

The logo for 'Words to Deeds', featuring a stylized 'W' in green and blue with a white '2' inside a green circle, followed by the text 'Words to Deeds' in a bold, italicized, sans-serif font.

# **Words to Deeds**

## **From County Practice to State Priorities**

A Behavioral Health & Public Safety Roadmap  
for California's Next Administration

**October 8 - 9, 2026**  
**Oakland, California**



# Supportive Housing

Creating Pathways to Meaningful Employment for Supportive Housing Residents and People Experiencing Homelessness

**Sanford Pearlman**

Sr. Rehabilitation Counselor  
Alameda County Behavioral Health

**Jenn Oakley**

Lead Case Manager  
Rising Sun Center for Opportunity

**Shavia Johnson**

Health, Housing, & Integrated Services Program Manager  
Lifelong Medical Care

**Facilitator: Lewis Brown, Jr.**

Senior Policy Manager, CA State Policy, Corporation for Supportive Housing

**Crystal McMahon**

IPS Lead Implementation Specialist  
CA Center of Excellence, The IPS Employment Center

**Rachel Herrmann**

Director of CalAIM  
Episcopal Community Services

*Speaker Profiles*



A background image of a man with a beard and short dark hair, smiling and holding a set of keys in his right hand. The keys are silver and have a small tag attached. The man is wearing a light blue shirt. The background is a warm, out-of-focus indoor setting.

# **Creating Pathways to Meaningful Employment for Supportive Housing Residents and People Experiencing Homelessness**

Words to Deeds Conference 2026



# About CSH

**CSH empowers communities to create homes and deliver services that build safe, thriving, and resilient futures.** We support affordable housing developers, service providers, and policymakers with the tools, data, and expertise to drive lasting change.

Since 1991, CSH has invested more than \$2.2 billion in communities, helping to **create or preserve more than 512,500 supportive housing units** for individuals and families exiting long-term homelessness.



[csh.org](https://csh.org)

# How We Build **Thriving Communities**

CSH works to advance **affordable housing aligned with services** as an approach to help people thrive. We do this by advocating for effective policies and funding, investing in communities, and strengthening the supportive housing field.

## WHAT WE DO



**POLICY &  
ADVOCACY**



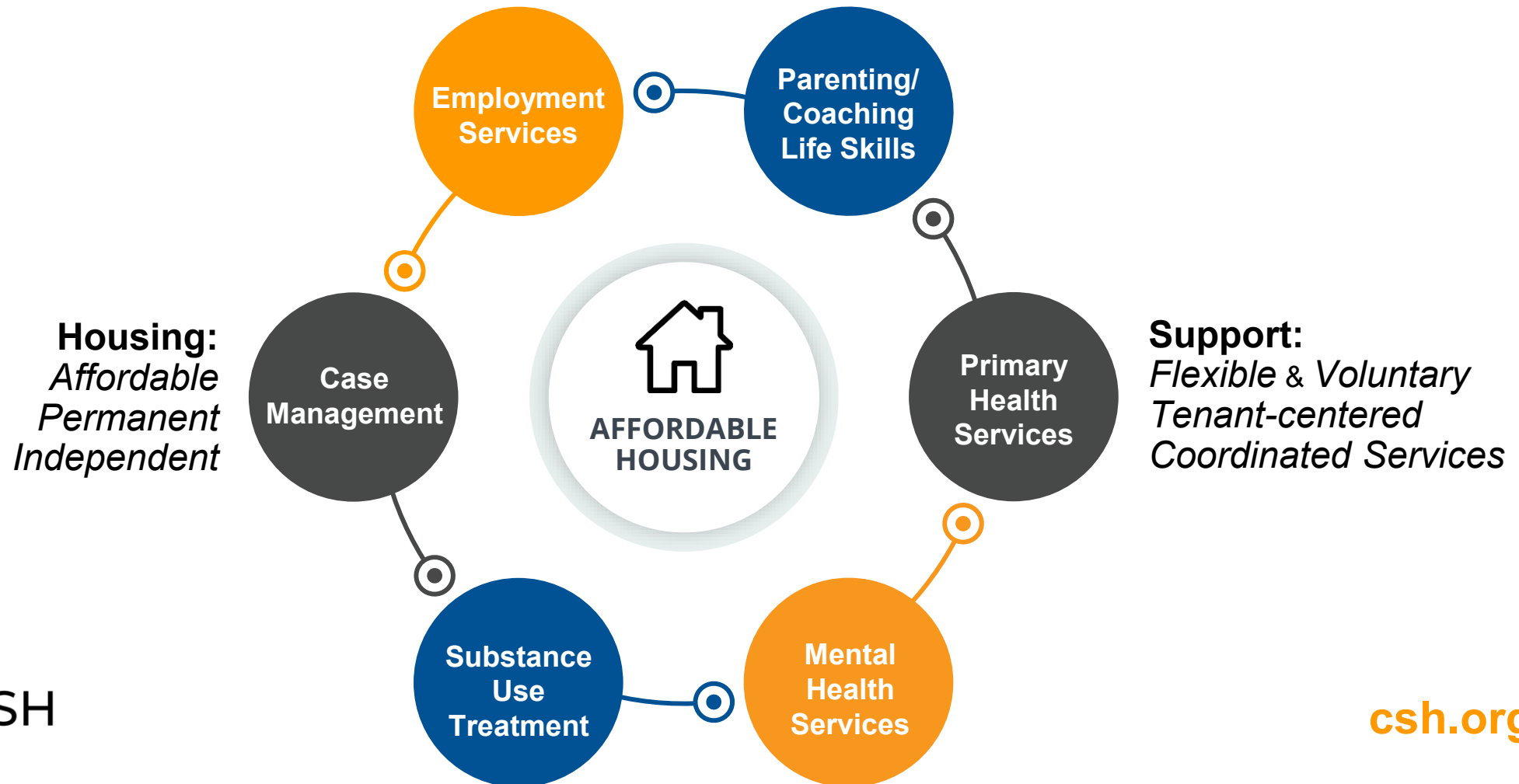
**TECHNICAL ASSISTANCE,  
TRAINING, &  
CONSULTING**



