

# Individual Placement and Support Employment Service

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IPS Employment Lead

# Supported Employment Recommended and needed



**NICE** National Institute for  
Health and Care Excellence



- Mental Health Network Taskforce (February 2016) - Employment should be consistently recognised as a crucial health outcome. The report calls for the NHS to play a greater role in supporting people to find or stay in employment.
- NICE Quality Standard for Psychosis and Schizophrenia (QS80) statement no. 5 states that supported employment (i.e. IPS) should be available for everyone with schizophrenia who wants to return to work
- The 2014 Care Quality Commission survey of community mental health service users found that 44% of the 3,329 respondents agreed they “would have liked support to find or keep a job but did not receive any”.

# Individual Placement and Support (IPS) Model

## What is IPS?

Its an evidence based 'Place then Train' model supporting people with severe and enduring mental health conditions into Employment.

It consists of 8 Key Principles

# IPS Principles

1. Focus on mainstream Paid Employment
2. Zero exclusion criteria
3. Attention to client interests and choices
4. Rapid job search within the first month of entering the service
5. Employment Specialists are Integrated into the clinical teams
6. Availability of time unlimited support
7. Benefits counselling to be provided
8. Employers are approached with the needs of individuals in mind.

# Importance of Co-Location

- Better communication
- Improved coordination and coherence in a person's journey through the 'system'
- The process of seeking employment is sensitive to a person's clinical needs
- Concerns of clinicians can be directly addressed

# IPS Framework

- 6 stages of the IPS Framework
  - Referral
  - Initial Assessment
  - Vocational Profiling / Action Planning
  - Job Searching
  - Employment Start
  - In Work Support

# Why IPS? – The Evidence

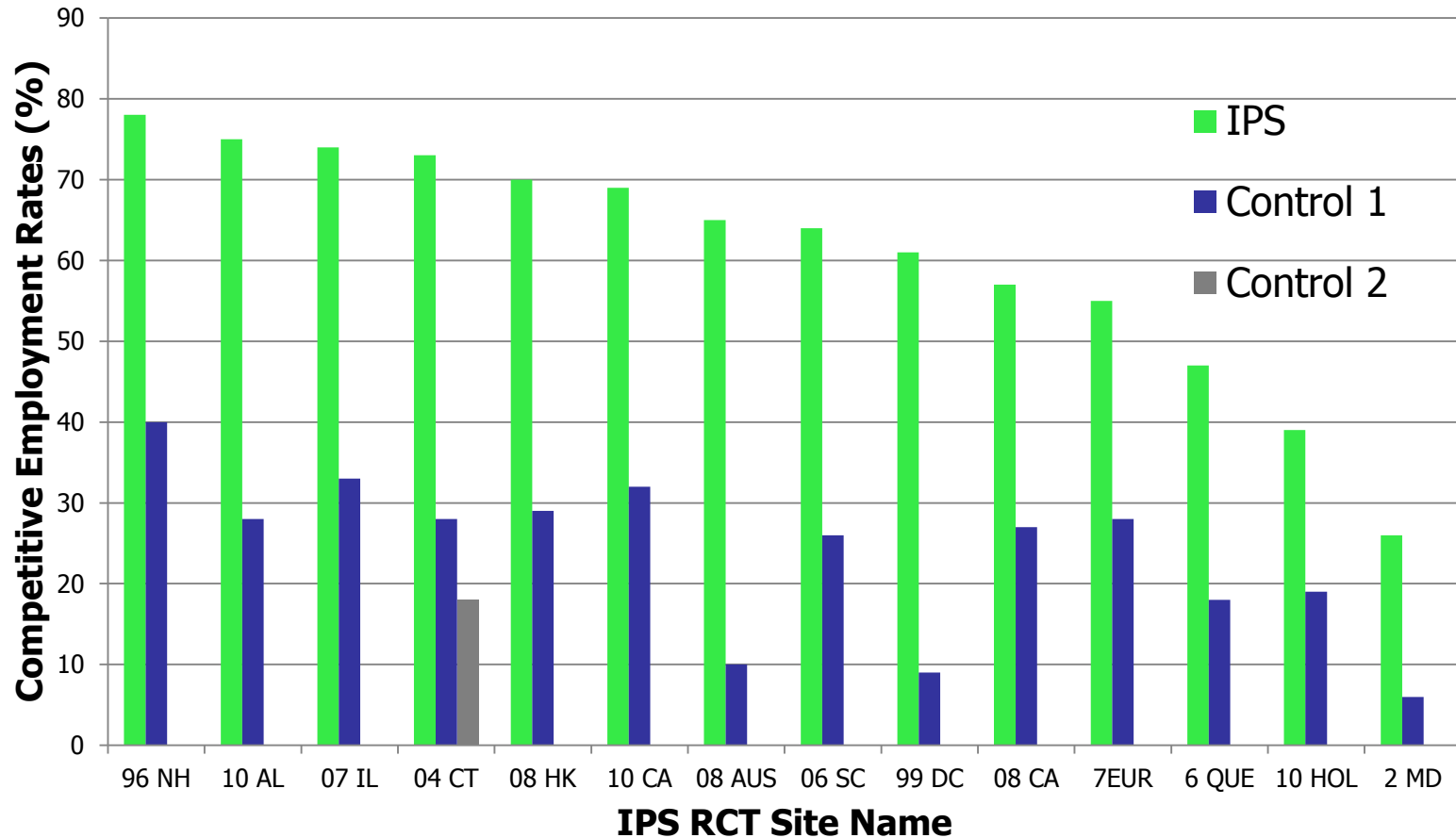
- Evidence of effectiveness from 22 RCTs
- Consistently twice as good as any alternatives
- European trials **55% vs 28%** job outcomes
- **UK practice 45-58%** job outcomes
- UK DWP funded employment schemes achieve **17%** job outcomes

