

The Illinois Employment & Recovery Revolution

Emerging Options for Transition-age Youth

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Services

Overview

- Promise of IPS in the Illinois VR system for transition-age youth
- VR partnerships and Illinois leadership
- Promising practices amplify effectiveness and improve outcomes
- Youth, family, advocacy inclusion and involvement key

Overview for Narcoleptics

- Supported employment is an effective evidence-based practice for youth
- Long-term perspective is even better
- Implementation is critical
- Amplifying effectiveness: more people and more hours, more family involvement, use of best practices

Narcoleptics (cont.)

- Illinois leads through partnerships
- VR and other systems roles are unfolding
- Cross-fertilization of SA, MH, VR, Corrections/Justice, Housing, education services, etc. models and methods in our state

Thresholds/Dartmouth NRTC on Evidence-Based SE

Part of Dartmouth Medical School

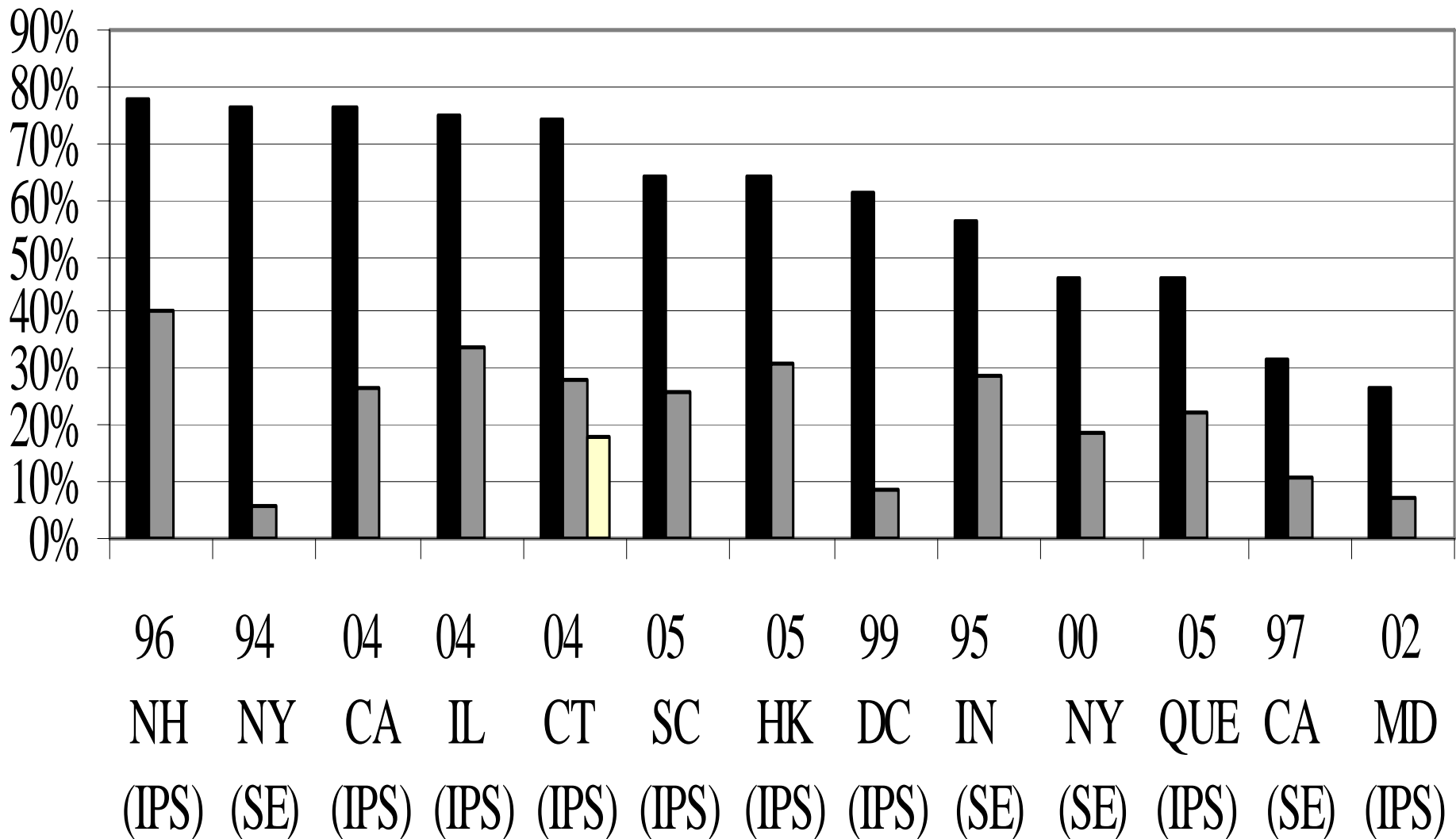
Phase I: \$30 million, 1/2 Thresholds 1/2 Dartmouth

Endowed Chair, 4 Resource Centers in Ill.

