

Rethinking Job Search and Placement for TANF Recipients with Significant Personal and Family Challenges: Application of Individual Placement and Support (IPS) Support Employment Model for TANF Recipients

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Introduction

- Families Achieving Success Today (FAST)-Ramsey County's pilot site in the Federally funded TANF/SSI Disability Transition Project (TSDTP).
- TSDTP- Funded by ACF and SSA with participation of state and local TANF agencies SSA field offices and state DDSs
 - Phase 1: Knowledge development - data analysis and field assessments
 - Phase 2: Pilot testing in 3 sites



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Target Population

- Low-income parents many of whom are impacted by MI/CD and educational barriers
- Primarily from communities of color
- Low engagement rates in mental health services, social services, CD etc.
- High levels of crisis due to poverty, abuse, trauma, violence, family dysfunction and mental illness.
- All are exempted from TANF work requirements and have low probability of meeting these requirements.



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FAST Program Components

- Orientation/Intake
- Case Management
- IPS Supported Employment
- Children's MH Services
- Adult MH Services
- Physical Health Services



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mdrc
BUILDING KNOWLEDGE
TO IMPROVE SOCIAL POLICY

IPS Supported Employment

- Job search and Placement approach designed for persons with serious and persistent mental illness.
- An evidence-based practice
 - Multiple research studies demonstrate superior outcomes
 - The approach is well defined in a fidelity scale and manuals (standardization is possible)



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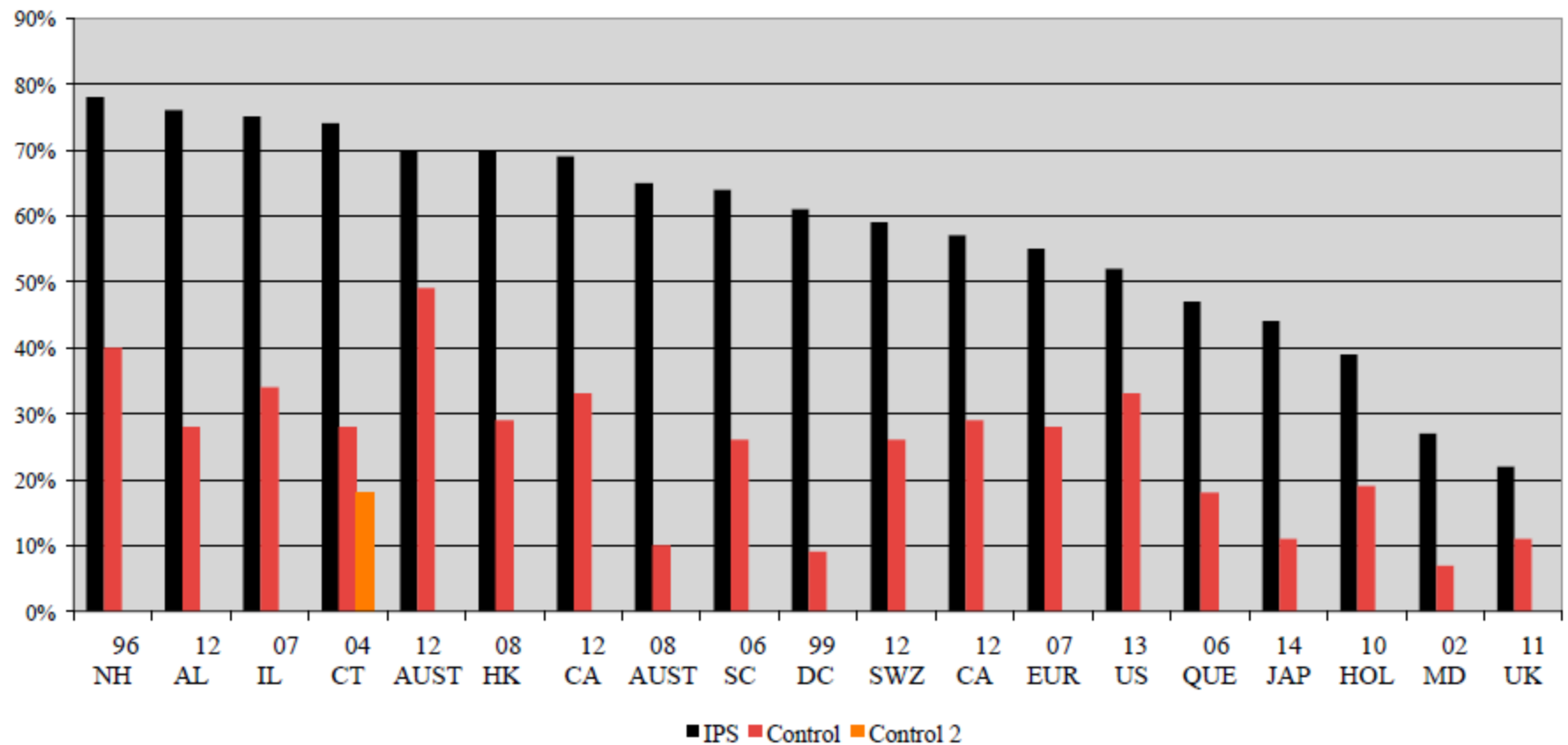
19 Randomized Controlled Trials of Individual Placement and Support (IPS)

