

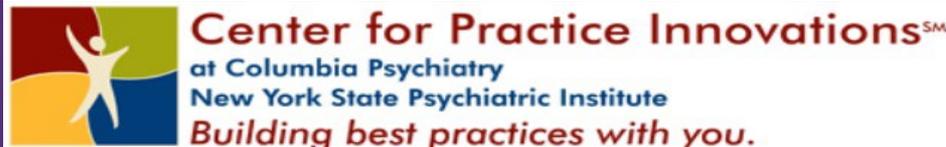


**New York Employment
Services System**



IPS Individual Placement and Support
Working with you to help you work.

Employment and Education Services as Cornerstones of Recovery



**Office of
Mental Health**

Learning Objectives

- Learn the facts and benefits of working while on public benefits
- Learn Principles of IPS and Supported Education
- Learn how PROS can support individuals with employment and education goals

Employment /s A Good Idea

Employment *is* a good idea!

We should know employment is:

- Social Determinant of Health
 - Financial Health
 - Physical Health
 - Mental Health
 - Socialization
 - Meaningful Activity
 - Self-Worth
 - Work Ethic
 - Overall, an Improved Quality of Life...
- Reductions in the need for interventions



Working While Receiving Public Benefits /s A Good Idea!!



You **do not** need to be benefits experts but **do** need to understand a couple of basics

More \$\$\$ in your pocket and will not be penalized for working while receiving SSA benefits but they **must** report their income monthly

Individuals will be eligible for Medicaid in *almost* all scenarios

The common anxiety and frustrations associated with public benefits **are real** and need to be part of the conversation – who can they talk to?

Many common myths about what happens when someone on public benefits earns wages **are not real** and we need to include them in the employment conversations.

Employment Myths/Facts



Employment Myths

Let's talk about some of the common myths about working while receiving SSA benefits.

- Traditionally, it takes a long time to obtain SSA and other public benefits, so individuals are sometimes anxious about going to work with the possibility of losing them
- Additionally, family and friends have “heard” stories about individuals going to work and losing benefits, and as a result don't encourage an individual to pursue employment.



Employment Myths

You might have heard some of these common myths about working while receiving SSA benefits

- Required to work ***under*** a specific number of hours
- Not being able to work because you have a disability
- People insisting that you are "*stable*" before you can work
- Potentially losing your healthcare benefits
 - SSI calculator
 - [YTI Online](#)

Employment Myths

Required to work under a certain number of hours

Some have heard that they can only work 20 hours per week, to keep their benefits.

- There are several variables involved in keeping SSA benefits while working, and it's **not** all about the number of hours a person works.
- Other variables include benefit type (SSI or SSDI), hourly wages, and work incentives
- A Benefits Advisor can provide clarity for your specific situation.

Employment Myths

I have a disability, so I can't go to work

- SSA recognizes that individuals receiving SSA benefits can work, and created the Ticket-to-Work (T-T-W) program to encourage individuals to go to work, and gain financial self-sufficiency
- A person is eligible for the Ticket-to-Work program if they receive SSI and/or SSDI benefits, are between the ages of 18-64, and want to go to work
- T-T-W is a free and voluntary program that provides employment services

Employment Myths

I can't work until I am considered "stable" by my Psychiatrist.

- The myth that individuals must be considered "ready, or "stable", or even "compliant" before they go to work is simply not true
- Supports are available to help a person obtain and/or maintain employment, even while they are managing barriers to employment (i.e., mental health symptoms, housing or transportation needs, or educational needs, etc.)

Employment Myths

If I go to work, I will lose my healthcare benefits

There are ways to maintain both Medicaid and/or Medicare benefits while working and earnings become too high for a cash payments to continue

- Medicaid 1619(b)
- Medicaid Buy-In for Working People with Disabilities
- Medicare

New York Employment Services System (NYESS)



NYESS: What is it?

*Statewide partnership with the CPI, OMH
PROS teams and external state agencies*

**Primary
employment
services data
source & case
management
system**

**Training on
SSA benefits &
employment
by our WIP-C
training team**

**Connections to
T-T-W
Employment
Networks
(ENs) and
additional SSA
Benefits
Counselors**

**Our primary
focus is being
a resource for
all things
related to
employment**



IPS Individual Placement and Support
Working with you to help you work.

IPS and Supported Education Critical Pathways to Recovery



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What is Supported Employment?

- Supported Employment helps people diagnosed with mental illnesses find and keep meaningful jobs in the community.
- These jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled.

