



August 2013

SUPPORTED E

outcomes from those who did not (Frounfelker, justice-involved people. Most published studies of Teachout, Bond, & Drake, 2011). employment services for ex-offenders are limited to

## Current Trends in IPS Services for Justice-Involved People

Until recently, vocational studies rarely reported any information on criminal justice history. One possible reason could be that few people receiving vocational services have had criminal justice histories, as suggested by a multi-site supported employment study, which reported that only 3 percent of people disclosed any recent arrests or police detentions (Anthony, 2006).

current realities in the public mental health system. IPS employment specialists are increasingly noting justice-involvement on their caseloads and they report that challenges (Whitley, Kostick, & Bush, 2009).

In a retrospective chart review study at a large psychiatric rehabilitation agency, 53 percent of new admissions disclosed past or current justice involvement (Frounfelker, Glover, Teachout, Wilkniss, & Whitley,

services for justice-involved people at this agency was attributed by clinical staff and clients to four factors:

- f* legal barriers (e.g., restrictions enforced by the mental health court system)
  - f* urgent service needs taking priority (e.g., housing)
  - f* feelings of hopelessness (people did not think they could get help)
  - f* lack of family support
- (Frounfelker et al., 2010).

Because of the IPS principle of zero exclusion (i.e., not excluding people based on background characteristics), justice-involved people who express a desire to work should have equal access to services. The larger issue regarding access is inadequate funding for employment services found throughout the United States, which has restricted supported employment services to 2 percent of people with mental illness receiving community mental health treatment (Bond & Drake, 2012).

## Vocational Programs for Ex-Offenders

The criminal justice literature offers little help identifying employment strategies that might enhance services for

Employment specialist competencies, especially in engaging people and instilling hope, also contribute to better outcomes (Glover & Frounfelker, 2011). Motivational interventions are critical in working with justice-involved people, many of whom despair over creative, optimistic, employment specialists who win over employers are also needed (Swanson, Becker, & Bond, 2013). Potentially useful enhancements to the IPS model for this population include the following:

'UDLQH 6DO]HU

- f* **Develop IPS specialty teams devoted exclusively to justice-involved people.** Clinical program leaders often organize specialty treatment teams, recognizing that this frees up the team to develop an expertise with a specific target population. The same reasoning may apply to IPS. An IPS specialty team may be better positioned to integrate with treatment teams serving justice-involved people and to coordinate employment and treatment plans with the legal and correctional

- Campbell, K., Bond, G. R., & Drake, R. E. (2011). Who supported employment: An evidence-based approach to supported employment. *Schizophrenia Bulletin*, 37, 370-380.
- Drake, R. E., Bond, G. R., & Becker, D. R. (2011). *Who supported employment: An evidence-based approach to supported employment*. New York: Oxford University Press.
- Frounfelker, R. L., Glover, C., Teachout, A., Wilkniss, S., & Whitley, R. (2010). Access to supported employment for consumers with criminal justice involvement. *Psychiatric Rehabilitation Journal*, 34, 49-56.
- Frounfelker, R. L., Teachout, A., Bond, G. R., & Drake, R. E. (2011). Criminal justice involvement of individuals with severe mental illness and supported employment outcomes. *Community Mental Health Journal*, 47, 737-741.
- Glover, C. M., & Frounfelker, R. L. (2011). Competencies of more and less successful employment specialists.