

Evidence for the Effectiveness of Individual Placement and Support Model of Supported Employment

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Expressed Interest in Employment Reported in 8 Surveys

Study	% Want to Work	Survey Population
Rogers (1995)	71%	statewide survey of people with mental illness
Bedell (1998)	69%	sheltered workshop participants
Mueser (2001)	61%	study of family intervention
McQuilken (2003)	55%	clubhouse members
Drebing (2004)	53%	veterans in a VA-sponsored VR program
Woltmann (2009)	70%	clients in psychiatric rehabilitation
Frounfelker (2011)	72%	clients with co-occurring substance use
Ramsay (2011)	78%	young adults experiencing early psychosis
Mean	66%	

Need

- 2/3 clients with severe mental illness want to work, but only ~10% employed.
- Until the 1990s, no effective models for helping clients achieve stable competitive employment.

Definition of Supported Employment

- Mainstream job in community
- Pays at least minimum wage
- Work setting includes people who are not disable
- Service agency provides ongoing support
- Intended for people with most sever disabilities

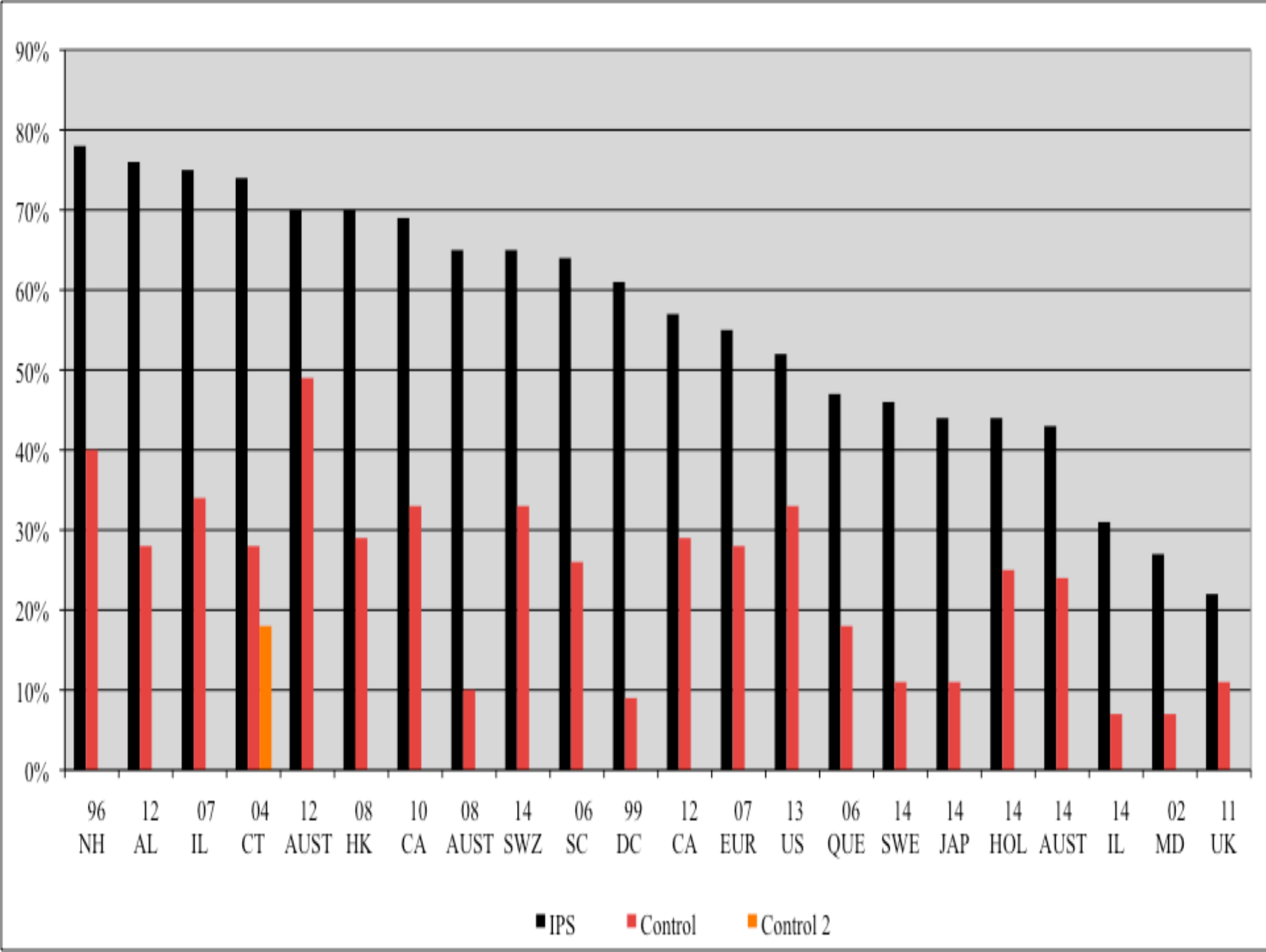
Evidence-based Practice

- Program model validated by rigorous research (different investigators)
- Has guidelines describing critical components
- Has a treatment manual

