



SAMHSA
Substance Abuse and Mental Health
Services Administration

Individual Placement and
Support (IPS): An Evidence-Based
Supported Employment Model

TOOLKIT

■ Annotated Bibliography

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MESSAGE FROM THE DIRECTOR

Center for Mental Health Services

Substance Abuse & Mental Health Services Administration



As the Director of the Center for Mental Health Services at the Substance Abuse and Mental Health Services Administration (SAMHSA), I am pleased to present Individual Placement and Support (IPS) – An Evidence-Based Supported Employment Model Toolkit. This Evidence-Based toolkit is designed to assist a variety of stakeholder groups with implementation. Following new research findings and advances in implementation the toolkit is a significant update to the Supported Employment toolkit that we published in 2009. It consists of 20 documents, including an in-depth training guide, a fidelity scale for maintaining service standards, a guide for data monitoring, an annotated bibliography, and implementation support for diverse stakeholders.

In recent years there has been a concerted effort at the SAMHSA Center for Mental Health Services to understand how to best treat persons with serious mental illness and how to best help them live meaningful inclusive lives. We define recovery as a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. We know that employment promotes better health and provides many other benefits, such as earning money, structured daily activity, a way to contribute to society, a place to have friends, and more. The qualities that come from having a job or going to school often is what separates a life of illness and dependence from a life of health and productivity.

I encourage all stakeholders to utilize this toolkit to implement IPS effectively and maximize employment outcomes for individuals with serious mental illness. The Individual Placement and Support (IPS): An Evidence-Based Supported Employment Model Toolkit reflects our commitment to advancing comprehensive, person-centered recovery support for individuals experiencing mental health and substance use challenges.

Anita Everett, M.D., DFAPA

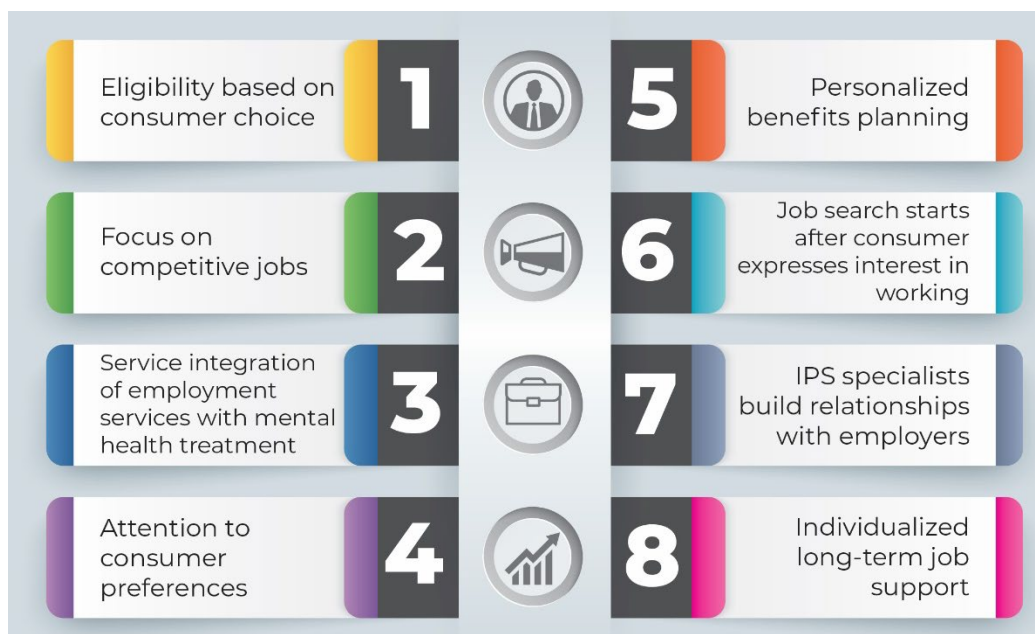
Director of the Center for Mental Health Services (CMHS)
Substance Abuse and Mental Health Services Administration

ANNOTATED BIBLIOGRAPHY

(Updated 6-20-24)

Overview

Individual Placement and Support (IPS) is an evidence-based practice that assists people with mental health conditions gain employment and develop careers. It is based on the eight principles displayed in the below graphic.



This bibliography provides a selective review of the IPS literature, starting with the initial work of Deborah Becker and Robert Drake in 1993 and extending through June 2024. After each reference is a bullet point providing a brief summary. Abstracts for these papers can be accessed through *Google Scholar* (<https://scholar.google.com>) or by clicking on the DOI link associated with each reference. A note on terminology: Some papers, especially the earliest published papers, used the term “supported employment” (or “evidence-based supported employment”) to refer to IPS. The bibliography uses the following acronyms:

IPS	Individual Placement and Support
RCT	Randomized Controlled Trial
SSDI	Social Security Disability Insurance

Handbooks and Monographs

Becker, D. R., & Drake, R. E. (2003). *A working life for people with severe mental illness*. Oxford University Press.

