

IPS Supported
Employment
March 4, 2016
Webinar 2



**Canadian Mental
Health Association**
Vancouver-Fraser
Mental health for all

Recovery Oriented Psychosocial Rehabilitation Employment Initiative for Douglas College

- Presenters:
- Kyron, EPI Client
- Catherine Newstead, Senior Vocational Rehabilitation Counselor
- Lana Cullis, Vocational Rehabilitation Counselor

Today

- Personal Story – Kyron
- Intro to Early Psychosis Intervention and Individual Placement and Support (IPS)
- Implementing IPS with EPI youth who also uses substances
- Question and Answer

A Personal Story

- School, Work , Substance Use and Mental Health
- Challenges and Triumphs
- The role of Early Psychosis Intervention (EPI)
- Key Learnings from Kyron's Story

Review of IPS (Individual Placement and Support) Supported Employment Model

- IPS Supported Employment helps people with serious mental illness work at regular jobs, those paying at least minimum wage and of their preferences
- Although variations of supported employment exist, IPS SE refers to the evidence based practice of supported employment
- It is the most robustly researched model of its kind
- Bond, G. 1999, Bond, G. & Drake, R. 2012

Introducing.....



Canadian Mental
Health Association
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Mental health for all



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**Better health.
Best in health care.**

- Occupational Recovery after First Episode Psychosis Research Project
- Principle Investigator: David H. Erickson, PhD Clinical Psychologist

WHY-WHO-WHERE-HOW

- To improve employment prospects for people dealing with serious mental illness, specifically young individuals who access Early Psychosis Intervention (EPI) services
- 100 clients are being randomly assigned to receive IPS supported employment services vs Treatment as Usual (TAU)
- 3 year research study started March 1 2015 with 21 months of recruitment
- Collaboration: Fraser Health, Federal Ministry of Social Development & Social Innovation, CMHA Vancouver Fraser

WHY-WHO-WHERE-HOW

CONT'D

- Began with EPI North: communities of Burnaby, Tri Cities , Maple Ridge and New Westminster
- Other areas now include EPI South (Surrey, Langley, Delta) and EPI East (Abbotsford, Chilliwack and Mission)
- Referred individuals are 18-30 years of age

SIGNIFICANCE

- “...understand the interventions related to employment success in a representative sample of young adults with early psychosis. It will allow us to better choose or adapt those interventions according to individual predictive factors and their costs/benefits. By optimizing employment success during this critical period, we may prevent longer-term decline and thus avoidable use of health services and disability benefits”...

Reflections on IPS Practice – The Past

- IPS SE is a well established approach and began over 20 years ago in the USA
- IPS SE is established in Canada, Europe, Australia, Hong Kong and UK
- Reflects a shift in psychosocial rehabilitation from traditional pre-employment “readiness” and the sheltered workshop milieu
- The recovery movement helped and continues to instigate true inclusion/responsibility in one’s community

Reflections on Practice – The Now

- The IPS model is steadfast in fidelity, principles, ongoing research including that which affects young adults dealing with psychosis and substance abuse
- **According to Drake et al (2014) EPI IPS programs average 82% employment success**
- The benchmark for IPS employment success is minimally 50%
- Work BC's success rate for **all user groups** is 42% work placement (July 2015 Provincial Report) – consistent range is 40- 50%

IPS Supported Employment – What is in store for the future?

- Advocating for the model to be standard practice (not an add on) for and with young adults with serious mental illness/substance abuse and other populations
- Continue to research outcomes that demonstrate where improvements are necessary and hopefully confirm the improved economic, social and mental welfare of those people involved/the community at large – including the *National IPS Project*
- Research in the area of cognitive remediation is an area of emerging practice (Latimer, 2015)

Persons with Psychosis who work ... (common threads in literature review)

- Experience less hospitalizations (relapse related)
- Are less likely to be restrained (chemically or physically, including seclusion) when hospitalized
 - 14% employed vs 64.5% unemployed (CIHI 2011)
- Utilize less financial disability supports over lifespan
- Report higher satisfaction on quality of life measures
- Are less likely to be incarcerated
- Have higher medication compliance

- Studies highlighting youth subsets (for both psychosis and psychosis with substance use) demonstrated greater recovery gains when work was a treatment intervention
 - summary - both work and age are salient

Research Rigor to Pragmatic Applications

- 78% of youth with psychosis **want help** to find work – Ramsey et al, 2011
- They are more likely to be using drugs than their adult counterparts in community mental health centers - be aware
- Risk of suicide is much higher in persons with going thru first episode psychosis – reported rates vary in literature, increase when combined with substance use and (multi use) variable
- PSR best practices evidence often goes against natural desire to “protect our clients” but we must acknowledge what role can work play in as a “protective factor” with persons
- The importance of building hope with tangible supports – i.e. no waitlist, one step re – intakes, continuous time unlimited support, person centered plans
 - visible construction scaffolding metaphor



