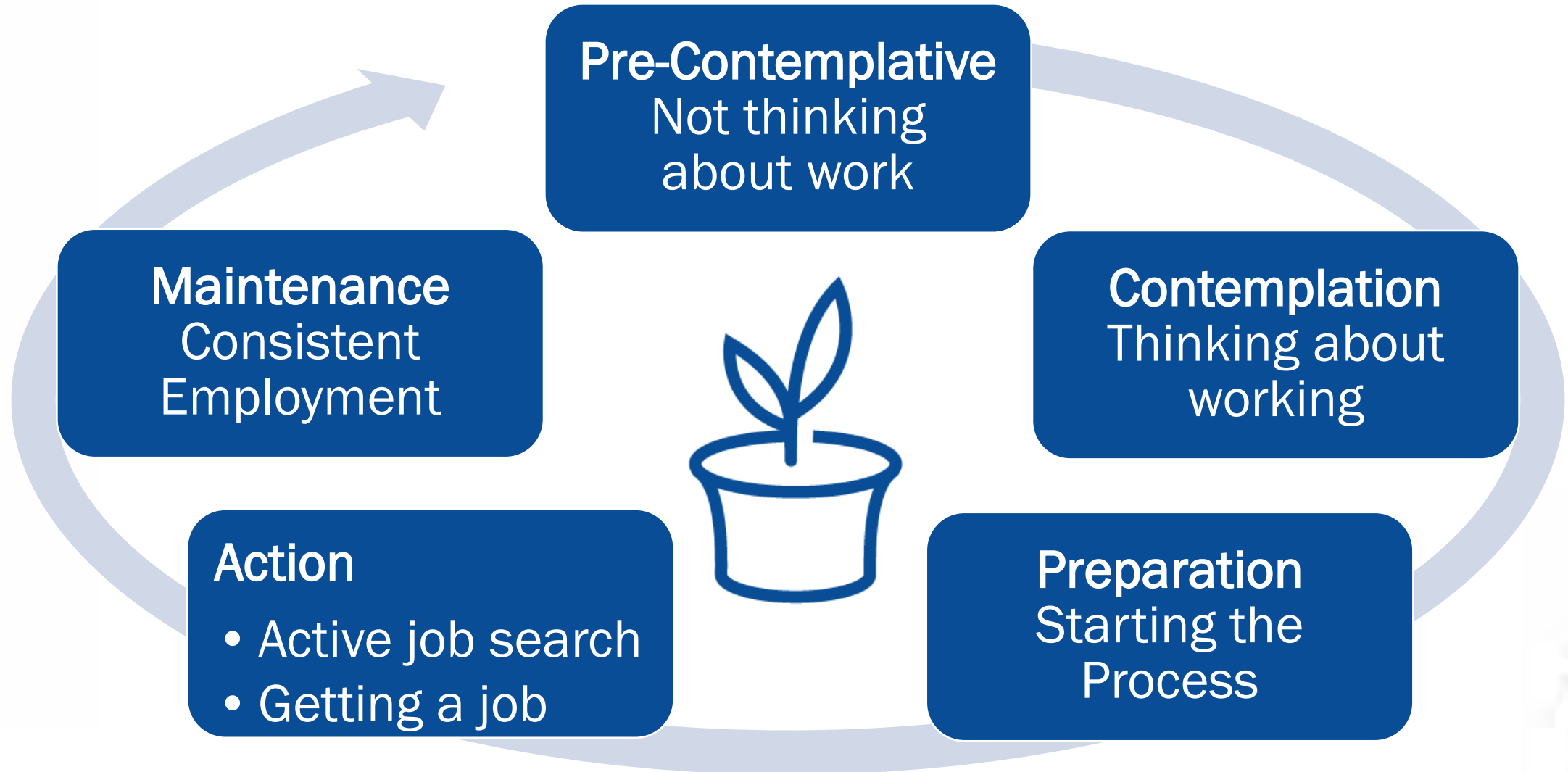
How to explore employment goals

[IPS Career Profile](#) tip sheet

[IPS Career Profile](#) DVR tool

- What is your dream job?
- Educational history and experience
- Work history including job start/end while in service
- Consumer's experience of their behavioral health
- [Legal background and how to discuss with employers](#)
- [Disclosure of a disability or IPS model involvement](#)
- DVR- www.dwd.wisconsin.gov/dvr