- The definitive source for the history and origins of the IPS model, and the rationale for the IPS principles.

Drake, R. E., Bond, G. R., & Becker, D. R. (2012). *Individual Placement and Support: An evidence-based approach to supported employment*. Oxford University Press.

<https://doi.org/10.1093/acprof:oso/9780199734016.001.0001>

- A comprehensive review of the IPS research evidence from its inception until 2011.

Swanson, S. J., & Becker, D. R. (2022). *IPS supported employment: A practical guide, 2022 edition*. IPS Employment Center. Available at: <https://ipsworks.org/index.php/product/ips-supported-employment-a-practical-guide-2022-edition/>

- The most recent addition of a comprehensive guide for IPS supervisors and IPS specialists for implementing and sustaining IPS.

Swanson, S. J., Becker, D. R., Bond, G. R., & Drake, R. E. (2017). *The IPS supported employment approach to help young people with work and school: A practitioner's guide*. IPS Employment Center, Westat.

- A practical guide for implementing and sustaining IPS programs serving young adults. It includes guidelines on supported education, involvement of important stakeholders such as family members and educators, and strategies to engage young adults.

Systematic Reviews of the Effectiveness of IPS

Drake, R. E., & Bond, G. R. (2023). Individual Placement and Support: History, current status, and future directions. *Psychiatry and Clinical Neurosciences Reports*, 2, e122. <https://doi.org/10.1002/pcn5.122>

- A brief history of IPS and a narrative review of IPS research, including a summary of nine meta-analyses of the effectiveness of IPS.

Several of recent systematic reviews and meta-analyses of randomized controlled trials (RCT) of IPS:

de Winter, L., Couwenbergh, C., van Weeghel, J., Sanches, S., Michon, H., & Bond, G. R. (2022). Who benefits from Individual Placement and Support? A meta-analysis. *Epidemiology and Psychiatric Sciences*, 31, e50. <https://doi.org/10.1017/S2045796022000300>

- This review examined 32 RCTs of IPS for any mental health condition. It identified consumer characteristics associated with better employment outcomes.

Frederick, D. E., & VanderWeele, T. J. (2019). Supported employment: Meta-analysis and review of randomized controlled trials of individual placement and support. *PLOS ONE*, 14(2), e0212208.

<https://doi.org/10.1371/journal.pone.0212208>

- This review systematically evaluated the impact of IPS on a range of employment outcomes, such as job tenure and employment earnings, and nonvocational outcomes, such as quality of life in 25 RCTs of IPS for people with serious mental illness.

Brinchmann, B., Widding-Havneraas, T., Modini, M., Rinaldi, M., Moe, C. F., McDaid, D., Park, A., Killackey, E., Harvey, S. B., & Mykletun, A. (2020). A meta-regression of the impact of policy on the efficacy of Individual Placement and Support. *Acta Psychiatrica Scandinavica*, 141, 206-220.

<https://doi.org/10.1111/acps.13129>

- This review examined the impact of disability benefits, labor policies, GDP, unemployment rate, and other moderators on employment outcome in 27 RCTs of IPS for people with serious mental illness.

Bond, G. R., Drake, R. E., & Becker, D. R. (2020). An update on Individual Placement and Support. *World Psychiatry*, 19, 390-391. <https://doi.org/10.1002/wps.20784>. Available at: <https://ipsworks.org/wp-content/uploads/2020/09/ips-research-update-World-Psychiatry.pdf>

- This two-page summary of the IPS research on effectiveness provides a concise snapshot of this body of research.

Seminal Studies

Drake, R. E., McHugo, G. J., Becker, D. R., Anthony, W. A., & Clark, R. E. (1996). The New Hampshire study of supported employment for people with severe mental illness: Vocational outcomes. *Journal of Consulting and Clinical Psychology*, 64, 391-399. <https://doi.org/10.1037//0022-006x.64.2.391>

- First RCT of IPS evaluating its effectiveness.

Burns, T., Catty, J., Becker, T., Drake, R. E., Fioritti, A., Knapp, M., Lauber, C., Rössler, W., Tomov, T., van Busschbach, J., White, S., & Wiersma, D. (2007). The effectiveness of supported employment for people with severe mental illness: A randomised controlled trial. *Lancet*, 370, 1146-1152.

