Career Development is Everyone’s Business.

Successfully Integrating Individual Placement & Support (IPS) Supported Employment & Education Best-Practices for Older Youth & Young Adults in your Community Mental Health Center

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Presenters

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Special Guest!
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Learning Objectives

• Describe why IPS is an evidence-based practice.
• Identify 8 Principles of IPS.
• Distinguish IPS practices unique to young adults.
• Take away developmentally-attuned engagement & support strategies.
What is IPS Supported Employment?

• IPS stands for Individual Placement & Support
• Why was IPS created?
• Learn more: www.ipsworks.org
• What is the evidence for IPS?
• 8 IPS Principles
• IPS Fidelity Scale

Benefits of IPS
- Increased income
- Improved self-esteem
- Increased social and quality of life
- Better control of symptoms
- Reduced substance use
- Reduced hospitalization
8 IPS Principles
01 Zero exclusion
02 Rapid job search
03 Job preferences drive services
04 Benefits counseling
05 Follow-along supports
06 Integration of IPS into clinical services
07 Competitive employment
08 Job development
Evidence for Enhanced IPS with Young People

- **Thresholds Study** examined IPS with Supported Education + Near-Age Vocational Peer Mentors + Transition to Independence Process Model.
  - Webinar: [https://escholarship.umassmed.edu/sparc_multimedia/3/](https://escholarship.umassmed.edu/sparc_multimedia/3/)
  - Ellison et al. (2014) describes IPS adaptations & outcomes: [https://doi.org/10.1007/s11414-014-9445-4](https://doi.org/10.1007/s11414-014-9445-4)

- **UMASS SE/SED Study** tested IPS + SE in 2 community mental health settings & produced a Young Adult IPS Manual & Fidelity Scale
  - [https://www.umassmed.edu/globalassets/transitionsrtc/publications/manuals/ips-se-for-transition-age-youth-_final-2-6-20.pdf](https://www.umassmed.edu/globalassets/transitionsrtc/publications/manuals/ips-se-for-transition-age-youth-_final-2-6-20.pdf)

- **UT-Austin enhanced IPS Implementation Study** found that Supported Education is difficult to implement with IPS without dedicated funding. [https://pubmed.ncbi.nlm.nih.gov/31768929/](https://pubmed.ncbi.nlm.nih.gov/31768929/)

- **IPS with First-Episode Psychosis Services**: U.S. RCT by Nuechterlein et al., 2020; RCT of IPS & Skills Training by Nuechterlein et al., 2008; Australia RCT by Killackey et al., 2018; Evaluation Study in UK by Rinaldi et al., 2010
IPS Enhancements for Young Adults

- New Young Adult IPS Fidelity Scale
- Supported Education Integration
- Career Development Focus
- Career-related internships are OK
- Assertive Engagement
- Leveraging social media for marketing & job development
- Involving family proactively
Supported Education Specialist Role

- **Increase Access**: Effectively link young adults to educational programs within the training program, school, college, or university of their choice.

- **Increase Retention**: Provide services for students that support their needs so they can complete their educational program. (Do not replicate already available services.)

- **Improve Long-Term Outcomes**: Help students meet their professional & vocational goals with meaningful & productive employment opportunities.
Additional Critical Young Adult IPS Practice Enhancements

1. Discovery Focus
2. Transition to Independence Process (TIP) Model
3. Strategic, creative developmentally-attuned engagement
4. Staff need to REALLY like working with young people
5. Address barriers, especially to supported education
6. Strong clinical-vocational cohesion & collaboration
7. Leverage lived experience & mutuality
Shift your Philosophy from:

Recovery → Discovery

Treatment Goals → Career Goals

Career development, work & school are EVERYBODY’S BUSINESS.
Transition to Independence Process (TIP)

- Evidence-Informed Positive Youth Development Approach
- Empowers young people to discovery their strengths & interests to define their goals.
- Transition Facilitator engages key planning partners to support a young person’s goal attainment.

www.TIPstars.org
Transition to Independence Process (TIP) Model Guidelines

1. Engage young people through Self-Discovery & rapport building.
2. Tailor services to assist in goal attainment across transition domains.
3. Acknowledge and develop personal choice and responsibility with young people.
4. Build and ensure a safety-net of support.
5. Enhance and build upon the young persons’ competencies.
6. Maintain an outcome focus in the TIP system at the young person, program, and community levels.
7. Involve young people, parents, and other community partners.

www.TIPstars.org
Identify & hire staff who enjoy working with young people

• **LOVE** working with young people & families (& friends, teachers, etc.)

• Key characteristics: Patient, **Flexible**, Creative, & Strong communicator with young people (& others)

• You will **do more with & for** young people.

• **Cannot** take a young person’s actions personally.

• Need to “**go to**” rather than wait for a call or text.

• Desire & willingness to partner with young person’s **social network**.
Engage in Targeted, Tailored & Persistent Outreach

- **Educate** your program (aka clinical staff), young people & families about IPS.
- **Connect** with young person ASAP once interest or referral occurs.
- Be **extra assertive** with engagement with young people & clinical partners.
- **Find out where** the young adults are at your agency. Be in those spaces & places.
- Keep connecting. **Do not give up.** Be available.
Address Legitimate Barriers

- Assumption of understanding employment culture & job expectation basics
- Family & teachers
- IPS need to document medical necessity as it relates to employment & education.
- Rural job market barriers
- Substance Use & Justice Involvement
- Inability Supported Education billing
- Time for Job/School Development
Support Strategic Integration

Build strong working alliances & communicate what’s going on.

Mitigate multidisciplinary team hierarchy

Strong Role Delineation
Leverage Lived Experience & Mutuality

Partner with Peer Support staff. Integrate peer support staff.

Use your lived experience as examples to strengthen bond & validate experience.

Find ways to connect young people who are doing/have done great with IPS with those who are struggling.
We’re a community & we’re in it together.

Want to learn more:
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