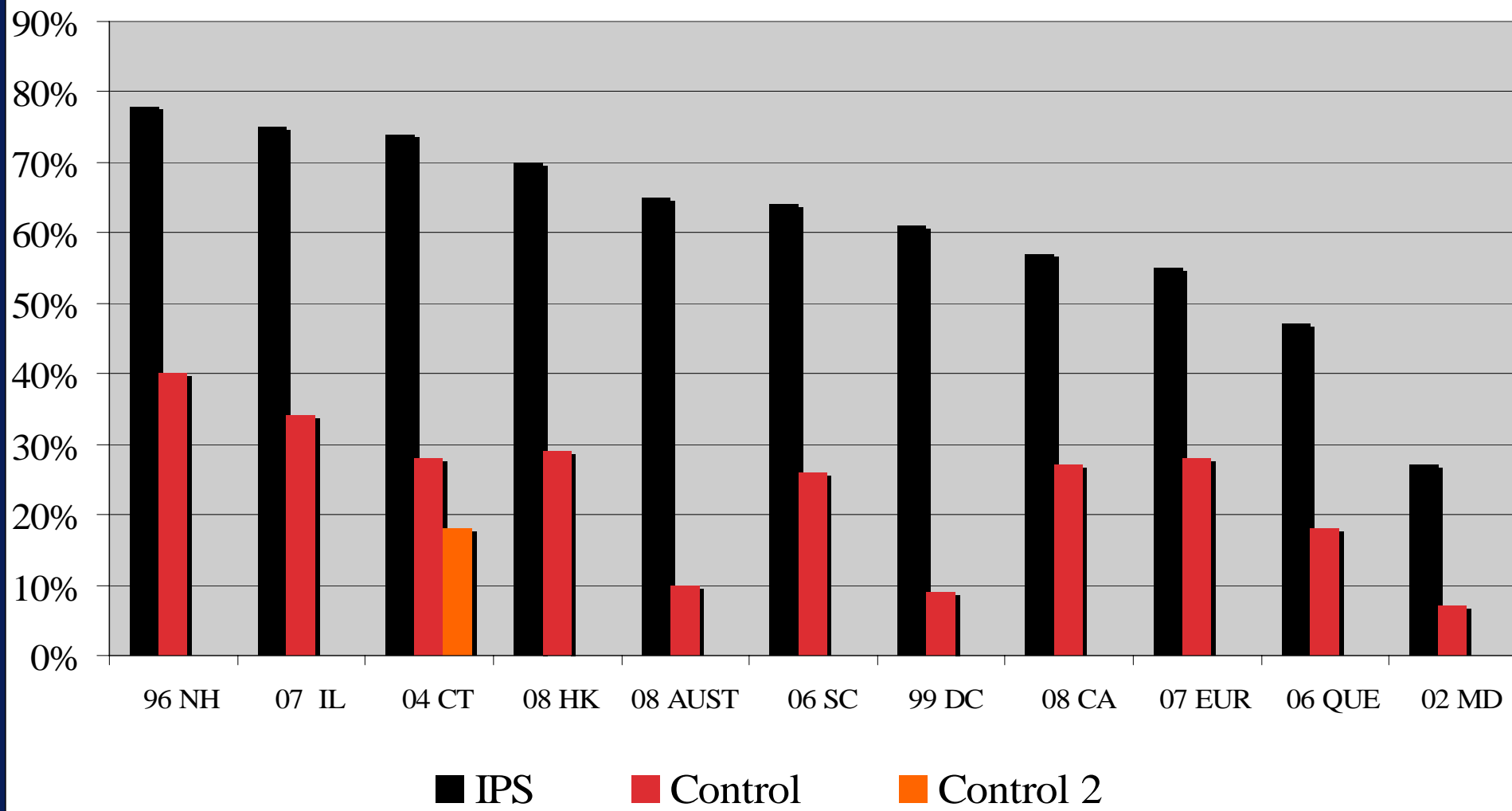
Training of practitioners including VR staff