[https://doi.org/10.1016/S0140-6736\(07\)61516-5](https://doi.org/10.1016/S0140-6736(07)61516-5)

- Called "EQOLISE," this was the first RCT of IPS in Europe, testing the effectiveness of IPS in six countries. In addition to showing significantly better employment outcomes for IPS, the researchers found that the national disability policies and unemployment rates influenced overall employment rates.

Drake, R. E., Frey, W. D., Bond, G. R., Goldman, H. H., Salkever, D. S., Miller, A. L., Moore, T., Riley, J., Karakus, M., & Milfort, R. (2013). Assisting Social Security Disability Insurance beneficiaries with schizophrenia, bipolar disorder, or major depression in returning to work. *American Journal of Psychiatry*, 170, 1433-1441. <https://doi.org/10.1176/appi.ajp.2013.13020214>

- This multi-site RCT of IPS is the largest RCT of IPS as of 2018. Over a two-year period showed significantly better competitive employment outcomes for SSDI beneficiaries with serious mental illness compared to a control group.

Evidence for Eight IPS Principles

Bond, G. R. (2004). Supported employment: Evidence for an evidence-based practice. *Psychiatric Rehabilitation Journal*, 27, 345-359. <https://doi.org/10.2975/27.2004.345.359>

- Bond (2004) reviewed the evidence for each of seven IPS principles. (The eighth principle was added after 2004.)

STUDIES PROVIDING EVIDENCE FOR EACH PRINCIPLE

Principle 1. Eligibility based on consumer choice.

Adamus, C., Richter, D., Sutor, K., Zürcher, S. J., & Mötteli, S. (2024). Preference for competitive employment in people with mental disorders: A systematic review and meta-analysis of proportions. *Journal of Occupational Rehabilitation*. <https://doi.org/10.1007/s10926-024-10192-0>

Campbell, K., Bond, G. R., & Drake, R. E. (2011). Who benefits from supported employment: A meta-analytic study. *Schizophrenia Bulletin*, 37, 370-380. <https://doi.org/10.1093/schbul/sbp066>

- IPS is intended for people who want to work, which includes most people with mental health conditions. In 30 surveys conducted worldwide, Adamus et al. (2024) found that 61% of people with mental conditions said that they wanted work in regular community jobs. A meta-analysis by Campbell et al. (2011) found that IPS benefits consumers with serious mental illness with a wide range of personal characteristics, including many that historically have been used to exclude people.

Principle 2. Focus on competitive jobs.

Bond, G. R., Salyers, M. P., Dincin, J., Drake, R. E., Becker, D. R., Fraser, V. V., & Haines, M. (2007). A randomized controlled trial comparing two vocational models for persons with severe mental illness. *Journal of Consulting and Clinical Psychology*, 75, 968-982. <https://doi.org/10.1037/0022-006X.75.6.968>

- An RCT showing better employment outcomes for IPS compared to an employment program that offers set-aside jobs and agency-run businesses.

Principle 3. Service integration of employment services with mental health treatment.

Cook, J. A., Lehman, A. F., Drake, R., McFarlane, W. R., Gold, P. B., Leff, H. S., Blyler, C., Toprac, M. G., Razzano, L. A., Burke-Miller, J. K., Blankertz, L., Shafer, M., Pickett-Schenk, S. A., & Grey, D. D. (2005). Integration of psychiatric and vocational services: A multisite randomized, controlled trial of supported employment. *American Journal of Psychiatry*, 162, 1948-1956. <https://doi.org/10.1176/appi.ajp.162.10.1948>

- A correlational study suggesting that consumers receiving both employment and mental health services have the best employment outcomes.

Principle 4. Attention to consumer preferences.

Igarashi, M., Yamaguchi, S., Sato, S., Shiozawa, T., Matsunaga, A., Ojio, Y., & Fujii, C. (2022). Influence of multi-aspect job preference matching on job tenure for people with mental disorders in supported employment programs in Japan. *Psychiatric Rehabilitation Journal*, Advance online publication. <https://doi.org/10.1037/prj0000541>

- A prospective observational study documenting the importance of consumer preferences for ensuring good job matches.

Principle 5. Personalized benefits planning.

Tremblay, T., Smith, J., Xie, H., & Drake, R. E. (2006). Effect of benefits counseling services on employment outcomes for people with psychiatric disabilities. *Psychiatric Services*, 57, 816-821. <https://doi.org/10.1176/ps.2006.57.6.816>

- A case control study showing higher earnings for consumers who receive personalized benefits counseling.

Principle 6. Job search starts after consumer expresses interest in working.

Drake, R. E., McHugo, G. J., Becker, D. R., Anthony, W. A., & Clark, R. E. (1996). The New Hampshire study of supported employment for people with severe mental illness: Vocational outcomes. *Journal of Consulting and Clinical Psychology*, 64, 391-399. <https://doi.org/10.1037//0022-006x.64.2.391>

- An RCT showing better employment outcomes for IPS with its emphasis on rapid job search compared to an employment program with skills training and career counseling as preparation for employment.

