



IPS WORKS
ALABAMA

What is the Individual Placement and Support (IPS) Program?



Evidence Based Practice

28 Random Controlled Trials



Designed to provide supported employment services to individuals with a Serious Mental Illness diagnosis.

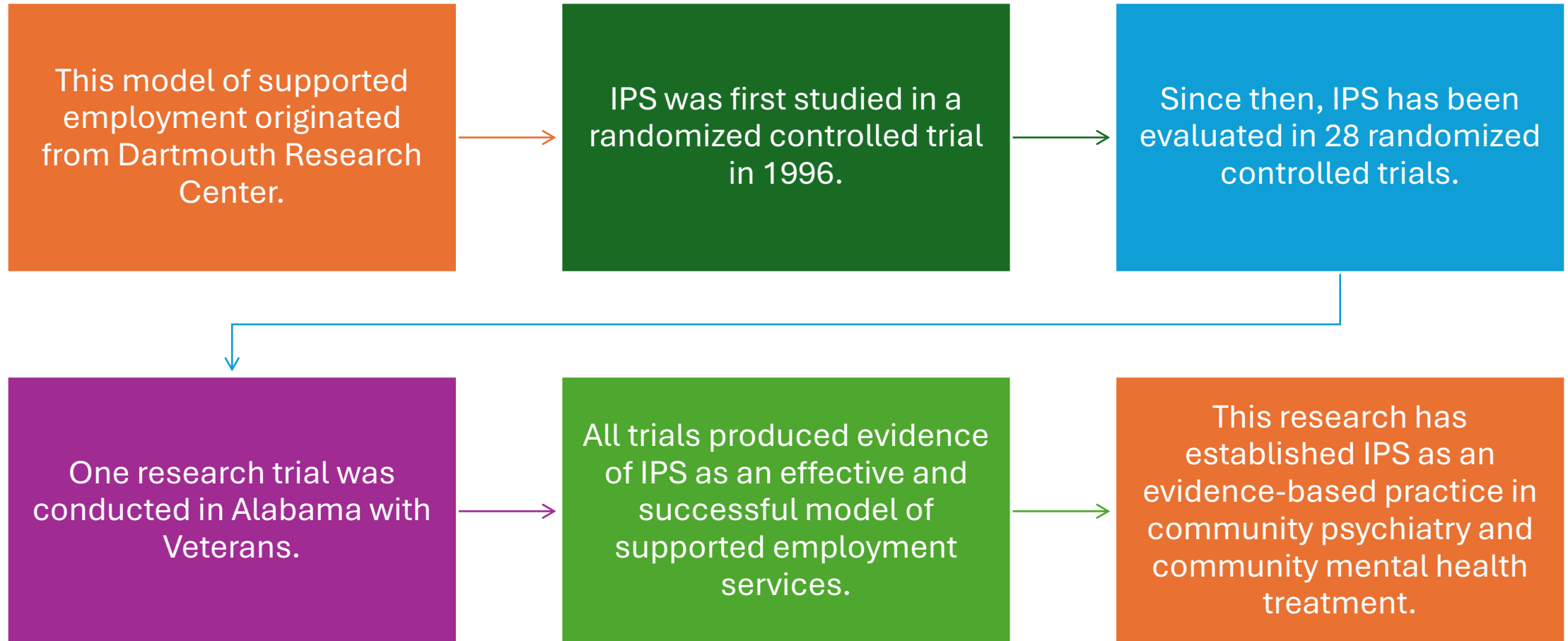


The model's tenants (8 Practice Principles) are derived from the research.



In Alabama, it is a collaboration between the Alabama Department of Mental Health and the Alabama Department of Rehabilitation Services.