# Research Trials

- Randomised controlled trials across the USA, Canada, Australia, Hong Kong and Europe (Including the UK)
- EQOLISA – Covered six European countries including the UK



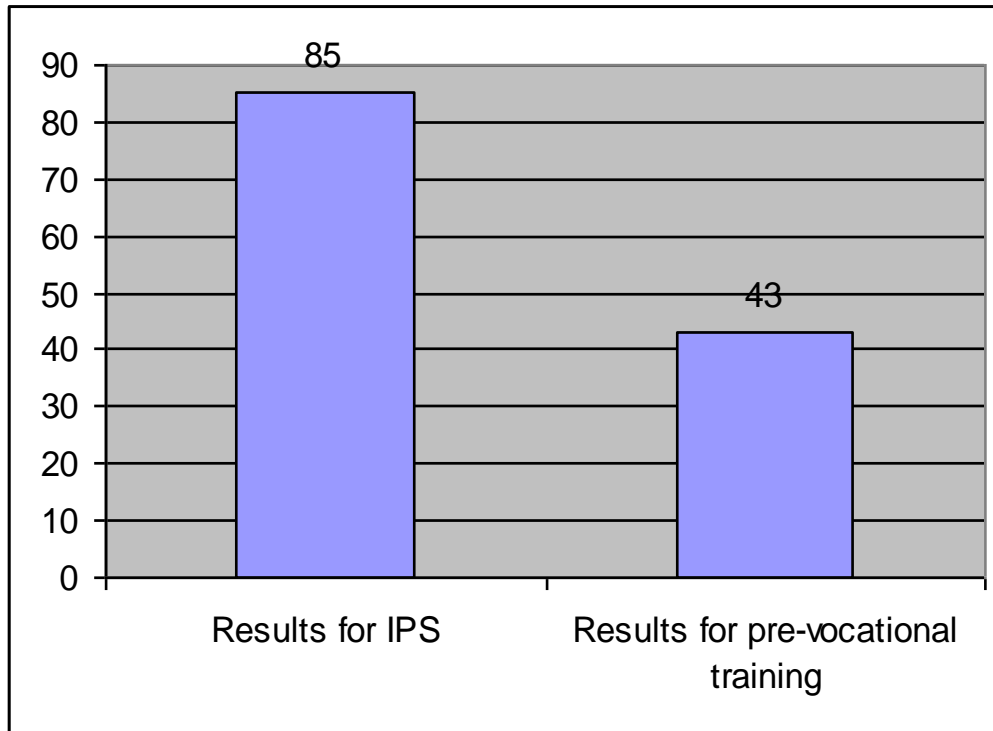
# 14 International Randomised Control Trials



# Findings from the EQOLISE Project

- IPS participants were twice as likely to gain employment (55% v. 28%) compare with traditional vocational alternatives
- IPS participants sustained their jobs longer and earned more money
- There was no deterioration in people's mental health as a result of taking up work

# IPS evidenced as most effective model



**Sample size** – 312;  
comprised of 156  
people accessing IPS,  
156 people accessing  
pre-vocational training

**Entry criteria** –  
Patients with severe  
mental illness in six  
European cities. All  
subjects had not been  
in competitive  
employment in the last  
year, and wanted to  
enter competitive work

- Burns, T, et al (2007), *The Effectiveness of Supported Employment for People with Severe Mental Illness: A Randomised Controlled Trial*, Lancet 370, 1146-52.

