



**Canadian Mental  
Health Association**  
*Mental health for all*

---

# **SUPPORTED EMPLOYMENT PROGRAM FOR VANCOUVER'S HOMELESS POPULATION**

# Individual Placement and Support (IPS)

- Supported employment program
- Coined “gold standard”
- 19 randomized controlled trials
- Developed and implemented internationally



Canadian Mental  
Health Association  
*Mental health for all*

# Comparison of CMHA and WorkBC costs for Tier 3 and Tier 4 clients

	<b>Employment outcome rate within first year</b>	<b>Average cost of service per client fiscal year 2015-16</b>	<b>Cost per client that was successfully employed in competitive employment fiscal year 2014/15</b>
<b>CMHA IPS Program Fiscal year 2014-15</b>	<b>51%</b>	<b>\$1,819</b>	<b>\$3,583</b>
<b>WorkBC Programs Apr 2012 to Nov 2015 TIER 3 CLIENTS</b>	<b>34%</b>	<b>\$1,186</b>	<b>\$3,468.67</b>
<b>WorkBC Programs Apr 2012 to Nov 2015 TIER 4 CLIENTS</b>	<b>17%</b>	<b>\$1,342</b>	<b>\$7,812.33</b>

# CMHA Vancouver-Fraser Branch

- Currently employs 13 IPS specialists
- Part of a multidisciplinary mental health team
- Other services include
  - Homeless Outreach
  - Transitional Housing
  - Community Reintegration Programming
  - Mental Health Promotion



**Canadian Mental  
Health Association**  
*Mental health for all*

# Why we need IPS

- 70% of people who experience homelessness want to find competitive employment
- Rate of unemployment is estimated to exceed 80%
- Psychosocial benefits



Canadian Mental  
Health Association  
*Mental health for all*

# Additional Barriers

Job Seekers



Contact details

Behaviours and survival mechanisms

Medications

Criminal record

Continued substance use

Fear of relapse

Fluctuating motivation

Jobs



# Developing the program

- ✓ Maintain high fidelity
  - Rapid job search
  - Integration with a mental health team
  - Hardiness of the IPS workers – strong resolve



**Canadian Mental  
Health Association**  
*Mental health for all*

# Developing the program Cont'd

- ✓ Autonomy
- ✓ Develop a culture of IPS
- ✓ Embracing the dignity of risk
- ✓ Communicate strengths and efficacy consistently



**Canadian Mental  
Health Association**  
*Mental health for all*



# Building Trust

- Build trust with clients through *engagement*
- Meet them where they are
- Sensitive to their needs
- Consistency



**Canadian Mental  
Health Association**  
*Mental health for all*

# Comparison to traditional programs

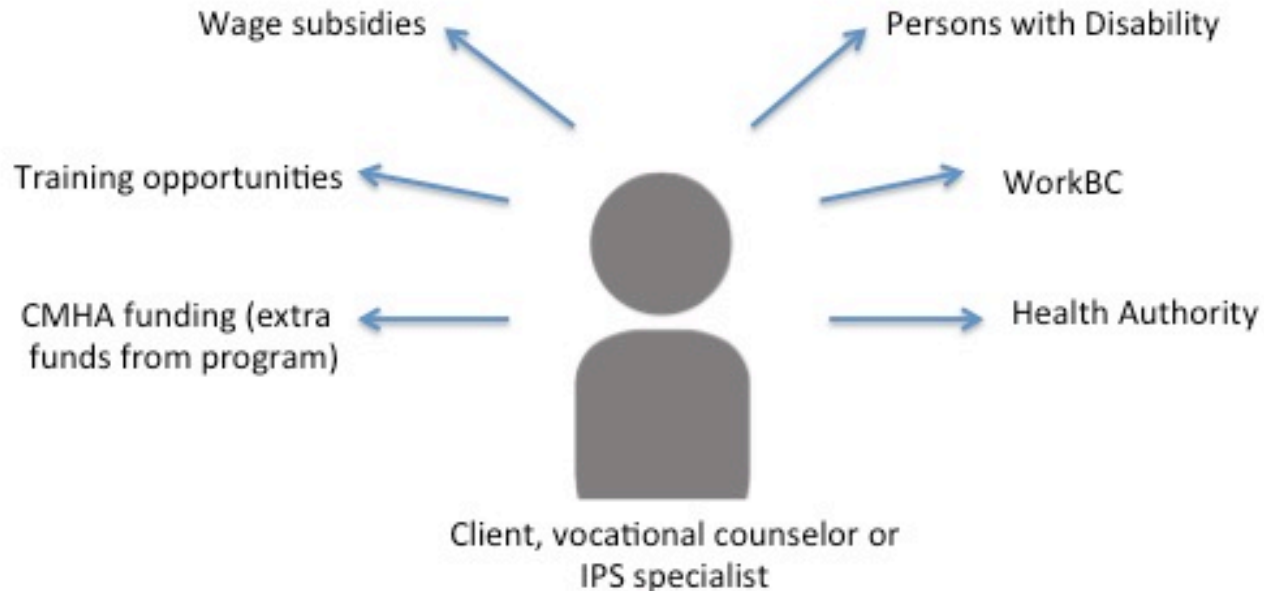
- Meetings and training
- Buildings are daunting
- Staff stays on-site
- Impede engagement



**Canadian Mental  
Health Association**  
*Mental health for all*

# Supports for IPS Specialists

**Possible networked resources for the client,  
vocational counselor or IPS specialist**



# Recommendations

- Implement IPS programs where appropriate
- Partnerships with WorkBC, existing mental health teams and integrated health centres
- Maintain fidelity



**Canadian Mental  
Health Association**  
*Mental health for all*

# Summary and Conclusion

- IPS benefits people who have experienced homelessness
- Building partnerships
- Adapt the program as needed
- Showing strengths of the program



**Canadian Mental  
Health Association**  
*Mental health for all*

# Questions?



**Canadian Mental  
Health Association**  
*Mental health for all*