**LOANS & NEW  
MARKETS TAX CREDIT  
INVESTMENTS**

# Supportive **Housing** is the Solution

With affordable housing at the center, supportive housing connects tenants to services that help them achieve stability, autonomy and dignity.



# Panelists

**Crystal McMahon**, IPS Lead Implementation Specialist, California Center of Excellence, The IPS Employment Center

**Sanford Pearlman, MA, LMFT**, Senior Rehabilitation Counselor, Alameda County Behavioral Health

**Jenn Oakley**, Lead Case Manager, Rising Sun Center for Opportunity

**Rachel Herrmann**, Director of CalAIM, Episcopal Community Services

**Shavia Johnson**, Health, Housing, and Integrated Services Program Manager, Lifelong Medical Care



# Overview: Individual Placement and Support

Photo Courtesy of Winston Gaskin Homes,  
Syracuse, NY, 2022

# Welcome to Individual Placement and Support – (IPS) Supported Employment-Words to Deeds

# Greetings

From

## Crystal McMahon

### California IPS

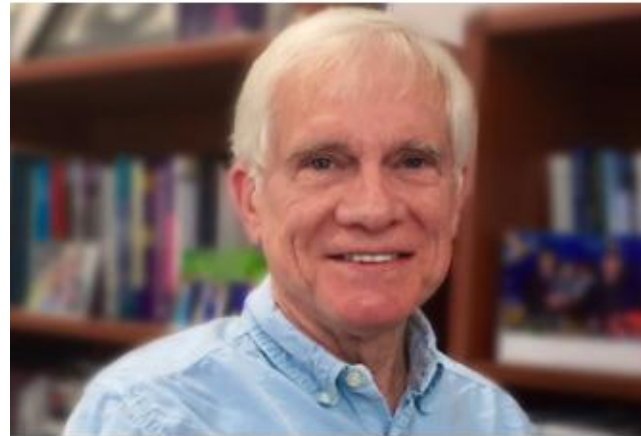
### Center of Excellence

# What is IPS?

- Individual Placement and Support
- Evidence Based Practice
- Individuals & Families | IPS — Thrive Through Work



