



NC Department of Health and Human Services

# Supported Employment & Education on FEP...It Takes a Village

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FEP SEES & IPS Trainer

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## Ice Breaker “Pop Quiz”

- What percentage of individuals with SMI want to work?
- What is the competitive employment rate for the overall IPS learning community?
- If an individual is ambivalent about working, we should still discuss employment/school with them?  
Y/N
- If an individual is actively using substances and wants to work, should we still help them pursue employment? Y/N

**SOURCE:**

# What is IPS?

## IPS Supported Employment

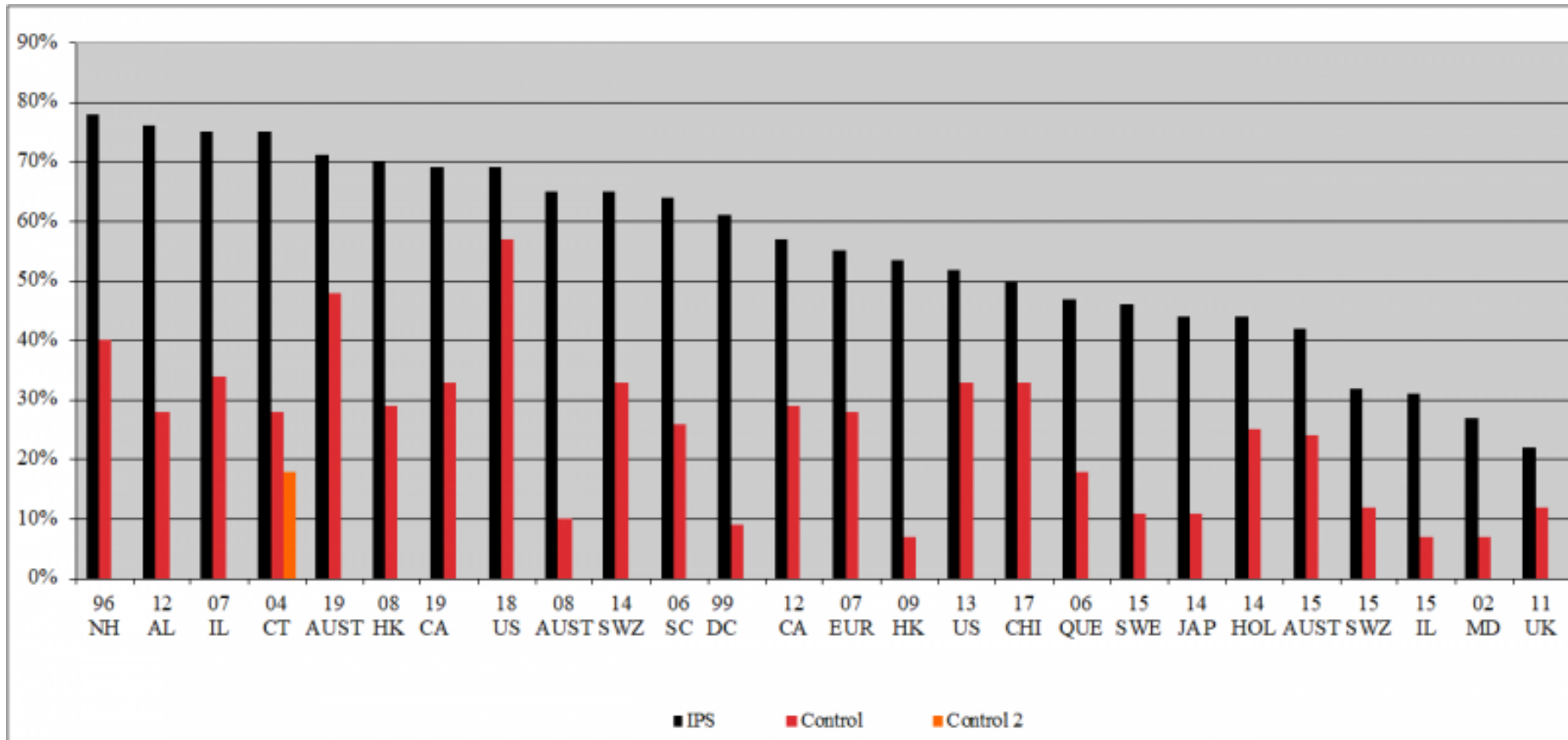
- **Helps people with serious mental illness work at regular jobs of their choosing in the community.**

