IPS Supported Employment
Evidence-based Practice
COHHIO Conference
April 10, 2019

Why IPS?

• People are almost 2.5 times more likely to get a job with IPS than other vocational approaches.

• IPS works was originally developed for people with mental health challenges.

• In recent years shown to be effective for people receiving Temporary Aid for Needy Families (TANF), people who have substance use disorders, PTSD, spinal cord injuries, older adults, people who are homeless, people with criminal justice involvement, and young adults.

Evidence-based Practice

• Multiple research studies (randomized controlled trials) in a variety of settings.

• The practice can be replicated; it is defined by a fidelity scale, 8 practice principles, and manuals.
Competitive Employment Rates in 25 RCTs of IPS

Principle #1: Worker Preferences are Important and Supersede All Other Principles

Principle #2: Zero Exclusion Criteria

People have access to IPS services in spite of possible barriers including legal problems, homelessness, substance use disorders, past problems with employment, mental health problems or other issues. Research has demonstrated that we cannot predict who will succeed.
Principle #3: Benefits Planning is Offered

People are offered an opportunity to meet with a trained benefits planner before going to work and as they consider changes in their jobs.

Principle #4: Employment Services are Integrated with Multidisciplinary Team

Employment specialists and housing (or mental health) practitioners meet weekly.

Principle #5: The Job Search Starts Soon After Program Entry

Clients are not asked to complete pre-vocational groups or assessments before pursuing jobs. Most people begin their job searches within 30 days of beginning in IPS services.
Principle #6: Employment Specialists Build Relationships with Employers

Employment specialists make multiple in-person visits to employers to learn about their businesses and to build relationships.

Principle #7: Competitive Jobs Are the Goal

Regular jobs at regular wages.
Jobs that anyone can apply for, regardless of disability status.

Principle #8: Job Supports are Individualized and Continuous

Different types of job supports are provided based upon each worker’s needs and preferences.
Job supports are provided for about a year after a person has been working successfully. Then housing/mental health practitioners provide support for employment.
Education Supports

Employment specialists provide supports for education and vocational training programs when they are related to a person’s career goal.

Role of the IPS Specialist

- Provides only employment and education services
- Carries out all phases of the vocational service for each person
- Maintains a caseload of up to 20 people
- Spends most of her time in community settings (where people and jobs are at)

For more information:

Technical assistance and in-person training:
Zandia.Lawson@mha.ohio.gov

Online resources: www.IPSWorks.org
Social Security Benefits

Title I: Benefit: Supplemental Security Income (SSI)
- Needs based program
- Resource limit $2000
- Typically individual also eligible for Medicaid
- Work income will reduce check amount
- Full benefit amount is $771 (for an individual in 2019 or $1,157mo. for eligible couple)

Title II: Benefits: Social Security Disability Insurance (SSDI & CDB & DWB)
- Insurance program
- NO Resource limit
- Medicare begins 24 months after check starts
- Work income may cause check to cease
- All or nothing receive cash benefit if earnings below SGA ($1,220 non-blind; $2,040 blind)

Work Incentives: What are they?

Special rules that allow a person to:
- Receive training for new skills
- Improve the skills someone already has
- Pursue an education
- Try different jobs
- Start a career
- Gain confidence
Work Incentives

**Supplemental Security Income (SSI)**
- Impairment-Related Work Expense (IRWE)
- Student Earned Income Exclusion (SEIE)
- Blind Work Expense (BWE)
- PASS Plan
- Expedited Reinstatement – EXR
- Section 301

**Social Security Disability Insurance (SSDI)**
- Impairment-Related Work Expense (IRWE)
- Subsidies & Special Conditions
- Trial Work Period (TWP)
- Extended Period of Eligibility (EPE)
- Expedited Reinstatement - EXR

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**What is the Earned Income Disregard (EID)?**

- The Earned Income Disregard (EID) enables certain family members with certain HUD rental subsidies to go to work without having the family’s rent increase immediately. The rent increase is phased in.

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**Who is Eligible for the EID?**

- **1. Adults with and without disabilities in public housing.**
  - Public housing was established to provide decent and safe rental housing for eligible low-income families, the elderly, and persons with disabilities. Public housing comes in all sizes and types, from scattered single-family houses to high-rise apartments for elderly families.

- **2. Adults with disabilities who receive assistance from the:**
  - Housing Choice Voucher program,
  - 236/23920100 program,
  - Housing Opportunities for Persons with AIDS (HOPWA) program, or
  - Project-Based Section 8 Voucher (NOT other project-based Section 8 programs).
How Does the EID Work?

When a family member qualifies for the EID, the increase in family rent from the new or increased earnings is delayed in two phases:

1. During the first 12 months of the EID, the increase in family income resulting from the new or increased earnings is fully excluded. As a result, the family’s rent does not increase due to the earnings for the first 12 months of work.

2. During the second 12 months of the EID, 50% of the increase in family income resulting from the new or increased earnings is excluded. The family’s rent increases, but only half as much as if all the increase in income were counted.

