



**Illinois Department of Human Services  
Division of Mental Health  
ILLINOIS SUPPORTED EMPLOYMENT TRANSFORMATION GRANT  
Transforming Lives through IPS/Supported Employment**

**Strategic Plan for Sustainment  
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## **Purpose and Goals of SAMHSA Transformational Grant for Employment**

The primary purpose of this project is to work to transform the Illinois public mental health system by enhancing state and local community capacity to provide IPS to adults with SMI, with a focus on diverse, underserved communities. We will do this by developing a state infrastructure that supports the growth and sustainability of IPS statewide. We also will implement new IPS programs in two culturally diverse communities on the north- and south-sides of Chicago. Finally, we will use evaluation data to continually monitor and improve both statewide and local efforts to create employment opportunities that lead to enhanced recovery and financial security for Illinois' citizens with SMI or SMI and co-occurring SUD.

### **Introduction**

This strategic plan of sustainment was developed by the Illinois Supported Employment Coordinating Committee [SECC], a group that includes participation from all State agencies charged with the employment of persons with disabilities, all 5 statewide consumer-led organizations, the Individual Placement and Support [IPS] implementation site providers, and the evaluation team for the grant from the University of Illinois in Chicago [UIC]. Creation of this plan also included a broad range of stakeholders serving on subcommittees with the shared mission of producing a five-year comprehensive strategic plan for leading to the sustainment of IPS in Illinois. Subcommittee members include mental health consumers and family members, mental health providers/vendors, academia, state agencies, courts, and representatives from the Governor's Task Force on Employment for People with Disabilities. To complete the strategic plan, five subcommittees of the SECC were established to develop the strategic plan. These work groups are focused on the topics of: Policies that support or interfere with IPS; Fiscal Analysis of the current model of IPS; Networking with large employers statewide; Identifying Data to be monitored; and IPS Training across Illinois. Together these subcommittees combined their creative and thoughtful energy to create this strategic plan for sustainment of IPS in Illinois.

## Strategic Plan for Sustainment of IPS

**Goal 1: Establish formal and informal agreements between State Divisions and Departments which are primarily responsible for IPS.**

Objective 1: Seek establishment of Memorandums of Understanding [MOUs] among all State of Illinois agencies involved in the delivery of IPS.

Objective 2: Use data to evaluate access, set benchmarks, and evaluate progress in increasing access to IPS services and competitive employment opportunities for working aged adults.

Objective 3: Work with State Divisions and Departments to align policies, procedures, and resources to promote and support organizational culture change and sustainability of IPS throughout the State of Illinois.

**Goal 2: Establish a Quality Improvement and Monitoring program that integrates IPS with the State of Illinois mainstream infrastructure.**

Objective 1: Collect data for evaluation and performance measurements of IPS programs, and use this data to improve the fidelity, outcomes, and sustainability of IPS programs.

Objective 2: Develop a quality, access and outcome monitoring system that braids resources and funding.

**Goal 3: Establish a financing model that supports IPS.**

Objective 1: Explore and evaluate potential funding models for all phases and components of IPS services.

Objective 2: Explore and evaluate potential incentives for IPS over less effective practices.

**Goal 4: Establish workforce development strategies that support the IPS model throughout the State of Illinois.**

Objective 1: Establish a permanent IPS training program consisting of in-person consultation, ongoing coaching, and web-based platforms that allows for expansion of service delivery, accommodates staff turnover, and integrates Recovery with IPS services.

Objective 2: Develop a new employment certification program (called an Endorsement) for the state's Certified Recovery Support Specialist (CRSS) credential.

Objective 3: Identify and implement strategies to develop a sustainable, culturally-diverse IPS workforce in Illinois and to also assure culturally-diverse people with lived experience participate in the planning, service delivery, and evaluation of IPS programs.

Objective 4: Integrate IPS with other behavioral health care and recovery-oriented services, as well as physical health care, and health promotion and prevention services.

Objective 5: Initiate 2 IPS start-up sites in the Woodlawn and Edgewater communities of Chicago and deliver culturally and linguistically appropriate IPS services to citizens who live in those communities of Chicago.

Objective 6: Hire and train CRSS members of IPS teams at both sites and work with them to develop their roles in providing integral recovery support components of IPS service delivery.

**Goal 5: Establish wide spread stakeholder support of the IPS model throughout the State of Illinois.**

Objective 1: Collaborate with IPS Providers to implement strategies to educate employers, educational institutions, and other stakeholders across Illinois about IPS in order to ensure sustainability.

Objective 2: Establish and sustain an Illinois Supported Employment Coordinating Committee (SECC) that assists in coordinating cross-system activities to integrate IPS services.

Objective 3: Provide education and support to consumers and family across Illinois about IPS in order to help assure sustainability.