

Strengthening and Cultivating IPS in Tennessee

Gary Bond
IPS Employment Center
Lebanon, NH
May 9, 2017
Nashville, TN

Key Points

- IPS is evidence-based and recovery-oriented
- IPS is expanding throughout US and internationally
- Tennessee is part of this international network

Why Focus on Work?

- Most clients want to work!
- Most clients see work as an essential part of recovery
- Being productive = Basic human need
- In most societies, typical adult role
- Working can be a way out of poverty
- Working may prevent entry into disability system

Expressed Interest in Employment Reported in 12 Surveys

Study	%	Survey Population
Rogers (1995)	71%	statewide survey of people with mental illness
Bedell (1998)	69%	sheltered workshop participants
Mueser (2001)	61%	study of family intervention
McQuilken (2003)	55%	clubhouse members
Drebing (2004)	53%	veterans in a VA-sponsored vocational program
Woltmann (2009)	70%	clients in psychiatric rehabilitation program
Frounfelker (2011)	72%	clients with co-occurring substance use
Ramsay (2011)	78%	young adults experiencing early psychosis
Wescott (2015)	77%	community survey of people with schizophrenia
Poremski (2015)	73%	homeless people with mental illness
Knaeps (2015)	45%	psychiatric inpatients
Livermore (2017)	48%	SSDI/SSI beneficiaries with mental illness
Mean	64%	

Role of Work in Recovery Process:

Work is the best
treatment we have

Strong Evidence That IPS Helps People Get and Keep Jobs

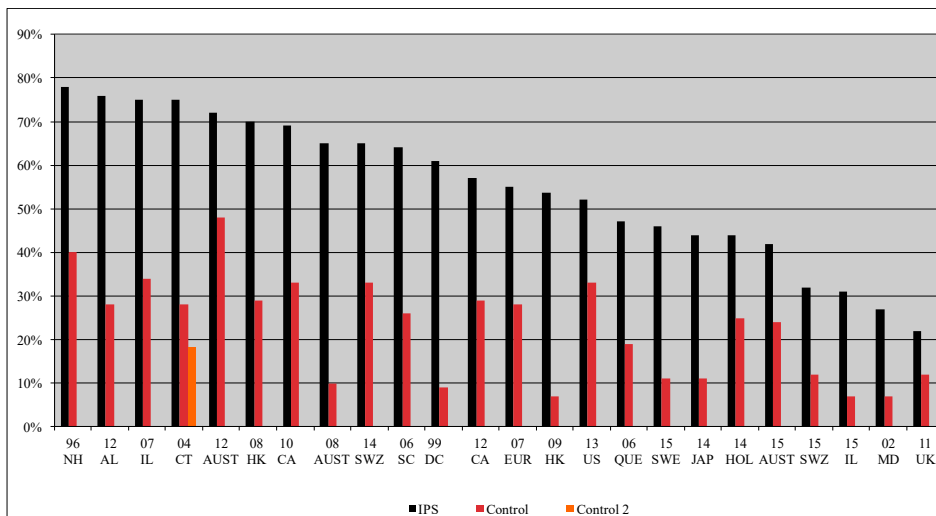
- Number of studies showing IPS effectiveness continues to grow
- Once employed, many clients sustain positive long-term outcomes
- IPS makes good economic sense
- Steady employment promotes improvement in other life domains

24 Randomized Controlled Trials of Individual Placement and Support (IPS)

- Best evidence available on effectiveness
- RCTs are gold standard in medical research

(Drake et al., 2016)

Competitive Employment Rates in 24 Randomized Controlled Trials of IPS



Overall Findings for 24 RCTs

- All 24 studies showed a significant advantage for IPS
- Overall rates somewhat lower outside US
- Mean competitive employment rates for the 11 US studies:
 - 60% for IPS
 - 24% for controls

18-Month Competitive Employment Outcomes in 4 Controlled Trials of IPS

	IPS	Control	p	d
	N = 307	N = 374		
Job acquisition	216 (70.4%)	91 (24.3%)	<.001	0.96
Work ≥20 hrs/wk	128 (41.7%)	50 (13.4%)	<.001	0.67
Days to first job	140	212	<.001	-0.58
Total hours	417.0	105.8	<.001	0.62

(Bond, Drake & Campbell, 2012)

Steady Worker Rate in 3 Long-Term Studies

Program	Sample	% working at least half follow-up period
IPS	120	49%
Usual VR	54	11%

Hoffmann (2014): 5 years

Salyers (2004): 10 years

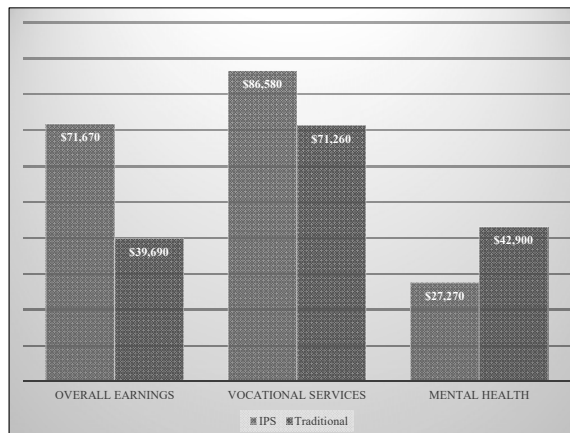
Becker (2007) 8-12 years

5-Year Return on Investment for IPS vs. Traditional Voc Services (Hoffmann, 2014)

*For every \$ spent on vocational and
mental health services, return in employment
earnings =*

\$0.44 in IPS
group

\$0.13 in control
group



Impact of Competitive Employment on Outcomes Outside Work

- Without exception – no negative impact of work on any outcome
- Domains with positive impact reported in multiple studies:
 - Greater self esteem
 - Fewer psychiatric symptoms
 - Greater life satisfaction