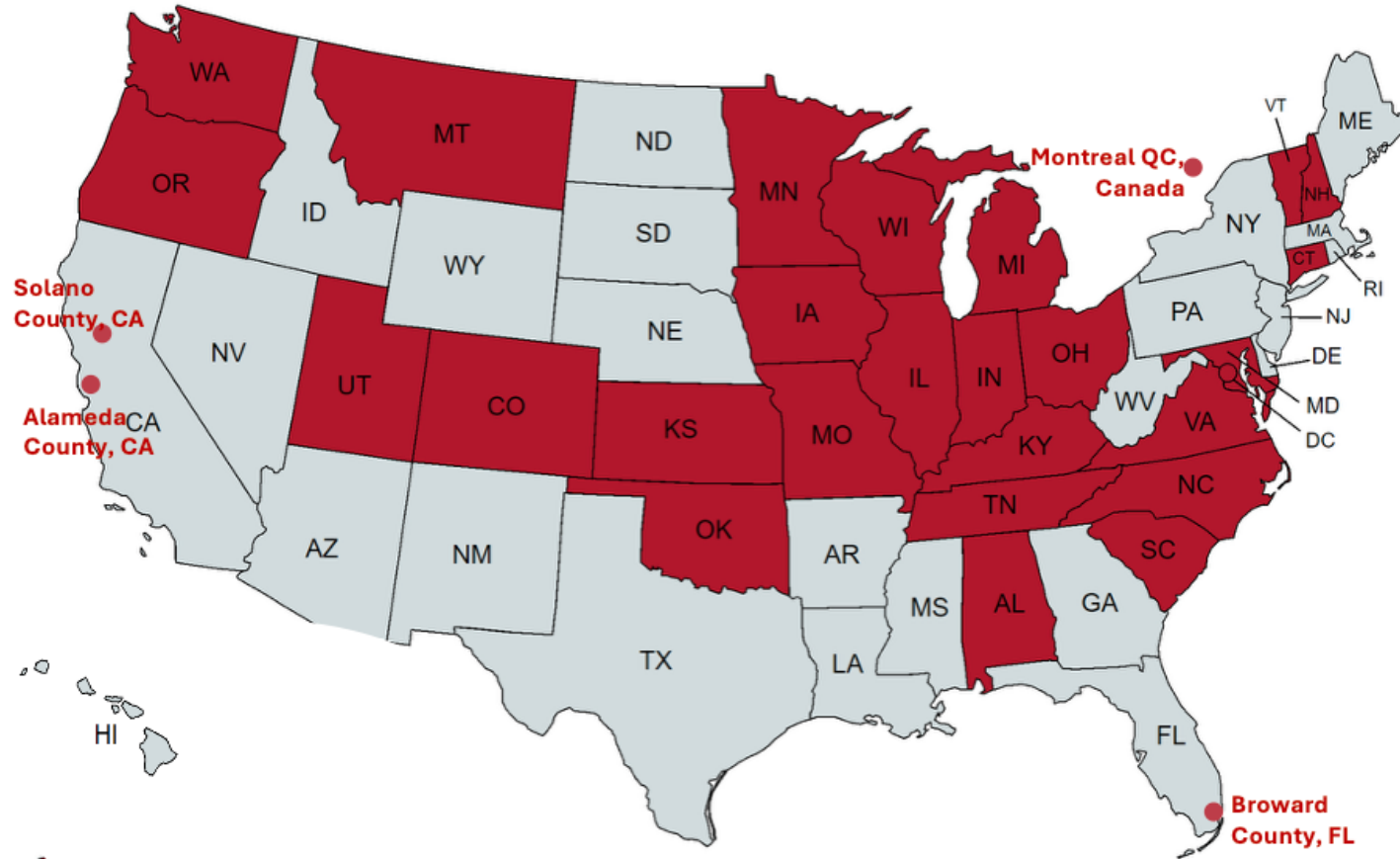
Brief History of IPS - Supported Employment





International IPS Learning Community

As of December 2025



*England is the only Learning Community member in the UK.

**Map is not to scale.

Benefits of Employment

- **Increased self esteem**
- **Better control of psychiatric symptoms**
- **Increased life satisfaction**
- **Reduced mental health symptoms**
- **Reduced health care costs**
- **Enhanced recovery through meaningful activity**





Why work matters

Work and occupation is the #1 unmet need among people with mental health conditions across 204 studies

Being employed leads to better physical and mental health

Unemployment leads to worse physical and mental health

Unmet Needs

Work and occupation 43%

Dental Care 41%

Counseling 40%

Mental Health Treatment 34%

Housing 24%

Armoon et al. (2025); Gerdes et al. (2026); Sterud et al. (2025)

Why is access to IPS important?



According to research conducted by the Employment Center



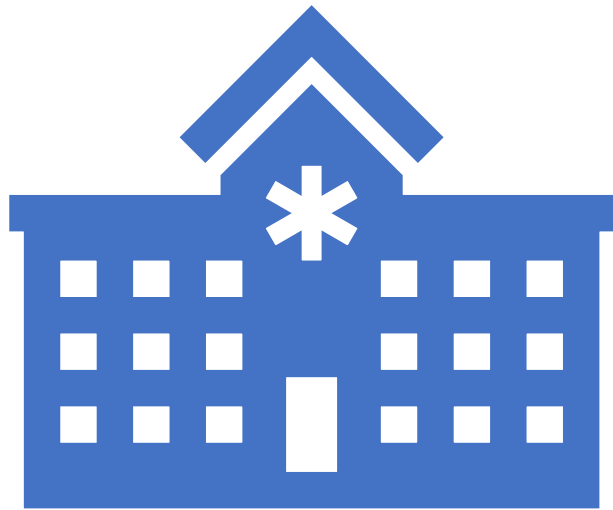
60% of individuals with a mental health diagnosis want to work, but less than 20% are employed and only 2% have access to an evidence based supported employment practice.

