Implementing IPS in Rural Areas

Gary Bond
IPS Employment Center

Supported Employment Program Project Director Learning Community Call
January 10, 2018

IPS Employment Center

Discussion Questions

IN RURAL COMMUNITIES…

- Is it harder to help clients find jobs? If so, why?
- Is harder to achieve high IPS fidelity? If so, why?
- What are main implementation barriers?
- What are the unique <u>advantages</u> to being a rural program?

IPS Employment Center

IPS programs: Rural versus Urban

- How do rural programs compare to urban programs on fidelity and outcome?

- Findings from studies of the IPS Learning Community

IPS Employment Center

Most states in the IPS Learning Community include large rural areas, including Oregon, Utah, Colorado, Kansas, Oklahoma, Missouri, Minnesota, Michigan, Vermont, South Carolina!!

IPS Learning Community
as of September 2017

Alameda Co., CA 2012

Broward Co., FL 2017

D.C. 2002

4
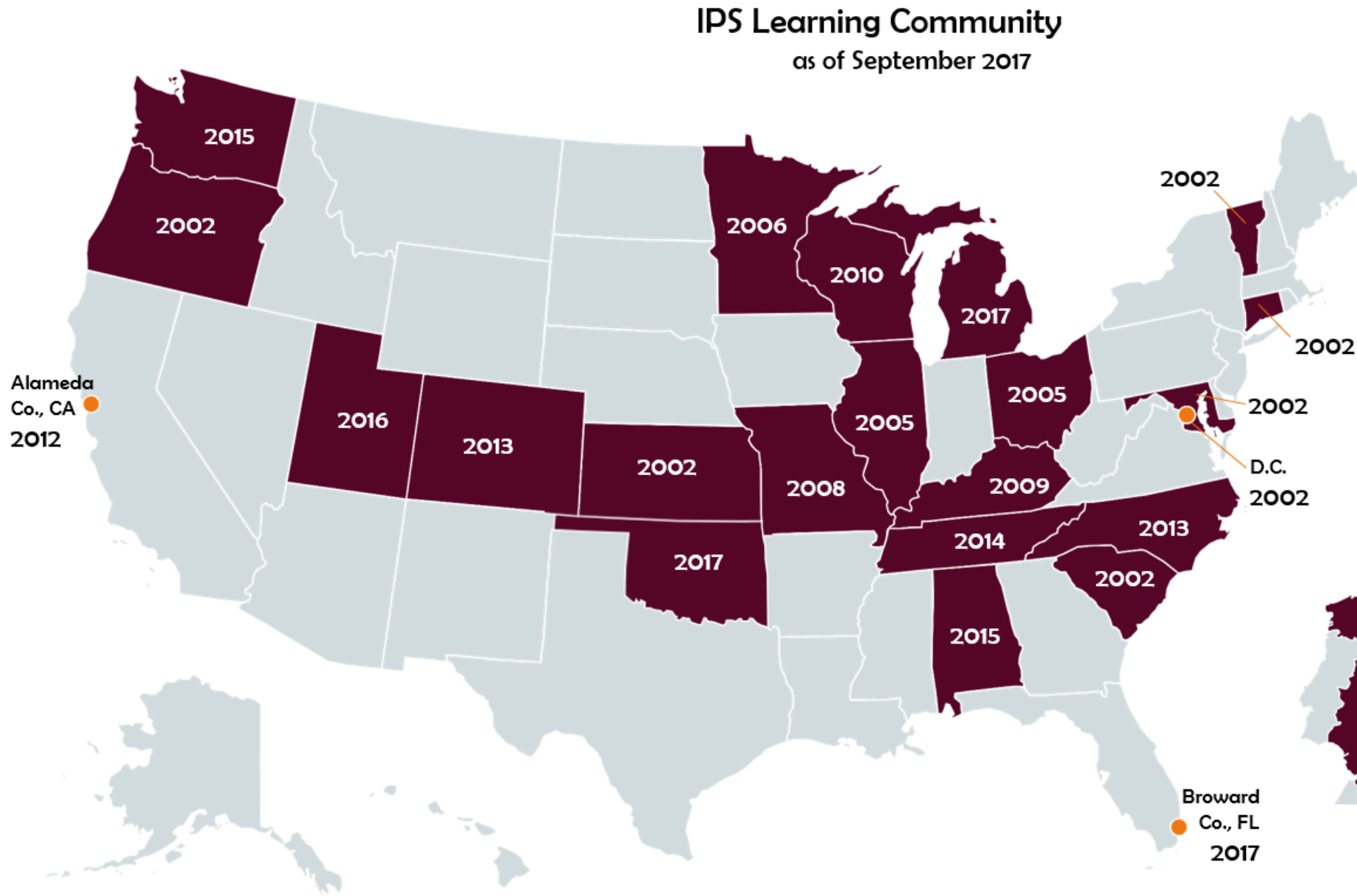
Examples of States with Successful IPS Programs in Rural Areas

