

## Do You Want To Get A Job? "Individual Placement and Support"

Consumer Education and  
Support Statewide Call-In:  
September 25, 2008

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## Welcome!

- Thank you to all who have joined in for today's call!
- Instructions for CEU's for today's call
  - Fax Sign-In Sheets to:
    - Josephine Brodbeck, FAX (309) 693-5101
    - Include information on where to send the certificates
- Date and Topic for Next Call-In
  - October 29<sup>th</sup> – (Bryce will be setting the topic)

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## Objectives for Today's Call

1. Participants will learn the core principles of the Individual Placement and Support (IPS) model and how it helps people get and keep meaningful employment.
2. Participants will learn the importance of individualized benefits counseling and how to access it.
3. Participants will hear about the role employment can play in recovery.
4. Participants will learn about IPS implementation in Illinois.
5. Participants will have an opportunity to ask questions and offer suggestions regarding these topics

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## Guidelines for Today's Call

- All Speakers Will Use Person-First Language
- All Acronyms Will Be Spelled Out and Defined
- Diverse Experiences Will Be Heard and Validated

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## What is Individual Placement and Support (IPS)?

- IPS is an evidence-based practice that helps people with mental health challenges get and keep meaningful employment.
- You may also see IPS referred to as
  - EBSE (Evidenced-Based Supported Employment)
  - SE (Supported Employment)
- Research demonstrates that, for persons with mental illnesses, IPS is significantly more effective than other models

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## Core Principles of IPS

- No one is excluded who wants to participate
- Integrated with treatment
- Competitive employment
- Job search starts soon after you express an interest.
- Follow-along supports are continuous and for as long as you want them.

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## Core Principles of IPS

- Job loss is a learning experience.
- Consumer preferences are important
- Benefits Counseling is part of the employment decision-making process.

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## Benefits Counseling: WIPA & GAPS

- WIPA = Work Incentive Planning and Assistance Program.
- GAPS = Guidance, Assistance and Planning Services.
- WIPA = GAPS (Same program )
- Anyone who gets Social Security Disability benefits (SSI/SSDI) and wants to return to work is eligible.
- Services are free.
- For more information call: 1-800-807-6962, 1-866-390-6771 or 312-746-5743

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## Work and Recovery

- Returning to work embodies the Principles of Recovery
- Hope – A vision for the future
- Support - Expands a person's network
- Personal Responsibility – For example:
  - May improve hygiene
  - Consistent bed times
  - Care more about health
  - Pride in appearance
  - Consistent use of your WRAP

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## Work and Recovery

- Education
  - New skills or renewed confidence in skills
  - Setting realistic goals
- Self-Advocacy
  - Brings focus to one's rights
  - "I can do this, if I do it this way, or under these conditions"
  - What's a good fit for one person, may not be for another
- Spirituality
  - Being a part of something much larger than oneself
  - Fulfills the need to be needed

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## Misperceptions about Working

- I'll lose my Social Security right away.
- I'll have to work full time.
- I'll lose my health care.
- I'll relapse.
- I won't be able to see my case manager.
- I won't be able see my friends.

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## Commonly Identified Road Blocks to Working

- Fear of failure
- Fear of success
- Past unemployment
- Perceived limitations by self and others
- Transportation
- Criminal records
- Wrong clothes for work

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## What to do with Roadblocks

- Roadblocks are opportunities to find another way
- It is important to talk with your employment specialist about your roadblocks
- Ask others what route they took when they encountered a similar roadblock
- Take one step at a time

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## Why Work?

- Find strengths
- Feel productive
- Improve self-image
- Identify passions
- Expand relationships
- Build confidence
- Success breeds success
- Free to face fears
- You decide how many hours you want to work
- Helps conquer fears of losing benefits
- Experience helps find good fit
- More money

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## IPS Implementation in Illinois

- Pilot phase
- Skilled service, often usually requires on-site technical assistance.
- Currently about 14 MH agencies providing IPS.
- Illinois has the knowledge and expertise to implement.
- Plan to gradually expand the number of sites.

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## How Can I Get More Information?

- Becker, D.R., and R.E. Drake (2003). *A Working Life for People with Severe Mental Illness*, Oxford University Press, New York, New York.
- Dartmouth Psychiatric Research Center's Supported Employment Center:  
<http://dms.dartmouth.edu/prc/employment/>
- Drake, R.E. and G.R. Bond (Eds.)(2008). Special 10<sup>th</sup> Anniversary Issue on Supported Employment, *Psychiatric Rehabilitation Journal* 31(4).
- SAMHSA's Mental Health Information Center, Evidence-Based Practices: Supported Employment Toolkit:  
<http://mentalhealth.samhsa.gov/cmhs/CommunitySupport/toolkits/employment/>

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## Guidelines for Q & A

- All Speakers Will Use Person-First Language
- All Acronyms Will Be Spelled Out and Defined
- Diverse Experiences Will Be Heard and Validated
- Limit to One Question per Person, then Pass to the Next Person
- Saying "Thank You" Indicates You Are Finished With Your Question

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## Thank You!

- Written Questions Can Be Sent To:
  - Katherine Burson, Director of Rehabilitation Services, DHS/Division of Mental Health  
[Katherine.Burson@illinois.gov](mailto:Katherine.Burson@illinois.gov)
  - FAX: (708) 338-7057
  
  - Nanette Larson, Director of Recovery Support Services, DHS/Division of Mental Health  
[Nanette.Larson@illinois.gov](mailto:Nanette.Larson@illinois.gov)
  - FAX: (309) 693-5101

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