(Luciano, Bond, & Drake, 2014)

IPS is expanding nationally
and internationally

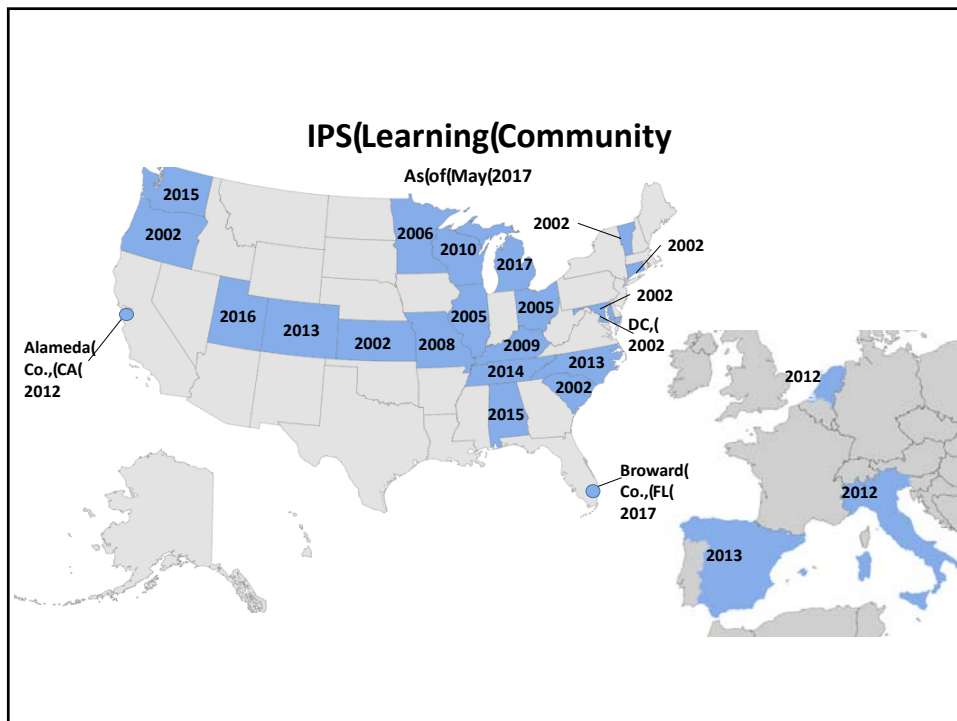
- **IPS Learning Community has contributed to this growth**
- **Tennessee is part of this international community**

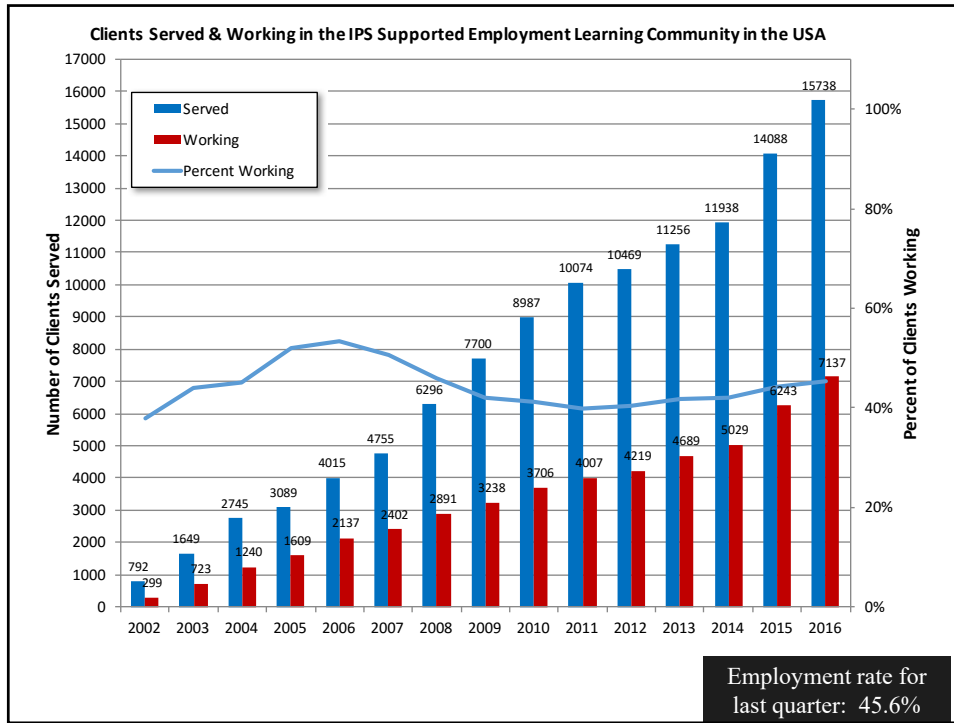
International IPS Learning Community

22 states/regions in US
(274 IPS teams at 214 sites)

3 European countries

(as of May 2017)





Most programs in IPS Learning Community meet fidelity standards

IPS Fidelity Category	N (%)	Mean Competitive Employment Rate (Quarterly index)
Exemplary Fidelity	7 (9%)	44%
Good Fidelity	45 (57%)	39%
Fair Fidelity	23 (29%)	32%
Not Supported Employment	4 (5%)	29%

(Bond et al., 2012)

Key Elements in Growth of High Quality IPS Services

- State and local leadership
- Stable funding
- Voc Rehab-Mental Health collaboration
- Fidelity and outcome monitoring
- Training and technical assistance

Summary

- Evidence for IPS is strong and consistent
- We have a technology for implementing IPS programs
- Tennessee is part of an international network to disseminate IPS