

HOPE HAVEN'S SUPPORTED EMPLOYMENT PROGRAM NOW OFFERS

IPS

(Individual Placement and Support)

What is IPS Supported Employment?

IPS is an evidence-based support that helps individuals with serious mental illness be successful while working in their communities. IPS is individualized and focuses on a person's strengths and uses a multidisciplinary approach involving the individual's mental health team. Its core belief is that work promotes wellness and recovery.

Practice Principles of IPS Supported Employment

- 1. Focus on Competitive Employment:** Agencies providing IPS services are committed to competitive employment as an attainable goal for people with behavioral health conditions seeking employment. Mainstream education and specialized training may enhance career paths.
- 2. Eligibility Based on Client Choice:** People are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.
- 3. Integration of Rehabilitation and Mental Health Services:** IPS programs are closely integrated with mental health treatment teams.
- 4. Attention to Worker Preferences:** Services are based on each person's preferences and choices, rather than providers' judgments.
- 5. Personalized Benefits Counseling:** Employment specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government entitlements.
- 6. Rapid Job Search:** IPS programs use a rapid job search approach to help job seekers obtain jobs directly, rather than providing lengthy pre-employment assessment, training, and counseling. If further education is part of their plan, IPS specialists assist in these activities as needed.
- 7. Systematic Job Development:** Employment specialists systematically visit employers, who are selected based on job seeker preferences, to learn about their business needs and hiring preferences.
- 8. Time-Unlimited and Individualized Support:** Job supports are individualized and continue for as long as each worker wants and needs the support.



Work is the best treatment we have for serious mental illness. Two-thirds of people with serious mental illness want to work but only 15% are employed. They see work as an essential part of recovery. Being productive is a basic human need. Working can both be a way out of poverty and prevent entry into the disability system. Competitive employment has a positive impact on self-esteem, life satisfaction, and reducing symptoms (Luciano, Bond, & Drake, 2014).

Until the 1990's, no models were effective in helping people with serious mental illness get stable competitive employment. IPS is an evidence based model that is proven to help people meet their employment goals and aid in their recovery.

Zero Exclusion

People are not excluded on the basis of readiness, diagnoses, symptoms, substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.

Benefits of Employment

- Increased income
- Improved self-esteem
- Increased social and quality of life
- Better control of symptoms
- Reduced substance use
- Reduced hospitalization



Hope Haven

Area Development Center Corporation

319.931.4726

www.hopehavencorp.com