

Integrating ACT and IPS models

ACT fidelity and IPS fidelity crosswalk

ACT Fidelity Item	SE Fidelity Item	Impact
H1: Small Caseload	S1: Caseload size	May impact
H2: Team approach	O1: Integration of SE on treatment team	Complimentary
H3: Program Meeting	O2: Frequent team member contact	May impact: ACT more stringent
H10: Vocational specialist on the team	O4: SE Unit 2 SE specialists and supervisor	No direct impact
O3: Full responsibility for treatment services	S2: SE specialist provide only SE services	May impact: IPS more stringent
S1: Community Based Services	S13: Community based services for SE specialist	Complimentary
S3: Assertive Engagement	S14: Assertive Engagement	Complimentary
S6: Work with Informal Supports	S3: Ongoing voc assessment work with informal supports	Complimentary-comprehensive assess
O4: Responsibility for Crisis Services	No related fidelity item	May impact SE fidelity item S2 if SE specialist is part of on-call crisis coverage rotation

Caseload: ACT fidelity H1 and SE fidelity S1

- **Defined by ACT fidelity:** ACT fidelity H1 is measuring the caseload ratio for the entire ACT team;
- **Defined by SE fidelity:** SE fidelity S1 is only looking at the number of individuals that the SE specialist is working with and each SE specialist should be working with no more than 20 individuals on employment at one time.

Team Approach: ACT fidelity H2 and SE fidelity O1

- **Defined by ACT fidelity:** ACT team members are generalists that share full responsibility for delivering treatment services. All ACT team members know and work with all ACT participants. This ACT fidelity item H2 examines the number of ACT clients that have received contacts with more than one ACT staff over a two week period, with the expectation that 90% of ACT participants will have face to face contact with more than one staff member.
- All ACT services are provided by a multidisciplinary team. Within this context – services are individualized: the nurse works more closely with individuals with chronic health conditions, the SA specialist with individuals with dual disorders, the SE specialist with individuals pursuing work.
- **Defined by IPS fidelity:** IPS SE specialists works with no more than two mental health treatment teams and 90-100% of their caseload is from these treatment teams. If the SE specialist is assigned to an ACT team serving 50 or more, then it is expected that they will assigned to only the ACT team.

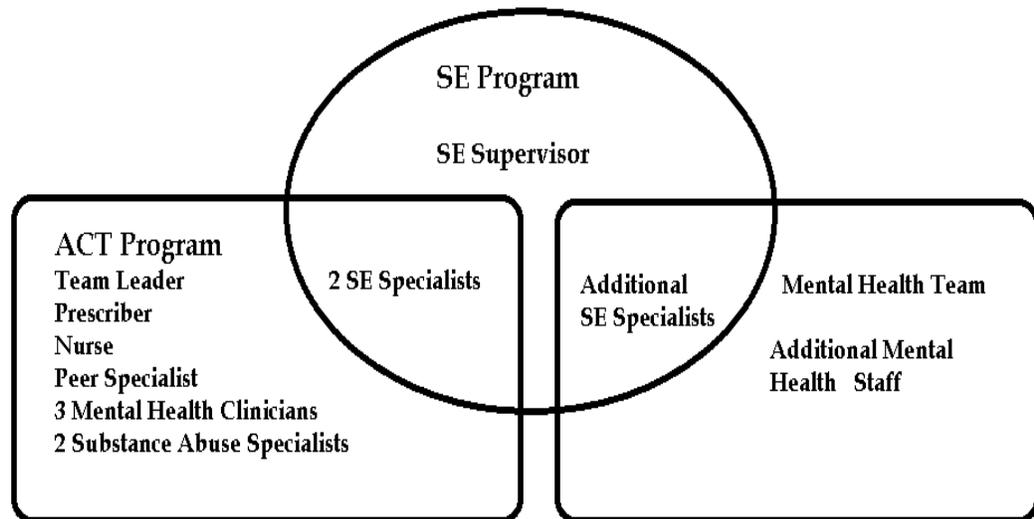
Frequent program meetings: ACT fidelity H3 and SE fidelity O2

- **Defined by ACT Fidelity:** ACT teams usually hold daily team meetings to coordinate care and assign daily work for ACT staff. All ACT staff are expected to attend the daily team meeting on days they are assigned to work. If the vocational specialist/SE specialist is full time, the expectation is that the SE specialist attend all ACT team meetings. If the vocational specialist/SE specialist is part time, it is expected that they attend at least 2 meetings a week or attend on the days they are scheduled to work.
- **Defined by IPS Fidelity:** This item measures 5 criteria specific to the provision of SE services. However, the one that is related to ACT fidelity is the 5 criterion: SE specialist attends weekly mental health treatment meeting. For this item, **OSECE and OCEACT recommend that the vocational/SE specialist on the ACT team follow the ACT fidelity guideline related to attending ACT daily team meetings.**

Staffing Level: ACT fidelity H10 and SE fidelity O4

- **Defined by ACT Fidelity:** 2 FTE vocational specialist for ACT team that serves 100 individuals. 80% of all vocational specialist time dedicated to SE related services. According to the OARS governing the provision of ACT services, the vocational specialists on the ACT team are to use the IPS Supported Employment model.

