NEW DEVELOPMENTS IN IPS IN ILLINOIS & NATIONALLY

JUDITH A. COOK, PHD
PROFESSOR & DIRECTOR
CENTER ON MENTAL HEALTH SERVICES RESEARCH & POLICY
DEPARTMENT OF PSYCHIATRY
UNIVERSITY OF ILLINOIS AT CHICAGO

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• Opinions are my own & not the official policy of any state or federal agency
TODAY’S AGENDA

• 2019 Labor Force Trends
• Integration of Peer Support into IPS
• Illinois IPS Web Portal
• Lessons Learned About IPS
2019 LABOR FORCE TRENDS

(Chamberlain, 2018)
SCARCITY OF WORKERS

• U.S. approaching full employment, the job market is growing ever tighter
• Companies expending great effort on worker recruitment
• Offering better benefits & perks to attract talent
• Tight job market benefits IPS clients & others with disabilities
MULTI-GENERATIONAL WORK TEAMS

- Work increasingly done by teams made up of younger, middle-aged & older workers
- Greater age diversity allows for job development for a wider age range of job seekers
- Also requires training & support for workplace social skills across generations
- Offers opportunities for transition-age youth & older IPS service recipients
AUTOMATION & ARTIFICIAL INTELLIGENCE

• Work becoming increasingly automated
• Role of humans in the workplace is changing
• Human work is the non-routine “soft” skills that AI cannot contribute (empathy & communication, critical thinking, physical skills, strategy, technological management/installation/upkeep)
• Need to prepare IPS clients for these new roles
WORKPLACE CHURN

• Constant mix of people starting new jobs and others leaving
• Creating headaches for employers
• Creating opportunities for job seekers
• Businesses are increasingly turning to nontraditional workers (e.g., older/younger, ppl w disabilities)
• IPS clients can be a valuable resource, poised & ready to help resolve workplace churn
INTEGRATION OF PEER SUPPORT INTO IPS
✓ 44% turnover of IPS supervisors in IL
✓ 40% turnover of Employment Specialists in IL

IL DHS DMH March 2013-March 2014
ROLES FOR CERTIFIED RECOVERY SUPPORT SPECIALISTS (CRSS) IN IPS

- **IPS Employment Specialists/Supervisors** – CRSS fills IPS positions + meets fidelity criteria (Robert Kern)

- **Peer Employment Support (PES)** – CRSS provides many IPS SE services, doesn’t focus on meeting full fidelity (Peggy Swarbrick)

- **Vocational Peer Support** - CRSS & recipient support each others’ vocational recovery but CRSS doesn’t guide/direct/motivate ppl to seek work (Debbie Nicolelllis)

- **Employment Peer Mentoring** – CRSS inspires hope about working, models occupational recovery, & helps the person practice & use self-advocacy skills for job choice & vocational support (Lyn Legere)
<table>
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<tr>
<th>EMPLOYMENT SPECIALIST</th>
<th>EMPLOYMENT PEER MENTOR</th>
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<tbody>
<tr>
<td>Convey sense of hope to client often by describing work with other clients</td>
<td>Inspire hope using personal vocational recovery stories</td>
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<td>Explain the components of IPS &amp; how they work</td>
<td>Model occupational recovery by recounting one’s own experiences at getting, keeping &amp; losing jobs</td>
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<td>Create Employment Profile</td>
<td>Brainstorm person’s preferences &amp; inventory past experiences</td>
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<td>Conduct formal assessment of interests, skills, aptitudes</td>
<td>Support self-assessment of vocational &amp; other life areas</td>
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<td>Support choice of jobs for which to apply</td>
<td>Practice self-advocacy skills to voice choice &amp; advocate for support</td>
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<td>Provide resources for resume writing, interview skills, etc.</td>
<td>Create strategies to overcome fear &amp; combat negative self-talk</td>
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<td>Provide employment coaching, job placement, training</td>
<td>Provide employment peer mentoring, exploration, advocacy to obtain needed resources/protect rights</td>
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<td>Provide referrals to resources related to employment</td>
<td>Accompany or support access to &amp; use of resources</td>
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<tr>
<td>Goal is successful placement in employment</td>
<td>Goal is ongoing occupational &amp; vocational recovery</td>
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IL CERTIFIED RECOVERY SUPPORT SPECIALIST (CRSS) CREDENTIAL

- Developed with Illinois Certification Board, Inc. a private, non-profit org. providing competency based credentialing of Human Service professionals
- CRSS professionals assist consumers in becoming involved in their own mental health recovery process by developing personalized action plans for their own mental, emotional, physical and social health
- Requirements-high school/GED; 100 hours training (CRSS Specific, Professional Ethics & Responsibilities, Core Functions); 100 hours of supervision; 2000 hours work experience; successful completion of exam

http://www.illinoismentalhealthcollaborative.com/consumers/consumer_crss.htm
IL CERTIFIED RECOVERY SUPPORT SPECIALIST
EMPLOYMENT ENDORSEMENT (CRSS-E)

✓ An individual who demonstrates competency as a CRSS professional who also has specialized supported employment skill & training involving assisting people in obtaining & maintaining competitive employment

✓ Completes the IPS Employment Center Practitioner Skills Training Course

✓ Has at least 6 months (1000 hours) work experience in a job where >50% time is devoted to providing peer recovery support services specific to IPS supported employment

✓ Has 25 hours of practical experience supervised by IPS Team Supervisor

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HOW CAN PEERS HELP?