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

- Best evidence available on effectiveness
- RCTs are gold standard in medical research

First Author/ Year Published	Study Site Location	Control Condition	Months Follow-up	N (IPS)	N (Ctl)
Drake 1996	Manchester & Concord, NH	Skills training, nonintegrated	18	73	67
Drake 1999	Washington, DC	Sheltered workshop	18	74	76
Lehman 2002	Baltimore, MD	PSR	24	113	106
Mueser 2004	Hartford, CT	(1) Brokered SE; (2) PSR	24	68	136
Gold 2006	Rural SC	Sheltered workshop	24	66	77
Latimer 2006	Montréal, Québec	Traditional vocational services	12	75	74
Bond 2007	Chicago, IL	Diversified placement approach	24	92	95
Burns 2007	6 cities in Europe	Traditional vocational services	18	156	156
Wong 2008	Hong Kong	VR referral	12	46	46
Killackey 2008	Melbourne, Australia	Traditional vocational services	6	20	21
Nuechterlein 2010	Los Angeles, CA	VR referral	18	46	23
Heslin 2011	London, UK	Usual Care	24	93	95
Twamley 2012	San Diego, CA	VR referral	12	28	22
Davis 2012	Tuscaloosa, Alabama	Standard VA vocational rehab	12	36	35
Killackey 2012	Australia	Traditional vocational services	6	73	73
Drake 2013	23 sites in US	No additional services	24	1004	1051
Oshima 2014	Tokyo, Japan	Usual care	6	18	19
Michon 2014	4 cities in Holland	Traditional vocational services	30	71	80
Bond 2014	Chicago, IL	Job club adaptation	12	43	44
Hoffmann 2014	Bern, Switzerland	Traditional Vocational Rehab	60	46	54
Bejerholm 2014	southern city in Sweden	Traditional Vocational Rehab	18	41	46
Waghorn 2014	3 Australian communities	Referral to disability system	12	67	49



Overall Findings for 22 RCTs

- All 22 studies showed a significant advantage for IPS
- Mean competitive employment rates for the 22 studies:
 - 56% for IPS
 - 23% for controls

(Each study weighted equally in calculating mean rates)

Four Measurement Domains of Employment Outcomes

- Job acquisition (% employed)
- Hours worked per week
- Total hours worked/earnings
- Job duration (months worked)

(Bond, Campbell, & Drake, 2012)

18-Month Competitive Employment Outcomes in Controlled Trials of IPS

	IPS	Control	<u>p</u>	<u>d</u>
	<u>N</u> = 307	<u>N</u> = 374		
Job acquisition	216 (70.4%)	91 (24.3%)	<.001	0.96
Work ≥20 hrs/wk	128 (41.7%)	50 (13.4%)	<.001	0.67
Days to first job	140	212	<.001	-0.58
Total hours	417.0	105.8	<.001	0.62
Total wage	\$3,704	\$1,001	<.001	0.51

Mean Tenure of Longest-Held Job in Two IPS Studies

Study	Follow-up Period	Sample Size	IPS	Usual Services
Bond & Kukla (2011)	2 Years	142	10.0 mo.	
Hoffman (2014)	5 Years	46/54	24.2 mo.	8.1 mo.

Job tenure for IPS was triple that for usual services in Hoffman study.

Steady Worker Rate in Three Long-Term Follow-up Studies

Study	Follow-up Period	Sample Size	IPS	Usual Services
Salyers (2004)	10 years	36	33%	
Becker (2007)	8-12 years	38	71%	
Hoffman (2014)	5 years	46/54	44%	11%
Overall Rate		120/54	49%	11%

Steady worker = Worked at least 50% of follow-up period

- A promising area for cost savings is young adults who are experiencing early psychosis. If supported employment were available economist estimate the nation could save \$368 million annually in Medicaid, Social Security and other state and state programs.