Eight Principles of IPS Supported Employment

- ✓ Eligibility is based on consumer **choice**
- ✓ **Competitive** employment is the goal
- ✓ Supported employment is **incorporated** with treatment
- ✓ Personalized **benefits planning** is provided
- ✓ **Rapid** job search is encouraged
- ✓ Employment specialists build **employer relationships**
- ✓ Follow-along **supports** are continuous
- ✓ Consumer **preferences** are important

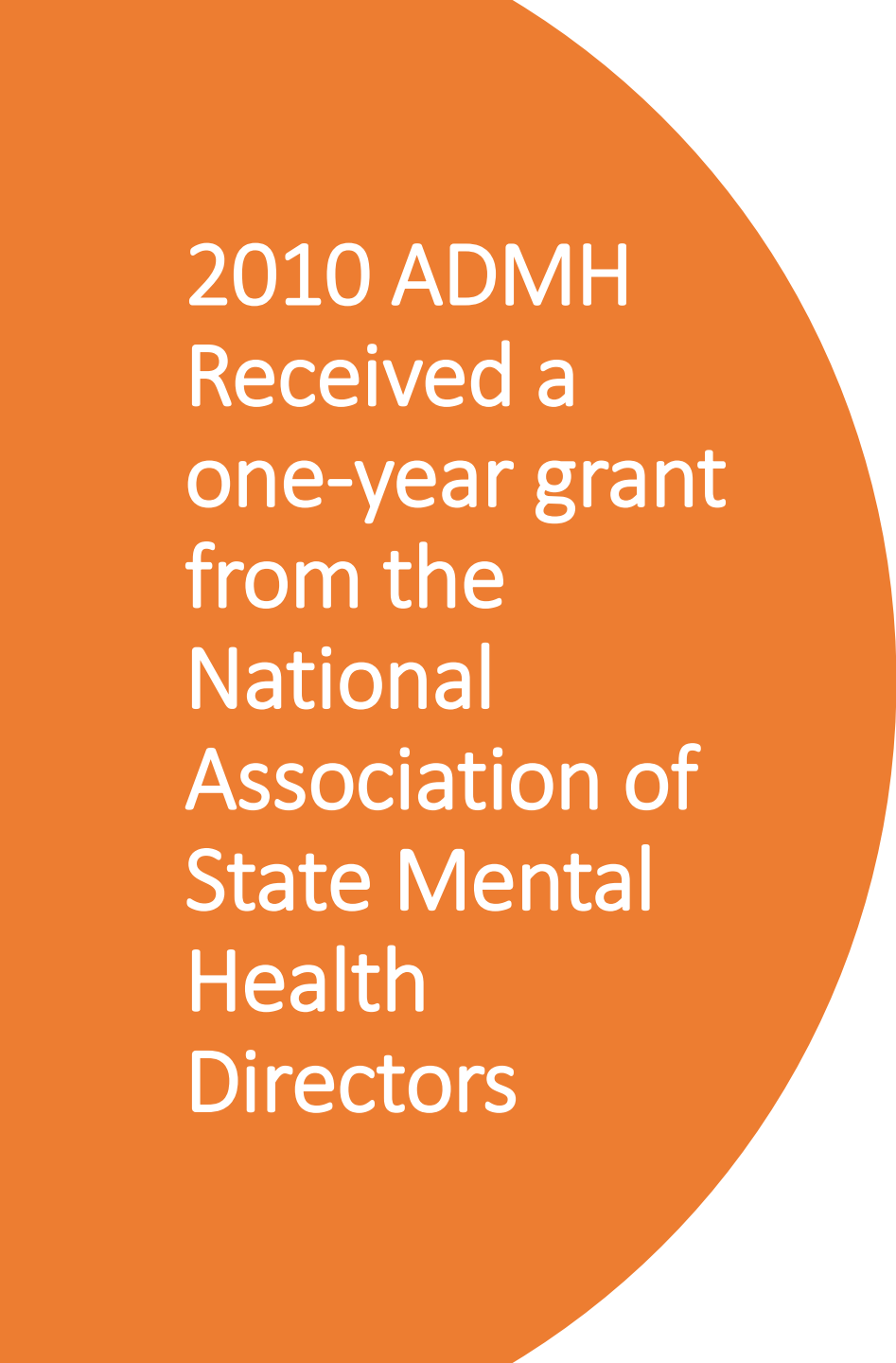


Individual Placement and Support – Supported Education



Employment Services Prior to IPS

- Alabama Department of Mental Health has always had a strong relationship with the Alabama Department of Rehabilitation Services (ADRS) especially when serving the ID and DD clients.
- Consumers of community mental health centers were referred to the Alabama Department of Rehabilitation Services for employment services.

