

## IPS Supported Employment

Evidence-based Practice

COHHIO Conference  
April 10, 2019

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## 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.

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## 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.

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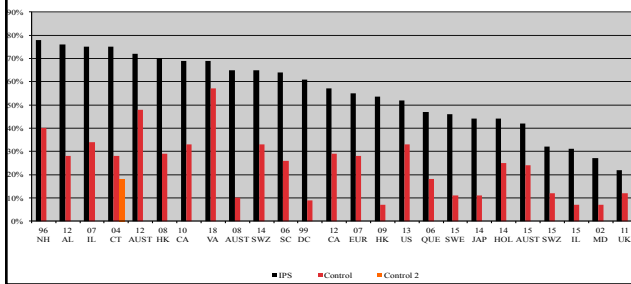
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### Competitive Employment Rates in 25 RCTs of IPS




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




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### 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.

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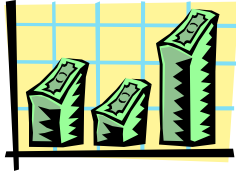
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### Principle #3: Benefits Planning is Offered

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



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### Principle #4: Employment Services are Integrated with Multidisciplinary Team



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

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### 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.



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## 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.




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## Principle #7: Competitive Jobs Are the Goal



Regular jobs at regular wages.

Jobs that anyone can apply for, regardless of disability status.

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## 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.

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## Education Supports

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




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## 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)

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## For more information:

Technical assistance and in-person training:  
[Zandia.Lawson@mha.ohio.gov](mailto:Zandia.Lawson@mha.ohio.gov)

Online resources: [www.IPSWorks.org](http://www.IPSWorks.org)

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## Work Incentives & Benefits Planning

Kelly Malek, CPWIC  
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### Social Security Benefits

<p><b>Title 16 Benefits: Supplemental Security Income (SSI)</b></p> <ul style="list-style-type: none"> <li>○ Needs based program</li> <li>○ Resource limit \$2000</li> <li>○ Typically individual also eligible for Medicaid</li> <li>○ Work income will reduce check amount</li> <li>○ Full benefit amount is \$771 (for an individual in 2019 or \$1,157mo. for eligible couple)</li> </ul>	<p><b>Title 2 Benefits: Social Security Disability Insurance (SSDI &amp; CDB &amp; DWB)</b></p> <ul style="list-style-type: none"> <li>○ Insurance program</li> <li>○ NO Resource limit</li> <li>○ Medicare begins 24 months after check starts</li> <li>○ Work income may cause check to cease</li> <li>○ All or nothing-receive cash benefit if earnings below SGA (\$1,220 non-blind; \$2,040 blind)</li> </ul>
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## 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

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## 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 highrise apartments for elderly families.
- 2. Adults with disabilities who receive assistance from the:
  - Housing Choice Voucher program,
  - HOME Investment Partnerships program,
  - Housing Opportunities for Persons with AIDS (HOPWA) program, or
  - Project-Based Section 8 Voucher (NOT other project-based Section 8 programs)

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## 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.

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For more  
information on  
HUD visit:

- <https://www.hud.gov/sites/dfiles/Main/documents/HUDPrograms2018.pdf>
- for EID federal regulation:
- <https://www.gpo.gov/fdsys/pkg/CFR-2016-title24-vol1/xml/CFR-2016-title24-vol1-sec5-617.xml>

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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 (\$11,901)

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## Work Incentives Planning and Assistance (WIPA)

WIPA projects are community-based organizations that receive grants from SSA to provide beneficiaries FREE work incentives planning and assistance.