• Fill vacancies in ES and team leader positions
• Perform vocational recovery support work not typically done by ESs
• Act as a consistent presence during periods of turnover
• Advocate for the needs & rights of IPS service recipients
• Promote the engagement of new clients & retention of existing ones
Peer support strengthens your IPS team
ILLINOIS IPS WEB PORTAL

- Developed by UIC Center on Mental Health Services Research & Policy in partnership w DMH
- Extensive input from SAMHSA IL IPS initiative partners & its Training Subcommittee
- Aimed at a variety of stakeholders including ppl in recovery, IPS staff/managers, employers, clinical providers, state VR, other state & local agencies, family & supporters, & the general public

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MAJOR SECTIONS OF THE WEB PORTAL

- SAMHSA Illinois IPS Initiative – description, project sites
- Learn About IPS – model basics, how to build/improve a program
- Work Changes Lives – success stories
- Employment Corner – preparing to work, job openings, benefits, wellness for work, CRSS-E credential
- IPS Training & Education – podcasts & webinars
- IPS for Families & Natural Supporters
- IPS for Employers
IPS WEBINARS & PODCASTS

https://www.illinoisips.org/ips-webinars.html

- Designed for use by IPS teams around the state
- Webinars include audio recordings with PowerPoint slides
- Podcasts are brief audio recordings with transcripts
- Beginner & advanced topics
- Trainers are state-funded regional IPS training staff, IPS team leaders & employment specialists, service users, & employers
WEBINAR SCHEDULE FOR NEW STAFF TRAINING

All new Employment Specialists in their initial months of employment:

• Month 1: What is IPS; Client Engagement; Understanding Mental Illness; IPS Fidelity; and Developing Career Profiles.

• Month 2: Five Stages of Recovery; Key Concepts & Strategies for Job Development; Principles of Wellness; and a new 2-session series on How Work Influences Benefits & Benefits Counseling.

• Month 3: view the rest of the webinars: IPS for Sexual Minorities; Cultural Competence; Justice Involved Clients; and NEW-R.

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Month 1 Topics: What is IPS?; Client Engagement; Understanding Mental Illness; Developing Career Profiles; & IPS Fidelity

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IPS WEB PORTAL TWITTER FEED

Illinois IPS @IPSinAction

- Allows us to post time sensitive information without having to alter the web site once content is “old news”
- Tweets relate to employment, disability or recovery
- Helps us to reach people in the Twittersphere who would not ordinarily visit our web portal
- Please follow us at the Twitter address above
To access without a Twitter account paste https://twitter.com/IPSinAction in your browser
WEB PORTAL ENCOURAGES CRSS’S TO WORK IN IPS

https://www.illinoisips.org/wellness-for-work.html

- “Employment Corner” helps ppl learn about careers as certified recovery support specialists & how to become a CRSS & CRSS-E
- Has a link to website where CRSS jobs are being advertised
- Includes a page describing CRSS-delivered interventions for work & wellness (NEW-R, WRAP for Work, WHAM, Financial Wellness)
LESSONS LEARNED

• We Can Make a Business Case for IPS
• Longevity of IPS Effects
MAKING THE BUSINESS CASE FOR IPS

• Employed people with MH conditions are less likely to use medical services than those not working. This is true regardless of their reported health.
• Employed people with MH conditions also have lower estimated medical costs than those not working, also true regardless of self-reported health.
• Therefore, providing services that promote employment & sustained labor force participation may be a good investment for controlling medical service use & costs.
• Share these results with policy makers to make a business argument for IPS in the state’s essential behavioral health services package.

(Cook & Burke-Miller, 2017)
BENEFITS OF SUPPORTED EMPLOYMENT LAST LONG AFTER SERVICES END

In an 11 year follow-up of supported employment recipients & control groups in 8 states

• Compared to controls, people who received EB SE were more likely to work
• Had higher earnings
• Were more likely to have their SSI/DI benefits reduced due to work

(Cook & Burke-Miller, 2016)
FIGURE 3. Mean Monthly Earnings (2000–2012) Among Individuals With Psychiatric Disabilities Who Received or Did Not Receive Supported Employment Services\(^a\)

\(\text{Supported employment group (N=234)}\)

\(\text{Control group (N=215)}\)

In multivariable longitudinal random regression models, supported employment participants had significantly higher earnings than control group participants (parameter estimate=23.82, p=0.047).

In general, older SSDI beneficiaries had poorer long-term work outcomes. This finding adds to the evidence from previous research indicating that the proportion of individuals who had earnings and who were in suspended determination status were higher for those who were younger than age 40 when they entered the SSDI program (26). In addition, SSDI beneficiaries with histories of substance abuse had poorer long-term work outcomes, a finding that may reflect prior use of substance abuse treatment services and prior incarceration.
So....

what have we learned?

quickmeme.com


CONTACT INFORMATION

JUDITH A. COOK, PHD
UNIVERSITY OF ILLINOIS AT CHICAGO
1601 W. TAYLOR ST. M/C 912
CHICAGO, IL 60612
312-355-3921
JCOOK@UIC.EDU
HTTPS://WWW.CENTER4HEALTHANDSDC.ORG/