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2010 ADMH Received a one-year grant from the National Association of State Mental Health Directors

Through the grant, Alabama was introduced to the IPS Organization

Established an Employment Advisory Council (EAC)

Created functional steps towards the development of a statewide strategic plan.

Conducted a needs and resource assessment

Conducted statewide employment training and education for consumers, family members and key stakeholders.



Alabama Department of
REHABILITATION SERVICES

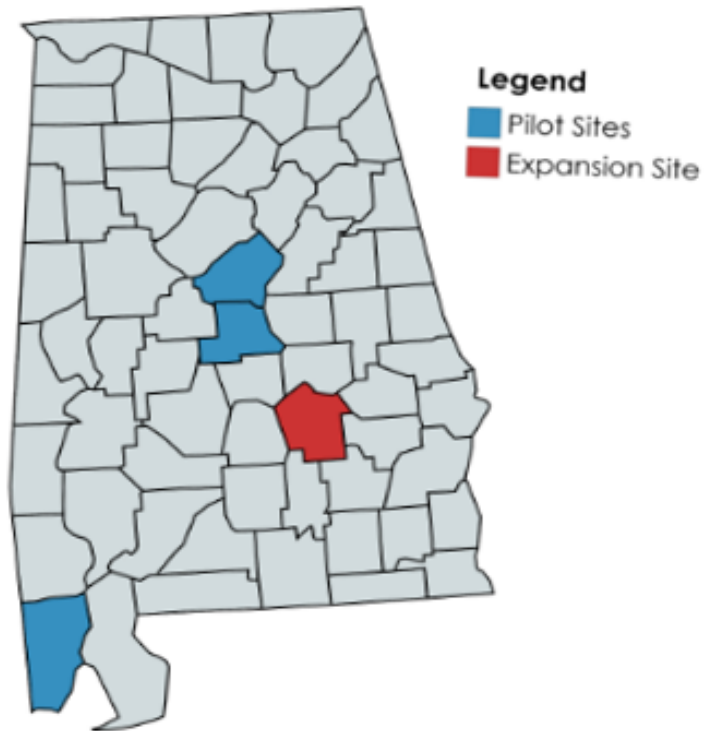


Alabama Department of Mental Health, Alabama
Department of Rehabilitation Services

*SAMHSA "Transforming Lives
through Supported Employment"
2014-2019*



IPS Supported Employment in Alabama



- ADMH awarded the SAMHSA grant (2014-2019) to implement IPS Supported Employment.
- Two CMHC's - established as pilot sites for IPS Supported Employment.
 - Chilton-Shelby Mental Health Center
 - AltaPointe Health Systems
- One CMHC –established as an expansion site for IPS Supported Employment.
 - Montgomery Area Mental Health Authority
- AL-IPS-SEP Team
- .5 IPS Team Supervisor
- 3 FTE Employment Specialists
- 1 FTE Peer Specialist
- 1 FTE Benefits Specialist

ADMH and ADRS Collaboration

- The following steps ensure successful collaboration:
- A VR dedicated VR counselor is assigned to work with each team.
- Cases opened with VR provide consumers with access to resources such as transportation assistance, work attire, work tools, etc.
- VR counselors and the IPS Teams meet monthly.
- VR counselors actively participate in site-level Steering Committee meetings.
- The assigned VR counselors have implemented Zero-Exclusion principles when working with IPS consumers
- IPS: Collaboration with Vocational Rehabilitation, **Alabama Department of Mental Health (ADMH)** works closely with the **Alabama Department of Rehabilitation Services (ADRS)** to ensure successful implementation of IPS Supported Employment within all sites.