SAMHSA Supported Employment Tool Kit

Individual Placement and Support (IPS)

- Developed three decades ago by Drake, Becker and colleagues at Dartmouth
- The evidence-based supported employment practice
- Research evidence – 28 randomized controlled trials have shown a significant advantage for IPS: average competitive employment rate of 55% vs 25% for controls
- Practice evidence: IPS international learning community reported 43.1% three-month employment rate in 2024

Individual Placement and Support Principles

- Competitive employment is the goal
- Eligibility is based on consumer choice – zero exclusion
- Consumer preferences are important
- Supported employment is integrated with treatment
- Personalized benefits counseling is provided
- Employment staff develop relationships with employers based upon consumers' job preferences
- Rapid job search -- starts soon after a consumer expresses interest in working
- Follow-along supports

Individual Placement and Support Practitioner Skills

- Engagement
- Assessment: Career / Vocational profile
- Employment planning
- Benefits counseling
- Job development
- Working with ACCES-VR
- Follow-along supports

Availability of IPS in NYS's Behavioral Healthcare System

- State facility clinics = 40
- PROS programs = 70+
- OnTrackNY first episode programs = 30
- ACT teams = 130+
- CORE-PSR sites = 8
- OISE sites = 7
- (soon) CCBHCs = 35+

TOTAL = 300+ sites

IPS Outcomes in NYS

For state facility clinics and PROS programs:

- 2024 the mean reported one-month employment rate of those receiving IPS was **51.3%** and the mean reported three-month employment rate was **50.1%**.

Supported Education Principles

1. Zero exclusion: Any person who is interested in education supports related to a career is eligible for IPS
2. Focus is on mainstream education and certificate training programs
3. Supported education uses a team approach
4. Supported education and employment are integrated into a single program.



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Supported Education Principles

5. IPS specialists help students locate financial resources for education and training programs
6. Expeditious enrollment in education programs.
7. Partnerships are built between IPS specialists and VR counselors, as well as school/training program staff
8. Education supports are continuous
9. Education supports are individualized



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Supported Education Focuses on:

Education and training programs:

- GED/TASC
- Vocational
- Community college and four-year colleges



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Supported Education Focuses on:

- Study skills and habits
- Time management
- Individual Education Plans, transition plans, accommodations, help with study schedule, planning for education after high school, career exploration

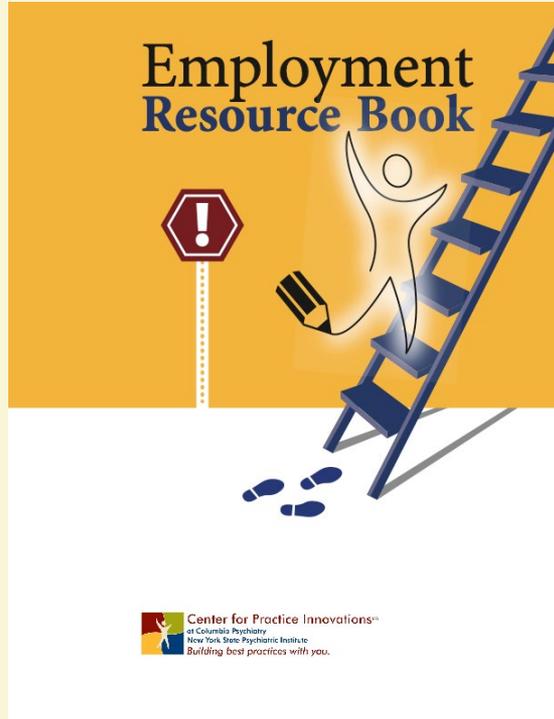


CPI's IPS Resources

- Online modules
 - Introduction to IPS
 - Job development
 - Using the Employment Resource Book
- Employment Resource Book
- Online library in CPI's learning management system



Employment Resource Book



What's in it?: Overview

- Acknowledgements & Table of Contents
- Introduction and Welcome Section
 - Orientation for participants
 - Suggestions for getting started
 - Using the book effectively and in personalized way
- Topic Areas
 - 32 topic areas



What's in it?: Major Sections

- Section 1 – Prior to job search
- Section 2 – During job search
- Section 3 – After getting a job
- Appendices



Structure of Topic Areas

- Important information
 - Introduces topic; facts for thought/discussion
- Personalized activity
 - Think through how information applies to the individual; variety of exercises
- Next steps
 - Many options people may choose; decide on concrete next steps



People can use it with...

- Employment staff members,
- Other practitioners,
- Peer specialists,
- Family or friends,
- and on their own.



Person-Centered, Flexible Approach

- Do not follow the workbook in order – it is not a 32-week curriculum
- Instead, each individual picks and chooses the topics that “fit” their wants, needs and work goals
- People can start wherever they want, use what they want, and go at their own pace

**Supporting Education and
Employment goals in PROS**

Why Focus on Employment and Education?