Stages of change



Change talk

Desire

- I want
- I wish
- I would like

Ability

- I can
- I could

Reason

- If
- Then

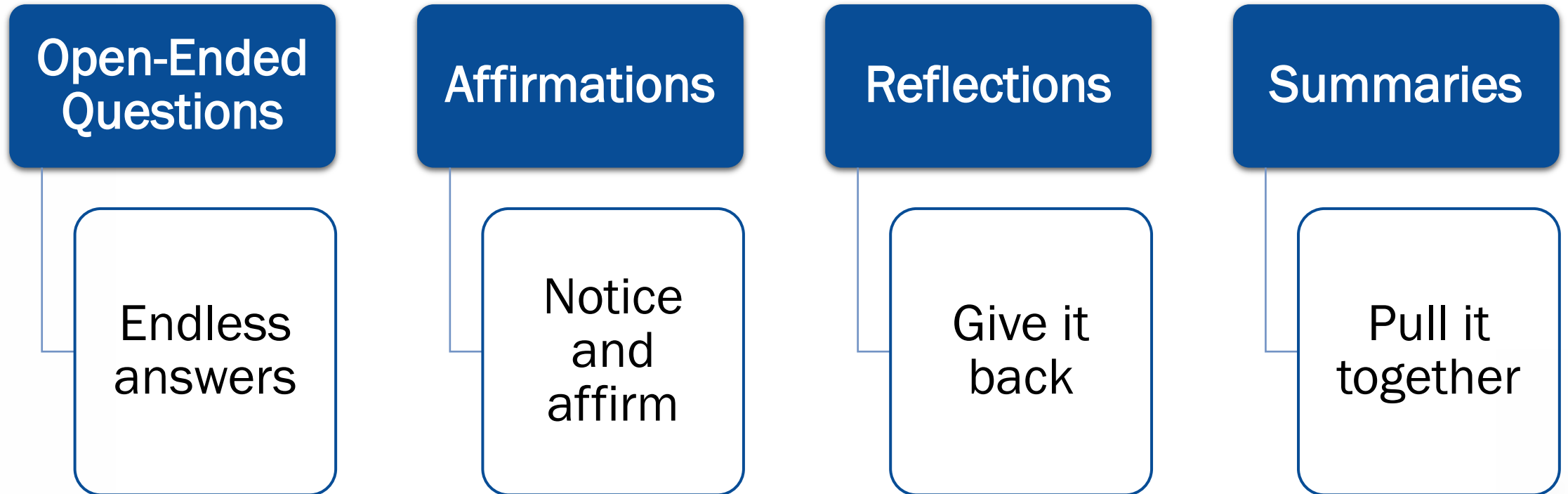
Need

- I need to
- I have to
- I've got to

Commitment

- I will
- I'm ready
- I'm going to

Motivational interviewing: OARS skills





The 8 Principles of IPS

Integrated services

Employment specialists are attached to one or two mental health treatment teams to discuss their caseloads and provide mutual support and wraparound care.



The 8 Principles of IPS

Benefits planning

Employment specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government benefits.

Let's practice - scenario

A care coordinator and a person receiving behavioral health services at the county met only once before to conduct some intake paperwork. The two meet again and, in this session, the individual expresses how they are “bored,” “feel hopeless,” and “the only thing helping them *survive* right now is a monthly SSI check.”

Discussion

- How could a provider approach a conversation about adding work into the person's life?
- What might the person expressing their fears be feeling?
- How could a provider help support this person and what they are feeling?

Questions?



For more information

Webpages

www.ipsworks.org

www.dhs.wisconsin.gov/ips

www.dwd.wisconsin.gov/dvr

Email

DHSDCTSIPS@dhs.wisconsin.gov

Works cited

- The IPS Employment Center . (2022, March 16). The IPS Employment Center. Retrieved March 25, 2022, from <https://ipsworks.org/>
- Swanson, S. J., & Becker, D. R. (2013). *IPS supported employment: A practical guide*. Dartmouth Psychiatric Research Center.
- Drake RE, Wallach MA. *Employment is a critical mental health intervention*. *Epidemiol Psychiatr Sci*. 2020 Nov 5;29:e178. doi: 10.1017/S2045796020000906. PMID: 33148366; PMCID: PMC7681163.
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- Office of Disease Prevention and Health Promotion (ODPHP): <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources/employment>