For more information on HUD visit:
- for EID federal regulation:

Medicaid Buy-In for Worker’s with Disabilities (MBIWD)

- This program allows a working individual with a disability to maintain Medicaid coverage with less out-of-pocket costs, even with higher wages.

Qualifications:
- Age 16 to 64
- Must have a disability
- Must be working part-time or full-time in paid, taxed employment
- Resources under $11,901
- Countable gross income less than or equal to 250% of the Federal Poverty Level ($31,225/yr or $2,602/mo.)
- Additional $20K in disregards for eligibility purposes if applicable

Advantages:
- Low cost premiums if countable income over $1,561
- Significantly higher resource level than regular Medicaid allows an individual to save more money ($17,181)
WIPA projects are community-based organizations that receive grants from SSA to provide beneficiaries FREE work incentives planning and assistance.

- Each WIPA project has counselors called Community Work Incentives Coordinators (CWICs’)
- Available in every state. 3 in Ohio and provide services based on priority and county location (Disability Rights Ohio, COVA, Cincinnati Legal Aid)
- Provide FREE benefits planning to any beneficiary. (Priority-working, client with job offer, transition aged youth)
- Call the Ticket to Work helpline at 1(866) 968-7842 or 1 (866) 833-2967 or go to www.chooseworkttw.net/findhelp

2019 COHHIO Conference –

Vocational Rehabilitation 101

OPPORTUNITIES FOR OHIOANS WITH DISABILITIES

APRIL 10, 2019
What is Vocational Rehabilitation (VR)?

- VR is for individuals with disabilities, including students.
- The goal is to help individuals with disabilities to prepare for, obtain, and maintain employment.
- State and Federally Funded through the Workforce Innovation and Opportunity Act (WIOA).
- Every state has a VR program that follows federal laws and rules.

Ohio’s Vocational Rehabilitation Program

Ohio Employment First Taskforce

- Department of Developmental Disabilities
- Opportunities for Ohioans with Disabilities
- Department of Medicaid
- Department of Education
- Mental Health and Addiction Services
- Department of Job and Family Services
Real Culture Shift

- All people with disabilities are presumed capable of community employment
  - No more asking “Can you work?” but instead “What are you good at?”
  - No more asking “Do you want to work?” but instead “Where do you want to work?”
  - Working is the norm – not the exception

Vocational Rehabilitation Process

Vocational Rehabilitation Process Overview

- Application for Services
- Eligibility & Order of Selection
- Services
- Closure
- Application for Services
Application for Services

- Applications can be submitted via hard copy, fax, email, or online at [www.oodworks.com](http://www.oodworks.com).
- Each local team will utilize the most efficient method for rapid engagement.
- Case is assigned to VR Staff or VR Contractor.
- Intake appointment held within 30 calendar days.
- Goal is within 5 days of initial contact.
- Review records (medical, physical, educational, etc.).

Eligibility Criteria

Applicant has a physical, cognitive and/or mental impairment.

- Applicant’s physical, cognitive and/or mental impairment constitutes or results in a substantial impediment to employment.
- Applicant can benefit in terms of an employment outcome from the provision of Vocational Rehabilitation (VR) services.
- Applicant requires VR services to prepare for, secure, retain or regain employment.

Order of Selection Categories

- MOST SIGNIFICANTLY DISABLED
- SIGNIFICANTLY DISABLED
- DISABLED OR OTHER
**Individualized Plan for Employment**

- Supported Employment cases follow the same processes as all VR applicants.
- Vocational Goal is supported by the Comprehensive Assessment process.
- Informed Choice in selection of Community Rehabilitation Program (CRP).
- Negotiation of services and sharing costs.

**Service Provision**

- Services are individualized and may include:
  - Job Search/Placement Assistance
  - On the Job Supports
  - Occupational/Vocational Training
  - Work Incentives Consultation
  - Coordination of long term supports

**VR and IPS: Coordination of Services**

- VR has a presence at the mental health agency
  - Regular meetings with IPS team(s)
  - Individual case and general caseload discussions
- Early connection to VR
  - From “W” of the word Work
  - Do not need to wait to refer
- Rapid Engagement
  - Complete referrals should include all documentation needed for Eligibility/MSD determination and SE IPE development.
Supported Employment - Job Development (SE-JD)

- VR Staff or VR Contractors may authorize for “Supported Employment - Job Development” to providers with approved supported employment programs. There are two categories of approved providers:
  - Certified by the Ohio Department of DD
  - Ohio MHAS Qualified IPS Providers

Case Closure – With Employment Outcome

- Must be competitive and integrated employment (see handout)
- Consistent with employment goal in IPE
- VR services contributed to employment
- Maintained stable employment for at least 90 days
- Is receiving the same level of support as will be available through Extended Services
- Transition to Extended Services upon closure

VR and IPS:

Coordination of Services after VR Closure

- Coordination of Extended Services
- Specific plan to transition identified once the employment outcome has been achieved
- Time-unlimited follow-along in IPS
- Mental Health is responsible for the care coordination and VR is responsible for vocational services

This increased coordination leads to more timely delivery of services