Principle 7. IPS specialists build relationships with employers.

Leff, H. S., Cook, J. A., Gold, P. B., Toprac, M., Blyler, C., Goldberg, R. W., McFarlane, W., Shafer, M., Allen, I. E., Camacho-Gonsalves, T., & Raab, B. (2005). Effects of job development and job support on competitive employment of persons with severe mental illness. *Psychiatric Services*, 56, 1237-1244. <https://doi.org/10.1176/appi.ps.56.10.1237>

- A correlational study showing that job development increased the probability of obtaining competitive employment.

Principle 8. Individualized long-term job support.

Bond, G. R., & Kukla, M. (2011). Impact of follow-along support on job tenure in the Individual Placement and Support model. *Journal of Nervous and Mental Disease*, 199, 150-155. <https://doi.org/10.1097/NMD.0b013e31820c752f>

- A correlational study showing ongoing long-term support associated with job tenure.

Converting Day Treatment to IPS

Drake, R. E., Becker, D. R., Biesanz, J. C., Torrey, W. C., McHugo, G. J., & Wyzik, P. F. (1994). Rehabilitation day treatment vs. supported employment: I. Vocational outcomes. *Community Mental Health Journal*, 30, 519-532. <https://doi.org/10.1007/BF02189068>

- This pioneering study was the first to systematically test the effectiveness of IPS. It compared competitive employment outcomes for two community mental health agencies, one that converted its day treatment program to IPS and the other did not.

Drake, R. E., Becker, D. R., Biesanz, J. C., Wyzik, P. F., & Torrey, W. C. (1996). Day treatment versus supported employment for persons with severe mental illness: A replication study. *Psychiatric Services*, 47, 1125-1127. <https://doi.org/10.1176/ps.47.10.1125>

- In a replication study of the original day treatment conversion study, the researchers examined outcomes at the comparison site in the first study after the comparison site also converted to IPS.

Bailey, E. L., Ricketts, S. K., Becker, D. R., Xie, H., & Drake, R. E. (1998). Do long-term day treatment clients benefit from supported employment? *Psychiatric Rehabilitation Journal*, 22(1), 24-29. <https://doi.org/10.1037/h0095270>

- This was a further test of the feasibility and effectiveness of converting day treatment to IPS, implemented in a new site.

Becker, D. R., Bond, G. R., McCarthy, D., Thompson, D., Xie, H., McHugo, G. J., & Drake, R. E. (2001). Converting day treatment centers to supported employment programs in Rhode Island. *Psychiatric Services*, 52, 351-357. <https://doi.org/10.1176/appi.ps.52.3.351>

- A further successful test of day treatment conversion to IPS in three day treatment centers.

Long-Term Outcomes

Becker, D. R., Whitley, R., Bailey, E. L., & Drake, R. E. (2007). Long-term employment trajectories among participants with severe mental illness in supported employment. *Psychiatric Services*, 58, 922-928. <https://doi.org/10.1176/ps.2007.58.7.922>

- An interview study examining outcomes for IPS clients 8-12 years after enrolling in IPS.

Salyers, M. P., Becker, D. R., Drake, R. E., Torrey, W. C., & Wyzik, P. F. (2004). Ten-year follow-up of clients in a supported employment program. *Psychiatric Services*, 55, 302-308. <https://doi.org/10.1176/appi.ps.55.3.302>

- An interview study examining outcomes for IPS clients 10 years after enrolling in IPS.

Hoffmann, H., Jäckel, D., Glauser, S., Mueser, K. T., & Kupper, Z. (2014). Long-term effectiveness of supported employment: five-year follow-up of a randomized controlled trial. *American Journal of Psychiatry*, 171, 1183-1190. <https://doi.org/10.1176/appi.ajp.2014.13070857>

- An RCT of IPS examining outcomes for IPS and control participants 5 years after study enrollment.

Baller, J., Blyler, C., Bronnikov, S., Xie, H., Bond, G. R., Filion, K., & Hale, T. (2020). Long-term follow-up of a randomized trial of supported employment for Social Security disability beneficiaries with mental illness. *Psychiatric Services*, 71, 243-249. <https://doi.org/10.1176/appi.ps.201800554>

- Five-year follow-up after a 2-year RCT of IPS for disability beneficiaries examining employment earnings data.