Services to customers including employers

Research priorities: ex-offenders, improve
mental/physical health, less need public benefits, outcome
measurement tools, public policy re SE & employment



Competitive Employment Rates in 11 Randomized Controlled Trials of Individual Placement and Support



Studies of Long-Term Outcomes from Supported Employment

Test: 10 years

McHugo: 3.5 years

Bond: 3.5 years

Salyers: 10 years

Becker: 8-12 years

Drake: 10 years

10-Year Follow-up of Day Treatment to SE Conversion

92% worked during follow-up

47% currently working

33% worked at least 5 years

Many reported increases in hope, self-esteem, relationships

(Salyers, 2004)

8-12 Year Follow-up of SE

71% working at follow-up

Nearly all in competitive jobs

7% sheltered, 10% volunteer

71% worked more than 50% of FU

But 90% still receiving benefits

(Becker, 2006)

Evidence-Based Principles

- Eligibility is based on consumer choice
- Supported employment is integrated with treatment
- Competitive employment is the goal
- Personalized benefits planning is provided
- Job search starts soon after a consumer expresses interest in working
- Follow-along supports are continuous
- Consumer preferences are important

Vocational Rehabilitation

A federally funded program available in all states that assists persons with severe mental, physical, cognitive, or sensory disabilities to return to or enter into employment.

A federal program since 1920. Authorized under the federal Rehabilitation Act.

Persons with mental illness added in 1943.

Vocational Rehabilitation

Referral can be from any source.

State VR Counselor determines eligibility based upon a review of the records or new information.

Typical services can be:

Vocational Evaluation

Career Counseling

Job seeking skills trng., job development, job placement
- Consultation on job site accommodations

Vocational Rehabilitation (cont.)

Medical/psychiatric case management

Referral to and assistance with medical, psychiatric, etc. services necessary to complete the goals of the IEP

Sponsorship in vocational or academic training

Work incentives planning

Supported Employment & supported education

Support services such as transportation, purchase of work clothing/uniforms, van conversions, etc.

Vocational Rehabilitation

- VR has a corporate culture that values work-first and assumes anyone is capable of employment.
- VR staff have job placement/development skills & networks.
- VR staff have expertise in multi-disability work accommodations.
- VR staff have access to an array of resources.

Vocational Rehabilitation (cont.)

- VR system designed to monitor quality of services at local – regional – state levels e.g. fidelity to best practices.
- VR staff collaborate across systems.

Enhanced Shared Practice:

- Career counseling (Motivational Interviewing)
- Strength - Based Case Management

IPS section of VR Casework Manual

- 10 days from referral to IPS
- Up to 14 days back dating if employed at referral
- Mandates VR liaison counselor meet with the rest of the IPS team at least 1x per month
- Any LPHA can certify diagnosis

What About Supported Education?

- Consumer choice always a primary consideration
- Education and training expand career advancement options
- SE program should help consumers enroll in community programs (GED classes, colleges, technical schools)