Source: David Salkever, Ph.D

IPS Is Effective in a Wide Variety of Target Populations

- PTSD diagnosis
- Frequently hospitalized
- Mental illness + substance use
- Older adults
- Homeless
- Criminal justice history
- On disability benefits
- African American
- Hispanic

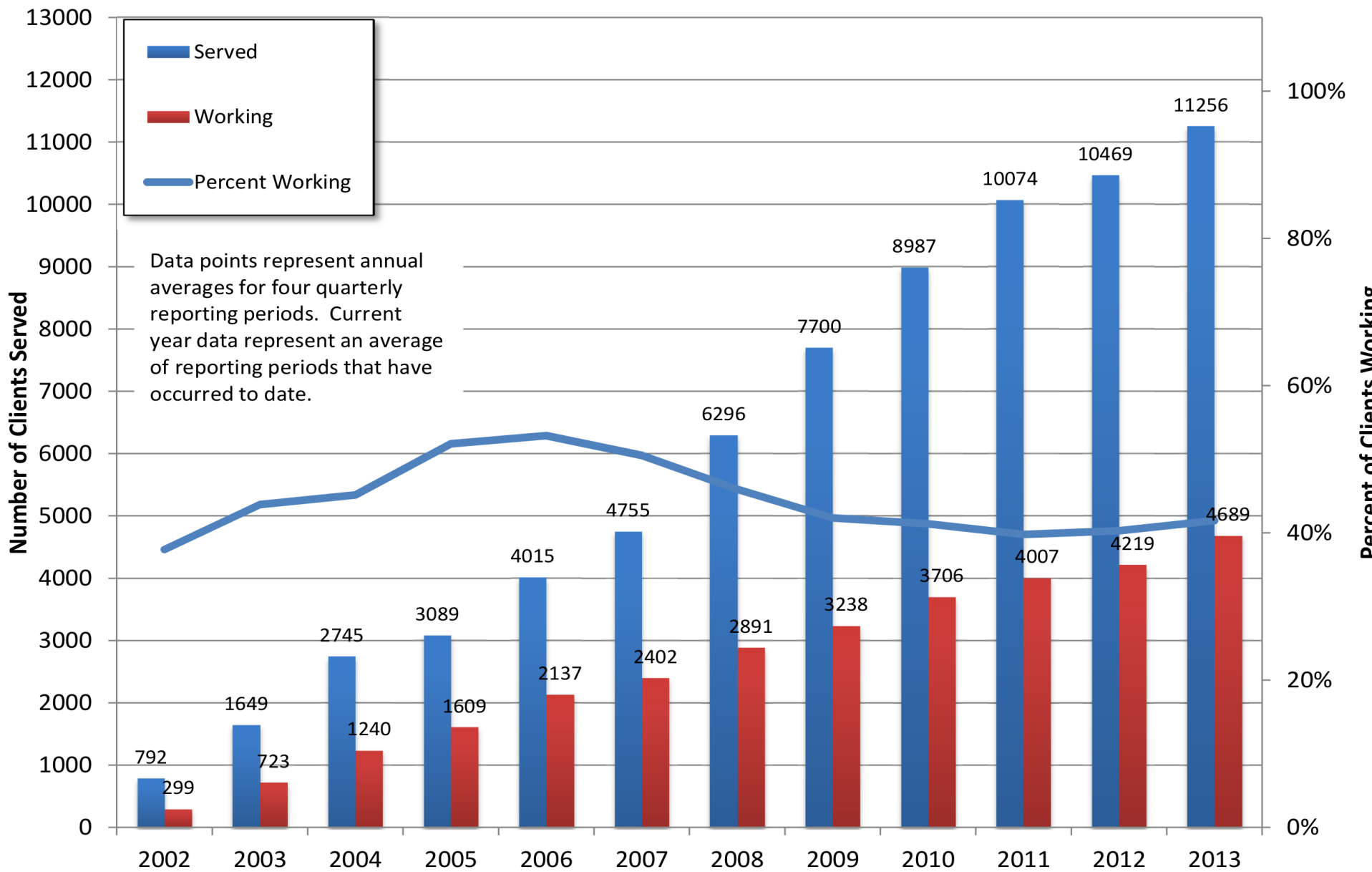
Johnson & Johnson-Dartmouth IPS Learning Collaborative

16 states/regions in US

(over 150 sites)

3 European countries

Clients Served & Working in the IPS Supported Employment Learning Community in the USA



IPS Fidelity and Outcomes in 88 Sites in Learning Collaborative

IPS Fidelity Category	N (%)	Mean Competitive Employment Rate
Exemplary Fidelity	8 (9%)	44%
Good Fidelity	45 (51%)	39%
Fair Fidelity	30 (34%)	32%
Not Supported Employment	5 (6%)	29%

(Bond et al., 2012)