IPS Costs

Drake, R. E., & Bond, G. R. (2023). Individual Placement and Support: History, current status, and future directions. *Psychiatry and Clinical Neurosciences Reports*, 2, e122. <https://doi.org/10.1002/pcn5.122>

- Overview of the literature on IPS costs and benefits including a summary of 10 IPS cost-effectiveness studies

Zheng, K., Stern, B. Z., Wafford, Q. E., & Kohli-Lynch, C. N. (2022). Trial-based economic evaluations of supported employment for adults with severe mental illness: A systematic review. *Administration and Policy in Mental Health and Mental Health Services Research*, 49, 440-452.

<https://doi.org/10.1007/s10488-021-01174-y>

- Systematic review of 7 RCTs evaluating the cost effectiveness of IPS

Latimer, E., Bush, P., Becker, D. R., Drake, R. E., & Bond, G. R. (2004). The cost of high-fidelity supported employment programs for people with severe mental illness. *Psychiatric Services*, 55, 401-406.

<https://doi.org/10.1176/appi.ps.55.4.401>

- This study estimated costs of high-fidelity IPS services, based on accounting data from 7 agencies selected in sites throughout the U.S.

Salkever, D. S. (2013). Social costs of expanding access to evidence-based supported employment: concepts and interpretive review of evidence. *Psychiatric Services*, 64, 111-119.

<https://doi.org/10.1176/appi.ps.201100499>

- Review of 27 cost studies of supported employment programs used to estimate costs of a large-scale roll-out of IPS.

Policies Affecting IPS

Drake, R. E., & Wallach, M. A. (2020). Employment is a critical mental health intervention. *Epidemiology and Psychiatric Sciences*, 29, e178. <https://doi.org/10.1017/S2045796020000906>

- Editorial advocating for a central role in mental health treatment for evidence-based interventions to help people achieve competitive employment.

Drake, R. E., Bond, G. R., Goldman, H. H., Hogan, M. F., & Karakus, M. (2016). Individual Placement and Support services boost employment for people with serious mental illness, but funding is lacking. *Health Affairs*, 35, 1098-1105. <https://doi.org/10.1377/hlthaff.2016.0001>

- This paper discusses the policy barriers limiting access to IPS.

Bond, G. R., & Drake, R. E. (2014). Making the case for IPS supported employment. *Administration and Policy in Mental Health and Mental Health Services Research*, 41, 69-73. <https://doi.org/10.1007/s10488-012-0444-6>

- This paper makes the business case for state leaders to promote IPS services.

Frank, R. G. (2013). Helping (some) SSDI beneficiaries with severe mental illness return to work. *American Journal of Psychiatry*, 170, 1379-1381. <https://doi.org/10.1176/appi.ajp.2013.13091176>

- Editorial written by a health economist expressing caution about the potential cost savings that would accrue from widespread adoption of IPS.

Druss, B. G. (2014). Supported employment over the long term: From effectiveness to sustainability. *American Journal of Psychiatry*, 171, 1142-1144. <https://doi.org/10.1176/appi.ajp.2014.14070900>

- Editorial advocating for the expansion of IPS.

IPS for Young Adults

Bond, G. R., Al-Abdulmunem, M., Marbacher, J., Christensen, T., Sveinsdottir, V., & Drake, R. E. (2023). A systematic review and meta-analysis of IPS supported employment for young adults with mental health conditions. *Administration and Policy in Mental Health and Mental Health Services Research*, 50, 160–172. <https://doi.org/10.1007/s10488-022-01228-9>

- A systematic review of 7 RCTs of IPS for young adults.

Nuechterlein, K. H., Subotnik, K. L., Ventura, J., Turner, L. R., Gitlin, M. J., Gretchen-Doorly, D., Becker, D. R., Drake, R. E., Wallace, C. J., & Liberman, R. P. (2020). Enhancing return to work or school after a first episode of schizophrenia: The UCLA RCT of Individual Placement and Support and Workplace Fundamentals Module training. *Psychological Medicine*, 50, 20-28. <https://doi.org/10.1017/S0033291718003860>

- RCT of IPS for young adults with early psychosis. The intervention included skills training and supported education.

Simmons, M. B., Chinnery, G., Whitson, S., Bostock, S., Braybrook, J., Hamilton, M., Killackey, E., & Brushe, M. (2023). Implementing a combined Individual Placement and Support and vocational peer work program for young people in primary mental health settings. *Early Intervention in Psychiatry*, 17, 412-421. <https://doi.org/10.1111/eip.13387>

- Cohort study of IPS for young adults with mental health conditions. The target group mostly had diagnoses of depression and/or anxiety. The intervention included the offer of peer support.

IPS and Supported Education

Ringelsen, H., Ellison, M. L., Ryder-Burge, A., Biebel, K., Alikhan, S., & Jones, E. (2017). Supported education for individuals with psychiatric disabilities: State of the practice and policy implications. *Psychiatric Rehabilitation Journal*, 40, 197–206. <https://doi.org/10.1037/prj0000233>

- Narrative review of the literature on supported education for people with mental health conditions.

