

Individual Placement and Support (IPS) Supported Employment

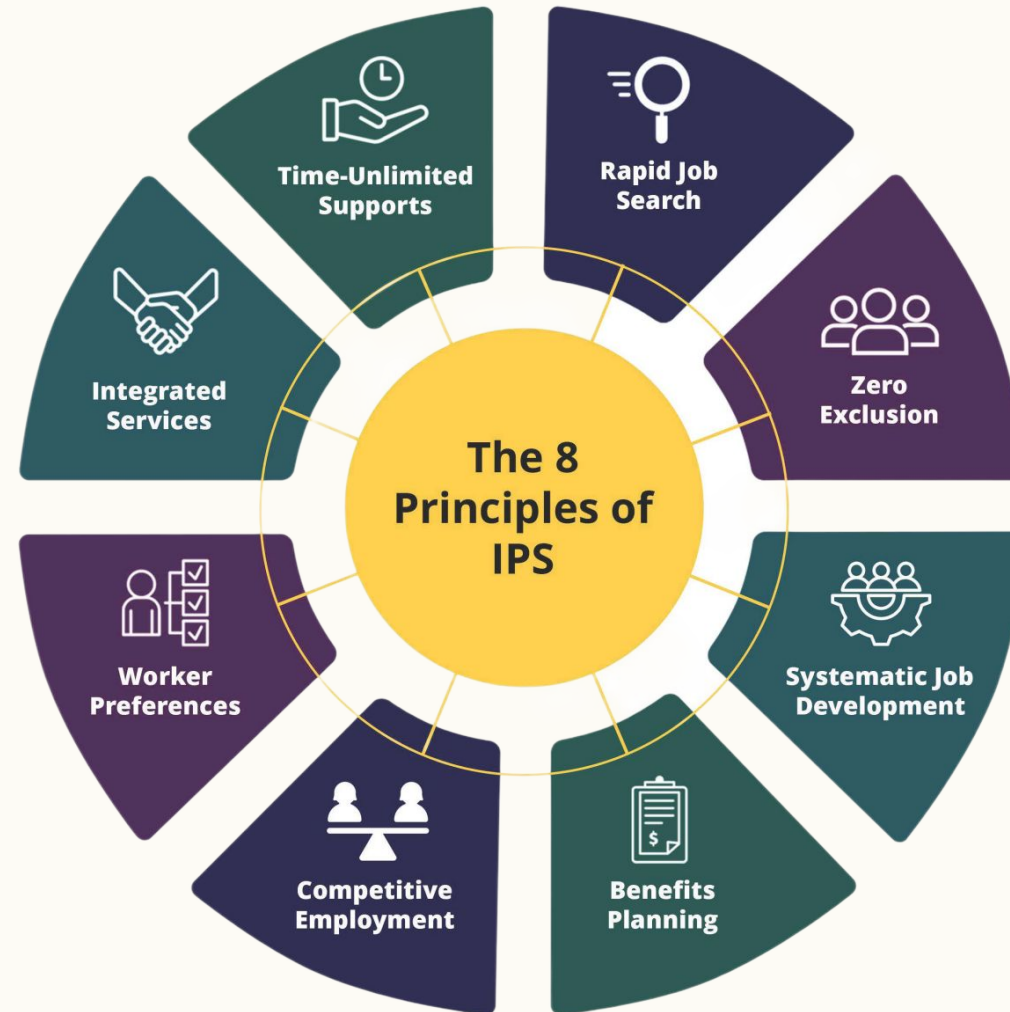


IPS is a person-centered intervention that supports individuals living with behavioral health needs in obtaining and sustaining competitive employment in the community to support their recovery.

A team of employment specialists collaborates with each member for initial job search and ongoing follow-along supports once employment is secured.

IPS can supplement a wide range of interventions, including Assertive Community Treatment (ACT), Forensic ACT (FACT), or other intensive outpatient services.

Core Principles of IPS: Overview



Source of graphic: Utah Dept of Health & Human Services

Core Principles of IPS: Details

- **Competitive, Integrated Employment:** Competitive jobs with market wages.
 - **Systematic Job Development:** IPS teams build relationships with employers of interest to members.
 - **Rapid Job Search:** Searching for a job begins quickly and is not delayed by assessment or training.
 - **Integrated Services:** IPS activities are integrated with mental health care.
- **Benefits Planning:** Individuals receive clear guidance on how work will impact their benefits.
 - **Zero Exclusion:** Anyone who wants to work is eligible.
 - **Time-Unlimited Supports:** Support continues for as long as the individual needs it.
 - **Worker Preferences:** The individual's choices and preferences drive the process.

IPS Services and Team Structure



Pre-Employment Services

- Job-related discovery or assessment
- Person-centered employment planning
- Job development and placement
- Job carving
- Benefits education and planning

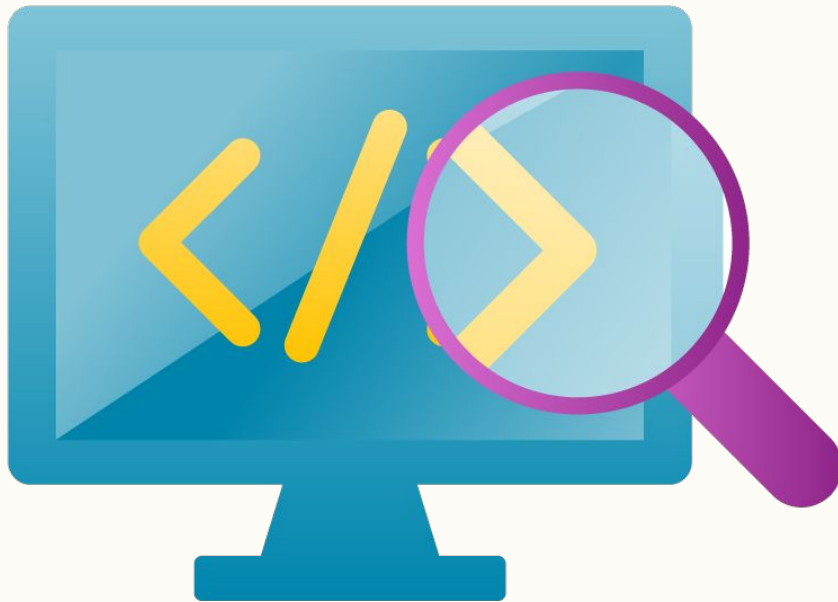
Employment Sustaining Services

- Career advancement services
- Negotiation with employers
- Job analysis
- Job coaching
- Benefits education and planning
- Asset development
- Follow-along supports

IPS Team Structure

- Team-based service, typically composed of two employment specialists and an employment supervisor who supports up to five IPS teams.
- A typical IPS team supports a caseload of 35–40 members.

Questions?



Additional Resources:

- [Introduction to the Adult Evidence-Based Practice \(EBP\) Centers of Excellence \(COE\) Webinar \[slides 29-36\]](#)
- [IPS Fidelity Tool](#)
- [IPS Employment Center](#)
- [DHCS BH-Connect EBP Policy Guide \[pg 41-51\]](#)
- [DHCS BHIN-25-009: Coverage of EBPs](#)
- [DHCS BHSA County Policy Manual \[section B.5\]](#)
- [SAMHSA IPS Toolkit](#)