Oregon

Kansas

Vermont

Several rural IPS programs have been recognized for excellence by IPS Learning Community

IPS Employment Center

Urban vs. Rural IPS Programs: Early Findings (Becker, 2006)

- 26 sites in 7 states
  - 12 urban (population > 50,000)
  - 14 rural (population < 50,000)
- Examined predictors of competitive employment outcomes
  - Predictors included IPS fidelity and local unemployment rate

Comparing Rural to Urban IPS Programs in Becker Study

Comparing urban and rural programs,

IPS fidelity was almost identical

Access to IPS was very similar (r = .04)

Competitive employment rate was higher in rural sites (r = -.36, p = .07)

IPS Employment Center

Urban vs. Rural IPS Programs: Recent Findings (Haslett, 2011; Luciano, 2014)

- Rurality defined by a national website and based on zip code:

- Urban (>50,000)

- Rural
  - Micropolitan (10,000-50,000)
  - Small Town (<10,000)

IPS Employment Center

IPS Competitive Employment Rates Similar in Large Cities and Rural Communities (Haslett, 2011)

Mean Employment Rate for IPS Programs in Different Sized Communities

IPS Employment Center
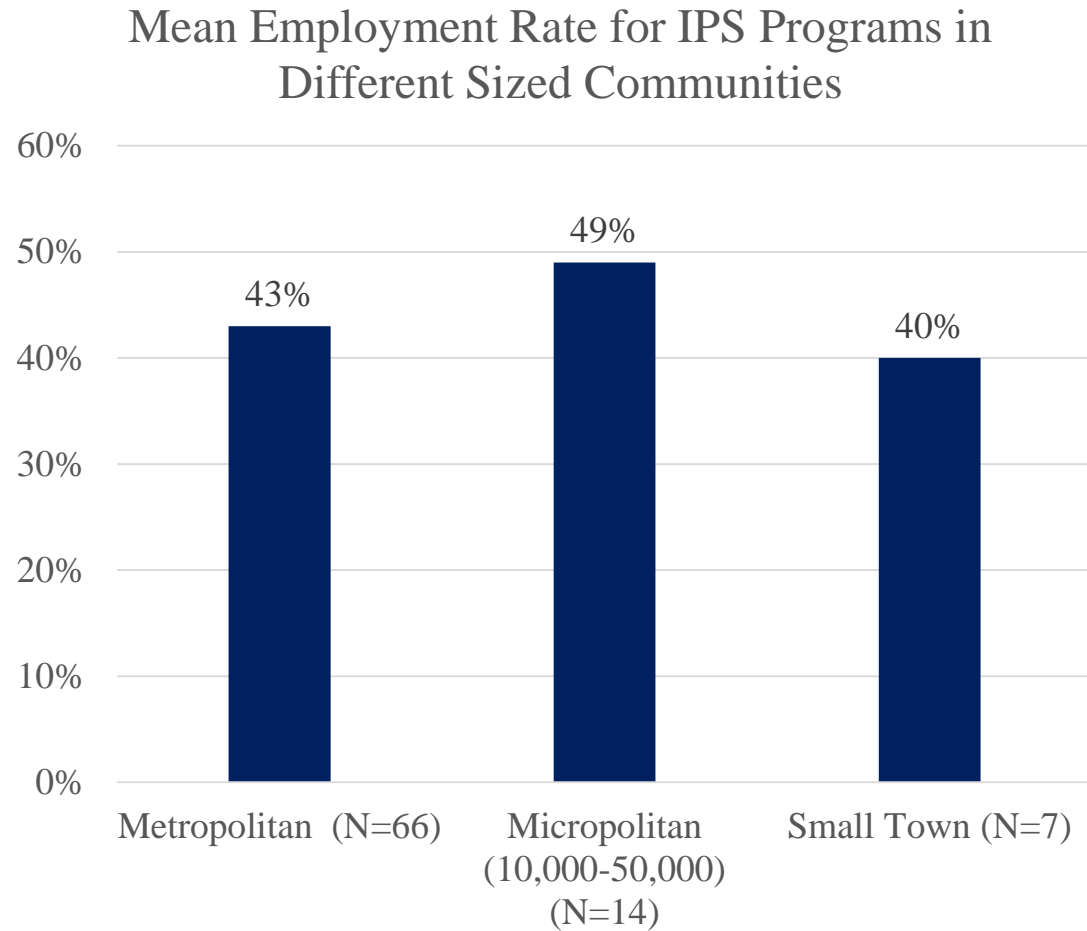
IPS Fidelity: Urban-Rural Comparisons (Luciano, 2014)