Manthey, T. J., Holter, M., Rapp, C. A., Davis, J. K., & Carlson, L. (2012). The perceived importance of integrated supported education and employment services. *Journal of Rehabilitation*, 78, 16-24.

- A report describing two surveys, one estimating the prevalence of supported education in a national sample of IPS programs, the second reporting ratings of perceived importance of critical ingredients of supported education in IPS programs offering it.

Hillborg, H., Lövgren, V., Bejerholm, U., & Rosenberg, D. (2024). Supporting education with IPS: Advancing a career-oriented model for integrating work and study support for young adults in Sweden. *Psychiatric Rehabilitation Journal*, 47, 37-45. <https://doi.org/10.1037/prj0000597>

- Qualitative study identifying 10 core principles of supported education, as compared to the 8 principles of supported employment in the IPS model.

IPS in Underserved Populations

Bond, G. R., Mascayano, F., Metcalfe, J. D., Riley, J., & Drake, R. E. (2023). Access, retention, and effectiveness of Individual Placement and Support in the U.S.: Are there racial or ethnic differences? *Journal of Vocational Rehabilitation*, 58, 175-185. <https://doi.org/10.3233/JVR-230007>

- Access, retention, and effectiveness of IPS for people who are Black or Hispanic in outcome studies conducted in the US.

Perkins, R., Patel, R., Willett, A., Chisholm, L., & Rinaldi, M. (2021). Individual placement and support: cross-sectional study of equality of access and outcome for Black, Asian and minority ethnic communities. *BJPsych Bulletin*, 46, 10-15. <https://doi.org/10.1192/bjb.2021.9>

- A cross-sectional study in the UK comparing equality of access and outcome for people who are Black, Asian, or other minority ethnicity communities.

Expansion of IPS to Other Populations

Adams, W. E., Rogers, E. S., McKnight, L., McKnight, L., & Lynde, D. (2023). Examination of adaptations to the evidence based supported employment model: Individual Placement and Support. *Administration and Policy in Mental Health and Mental Health Services Research*, 50, 644-657. <https://doi.org/10.1007/s10488-023-01267-w>

- Based on interviews with leaders in 24 states, this survey identifies adaptations to IPS for special populations within mental health, adaptations to new populations, and adaptations to new settings.

Bond, G. R., Drake, R. E., & Pogue, J. A. (2019). Expanding Individual Placement and Support to populations with conditions and disorders other than serious mental illness. *Psychiatric Services*, 70, 488-498. <https://doi.org/10.1176/appi.ps.201800464>

- A systematic review of IPS studies for populations other than those with serious mental illness. The review includes a meta-analysis of 9 RCTs of IPS for common mental disorder, posttraumatic stress disorder, substance use, and spinal cord injury.

Whitworth, A., Baxter, S., Cullingworth, J., & Clowes, M. (2024). Individual Placement and Support (IPS) beyond severe mental health: An overview review and meta-analysis of evidence around vocational outcomes. *Preventive Medicine Reports*, 43, 102786. <https://doi.org/10.1016/j.pmedr.2024.102786>

- A systematic review of 18 IPS studies for populations other than those with serious mental illness.

Marsden, J., P., A., Shaw, C., Amasiatu, C., Collate, W., Eastwood, B., Horgan, P., Khetani, M., Knight, J., Knight, S., Melaugh, A., Clark, H., & Stannard, J. (2024). Superiority and cost-effectiveness of Individual Placement and Support versus standard employment support for people with alcohol and drug dependence: a pragmatic, parallel-group, open-label, multicentre, randomised, controlled, phase 3 trial. *eClinicalMedicine*, 68, 102400. <https://doi.org/10.1016/j.eclinm.2023.102400>

- A large multi-site RCT of IPS for people with alcohol and drug dependence conducted in the UK.

Davis, L. L., Mumba, M. N., Toscano, R., Pilkinton, P., Blansett, C. M., McCall, K., MacVicar, D., & Bartolucci, A. (2022). A randomized controlled trial evaluating the effectiveness of supported employment integrated in primary care. *Psychiatric Services*, 73, 620-627. <https://doi.org/10.1176/appi.ps.202000926>

- An RCT of IPS for primary care patients with nonpsychotic psychiatric disorders.

Augmenting IPS with Cognitive Remediation

McGurk, S. R., & Mueser, K. T. (2021). *Cognitive remediation for successful employment and psychiatric recovery: The Thinking Skills for Work Program*. Guilford Press.