## Characteristics:

- **Is an evidence-based practice**
- **Practitioners focus on each person's strengths**
- **Champions work as a path to recovery and wellness**
- **There is collaboration with state vocational rehabilitation counselors**
- **Uses a multidisciplinary team approach**
- **Services are individualized and long lasting**
- **Based on 8 practice principles**

# Competitive Employment Rates in 27 Randomized Controlled Trials

## Evidence for the Effectiveness of Individual Placement and Support Model of Supported Employment- Gary Bond



# Recap of the 8 Practice Principles

- **Focus on Competitive Employment**
- **Integration with Behavioral Health**
- **Zero Exclusion**
- **Attention to Client Preferences**
- **Benefits Counseling**
- **Rapid Job Search**
- **Systemic Job Development**
- **Time Unlimited Supports**

## **Zero Exclusion - eligibility is based on person's choice**

- **Eligible for FEP & wants to work (or school) is eligible IPS-SE, regardless of psychiatric diagnosis, symptoms, work history, medication compliance, substance use or cognitive impairment**
- **The core philosophy of IPS is that all persons with a disability can work at competitive jobs in the community without prior training, and that no one should be excluded from this opportunity**
- **Agencies develop a culture, so all practitioners encourage individuals to consider work.**

# Behavioral Health Integration

- **Employment Specialist or SEES (Supported Employment/Education Specialist) staff on FEP team meets regularly with clinicians and other team members**
- **Discussions include clinical and rehabilitation information that is relevant to work or school such as medication side effects, persistent symptoms, cognitive difficulties or other rehabilitation needs**
- **They shared information and develop ideas to help individuals improve their functional recovery.**

