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OVERVIEW AND INTRODUCTION TO IPS

Individual Placement and Support (IPS) is an evidence-based practice that helps people with mental health conditions get and keep competitive jobs matching their preferences. This resource guide has been assembled to promote the collaborative implementation of the Individual Placement and Support (IPS) supported employment model among state mental health authorities (SMHA) and vocational rehabilitation (VR) programs. Many of these resources were borne out of the IPS Learning Collaborative, a cohort of states working to implement and expand IPS, convened by the IPS Employment Center. As such, this Resource Guide provides insights from states doing this work, as well as guidance from national TA centers on how states can implement the IPS model.
WHAT IS IPS?

IPS Intro: The Evidence-Based Practice for Employment (IPS Employment Center)
This introductory PowerPoint describes the evidence base for IPS, populations that IPS is suited for, the value of an employment focus, basic principles and practices of the IPS model, and basic implementation tips. If you are new to the IPS model, reviewing this PowerPoint is a great place to start. READ MORE >>

WHY IPS?

Evidence for IPS (IPS Employment Center)
This presentation, with data as recent as January 2022, takes a deeper dive into the research and evidence supporting the IPS model, including a synthesis of results from 26 randomized control trials and several systematic reviews. READ MORE >>

Making the Case for IPS Supported Employment (IPS Employment Center)
This document can serve as a useful tool for SMHA and VR leadership and other stakeholders to communicate why implementing IPS is a worthwhile endeavor. It discusses the value of employment in recovery and the impact on the long-term wellbeing of individuals, the evidence base and cost-effectiveness of the model, and strong potential for successful implementation and sustainability. READ MORE >>

“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.”
HOW TO IMPLEMENT IPS?

Issue Brief: Implementation Guide for State Leaders (IPS Employment Center)
This issue brief outlines how state leaders can facilitate the implementation, quality, and longevity of IPS services, including guidance around communication, financing, policy alignment, training, fidelity/outcome monitoring, and building community to prepare for sustainment. This issue brief highlights key strategies in two phases: preparation/startup and late implementation/sustainment. READ MORE >>

FACILITATING COLLABORATION BETWEEN STATE MENTAL HEALTH PROGRAMS AND VOCATIONAL REHABILITATION PROGRAMS

Issue Brief: IPS Supported Employment and State Vocational Rehabilitation — A Crosswalk (IPS Employment Center)
The goal of this issue brief is to inform state and local mental health leaders responsible for IPS services about the federal-state VR system and to facilitate collaboration with VR administrators and counselors. Others, including VR administrators and counselors, may also find this issue brief useful. READ MORE >>

IPS Supported Employment and State Vocational Rehabilitation: A Crosswalk (IPS Employment Center)
This document describes commonalities between the IPS practice principals and the VR system. It may be particularly helpful to administrators in meeting the needs of individuals who have access to services via both the VR and IPS systems. READ MORE >>
Funding Summary for the IPS Learning Community

In 2020, members of the Individual Placement and Support (IPS) Learning Community answered a survey to share information about how state mental health authorities and Vocational Rehabilitation fund IPS employment services. This document summarizes the various methods for funding IPS, often referred to as “Braided Funding.” The summary reflects responses from 24 states and State Vocational Rehabilitation (VR) agencies that are members of the IPS Learning Community in the United States in early 2020.

- Of the 24 states (71%) have some form of Medicaid billing for IPS
- 9 states (38%) have programs where Medicaid reimburses portions of services that meet medical necessity
- 7 states (29%) have Medicaid waivers or amendments to help fund services (These include 4 demonstration waivers, 2 1915(b)(3) waivers, and 1 1915i waiver.)
- 17 states (71%) have some form of Medicaid billing for IPS
- 15 states (63%) have IPS programs that receive Social Security Administration’s Ticket to Work funding.
- 24 states (100%) have designated IPS trainers.
- 14 states (58%) have full-time designated trainers ranging from 1 to 6 trainers per state.
- 13 states (54%) have grants that help fund IPS services
- 12 states have a combination of full-time and part-time trainers ranging from 1.5 to 5.5 trainers per state.
- 6 states have part-time trainers (ranging from 1 to 7 depending on the state).
- 7 states (29%) have funding attached to IPS fidelity
- 2 states (9%) have county funding that pays for IPS services

Other sources of funding that support IPS include:
- State Block Grant funds, State Vocational Rehabilitation, Federal TANF funding, State General Funds, Mental Health Trust Authority partnership, State Mental Health Reform money, foundation grants, a Managed Care Organization, and one local employer donated funds to implement an IPS program.

The types of grants include:
- SAMHSA MH Block Grants
- State general funds
- WIOA
- COVD funding
- Transition Age Youth Launching Realized Dreams (TAYLDR) grant CFDA: 93-243
- Opioid SOR grant
- Assisted Outpatient Treatment (AOT)
- Supported Employment Demonstration Study
- First Episode Psychosis (On-Track braided funding with Systems of Care/Department of Human Services and Mental Health Block Grant)
- Department of Justice (Asian Association)
- Youth Empowered to Succeed (YES) and Youth Empowered Solutions to Succeed (YESS) grants
STATE IMPLEMENTATION EXAMPLES

Many states, in part facilitated by the Supported Employment Demonstration, have had great success in implementing the IPS model. In seeking to implement or build on existing IPS services, looking to lessons learned and successes from other states may be particularly helpful. Below are resources developed by several states that may be helpful in planning, implementing, and sustaining IPS in your state.
"I never would have had the strength to do this on my own without their support and encouragement."
—Minnesota IPS program participant

EXAMPLES OF STATE PROGRAM/OUTCOMES REPORTS

2020 HHS Evidence-Based Practice IPS Report (Michigan)
This report, developed by the Michigan Department of Health and Human Services, outlines Fiscal Year 2020 outcomes, activities and achievements associated with their IPS program. READ MORE >>

