

Individual Placement and Support (IPS)

Quarterly
Newsletter 2025

IPS Philosophy and Goals

Working Together to Achieve Employment Goals

- **Zero Exclusion**
All persons with disabilities can work and no one should be excluded from the opportunity to work
- **Rapid Job Search**
The process of looking for work begins as soon as the person expresses their desire to work.
- **Targeted Job Development**
Employment Specialists build relationships with employers to learn about employer needs and to identify qualified job candidates.
- **Time Unlimited Support**
Each job seeker is provided with continuous time and unlimited support for as long as needed and wanted, even after hired.
- **Attention to Person's Work Preferences**
Careful attention to Job Seekers' preferences and strengths, providing the best starting point for creating good employer/employee relationships.
- **Vocational and Mental Health Treatment Integrations**
Vocational Goals are incorporated into job seekers individualized treatment plans.
- **Benefits Counseling**
Job Seekers who receive benefits will receive personalized benefit planning

Interviewing Tips:

Arrive on time or slightly early: This shows your interest in the role

Dress Appropriately: choose and outfit that aligns with the company and shows professionalism.

Be polite and respectful: Greet people you meet and be courteous during the interview.

Answer questions truthfully and concisely: Avoid rambling or filler words?

Be confident and enthusiastic: Make eye contact, smile and keep a positive attitude.

"The most important thing is to try and inspire people so that they can be great at whatever they want to do" – Kobe Bryant

Success Stories ...

Sarmeka became a part of the IPS team on 12/23/2024 seeking guidance and support with securing employment. With a MBA and an interest in working in the school system, Sarmeka was motivated to find a role that aligned with her skills in the business field. Although Sarmeka had experienced challenges with job searching and staying motivated in the past, she demonstrated persistence and a strong work ethic throughout the process.

She faced several challenges during the job search which included a gap in employment history and a lack of confidence in her interview skills. She also felt uncertain about navigating the job market, especially for positions that required specific industry knowledge, such as bookkeeping in an education setting.

Sarmeka expressed excitement and pride in receiving the offer in June 2025. This accomplishment has served as a boost to her self-esteem and has reaffirmed her belief in her own capabilities.



" I am so happy to be working. The IPS program has helped me feel more like myself"

-Elvis

Success Stories Continued...

Lavana was referred to the IPS program on January 10, 2025, after relocating from another county. At the time she was homeless. She simply stated that she wanted to find a job so that she could save money and find her own place to live so that she could be independent and support her children. The IPS team has provided multiple variables of support. She has been able to obtain competitive employment as a housekeeper of a physician's office. The Department of Vocational Rehabilitation partner has also provided support with transportation, clothing, and shoes. Since having an income, she has moved to Hope Village in a tiny home and hopes later to be assisted by Pee Dee Mental Health's housing program. She has expressed on several occasions that she is simply grateful for IPS

Success Stories Continued...

Nyequaan was referred to the IPS program from the Next Gen study. When he started he was homeless and in need of a job. He has had luck going on interviews and at times being offered a position, but when he got the position he wasn't able to keep it very long. With the support of the IPS program, he found jobs where transportation did not cause an issue and has been able to find jobs that fits him the most. At his job he can use the skills learned with the employment specialist to be able to increase job performance.

Nyequaan found a job that not only is close to home but also is the pace that he can perform well at and enjoy.

Nyequaan never gave up trying to secure employment. Whenever he would hear a "no" he would find other ways to get the "yes" he deserves. Now with the support of various programs here at Pee Dee Mental Health he is employed, housed and able to take care of himself.

"I realized that I needed to be able to take care of myself cause no one else could do it for me and now I'm doing it"
~Nyequaan