# Vignette

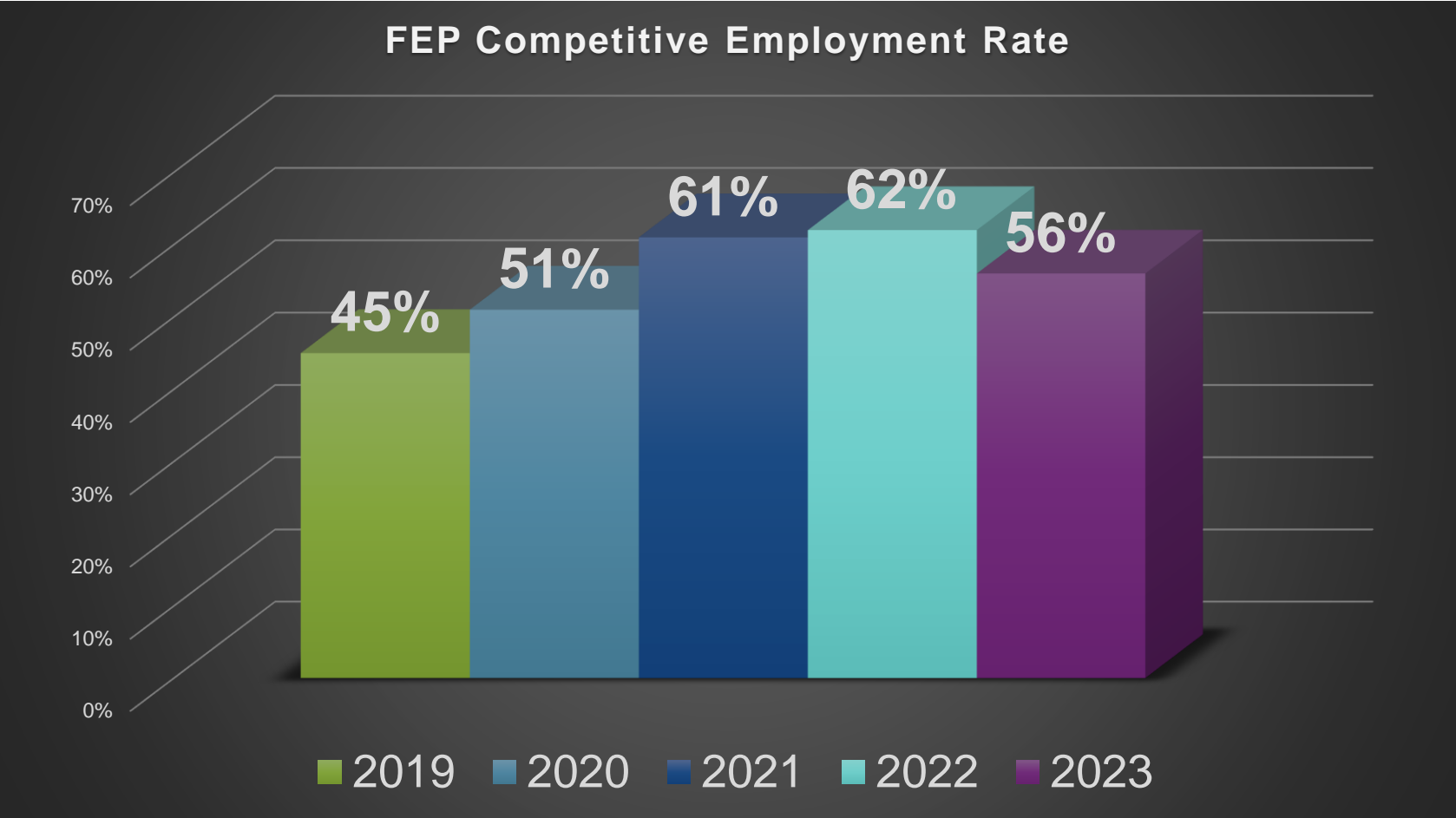
- **See handout**



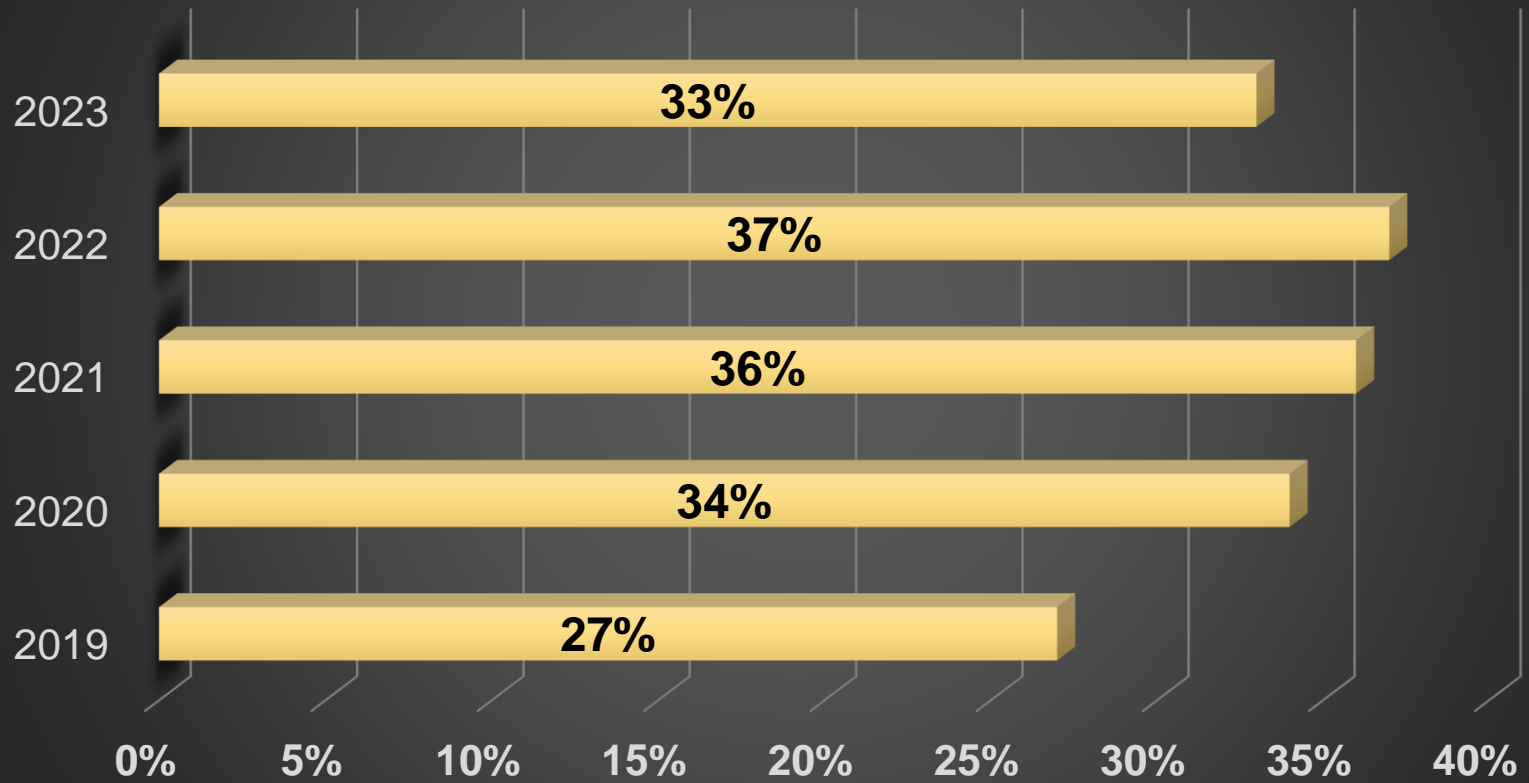
# Outcomes on FEP Teams

- **Began tracking employment/education outcomes in 2019**
- **Five FEP outcomes will be tracked**
  - Engagement
  - Job search
  - Education
  - Employment
  - “NEET” – “not in employment, education, training”

