MDHHS
Michigan Department of Health & Human Services

Michigan Department of Health and Human Services

Evidence-Based Practice Individual Placement and Support (IPS) Report

Fiscal Year 2024

Executive Summary

Individual Placement and Support (IPS) continues to have a profound impact on many individuals across Michigan, making a significant difference in not only their lives but the lives of their families. This is the eighth Evidence-Based Practice/IPS Report completed for the Michigan Department of Health and Human Services/Health Services supporting the 24 IPS programs that exist throughout the state. The purpose of this report is to document outcomes to promote growth of the IPS employment model.

Michigan has been implementing the evidence-based practice, supported employment IPS model since 2004. Since 2017, MDHHS has published annual reports with data representation and evaluation of third quarter data as reported by IPS sites. The annual reports were preceded by an unpublished pilot report in 2016, which established a standardized tracking mechanism for IPS providers and partners to collect, share and uniformly measure outcomes for statewide observation. This report builds on the data and continues to capture longitudinal data from Michigan's IPS programs. The report will provide information to guide IPS program growth in Michigan and identify organizational aspects of recognized IPS programs, which vary across the state.

The report describes how IPS programs serve Michigan residents through local Community Mental Health Services Programs (CMHSPs) or contracted providers. Information includes employment data, outcome measures, model adherence, business/consumer/employment staff interviews, and implications of the findings from these data. Retention benchmarks continue to be tracked for individuals who obtained and maintained competitive employment, reaching milestones of 90, 180 and 365 days at work from April 1 to June 30, 2024.

It is assumed that readers of this report have a baseline fundamental understanding of the IPS model, core principles and measurements of model adherence based on the fidelity scale. To learn more about these topics, visit IPSWorks.org and click on the "What is IPS" tab.

Clarifying Definitions and Data Considerations

Employment is defined as an individual employed in an integrated community job who receives a paycheck of competitive wages for performing job functions.

Delimitations

The information provided in this report is delimited to data obtained from 24 Michigan IPS programs that are recognized by MDHHS as IPS providers with various levels of adherence to the fidelity of the IPS model. It is assumed that the information and data collected from the IPS service providers or organizations are valid and reliable. Additionally, the information provided is reflective only of programs with at least one external fidelity review. Program level of adherence to fidelity of the IPS model is reflected as of the end of the third quarter of Fiscal Year 2024, which coincides with the IPS program data reported within the report.

1,969

individuals served by the 24 IPS programs during Fiscal Year 2024.

420

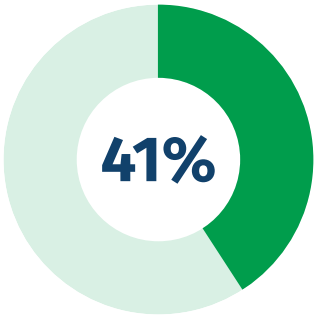
new job starts by all IPS programs.

$14.22

is the cumulative average wage per hour for all IPS programs.

Competitive employment rate for IPS programs

There were 807 individuals (unduplicated) from the IPS Supported Employment caseload of 1,969 individuals working in competitive employment at any time.



9 CMHSP

15 Provider

IPS program location within system

Of the 24 service providers, nine are currently coordinated and staffed within CMHSPs and 15 are non-CMHSP contracted service providers.

Twenty-two of the 83 counties in Michigan provide IPS services. There is **more than one** IPS service provider in:

8 Detroit/ Wayne

3 Oakland County

2 Bay County

2 Kalamazoo County

IPS Fidelity Rating

IPS rating based on 25 scored items.

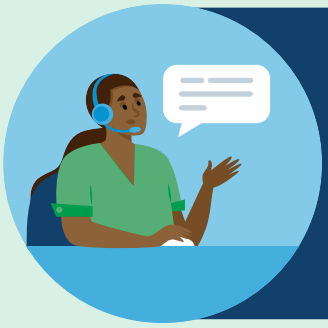
Exemplary (115-125)	Good (100-114)	Fair (74-99)
0	10	14

IPS and vocational partners relationship

125
Referrals to Michigan Rehabilitation Services

1
Referral to Bureau of Services for Blind Persons

90 days	180 days	360 days
138 people reaching 90 days employed.	**89** people reaching 180 days employed.	**82** people reaching 360 days employed.



85
Number of people who are employment specialists.

79.5
Total full-time equivalent employment specialists with a caseload.

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