- Not all consumers benefit from IPS. One strategy widely used to remedy this limitation of IPS is to augment IPS with cognitive remediation, as described in this manual. The authors are the leading researchers in this area. As described in this manual, cognitive remediation includes a computer training component to improve cognitive skills, and a component focusing on individualized cognitive self-management strategies.

McGurk, S. R., & Mueser, K. T. (2006). Strategies for coping with cognitive impairment in supported employment. *Psychiatric Services*, 57, 1421-1429. <https://doi.org/10.1176/appi.ps.57.10.1421>

- Case examples illustrating interventions aimed at remediating cognitive problems interfering with work functioning.

McGurk, S. R., Mueser, K. T., Xie, H., Welsh, J., Kaiser, S., Drake, R. E., Becker, D. R., Bailey, E., Fraser, G., Wolfe, R., & McHugo, G. J. (2015). Cognitive enhancement treatment for people with mental illness who do not respond to supported employment: a randomized controlled trial. *American Journal of Psychiatry*, 172, 852-861. <https://doi.org/10.1176/appi.ajp.2015.14030374>

- Seminal RCT that showed that IPS combined with cognitive remediation resulted in better employment outcomes than IPS alone for consumers who previously had benefitted from IPS.

van Duin, D., de Winter, L., Oud, M., Kroon, H., & Veling, W. (2019). The effect of rehabilitation combined with cognitive remediation on functioning in persons with severe mental illness: Systematic review and meta-analysis. *Psychological Medicine*, 49, 1414-1425. <https://doi.org/10.1017/S003329171800418X>

- Systematic review finding significantly better functional outcomes for a variety of rehabilitation practices when combined with cognitive remediation for people with severe mental illness.

Three studies published since 2020 evaluating the effectiveness of IPS + cognitive remediation are as follows:

van Duin, D., de Winter, L., Kroon, H., Veling, W., & van Weeghel, J. (2021). Effects of IPS plus cognitive remediation in early psychosis: 18-month functioning outcomes of a randomized controlled trial. *Schizophrenia Research*, 236, 115-122. <https://doi.org/10.1016/j.schres.2021.07.025>

- Small RCT comparing IPS + cognitive remediation to IPS + a sham intervention for consumers with early psychosis. The IPS + cognitive remediation group had significantly better employment outcomes.

Burns, A. M., & Erickson, D. H. (2023). Adding cognitive remediation to employment support services: a randomized controlled trial. *Psychiatric Services*, 74, 222-228. <https://doi.org/10.1176/appi.ps.202100249>

- Small RCT comparing IPS + cognitive remediation (using the Thinking Skills for Work program) to standard IPS for consumers who had not found work after 3 months of receiving IPS. The IPS + cognitive remediation group had significantly better employment outcomes.

Christensen, T. N., Wallstrøm, I. G., Stenager, E., Hellström, L., Bojesen, A. B., Nordentoft, M., & Eplov, L. F. (2023). 30-month follow-up of Individual Placement and Support (IPS) and cognitive remediation for people with severe mental illness: Results from a randomized clinical trial. *Psychiatry Journal*, 2023, 2789891. <https://doi.org/10.1155/2023/2789891>

- Large multisite RCT comparing three groups: standard IPS, IPS enhanced with cognitive remediation and group-based work-related social skills training, and services as usual. At 30-month follow-up, standard IPS had significantly better employment outcomes than services as usual, but enhanced IPS did not. High attrition reduced the impact of the enhanced IPS program. One quarter of participants assigned to enhanced IPS did not attend any group training sessions.

Impact of Employment on Mental Health, Quality of Life, and Other Nonvocational Outcomes

Modini, M., Joyce, S., Mykletun, A., Christensen, H., Bryant, R. A., Mitchell, P. B., & Harvey, S. B. (2016). The mental health benefits of employment: Results of a systematic meta-review. *Australasian Psychiatry* 24, 331-336. <https://doi.org/10.1177/1039856215618523>

- A meta-review of the mental health benefits of employment.

Butterworth, P., Leach, L. S., Strazdins, L., Olesen, S. C., Rodgers, B., & Broom, D. H. (2011). The psychosocial quality of work determines whether employment has benefits for mental health: Results from a longitudinal national household panel survey. *Occupational and Environmental Medicine*, 68, 806-812. <https://doi.org/10.1136/oem.2010.059030>

- An Australian national household panel survey conducted annually over seven years found that health benefits of employment depended on the quality of the job.

Luciano, A. E., Bond, G. R., & Drake, R. E. (2014). Does employment alter the course and outcome of schizophrenia and other severe mental illnesses? A systematic review of longitudinal research. *Schizophrenia Research*, 159, 312–321. <https://doi.org/10.1016/j.schres.2014.09.010>

- A systematic review of longitudinal studies examining the associations between employment status of people with mental health conditions and improvements in nonvocational outcomes.