- Best evidence available on effectiveness
- RCTs are gold standard in research
- Bond, Drake, & Becker (2012)



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Competitive Employment Rates in 19 Randomized Controlled Trials of Individual Placement and Support



Overall Findings for 19 RCTs

- All 19 studies showed a significant advantage for IPS
- Mean competitive employment rates for the 19 studies:
 - 58% for IPS (Median = 61%)
 - 24% for controls (Median = 26%)

(Each study weighted equally in calculating mean rates)



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Impact Findings

- FAST increased employment in Quarters 1 and 3 and increased average earnings in every quarter of Year 1.
- Over the one year-follow-up period, the FAST group earned \$1,235 on average, more than the control group (75 percent more).
- Employment and earnings levels however remain low among both groups.
- While the FAST group was less likely to receive TANF in the first two quarters following random assignment, this impact goes away by Quarter 3.



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Principles of IPS

- Eligibility is based on consumer choice
- Services are closely integrated with the mental health treatment
- Competitive Employment is the goal
- The job search starts soon after a consumer expresses an interest in working



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Principles of IPS

- Follow along supports are continuous
- Consumer preferences are important
- Benefits counseling is part of the employment decision making process
- Collaboration with VR



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Employment Goals for IPS

- The goal is to help people get competitive jobs in their communities
- People get jobs that pay at least minimum wage or the prevailing wage for similar work
- People obtain jobs in places with a variety of co-workers



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What makes IPS unique?

- **Co-location of staff**
- Multi-disciplinary team approach
- **Jobs are developed to fit each person's individual preference**
- Employment Unit model
- Zero exclusion criteria
- **Different/multiple points of entry**
- Job search starts soon after a person expresses an interest in working *
- Benefits Counseling
- **Long term follow up services**



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*Rapid Job Search

- Some people may have tried other vocational programs that required them to go through vocational testing, work adjustment, work readiness groups or other pre-vocational activities. Many of these people reported that this process was frustrating or demeaning and that they dropped out of the program. In contrast, many people are interested in IPS just because of the rapid job search.



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Modified IPS ?- How we differ

- Clients continue to comply with TANF (often in a waived format- DV waiver, health coding, family stabilization etc.)
- FAST does not have VR counselor
- None of the candidates on SSDI, SSI
- Not all receive MH therapy or have SPMI
- Benefits counseling is more of an informational piece than a assessment piece



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Job Development

- People are helped to find work that matches with their individual preferences, strengths, and work experiences
- **Person centered planning (Vocational Profile)**
- Frequent face to face employer contact
- “A Three Phase Approach” is used to develop employer relationships
- Job Development services such as engagement, job finding, and follow-along supports are provided in the community



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Tips for Employer Relationship Building

- Learning about an employer's needs and challenges (phase 1)
- Structuring a meeting to learn about an employer (phase 2)
 - Mistakes include: asking about job openings, asking if they are open to hiring people with criminal backgrounds, speaking at length about your program, and neglecting to prepare for the meeting
- Maintaining relationships over time (phase 3)



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Job Support

- Continuous, on-going support is provided to individuals for as long as they need/want.
- Supports can include: Transportation assistance and other tangible supports, job retention assistance, job accommodations, and benefits coordinating.
- Supports are based on each individual's unique situation and needs. Can be intensive in the beginning and taper as an individual builds natural supports in the workplace.



