

Individual Placement & Supports (IPS)



REACHING AND ACHIEVING

Individual Placement & Supports (IPS) is an approach to vocational rehabilitation for individuals that emphasizes helping people obtain competitive work in the community and providing the supports necessary to ensure success at the workplace. The emphasis is on helping individuals find jobs paying competitive wages in integrated settings. IPS facilitates the recovery of work-interested clients by supporting them in their efforts to be successful.

MAKING MONEY

Individuals who work are more likely to achieve their personal recovery goals and, thus, a higher quality of life. Employment also helps individuals begin the process of economic independence, which reduces their vulnerability to poverty and their dependence upon social service systems. With a steady income, individuals have more spending power to buy what they want and need. The process of identifying, finding, acquiring and maintaining competitive employment is therapeutic and a source of active, lifelong learning. Many individuals who work express an interest in establishing a savings account, building wealth and achieving other long-term financial goals.

& Supports (IPS)

JOB DEVELOPMENT

This is the process of matching individual interests with competitive jobs in the local community. Specialists find employers who have the jobs that individuals want and initiate a meaningful interaction between the potential employer and the potential employee.

FOLLOW-UP SUPPORTS

IPS teams provide support through all stages of the employment process. The consistent, personalized attention over time creates the working alliance that is so important for individual success. Follow-along supports vary from person to person depending upon individual needs and preferences. They are provided in person and in the community. Supports may include, but are not limited to, the following:

- Help with new job orientation
- Coaching at the work site
- Help with transportation
- Personalized benefits planning (our benefits specialist can talk to you about how you can work and still keep SSI and other benefits)
- Medication adjustments
- Assistance with grooming, hygiene
- Symptom management
- Meetings with family members (and other caregivers)
- Education and/or support to employers
- Collaborating with employers about job accommodations



EIGHT PRINCIPLES OF IPS

1. Competitive employment is the goal. The focus is on finding community jobs anyone can apply for that pay at least minimum wage, including part-time and full-time jobs.
2. Eligibility is based on choice. No one is excluded who wants to participate.
3. IPS is integrated with treatment. Employment specialists coordinate plans with your treatment team: case manager, therapist, psychiatrist, etc.
4. Client preferences are important. Choice and decisions about work and support are individualized, based on the person's preferences, strengths and experiences.
5. Employment specialists help clients obtain personalized, understandable and accurate information about their Social Security, Medicaid and other government entitlements.
6. Job search starts soon after an individual expresses interest in working. There are no requirements for completing extensive pre-employment assessment and training, or intermediate work experiences.
7. Employment specialists build an employer network based on clients' interests, developing relationships with local employers by making systemic contacts.
8. Follow-along supports are continuous, individualized supports to maintain employment. They continue as long as individuals want the assistance.

IPS Services are available to TTI individuals in Oakland County and on ACT teams agency-wide.