EVIDENCE-BASED SUPPORTED EMPLOYMENT FIDELITY REVIEW MANUAL

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Second Edition: May, 2011
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For each fidelity item, this section includes a description of the item, examples of how to score various situations, and sample questions for gathering information about the item.

Staffing
- Caseload size
- Employment services staff
- Vocational generalists

Organization
- Integration...thru team assignment
- Integration...thru frequent team member contact
- Collaboration-employment specialists and VR counselors
- Vocational unit
- Role of employment supervisor
- Zero exclusion criteria
- Agency focus on competitive employment
- Executive team support for SE

Services
- Work incentives planning
- Disclosure
- Ongoing, work-based vocational assessment
- Rapid search for competitive job
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The revisions that are included in the 2011 fidelity review manual are based on recommendations from national and state IPS supported employment trainers and consultants. When conducting supported employment fidelity reviews, these people identified areas in the 2008 version of the Supported Employment Fidelity Scale that were confusing and not clarified in the 2008 companion fidelity review manual. We hope that this updated manual will correct the areas of confusion and help the standardization of the supported employment fidelity review process.


The Evidence-Based Supported Employment Fidelity Review Manual provides information to help people understand how to successfully conduct a supported employment fidelity review using the Supported Employment Fidelity Scale, which was revised in January 2008. Following numerous revisions and piloting based on research findings and recommendations from national supported employment trainers, the Supported Employment Fidelity Scale expanded from 15 items to 25 items that define the critical components of supported employment. In this version, we also made revisions in the original 15 fidelity items, including clarification of the item and changes in the behavioral anchors.

This manual is part of the Evidence-Based Supported Employment Fidelity Kit. The kit also includes the Supported Employment Fidelity Scale, the DVD entitled, “Successful Supported Employment Fidelity Reviews,” tracking sheets to be used while viewing the DVD to collect information observed about some of the items on the scale, two sample fidelity reports, and two sample supported employment fidelity action plans. The Supported Employment Fidelity Kit is available by contacting the Dartmouth Psychiatric Research Center at 603-448-0263 or http://dms.dartmouth.edu/prc
We appreciate all of the comments and recommendations that we have received from numerous people who have been associated with evidence-based supported employment across the country. In particular we want to thank the following people for their participation in this project:

Ed Bailey
Linda Carlson
Robert E. Drake
Laura Flint
Greg McHugo
Charlie Rapp
Galen Smith

We believe that the revised scale is an improved fidelity measure that will improve the ratings and provide accurate information that will lead to program improvement. The ultimate goal is to improve the working lives of people with serious mental illness.

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Introduction & Terminology

This manual is an updated version of the Evidence-Based Supported Employment Fidelity Review Manual published by Dartmouth Psychiatric Research Center on April 20, 2008. Included in this version are clarifications, additional examples, and in some cases, new instructions for scoring items. Manual changes are identified in bold type.

A template for writing fidelity reports can be located at the back of this manual. An electronic version of the template can be found at http://www.dartmouth.edu/~ips.

If you would have additional questions about IPS fidelity, or would like to view sample fidelity reports or sample fidelity action plans, go to http://www.dartmouth.edu/~ips and select “Ask about IPS.”

The evidence-based practice of IPS supported employment is sometimes referred to as “IPS” and other times referred to as “supported employment.” For the purposes of this manual, these terms are interchangeable.

Some of the acronyms used in this manual include the following:

- SE (supported employment)
- IPS (individual placement and support—a specific type of supported employment that is evidence-based)
- EBP (evidence-based practice—see glossary, page 120)
- VR (vocational rehabilitation—see glossary, page 120)
- QA (quality assurance)
- ACT (assertive community treatment—see glossary, page 120)