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Preferences

- This is the principle that trumps all others. IPS supported employment is about empowering people to have more choices and options in their lives. Even the way that services are provided should be based upon client preferences



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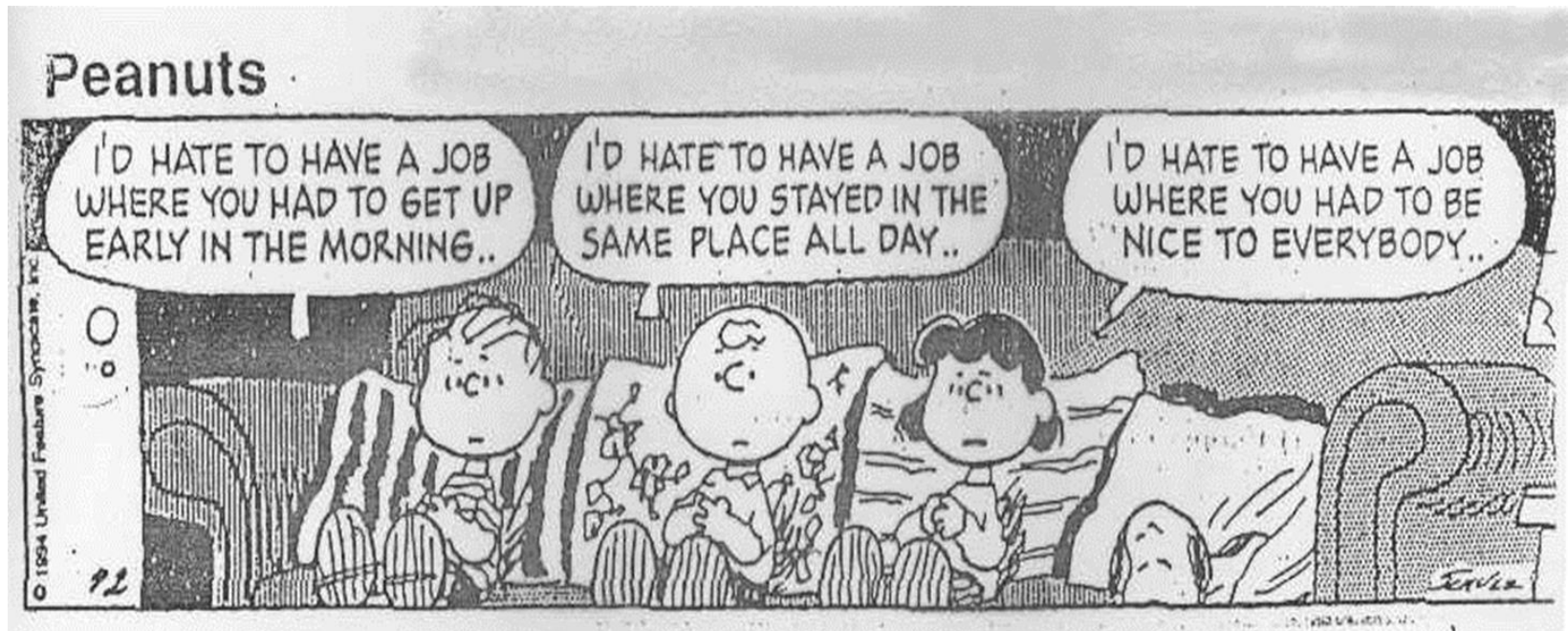
Preferences- Harder than it looks

- Sometimes employment specialists unintentionally lead people to 'give the right answers.' Sometimes people try to please employment specialists by saying what they think staff wants to hear.
- Eventually, everyone's work will fall apart if it is not built upon the person's values, interests, and own way of doing things



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Preferences!



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Motivational interviewing

- Informs every aspect of the interaction at every level in the collaborative
- The key to engagement
- The Key to negotiating a change plan
- The Key to Autonomy and collaboration without there will be no change, only compliance.



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Stages of change

- Precontemplation – not ready or willing
- Contemplation – unsure, ambivalent
- Preparation – acknowledgement
- Action – doing it, taking steps
- Maintenance – dealing with “slips”
- Relapse – natural part of the cycle



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Questions??



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Thank you!

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