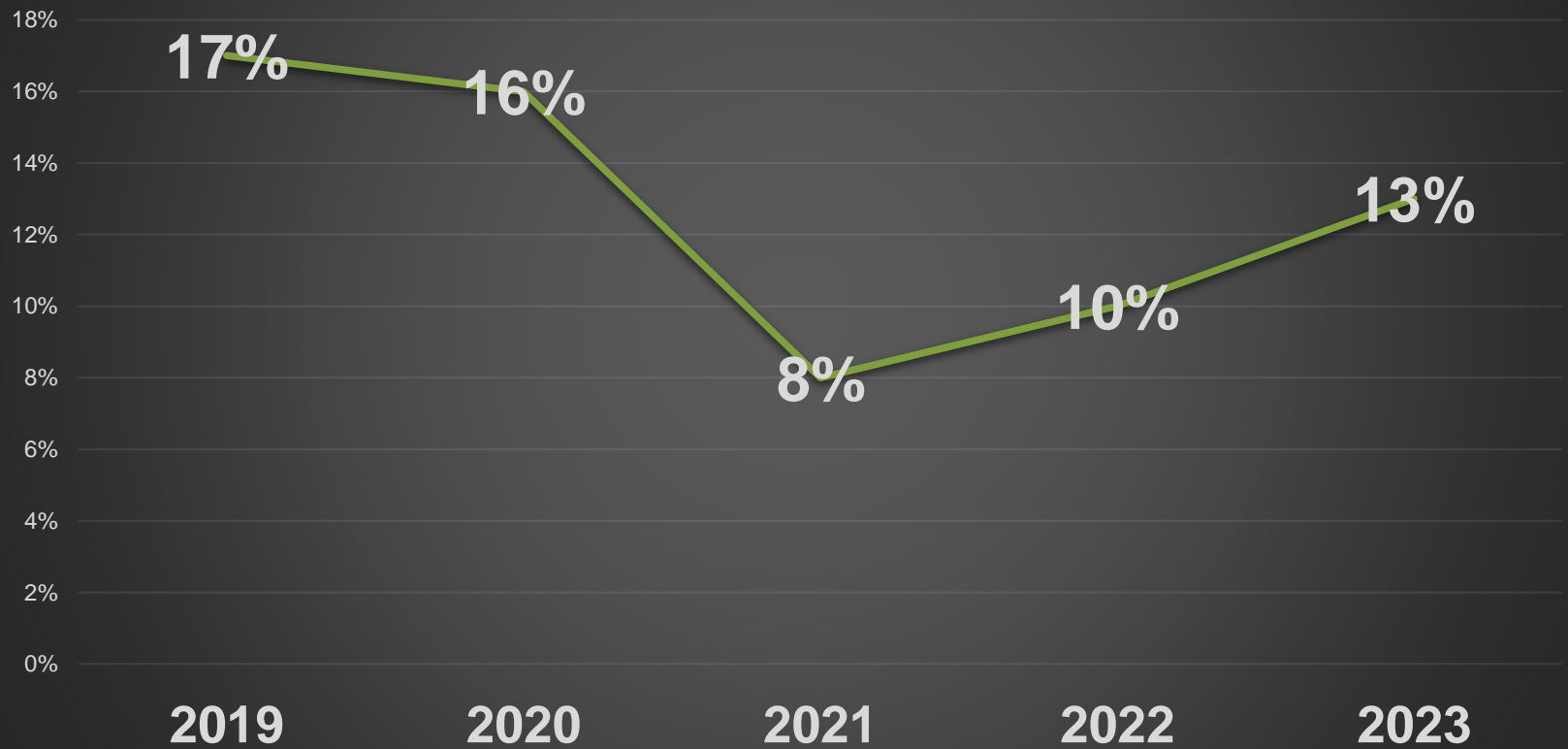
# FEP Outcomes



## FEP Education Rate 2019-2023



## FEP NEET Rate 2019-2023 (Not in Employment/Education/Training)



# NC FEP Outcomes

- **2023 saw an overall Competitive Employment Rate of 56%**
- **2019 NC FEP Competitive Employment Rate – 45%**
  - **11% increase in employment over three years**
- **Education Rate of 33%**
  - Seeing improvements, area of focus moving forward
- **NEET (Not in Employment, Education, Training) rate of 13%**
  - Doing well getting people engaged in Ed/Empl
  - Continue encouragement in these areas

# IPS International Learning Community Outcomes

- **Outcomes Reports – 2023**
  - 19,844 people served in IPS, 9,140 in Competitive Employment
  - Competitive Employment rate of **46.06%**
  - This includes the US (26 different states), Italy & Montreal
  - NC FEP Competitive Employment Rate was 56% for this period

# Benefits of Employment

- The idea that working or going to school in the community at regular jobs/schools with people who do not have a serious mental illness **enhances people's lives, promotes wellness and reduces stigma.**
- Every person recovering from a mental illness needs to define recovery in their own way.
- Most people want to work.



# Ice Breaker Follow-Up

- What percentage of individuals with SMI want to work?
  - 65%
- What is the competitive employment rate for the overall IPS learning community?
  - 46%
- If an individual is ambivalent about working, we should still discuss employment/school with them?
  - Yes
- If an individual is actively using substances and wants to work, should we still help them pursue employment?
  - Yes



# Questions



# Closing Slide

- **Thanks to all the support we receive to help make employment a pathway to recovery for the individuals we serve!**

**The SEES Team: Jenn Daniels, Andrea Wise, Thomas Sutton, Nino Espinoza, Jimmy Treires**