- Each WIPA projects 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](http://www.chooseworkttw.net/findhelp)

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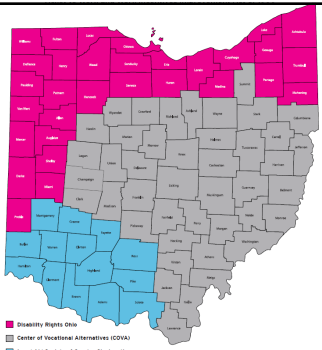
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### Ohio WIPA Map

- **Legal Aid Society of Greater Cincinnati**
  - 215 E. 9th St., Suite 200
  - Cincinnati, OH 45202
  - 513-241-9400 or 800-582-2682
  - [lascincinnati.org](http://lascincinnati.org)
- **Center of Vocational Alternatives**
  - 3770 N. High St.
  - Columbus, Ohio 43214
  - 614-294-7117
  - [www.cova9.org](http://www.cova9.org)
- **Disability Rights Ohio**
  - 50 W. Broad St., Suite 1400
  - Columbus, Ohio 43215-5923
  - 614-728-2553 or 800-858-3542
  - [disabilityrights ohio.org](http://disabilityrights ohio.org)



■ Disability Rights Ohio  
■ Center of Vocational Alternatives (COVA)  
■ Legal Aid Society of Greater Cincinnati

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## 2019 COHHIO Conference – Vocational Rehabilitation 101

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OPPORTUNITIES FOR OHIOANS WITH DISABILITIES  
 APRIL 10, 2019  
 Opportunities for Ohioans with Disabilities

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## 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** | Opportunities for Ohioans with Disabilities

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## Ohio's Vocational Rehabilitation Program



**Ohio** | Opportunities for Ohioans with Disabilities

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## 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

**Ohio** | Opportunities for Ohioans with Disabilities

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## 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

**Ohio** | Opportunities for Ohioans with Disabilities

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## Vocational Rehabilitation Process

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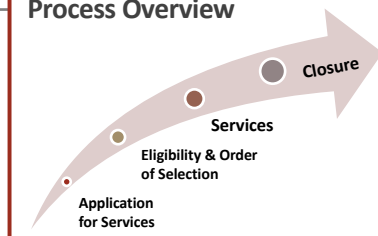
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### Vocational Rehabilitation Process Overview




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## 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.)

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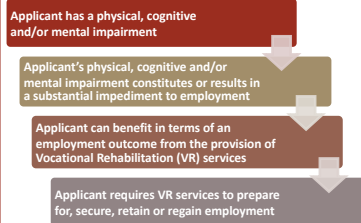
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## Eligibility Criteria




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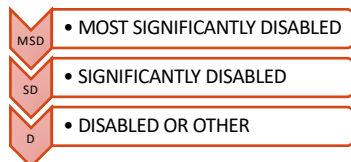
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## Order of Selection Categories




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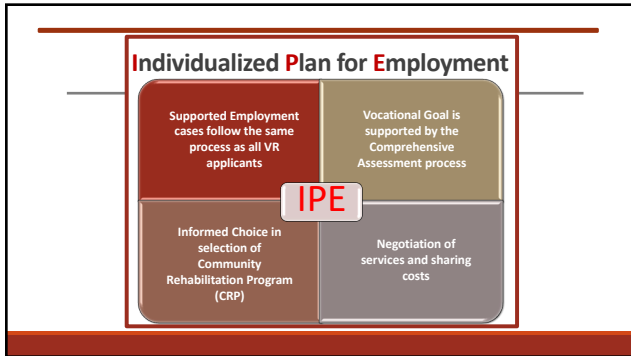
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### Service Provision

- 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

**Ohio** | Opportunities for Ohioans with Disabilities

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### 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

**Ohio** | Opportunities for Ohioans with Disabilities

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### 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

**Ohio** | Opportunities for Ohioans with Disabilities

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### 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

**Ohio** | Opportunities for Ohioans with Disabilities

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### VR and IPS: Coordination of Services after VR Closure

- Coordination of Extended Services
    - Continued discussion throughout the entire VR Process
    - 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

**Ohio** | Opportunities for Ohioans with Disabilities

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**Opportunities for Ohioans  
with Disabilities**

Supported Employment and Transition Unit

Janice Mader  
Rehabilitation Program Specialist  
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