

Supported Employment

Individual Placement & Support (IPS)



CSH Builds Pathways to Employment and Recovery for Supportive Housing Tenants

Why is CSH Investing in Individual Place & Support (IPS) Partnerships?

CSH believes that supportive housing is more than housing stability - it is a platform for recovery, wellness, community integration, economic security, and personal growth. **For many supportive housing tenants, meaningful work is an important part of achieving those goals.** Employment can increase income, strengthen social connections, build confidence, foster purpose, and support long-term recovery.

To help make employment opportunities more accessible to supportive housing tenants, CSH has launched the **IPS Leadership Cohort**, a multi-regional initiative focused on strengthening partnerships between supportive housing providers and **Individual Placement and Support (IPS)** programs.

The cohort reflects one of CSH's greatest strengths: bringing together partners across sectors to solve complex challenges. By connecting supportive housing providers, behavioral health systems, employment specialists, Medicaid stakeholders, workforce agencies, and tenants in supportive housing, we can create stronger pathways that help tenants pursue meaningful work and increase economic mobility.

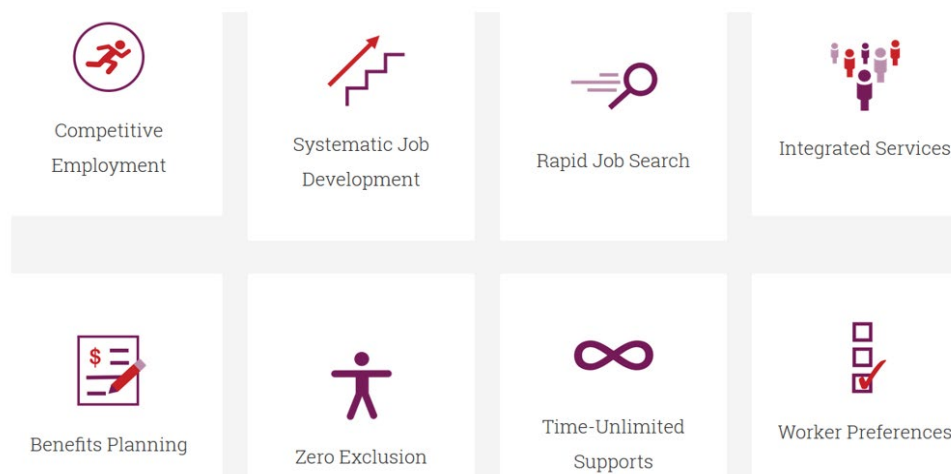
What is IPS?

Individual Placement and Support (IPS) is an evidence-based model of supported employment that helps people with mental health conditions and other behavioral health needs obtain and sustain competitive employment in jobs of their choosing.

Unlike traditional vocational programs that require extensive training or readiness activities before employment, IPS is based on the belief that people can pursue work whenever they are ready and that individualized supports should be provided throughout the employment journey to support individuals in sustaining employment.

The Eight Key Principles of IPS

www.ipsworks.org



The IPS model is built on eight core practice principles:

1. Focus on Competitive Employment

IPS helps people find jobs in the regular labor market that pay competitive wages and are integrated within the community.

2. Eligibility Is Based on Choice

Anyone who expresses a desire to work can participate. There are no requirements related to symptoms, treatment participation, work history, housing status, or perceived job readiness.

3. Integration of Employment and Behavioral Health Services

Employment specialists work closely with behavioral health providers to ensure employment goals are incorporated into broader recovery and wellness plans.

4. Attention to Individual Preferences

Job searches are guided by the participant's interests, strengths, experiences, and personal career goals.

5. Personalized Benefits Counseling

Participants receive counseling and information about how employment may affect benefits such as Supplemental Security Insurance, Social Security Disability Insurance, Medicaid, Supplemental Nutrition Assistance Program, or housing subsidies, helping them make informed decisions.

6. Rapid Job Search

IPS emphasizes helping people begin their job search quickly rather than requiring lengthy pre-employment training.

7. Systematic Job Development

Employment specialists build relationships with employers and identify opportunities that align with participants' interests and strengths.

8. Time-Unlimited & Individualized Supports

Support continues for as long as the participants want, helping people maintain employment and navigate changing needs over time.

Together, these principles have made IPS the most extensively researched supported employment model in behavioral health, consistently demonstrating stronger employment outcomes than traditional approaches.

How is CSH Supporting Communities?

CSH is leveraging our strengths as a national convener and connector to strengthen partnerships between supportive housing and IPS services. Through a growing network of IPS champions at both the national and regional levels, CSH is building capacity in Indiana, Ohio, the Mid-Atlantic, the Northwest, and California to help communities expand access to evidence-based employment supports.

CSH staff are working alongside supportive housing providers, behavioral health systems, workforce partners, and IPS programs to identify opportunities for collaboration and create stronger pathways for tenants who want to pursue employment. This includes helping communities better understand IPS, address barriers to access, strengthen referral processes, and integrate employment goals into broader housing and recovery efforts.

In partnership with stakeholders across sectors, CSH is helping communities explore questions such as:

- How can supportive housing providers better identify tenants interested in employment?
- What barriers prevent tenants from accessing IPS services?
- How can behavioral health and housing systems coordinate employment goals?
- What partnerships are needed to expand access to evidence-based employment supports?
- How can housing providers promote economic mobility?

CSH recognizes employment as an important recovery-supporting service and are working collaboratively to strengthen connections to employment expertise to help tenants achieve their goals. By bringing together housing, behavioral health, employment, and community stakeholders, CSH is helping build more coordinated systems that support tenant choice, recovery, and economic mobility. Together, we have an opportunity to ensure that supportive housing tenants who want to work have access to the tools, supports, and partnerships needed to pursue meaningful employment and achieve their goals.

Why Does This Work Matter Now?

The importance of connecting supportive housing tenants to employment opportunities has never been greater.

Across the country, states and localities are navigating significant changes in public benefits, including evolving Medicaid and SNAP policies. These changes are creating uncertainty for many low-income households and increasing concern about financial stability, benefit retention, and eligibility requirements.

At the same time, supportive housing providers continue to serve tenants who are seeking greater economic security and opportunities to participate more fully in their communities.

IPS offers a practical and person-centered response to these challenges. By providing individualized employment supports and benefits counseling, IPS helps people make informed decisions about work while understanding how employment may affect their public benefits. Equally important, it helps people pursue goals that extend beyond income alone.

For many supportive housing tenants, employment can mean:

- ✓ Building a sense of purpose and identity
- ✓ Expanding social networks and community connections
- ✓ Supporting recovery and wellness goals
- ✓ Developing skills and confidence

Meaningful work is not simply about obtaining a job. It is about creating opportunities for people to define and pursue the lives they want.

Get Started

To learn more about IPS and Supportive Housing, please contact:

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