	Urban (N=56)	Rural (N=23)	p-value
IPS-25 total	**100 ± 14**	**104 ± 12**	**ns**
mean team caseload	**66.0**	**42.0**	**ns**
1. Caseload size	4.6	5.0	0.01
2. Exclusively vocational	4.8	4.5	0.08
4. Integration with treatment	4.1	4.7	0.06
5. Contact with treatment	3.6	4.5	0.00
7. Vocational unit	4.2	3.0	0.00
13. Disclosure	3.8	4.3	0.06
14. Individualized assessment	3.8	4.2	0.05
20. Employer diversity	4.4	3.8	0.02
22. Individualized supports	4.1	4.5	0.06

Crucial IPS Implementation Issues in Rural Areas

- Low population density
- Transportation
- IPS supervision
- Job development
- Stigma

IPS Employment Center

Low Population Density: Issues

- Employment team not practical →
  Solo employment specialist not optimal
- In some cases, even one full-time employment specialist not feasible
- Smallness adversely affects IPS unit and IPS supervision

IPS Employment Center

Transportation: Issues

- How do consumers get to job site?
- "Windshield time" for practitioners
- Mileage reimbursement too low

IPS Employment Center

Transportation: Strategies

- Ask: "How does everyone else get to work?"
- Ask at church or civic groups
- Informal taxi service/coworkers
- Rural mass transit less rigid (senior ride program)
- *Kansas solution:* Donate cars
- Aim job development at employers accessible using client's expected transportation system

IPS Employment Center

Strategies for IPS Supervision in Rural Areas

- Mental health staff pitch in
- Teleconferencing and co-supervision with other employment specialists in region
- Integrating VR counselors into supervision

IPS Employment Center

Job Development: Issues

- Fewer options for job matching
- Economy may be tied to a single employer
- What happens if only factory shuts down?
- Confidentiality issues associated with rural familiarity

IPS Employment Center

Rural Job Development Strategies

- Skillful persistent job development still crucial
- Different interpersonal approach to employers in rural areas compared to cities
- Personal networks
- Self-employment??

IPS Employment Center

Stigma: Issues

- Everyone knows everyone –
  Cannot hide behind anonymity
- Reputation may be hard to overcome
- May be a barrier to hiring

IPS Employment Center

Strategies for Overcoming Stigma

- Familiarity can be used to advantage
- Rural communities "take care of their own"
- "Word of mouth" produces quick information on job leads
- Consulting frequently with local VR counselor

IPS Employment Center

Overall Conclusions

- Implementation issues in rural areas include broad factors true everywhere:

    Financing, leadership, quality improvement

- Rural geography adds further unique challenges
- The evidence suggests these barriers can be overcome

IPS Employment Center