

# In Their Own Voice

Ending the Silence on Youth Mental Health

# **The Individual Placement and Support Model (IPS)**

# Why Focus On Employment?

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

# Employment Placement

- ▶ Viewed by many as an essential part of recovery
- ▶ Most people want to work
- ▶ A typical role for youth and adults in our society
- ▶ Cost-effective alternative to day treatment and programs

# Key Principles of the IPS Model

- ▶ Competitive Employment
- ▶ Zero Exclusion Criteria
- ▶ Integrated Employment Team with Clinical Staff
- ▶ Benefits Counseling is provided
- ▶ Rapid Interface with Employers
- ▶ Time Unlimited Supports
- ▶ Client Preference Drives the Efforts
- ▶ Community Based Services
- ▶ All Vocational Services are Offered by the Employment Specialist

# Evidence Based Models

## Breaking Barriers San Diego Study

- ▶ In partnership with The Department of Rehabilitation and CalWORKS Program
- ▶ Random assignment of 1,076 applicants throughout the county of which 531 clients received IPS services in the program category, 545 were in the control group and received regular workforce services and publically available supports

# Evidence Based Models Breaking Barriers San Diego Study

## Goals:

- ▶ Increase employment outcomes for CalWORKS recipients with disabilities
- ▶ Improve the alignment of service delivery systems in the County of San Diego

# San Diego Workforce Partnership Outcomes in IPS Model Implementation

- ▶ 83% of all BBSD participants receiving IPS services obtained competitive employment
- ▶ Of those, 59% retained employment for 6 months
- ▶ Average wage: \$13.30 per hour
- ▶ Job Placements ranged from Real Estate to Retail industries
- ▶ Construction, Administrative and Supportive Services, Professional Scientific and Technical Services, Healthcare and Social Assistance, Food Services and Retail were highest placement sectors
- ▶ Utilized Career Pathways within existing systems

# Supporting Youth in our Community



## Meet Adriana - Age 23

- ▶ She is a single parent of a 4 year old boy and living at home with her parents who are not documented. She is working and attending a community college studying to be an LVN. Her study time is extensive because she is ESL. The stress is overwhelming for her. She struggles with guilt because she has no patience by the time she gets home and her son is now feeding off of her stress.

## Meet Sarina - Age 20

- ▶ She immigrated to the United States 8 years ago with her family. She has experienced various trauma's and abuse in her life and feels “What is the use in going to school ?”. She takes responsibility for her mom and siblings and works to help support them. In her view - the only way out is to marry the person her parents have chosen and move on with her life. She is confused with what she wants to do, or doing what her family intends for her. She wishes she could have a person to support all that she deals with, however her culture discourages mental health support.

## Meet Oliver - Age 19

- ▶ He has been in trouble the majority of the time he was in school. His parents kicked him out at 16 and he went to work on his cousins farm. He then moved to San Diego and became homeless. He is now lives in a shelter and just received his GED. He continues to act out and doesn't take responsibility for his actions. He is extremely smart, but has no direction. He has a history of not keeping a job.