What is IPS?

Individual Placement and Support (IPS) is an individualized program designed to help you, a mental health consumer, get and keep a competitive job that interests you. A competitive job is a job in the community that anyone can apply for that pays at least minimum wage.

IPS is an evidence based practice which means that research has shown that it is effective.

What are some of the important characteristics of IPS?

- IPS is driven by your skills and interests. Your employment specialist will look for a job that fits you rather than fitting you into a job.
- IPS has a zero exclusion policy which means that you cannot be excluded from the program because someone thinks you are not “ready”, because of your prior work history, your hospitalization history, your active substance use, your symptoms or your legal history.
- IPS employs a rapid job search. This means that you will not have to wait a long time for your job search to begin.
- With IPS you will get personalized benefits counseling which means you will know exactly how working will affect your benefits.
- IPS is integrated with your other mental health treatments so you will get maximum support.
- With IPS you will get continuous support on the job for as long as you need it.

Why is IPS important?

IPS is important because we know that it works. We know that the majority of IPS consumers get employment. The process is person centered. It is driven by your goals and interests.

Who provides IPS services?

IPS services are provided primarily by employment specialists with the ongoing support of other members of the mental health team.

How long will IPS last?

IPS lasts as long as you need for it to. Your job search is not time limited, although it will be as rapid as possible. Once you get a job, job supports will last for as long as you need them to at whatever level of intensity you need.

Do I have to disclose to use IPS?
No. The decision to disclose is yours. You may disclose a little, a lot or not at all. You may choose to disclose to one employer and not another.

Are IPS services mandatory?
No. Participation in IPS is completely voluntary.

Are IPS services offered in a group or individually?
Because IPS services are individualized, services are offered on an individual basis.

Are there any written materials that go along with IPS?
Yes. There is an Employment Resource Book that can be used in conjunction with IPS. The resource book is a workbook which covers 32 important topics divided into three sections: prior to job search, during job search and after getting a job. If you use this resource book you will have a choice as to what topics you cover, how you will use the resource book and with whom you will discuss the topics.

Can family and friends play a role in supporting me while I am involved in IPS?
As with any recovery goal, support from family and friends can really make a difference. For example: friends may be aware of available jobs in your community. Family members may be able to help you with problem solving concerning challenges on the job. If you use the Employment Resource Book you may benefit from discussing topics covered in the book with your family and friends. However, whether or not you involve your family and friends is completely your decision.