- The number on individuals aged 18-21 in PROS has more than doubled in the past 5 years. Significant increases in enrollment also seen with the 22-32 cohort
- 40% are interested in obtaining employment or pursuing an education goal. This is up from 24% in 2022
- PROS has demonstrated efficacy in supporting employment goals. Rates of competitive employment are consistently above 50% for participants receiving IPS-related services
- 67% of young adults in PROS have a HS Diploma or Equivalent, 20% have “Some College”
 - Only 8% are working on an education goal

Ongoing Rehabilitation and Support (ORS)

- ORS services include
 - **rehabilitation counseling,**
 - **social and coping skills training**
 - **basic living skills training**
- Services are designed to assist individuals in managing symptoms and **overcoming functional impairments**
- Intended to assist individuals as they integrate into a competitive workplace or integrated educational setting and provide support to maintain that role
- May only be delivered offsite or via telehealth

ORS to Support Educational Goals

- PROS redesign brought an opportunity to expand the definition of ORS to include individuals in integrated education programs. Interventions may include:
 - Assessing skills and abilities
 - Managing mental health barriers
 - Accommodations and disclosure
 - Self-advocacy
 - Resource development and support networks
 - Other life skills necessary to be successful
 - time-management, coping skills, study skills, and social skills necessary for success in the classroom

Other PROS Services to Support Employment and Education

- IRP Planning (CRS)
 - The participant and PROS staff work together to identify goals and related barriers that are preventing the participant from attaining employment or education, and the steps that can be taken to overcome these challenges.
 - Interventions may include:
 - Engagement and shared decision making around recovery planning and goal setting
 - Motivational interviewing and identification of values and beliefs focused on recovery and work/school related goals
 - Regular assessment of progress towards goals
 - Identification of natural supports, communication with collaterals

Other PROS Services to Support Employment and Education

- Psychosocial Rehabilitation (CRS) - skills training and psychoeducation service designed to assist the participant to overcome mental health barriers that may have interfered with their ability to function independently
 - Benefits and Financial Management - how to balance benefits with competitive employment and fiscal self-sufficiency.
 - Community Living Exploration – support to understand the demands of specific community life roles
 - Basic Living Skills Training, Structured Skill Development and Support
 - Wellness Self-Management - Coping Skills, Problem Solving, etc.
- PSR may also be used to support participants with researching and exploring their ideal roles and settings (environments) as part of the psychiatric rehabilitation process.

Other PROS Services to Support Employment and Education

- Intensive Rehab. Goal Acquisition – used to provide active (intensive) support **once a participant has made a commitment to achieving a new role, such as returning to work or school**
- Delivered at the frequency needed to support the rapid attainment of the new life role.
 - Helping the participant to explore how mental health challenges have created barriers to employment/education
 - Learning how to leverage strengths to address those barriers
 - Problem-Solving skills
 - Learning about community resources and how to access and utilize them to support goals

PROS Specialty Tracks and Other Considerations

- Considerations for services to support education and employment
 - Afternoon skill development groups
 - 8-week “Back to School” IR groups
 - Can include transferable skills to promote success in other domains
 - Community-based services
 - Promotes community exploration/inclusion and an opportunity to practice skills
 - Individual services
 - Evening/Virtual Family Psychoeducation Groups - provides information, guidance, and support to the participant and their family of choice to support the individual in their recovery



Resources

Resources

- Boston University Higher Education Support Toolkit
 - [Higher Education Toolkit](#)
- Center For Practice Innovations Learning Management System
 - IPS Supported Education
 - Supported Education and Employment Specialists Manual
 - OnTrackNY: Resources for Supported Education & Employment Specialists
 - Back to School: Toolkits to Support the Full Inclusion of Students with Early Psychosis in Higher Education
- ABLER Accounts
 - [Disability Savings Account | ABLER Account | Eligibility Quiz & News | ABLERnow](#)

Resources

- PASS
 - [PASS Online](#)
- Will I Lose My Medicaid?
 - [Will I Lose My Medicaid if I Work? | Choose Work! - Ticket to Work - Social Security](#)
- SSI calculator
 - [YTI Online](#)
- Disability Resource Coordinators
 - [NY SCION | Department of Labor](#)



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Questions



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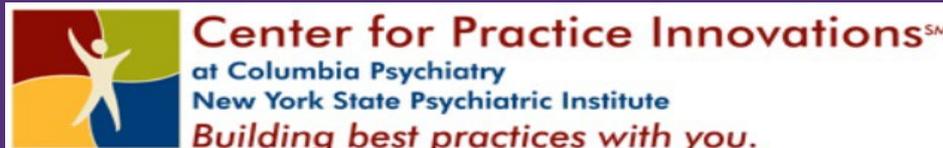
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