Substance Use, Psychosis and Youth – Key IPS Principles

- Zero exclusion to program access – key here is substance use and continued use does not prevent work search and access to employment supports
- Rapid Job Search – Persons using substances and receiving MH services are mostly to be discouraged from working because of being viewed as at risk for relapse

IPS philosophy incorporates **building tolerance to adverse work experiences** thru support and full utilization of treatment team

Substance Use and Key IPS Principles continued

- Individual Preference and job match – extended to include substance use profile
- Utilize person's self knowledge about drug use to assist with strength profile i.e.
 - time of day best for working hours vs substance using demands on time
 - or their desire for full time work as strategy to help decrease drug use time
- Remember that clients are as unique in their drug use diversity as they are in their vocational diversity
- Need to provide clear information about possible outcomes of choices – maximum transparency about labour market conditions

Substance Use continued

- Continuous Assessment: co monitoring with your job seeker and their treatment team to see if what you are doing is working
- Be willing to start and **stop** jobs – how to leave a job is just important as how to find one
- Be willing to support client to utilize other services – **refer out, welcome back**
- Practice moment by moment engagement, not “plan engagement”

Summary

- **“Addressing SUD’s and social and occupational goals in people with First Episode Psychosis (FEP) may offer opportunities to prevent SUD’s becoming more severe or entrenched”**

Rebgetz et al, 2014

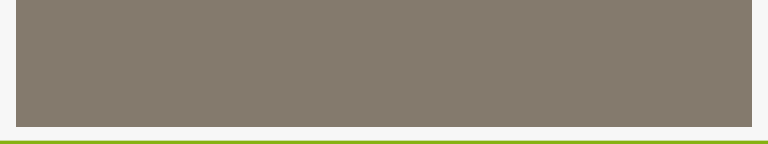
- **“The indicators that do appear to be robust predictors of work outcomes include recent employment history, motivation and self-efficacy. Wanting to work and believing that you can are the best predictors of work outcomes.”**

Miles Rinaldi et al , 2008

References

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Occupational Recovery after First Episode Psychosis Research Project (in process), Principle Investigator: David H. Erickson, PhD
Clinical Psychologist, Fraser Health Authority, 2015

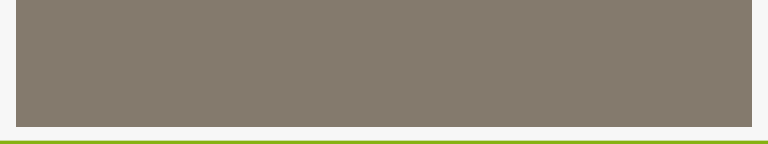
Bond G, Drake R and Campbell K, Effectiveness of individual placement and support supported employment for young adults, Early Intervention In Psychiatry, 2014



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Latimer, E, Building On Hope, PSR Conference, Vancouver, BC, June 2015

Restraint Use and Other Control Interventions for Mental Health Inpatients in Ontario, Canadian Institute for Health Information, August 2011 p.12



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Rebgetz S, Conus P, Hides L, Kavanagh D, Cotton S, Schimmelmann B, McGorry P, Lambert M, Predictors of substance use reduction in an epidemiological first-episode psychosis cohort, *Early Intervention in Psychiatry*, 2014, p.1

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Recommended Reading List

- **Treatment of first-episode psychosis patient, psychosocial aspects.**
Drug Discovery Today: Therapeutic Strategies. 2012; 8(1-2): 37-41.
- **First person accounts of long-term employment activity among people with dual diagnosis.**
Psychiatric Rehabilitation Journal. 2009; 32(4): 261-268.
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More Reading

- **Cognitive functioning and employment in severe mental illness.** Journal of Nervous and Mental Disease. 2003; 191(12): 789-798.
- **Interest in and obstacles to pursuing work among unemployed dually diagnosed individuals.** Substance use & misuse. 2002; 37(2): 145-170. Laudet, AB;Magura, S;Vogel, HS;Knight, EL.

More Reading

- **Youth employment, mental health and substance misuse: A challenge to mental health services.**
Journal of psychiatric and mental health nursing. 2002; 9(2): 191-198.
Mitchell, DP;Betts, A;Epling, M.
- **Work as a rehabilitative tool for individuals with dual diagnoses.**
Journal of Vocational Rehabilitation. 1998; 11(2): 113-123.
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For further dialogue...

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