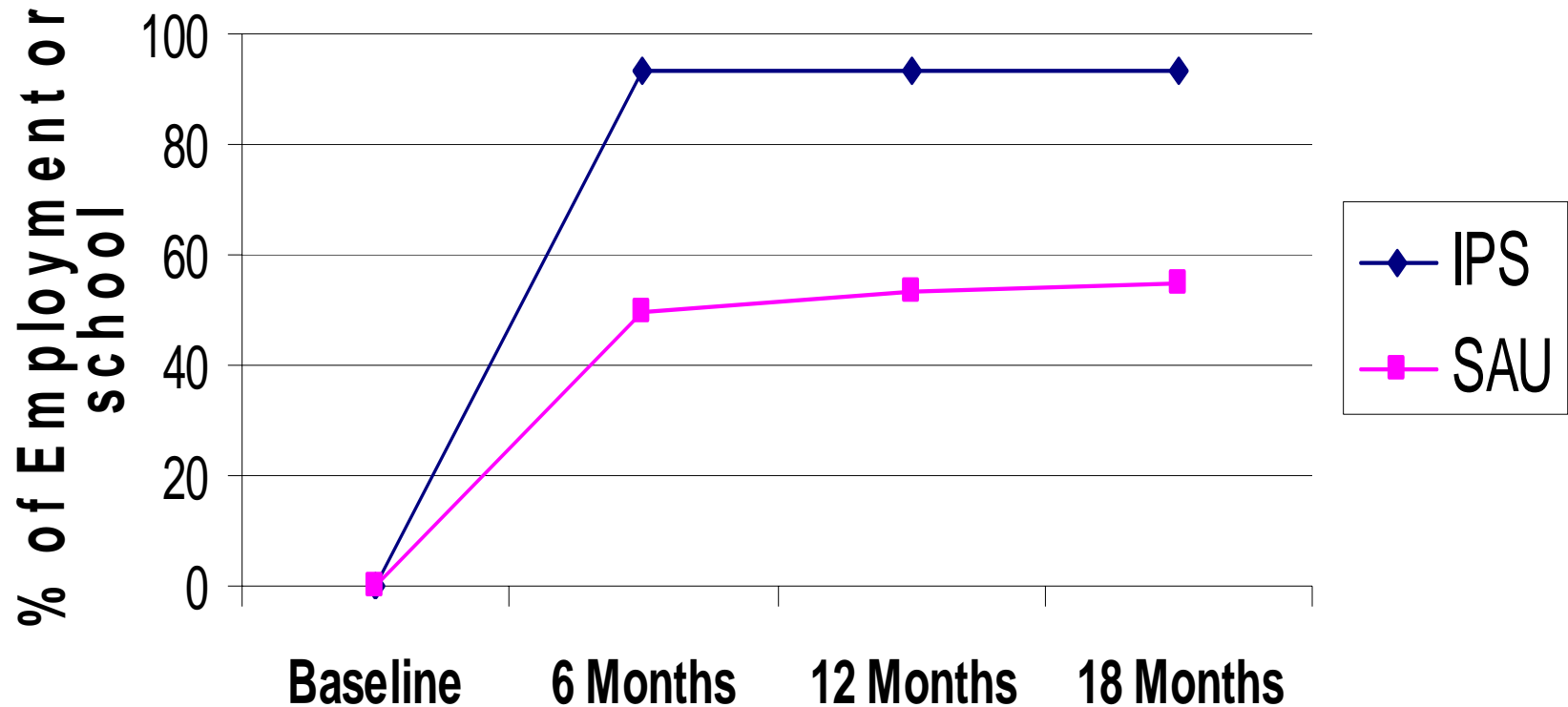
PRJ Article: Neuchterlein et al.

- IIPS effective for assisting youth with severe mental illness to sustain employment
- A Also effective for assisting youth to complete schooling, including advanced education
- E Evidence of recovery, long-term studies

Early Psychosis Study

(Nuechterlein, 2005)

IPS Supported Employment for Clients with First-episode Schizophrenia



Case example:

Transitions, Inc., Rock Island

- Formed partnership with local school system, spec. ed., social worker, Transitions Specialists
- Assist in-school with m.h. issues - part of team
- Assist with job site issues
- Follow youth who dropped out
- Facilitate transition to adult employment & treatment services as needed

Ticket to Work

- Revisions in the Social Security employment support program designed to support EBSE programs.
- Milestone payments in 3 phases, up to 60 months
- Milestone I in Phase I triggered when an individual earns \$335 in a month
- Employment Networks (EN)

Ticket (cont.)

- EN be any entity except an individual and a federal agency
- Partnership Plus: VR and community programs
- Considering becoming an EN: Contact CESSI (877 743-8237 v/tty)
- Getting started: Contact Maximus (866 968-7842 v, 866 833-2967 tty)

Examples of other funding options

- PASS & PESS Plans
- Enhanced Medicaid support
- Individual Development Accounts
- School & education systems ?

IPSMI Intervention Framework

Review Handout (Appendix N)

Stage of Change	Intervention	Outcome
Pre-contemplation	Motivational Int.	Move to contemplation
Contemplation	Motivational Int.	Move to determination
Determination	IPS	Set job goals
Action	IPS	Locate job
Maintenance	IPS	Maintain job
Relapse	Motivational Int. Problem-solve	Move to earlier stage

Motivational Interviewing

Five Early Strategies

- Ask open-ended questions
- Listen reflectively
- Affirm
- Summarize
- Elicit self-motivational statements

What are these?: problem recognition, expression of concern, intention to change, optimism about change

Five Basic Principles of Motivational Interviewing

- Express empathy
- Develop discrepancy
- Avoid argumentation
- Roll with resistance
- Support self-efficacy

Summary

- VR and its partners share responsibility for delivering best available vocational/educational support services for youth
- Illinois features strong partnerships
- Youth/family involvement is key