2023 – SAMHSA “Transforming Lives Through Competitive Employment” Grant

IPS Works Alabama!
**Welcomed VitAL to the IPS
Collaboration**

Two Expansion Sites
Indian Rivers

**Jefferson, Blount, St. Clair
(JBS)**

IPS Supported Employment Measures the Level of Implementation



IPS is an Evidence Based Practice



Annual Fidelity Reviews are required



Measure of the level of implementation
using the Employment Center's 25 Point
Fidelity Scale

Current Fidelity Scores

AltaPointe – 108

Carastar – 116

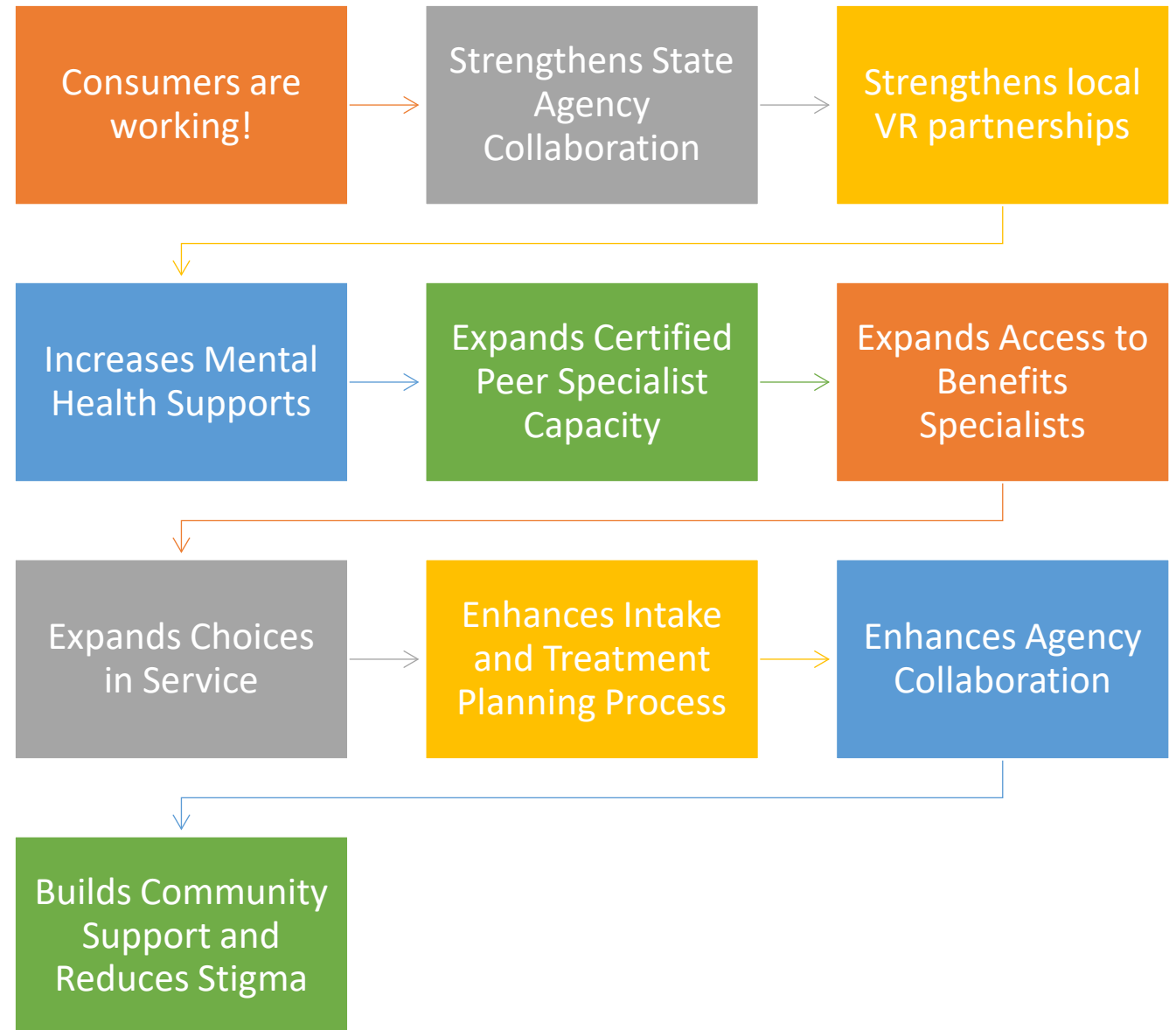
Central Alabama Wellness 117

Indian Rivers - 100

Jefferson, Blount, St. Clair - 103



Impact of IPS – Supported Employment Programs





Alabama Individual Placement and Support-Supported Employment

Questions and Answers



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[https://mh.alabama.gov/individual-
placement-and-support/](https://mh.alabama.gov/individual-placement-and-support/)



Alabama Department
of Mental Health
connecting mind and wellness