# Acknowledgements IPS Research Deborah Becker and Robert Drake *A Working Life 1993*

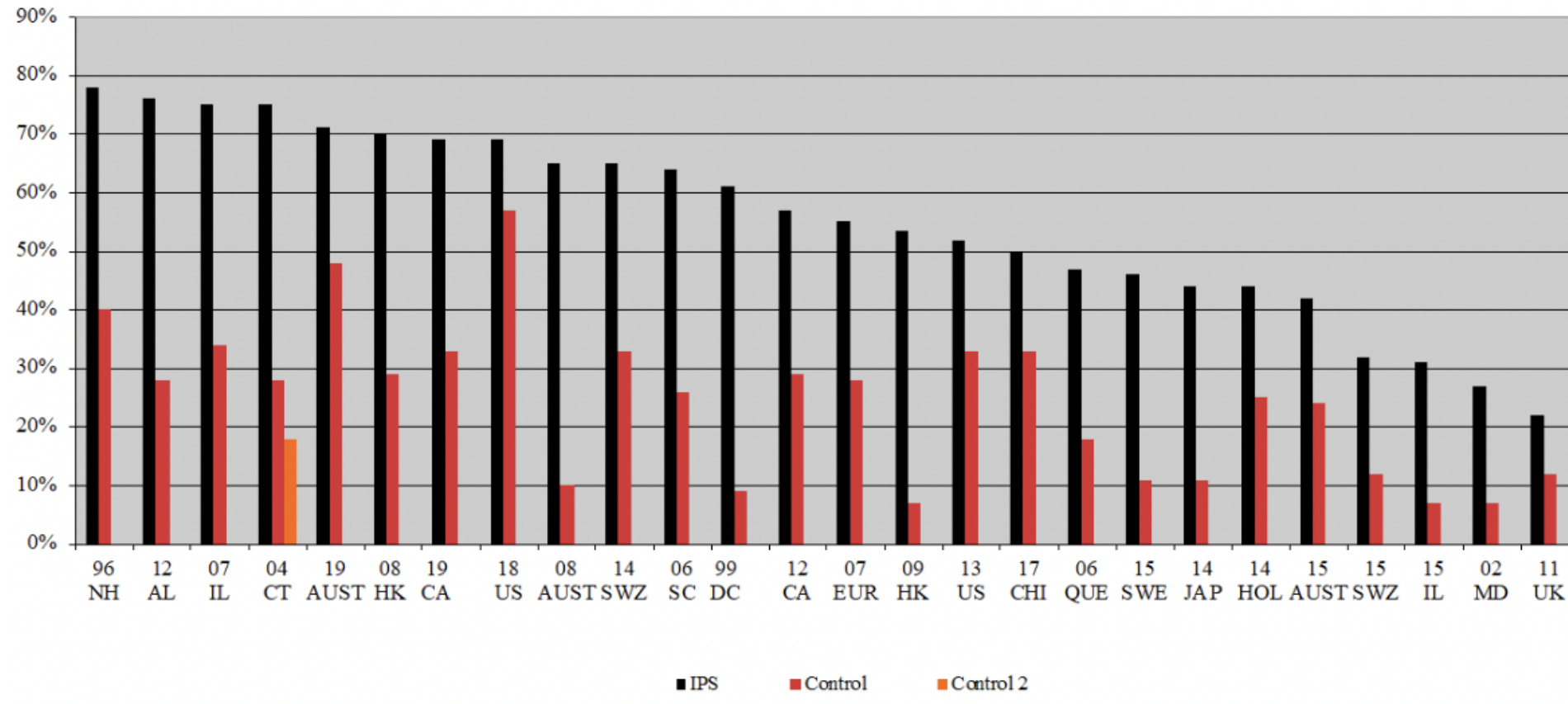


IPS Research Gary Bond Ph.D.



Employment Center

# IPS Randomized Controlled Trials



# Why Focus on IPS and Employment?



- Social Determinant of Health
- Poverty and Mental Health
- Homelessness
- Crime Rate
- Re-entry
- Recovery

# Eight IPS Practice Principles

Zero  
Exclusion

Benefits  
Planning

Integration

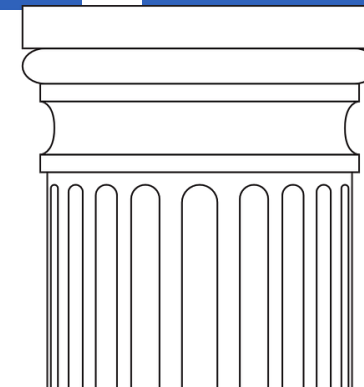
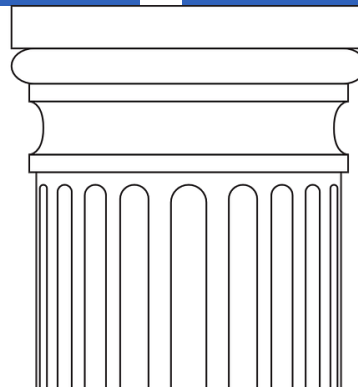
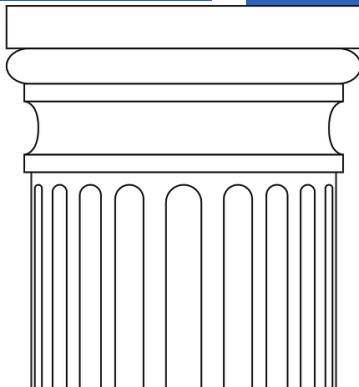
Competitive  
Employment

Client  
Preferences

Rapid Job  
Search

Job  
Development

Job Supports





\*\*Map is not to scale.



# IPS today in California

- 40 Counties are implementing IPS
- Today 68 IPS Programs
- Estimated 200 programs
- Tens of thousands served
- Large scale health impacts
- Each story is individual
- Outstanding care
- BHSA and FSP

# Thank you

- » [Crystal.McMahon@nyspi.columbia.edu](mailto:Crystal.McMahon@nyspi.columbia.edu)
- » [www.IPSWorks.org](http://www.IPSWorks.org)
- » [Thrive Through Work](#)
- » [BHSA and BH-CONNECT FAQ](#)



**Facilitated Q&A**



## Panelist Contact Information

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
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# Thank you!

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*2026 Convening - Oakland, CA*