

IPS and Homelessness

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Most homeless people with mental illness:

- Want to work
- Face similar barriers as other people with mental illness
- Are capable of working
- Benefit from programs that follow IPS principles
- Need individualized help

...want to work

- Canadian multi-city study (over 2000 homeless adults)
 - Percentage who said they wanted to work ranged from
 - Toronto: 64%
 - Vancouver 82%
- Poremski (2015)

...face similar barriers

- Portland supported employment study of 319 homeless clients with mental illness
 - 70% felony convictions
 - 49% in substance abuse treatment

(Herinckx, 2010)

...are capable of working if
given appropriate help

- Portland supported employment
study – 2 -year outcomes

71% gained employment

53% in full-time jobs

(Herinckx, 2010)

...benefit from IPS

- 8 IPS principles apply well in
working with homeless outreach
programs

Keys:

- Integrated of employment with
housing services and treatment
- Outreach and engagement

IPS Principles

1. Open to anyone who wants to work
2. Focus on competitive employment
3. Rapid job search
4. Systematic job development
5. Client preferences guide decisions
6. Individualized long-term supports
7. IPS integrated with treatment team
8. Benefits counseling included

Competitive Employment Outcomes for Clients Homeless in Last Year in 4 IPS Controlled Studies (Campbell, 2010)

	IPS		Control	
Homelessness Status in Last Year	Got Job	Mean Weeks Worked	Got Job	Mean Weeks Worked
Homeless	37 (80%)	25.3	13 (23%)	5.3
Never Homeless	133 (70%)	19.4	50 (29%)	7.4

**Survey of 128 Employers:
Reasons for Hiring Person with
Felony (Swanson, 2012)**

- 1. Person had the qualifications to do the job (experience, skills or training).**
- 2. Person interviewed well (expressed enthusiasm, dressed well, followed-up with employer).**
- 3. Recommendation from someone whom the employer knew (employee, parole officer, employment specialist).**

Reasons (Continued)

- 4. Belief that the person had changed.**
- 5. Length of time since conviction.**
- 6. Person demonstrated sincerity and honesty when explaining criminal record.**

Lessons Learned: We cannot change what happened, but we can help people prepare to talk to employers

- **Basic good interviewing skills help (dressing well, enthusiasm for job, following up with employer).**
- **Reference from someone employer knows (use our relationships with employers).**
- **People need to prepare how they will talk about background (honesty, explaining how they have changed).**

Employer Advice for Employment Specialists

- **Advise person to be upfront and honest.**
- **Person should take responsibility for her actions.**
- **Help person describe how he has changed.**
- **Introduce the person to the employer (use your relationship with the employer to help the person get a job).**

Lessons Learned:

- **Build relationships with employers and use those relationships to help people connect with employers.**
- **Introduce employers to individuals, rather than asking if they hire people with felonies.**

Lessons Learned:

People must have face-to-face contact with employers so they can explain how their life has changed. Do not waste time filling out applications unless there is in-person follow-up (preferably by both the specialist and the job seeker).

Lessons Learned:

Help people prepare to say:

- **Statement about convictions.**
- **Brief expression of remorse or responsibility for your actions.**
- **Description of how you are changing your life.**
- **Why you would be a good employee.**