- **Defined by IPS Fidelity:** At least 2 full time SE/SEd specialists and a team leader form a unit with weekly client-based group supervision based on the SE and SEd model in which strategies are identified and job leads, educational interventions and resources are shared.
- **Overlap of IPS SE program and ACT team (staffing level for an ACT team serving 100 individuals)**



Responsibility for treatment services: ACT fidelity O3 and SE fidelity S2

- **Defined by ACT Fidelity:** ACT team should staff at a level equivalent to a ratio of 2 FTE vocational specialists for 100 individuals served. 80% of all vocational specialist time dedicated to SE related services. According to the OARS governing the provision of ACT services, the vocational specialists on the ACT team are to use the IPS Supported Employment model.
- All ACT services are provided by a multidisciplinary team. Within this context – services are individualized: the nurse may work more closely with individuals with chronic health conditions, the SA specialist with individuals with dual disorders, and the SE specialist with individuals pursuing work. In general it is recommended that the specialists on the ACT team spend at least 80% of their time each week providing their specialty service.
- **Defined by IPS Fidelity:** To score a 5, 96% of SE specialist time (38.6 hours out of 40 each week) is dedicated to SE related services. To score a 4, 90-95% of the SE specialist time (36-38 hours out of 40 each week on average) is dedicated to providing employment services. **It is recommended by OSECE and OCEACT that the vocational/SE specialist on ACT teams strive for a 4 or 5 on the IPS fidelity scale.**

Community based Services: ACT fidelity S1 and SE fidelity S13

- **Defined by ACT Fidelity:** Measure for the entire ACT team based on chart review, the expectation is that 80% of all face to face contacts with ACT participants are in community settings.
- **Defined by IPS Fidelity:** Measured for the Employment Specialist(s) only, the expectation is that 65% or more of employment services are provided in community settings.

Assertive Engagement: ACT fidelity S3 and SE fidelity S14

- **Defined by ACT Fidelity:** ACT fidelity measures assertive outreach for the entire ACT team. All ACT staff are involved in assertive outreach and assertive outreach is measured by the following 5 criteria: The ACT team meets these criteria related to engagement- the ACT team: 1) Is conscientious of issues of coercion; 2) appropriate balance of dignity of risk and duty to treat; 3) Policies and procedures for Active Engagement and outreach; 4) Uses a variety of Assertive Outreach techniques that documented in client charts; 5) Uses motivational strategies to actively engage individuals ambivalent to ACT services.
- **Defined by IPS Fidelity:** IPS fidelity measures assertive outreach for the SE specialist using the following all 6 criteria. To score a 5, all 6 strategies must be present: i) Service termination is not based on missed appointments or fixed time limits. ii) Systematic documentation of outreach attempts. iii) Engagement and outreach attempts made by integrated team members. iv) Multiple home/community visits. v) Coordinated visits by SE/SEd specialist with integrated team member. vi) Connect with family, when applicable.

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Ongoing Assessment: IPS fidelity SE 3

- **Defined by ACT Fidelity:** not measured by ACT fidelity, however the expectation is that all ACT participants will receive a comprehensive assessment at least annually. It is expected that the SE/IPS vocational profile is part of the ACT comprehensive assessment for individuals interested in employment.
- **Defined by IPS Fidelity:** Initial vocational assessment occurs over 2-3 sessions and information is documented on a vocational profile form that includes preferences, experiences, skills, current adjustment, strengths, personal contacts, etc..

Work with informal supports: ACT fidelity S6

- **Defined by ACT Fidelity:** To score a 5, it is expected that the ACT team (all ACT staff combined) have four or more contacts per month per client with their support system in the community.

Informal supports includes employers. So any contact the SE specialist (or ther ACT staff) have with employers to support job retention etc counts as informal support contacts.

- **Defined by IPS Fidelity:** This item is not measured by IPS fidelity.

Responsibility for Crisis Services: ACT fidelity O4 not measured on SE fidelity

- **Defined by ACT Fidelity:** ACT program staff provide 24 hour, seven day a week crisis coverage for all ACT participants. It is customary that all ACT staff, with the exception of the peer specialist, are in the rotation for after hours crisis coverage.
- **Defined by IPS Fidelity:** This item is not measured by IPS fidelity. Depending on size of ACT team and crisis coverage on-call expectations, having the SE specialist be a part of crisis cover rotation may impact IPS fidelity
 - To score a 5, 96% time dedicated to SE services = 38.4 hours out of 40 dedicated to employment on average
 - To score a 4, 90-95% time dedicated to SE services = 36 hours – 38 hours to employment on average