Paul, K. I., & Moser, K. (2009). Unemployment impairs mental health: Meta-analyses. *Journal of Vocational Behavior*, 74, 264-282. <https://doi.org/10.1016/j.jvb.2009.01.001>

- A meta-analysis showing an association between unemployment and a range of negative mental health outcomes, including depression, anxiety, psychosomatic symptoms, and low self esteem.

Implementation and Sustainability of IPS

Becker, D. R., Drake, R. E., & Bond, G. R. (2014). The IPS supported employment learning collaborative. *Psychiatric Rehabilitation Journal*, 37, 79-85. <https://doi.org/10.1037/prj0000044>

- A description of the principles, processes, and outcomes for the IPS Learning Community.

Bond, G. R., Peterson, A. E., Becker, D. R., & Drake, R. E. (2012). Validation of the revised Individual Placement and Support Fidelity Scale (IPS-25). *Psychiatric Services*, 63, 758-763. <https://doi.org/10.1176/appi.ps.201100476>

- A cross-sectional study examining program-level associations between IPS fidelity and competitive employment outcomes.

Bond, G. R., Drake, R. E., Becker, D. R., & Noel, V. A. (2016). The IPS Learning Community: A longitudinal study of sustainment, quality, and outcome. *Psychiatric Services*, 67, 864-869. <https://doi.org/10.1176/appi.ps.201500301>

- A longitudinal study of 130 IPS programs over a two-year period, examining sustainment, fidelity, and competitive employment outcomes.

Johnson-Kwochka, A. V., Bond, G. R., Drake, R. E., Becker, D. R., & Greene, M. A. (2017). Prevalence and quality of Individual Placement and Support (IPS) supported employment in the United States. *Administration and Policy in Mental Health and Mental Health Services Research*, 44, 311-319. <https://doi.org/10.1007/s10488-016-0787-5>

- A 2016 national survey of state leaders documenting the prevalence of IPS services within the public mental health system.

Pogue, J. A., Bond, G. R., Drake, R. E., Becker, D. R., & Logsdon, S. (2022). Growth of IPS supported employment programs in the United States: An update. *Psychiatric Services*, 73, 533-538.

<https://doi.org/10.1176/appi.ps.202100199>

- A 2019 national survey of state leaders documenting the prevalence of IPS services within the public mental health system showing the role of the IPS Learning Community in promoting IPS expansion.

Becker, D. R., Courtney, C., & Reese, S. L. (2022). Update on funding IPS supported employment services in the IPS learning community. *Psychiatric Rehabilitation Journal*, 45, 299-301.

<https://doi.org/10.1037/prj0000516>

- Survey of funding sources for IPS in 24 IPS Learning Community states.

Comparing Fidelity and Outcomes in Urban and Rural IPS Programs

Haslett, W. R., Bond, G. R., Drake, R. E., Becker, D. R., & McHugo, G. J. (2011). Individual Placement and Support: Does rurality matter? *American Journal of Psychiatric Rehabilitation*, 14, 237-244.

<https://doi.org/10.1080/15487768.2011.598106>

- A study comparing competitive employment outcomes in 66 urban and 21 rural IPS programs.

Luciano, A. E., Bond, G. R., Becker, D. R., & Drake, R. E. (2014). Is high fidelity to supported employment equally attainable in small and large communities? *Community Mental Health Journal*, 50, 46-50.

<https://doi.org/10.1007/s10597-013-9687-2>

- A study comparing IPS fidelity ratings for IPS programs in 56 urban and 23 rural programs.

First-Person Perspectives

Bailey, J. (1998). I'm just an ordinary person. *Psychiatric Rehabilitation Journal*, 22(1), 8-10.

<https://doi.org/10.1037/h0095272>

Brice, G. W. (2018). Wellness benefits of a Social Security exit plan. *Psychiatric Services*, 69, 257-258.

<https://doi.org/10.1176/appi.ps.69301>

Strickler, D. C. (2014). Rebirth through supported employment. *Psychiatric Rehabilitation Journal*, 37, 151-152. <https://doi.org/10.1037/prj0000068>

Strickler, D. C., Whitley, R., Becker, D. R., & Drake, R. E. (2009). First person accounts of long-term employment activity among people with dual diagnosis. *Psychiatric Rehabilitation Journal*, 32, 261-268.

<https://doi.org/10.2975/32.4.2009.261.268>

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SAMHSA's mission is to lead public health and service delivery efforts promote mental health, prevent substance misuse, and provide treatments and supports to foster recovery while ensuring equitable access and better outcomes.

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