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# Individual Placement Support Information for Employers

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## What is Individual Placement and Support (IPS)?

Individual Placement and Support (IPS) is a service that helps people living with behavioral health conditions find and keep a job of their choosing.

Employment Specialists provide support, job readiness skills, and follow-up to help problem solve any issues that arise during employment.

Employment Specialists are trained in understanding how to navigate benefits for our clients as they join the workforce.

### Principles of IPS:

- Focuses on job preferences.
- Aims for competitive employment.
- Inclusion for all who want to work.
- Find work quickly.
- Ongoing support for employee and employer.
- Benefits counseling.
- Specialists create relationships with employers that match a person's work preferences.

## What are the benefits of working?

- Improvement in social networking, self-confidence, and quality of life.
- Increases symptom management.
- Steady Income.



## The Importance of Employment:

Two-thirds of people with a serious mental illness want to work but only 15% are employed. They see work as an essential part of recovery. Being productive is a basic human need. Working can both be a way out of poverty and prevent entry into the disability system. Competitive employment has a positive impact on self-esteem, life satisfaction, and reducing symptoms (Luciano, Bond, & Drake, 2014).

## How IPS can Benefit Employers:

- This service comes at no extra cost to your business.
- Can reduce employee turnover.
- Employees will be matched with organizations that suit everyone's needs.

## How active will the IPS specialist be once the job placement has been made?

Employment Specialists provide support for as long as needed and desired, without time limits.

Employment specialists are able to provide on-the-job coaching when needed. The IPS Specialist is available to work with employers and the employee to work toward successful job placement.

The Employment Specialist meets with the client frequently prior to and during the first few months of employment to continue to assess needs and help reduce barriers to their success.