State Rehabilitation Council Annual 2019 Report (Minnesota)
This report from the Minnesota State Rehabilitation Council describes VR's services provided during the 2019 program year. It describes VR’s role, demographic information on who VR serves, a description of their pre-employment transition services, a description of their IPS efforts, employment outcomes, several personal stories of individuals served, and more. READ MORE >>

IPS Dual-Diagnosis Pilot Program (Colorado)
This annual report from Easterseals Colorado and the Colorado Division of VR describes their IPS pilot program and the scope of work, provides an overview of program activities between July 2019 and 2020, and outlines plans for the future. READ MORE >>

Report to Legislature: IPS for Persons with SMI (Minnesota)
This report, prepared for presentation to the Minnesota State Legislature by the Minnesota Office of VR Services, describes the history of IPS in Minnesota, includes data visualizations of IPS program participant demographics, numbers of individuals served, cost-effectiveness, and geographic reach, shares individual success stories, and outlines the opportunities to sustain and expand IPS in Minnesota. READ MORE >>

Supported Employment: MHAS and VR (Ohio)
This 2019 report from the Ohio Department of Mental Health and Addiction Services and Opportunities for Ohioans with Disabilities describes: key successes and outcomes, including the strengthening of state-level partnership between the SMHA and VR; ways in which the IPS program in Ohio has benefited from participation in the IPS Employment Center’s Learning Community; and other key takeaways. READ MORE >>
NATIONAL PRESENTATIONS/ STATE PROGRAM OVERVIEWS

IPS: Building a Successful DMH & MOVIR Partnership (Missouri)
This presentation describes the successful collaboration between Missouri’s Department of Mental Health and Office of VR to facilitate their IPS Employment Team. It emphasizes the importance of structured collaboration and consistent communication, mutual respect, and shared recovery philosophies. READ MORE >>

Vocational Implications & Limitations That Impact Employment in Substance Use, Mental Illness and Co-Occurring Disorders (Missouri)
This 2019 presentation by Missouri VR describes the intersection of employment and behavioral health conditions. It describes the IPS model, provides general education on substance use disorders and common mental health disorders, and outlines vocational implications for both. READ MORE >>

IPS in Colorado
This presentation, jointly given by Colorado’s Division of VR and Office of Behavioral Health, was prepared for the Council of State Administrators of Vocational Rehabilitation’s annual conference. It describes the IPS model, how they have facilitated collaboration between the SMHA and VR, funding and resource allocation for IPS, and outcomes and successes. READ MORE >>

IPS & VR Partnership (Utah)
This presentation from the 2021 Annual Conference for the Association of People Supporting Employment First describes how the Utah Division of Substance Abuse and Mental Health and the Utah State Office of Rehabilitation/VR, via the IPS Learning Community, have collaborated to strategically plan for IPS implementation at the state level and facilitate local-level collaboration, overcome challenges, and led to successful outcomes for individuals served by IPS. READ MORE >>

SAMPLE TRAINING PRESENTATIONS FOR STATE EMPLOYEES

Employment Services Protocol (Connecticut)
This presentation from Connecticut, jointly prepared by their Bureau of Rehabilitation Services (BRS) and Department of Mental Health and Addiction Services (DMHAS), outlines their state employment service protocol, and aims to provide guidance staff from both BRS and DMHAS in their collaboration efforts. It describes DMHAS and BRS employment policies, IPS fidelity standards, and the roles of staff from each agency. READ MORE >>

Connecting the Dots: IPS Supported Employment (Ohio)
This training presentation from Opportunities for Ohioans with Disabilities (OOD) and the Ohio Department of Mental Health and Addiction Services (ODMHAS) provides an overview of both ODMHAS and OOD and their respective programs and procedures, and then describes the IPS model and how it has been implemented in Ohio. You can also view the agenda for this training here. READ MORE >>

Substance Abuse and VR (Ohio)
This presentation was jointly given by Opportunities for Ohioans with Disabilities and the Ohio Department of Mental Health and Addiction Services. Intended for VR staff, it describes strategies to provide VR services to individuals with substance use challenges, considerations for eligibility and outcomes, and determining appropriate services. READ MORE >>
SAMPLE STATE POLICIES AND TOOLS

Interagency Agreement between Opportunities for Ohioans with Disabilities Agency and Ohio Mental Health and Addiction Services
This is a sample formalized agreement outlining the objectives of collaboration between Ohio Opportunities for Ohioans with Disabilities and Ohio Mental Health and Addiction Services, the responsibilities of each individual entity, their shared responsibilities, collaborative strategies to facilitate this coordination, and agreed-upon shared policies. READ MORE >>

IPS Provider Waiver Program (Ohio)
This document describes the Opportunities for Ohioans with Disabilities and Ohio Mental Health and Addiction Services IPS Provider Waiver Program to align their provider requirements, reduce accreditation costs, increase choice of providers and optimize efficiency. READ MORE >>

Statewide Collaborative Protocols (Arizona)
This document describes the collaborative protocols between the Arizona Health Care Cost Containment System and the Arizona Rehabilitation Services Administration, as established through their interagency service agreement. READ MORE >>

Supported Employment Job Development Approval Process (Ohio)
This document describes the change to the Opportunities for Ohioans with Disabilities fee schedule to include a performance-based service for supported employment job development, including provider certification requirements, population eligibility, and other requirements. READ MORE >>

IPS Team Monthly Report (Tennessee)
This excel sheet from the Tennessee Department of Mental Health and Substance Abuse Services can serve as a sample monthly reporting template for IPS teams, complete with instructions for use. READ MORE >>