

Severe Mental Disorders Program

Supported Employment

Applying the Individual Placement
and Support (IPS) Model
to Help Clients Compete in the Workforce

UPDATED AND EXPANDED

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Editor's note

Some names, details, and circumstances have been changed to protect the privacy of those mentioned in this publication.

This publication is not intended as a substitute for the advice of health care professionals.

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Dartmouth PRC HAZELDEN
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The Dartmouth PRC–Hazelden imprint was formed as a partnership between the Dartmouth Psychiatric Research Center (PRC) and Hazelden Publishing, a division of the Hazelden Betty Ford Foundation—nonprofit leaders in the research and development of evidence-based resources for behavioral health.

Our mission is to create and publish a comprehensive, state-of-the-art line of professional resources—including curricula, books, multimedia tools, and staff-development training materials—to serve professionals treating people with mental health, addiction, and co-occurring disorders at every point along the continuum of care.

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PREFACE

This book is for employment specialists, IPS supported employment supervisors, vocational rehabilitation counselors, and mental health practitioners. We present the basic information and skills needed to deliver evidence-based supported employment. Family members and people with mental health disorders who want to learn about IPS supported employment services may also be interested in reading this manual. Supervisors and agency leaders will need additional information about setting up, organizing, and otherwise implementing and sustaining the program. A more comprehensive discussion of these broader issues is provided in Becker and Drake's *A Working Life for People with Severe Mental Illness* (2003). The Dartmouth Psychiatric Research Center's IPS Supported Employment website is another source for current information, program tools, demonstration videos, and fidelity materials (www.dartmouthips.org).

This book is divided into the following sections:

SECTION	CONTENT	AUDIENCE
SECTION 1 <i>Chapters 1–2</i>	Provides an overview of the evidence-based practice of IPS supported employment.	Applicable to any person wishing to know more about IPS supported employment, including mental health practitioners, family members, clients, medication prescribers, substance use counselors, vocational rehabilitation counselors, and employment specialists.
SECTION 2 <i>Chapters 3–9</i>	Describes the skills and practices of IPS practitioners.	Essential information for employment specialists and their supervisors.

continued on next page

SECTION	CONTENT	AUDIENCE
SECTION 3 <i>Chapters 10–13</i>	Explains how IPS uses a team approach. Defines the roles of mental health practitioners, family members, vocational rehabilitation counselors, and supervisors in the vocational process.	IPS supervisors will find each chapter helpful. Vocational rehabilitation counselors, family members, and mental health practitioners may be most interested in the chapter about their individual role in the process.
APPENDIX A <i>IPS Supported Employment Fidelity</i>	Introduces and provides an overview of the IPS fidelity scale, a vital tool to ensuring good services and sustaining superior outcomes.	Agency administrators and supervisors who oversee the IPS program will need to understand this material, but it is recommended for anyone interested in how IPS supported employment services are organized and provided.

The CD-ROM is divided into these parts:

SECTION	CONTENT	AUDIENCE
PART I <i>IPS Supported Employment Fidelity</i>	Provides the fidelity scale and score sheet, a sample fidelity action plan, and a sample fidelity report.	Agency administrators and supervisors who oversee the IPS program will need to understand this material, but it is recommended for anyone interested in how IPS supported employment services are organized and provided.
PART II <i>IPS Supported Employment Tools</i>	Provides a variety of tools, forms, and samples.	IPS supervisors and others who are responsible for establishing program practices will be interested in these tools.

Individual Placement and Support (IPS) supported employment is inclusive and uses a team approach. Note that these charts outline which sections of this book are aimed at specific team members. However, we recommend that everyone involved in IPS supported employment read the entire book and review the material on the accompanying CD-ROM. Knowing the roles of other team members helps all members work together effectively.

In both this manual and the accompanying CD-ROM, we refer to the people who receive mental health and supported employment services as *clients*. Other terms, such as *consumers*, *service users*, *survivors*, and *patients* are used in different settings. We chose the term *client* because it is widely used by different stakeholders across many countries. Also, we use the term *severe mental disorder* to refer to the approximately 5 percent of people who are disabled by severe mental disorders.

Many programs across the United States and in other countries use the term *supported employment*. These programs may or may not be using the evidence-based approach. In this manual, we use the term *IPS supported employment* to differentiate the evidence-based practice for people with severe mental disorders from other types of supported employment. *IPS* stands for *Individual Placement and Support*.

We thank the many practitioners, clients, family members, and employers whose experiences have increased our knowledge of how to support people with mental health disorders in their work lives. This manual includes many of these experiences.

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