# Quality Assurance - Fidelity

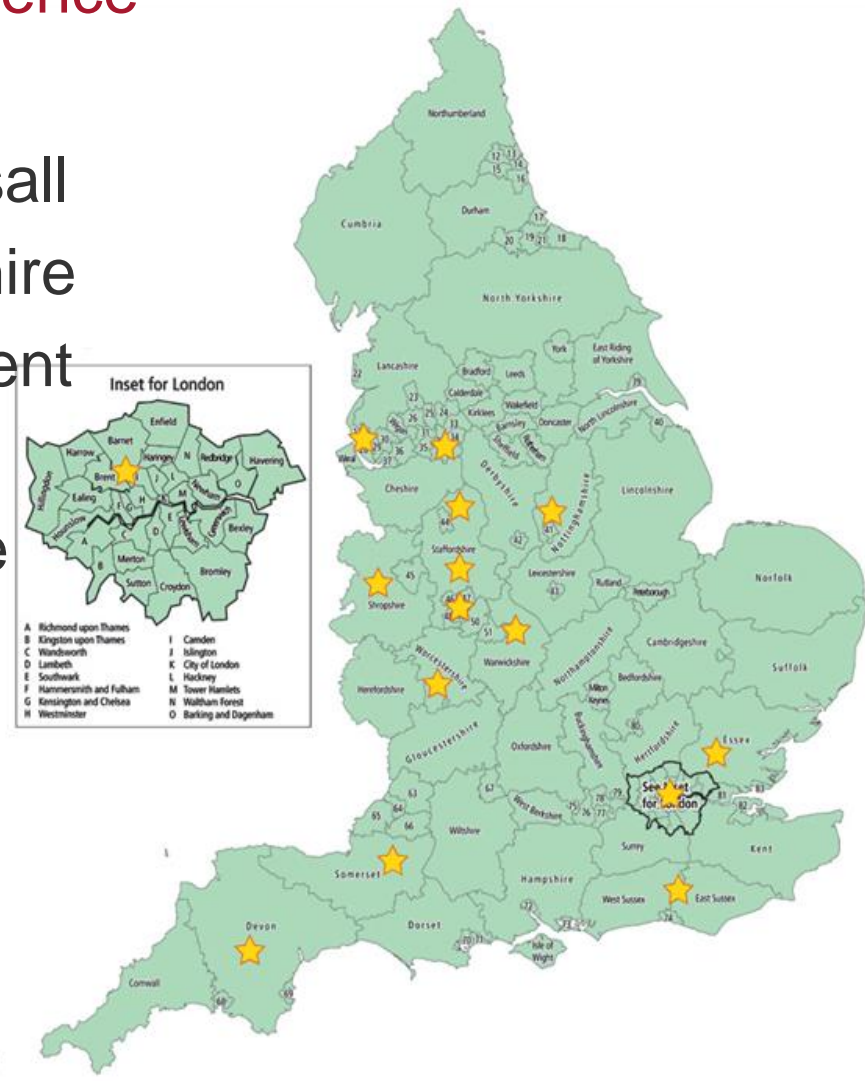
- A Fidelity scale has been developed to enable services to measure how well they are meeting the eight key principles.
- Services are scored against 25 items to determine fidelity to the principles of the IPS model
- High fidelity services are expected to have greater effectiveness, leading to better to outcomes.

# Fidelity Cont...

- Aims to capture a snapshot of the current service
- Provides an impartial quality improvement framework & overall fidelity score
- Models “continual improvement and development”
- Gives an opportunity for everyone's experience to be heard and considered

# National spread of IPS services in 2015 - IPS Centres of Excellence

- C&N West London
- Coventry
- Devon
- Essex
- Bradford
- Manchester
- Merseyside
- Nottingham
- Shropshire
- Dudley/Walsall
- Worcestershire
- Stoke-on-Trent
- Lincolnshire
- Staffordshire
- Somerset
- Sussex



# Making IPS Work

## Centre for Mental Health in Partnership

- ✓ DoH funding
- ✓ 6 projects in 2 waves
- ✓ 60 people into work in 18 months
- ✓ Centre for Mental Health Staff

## Investment:

- ✓ Employment Specialists in every CMHT

## BDCFT an Employer:

- ✓ 10% of project target to find work with BDCFT

## Working together:

- ✓ Health and Social Care
- ✓ Third Sector
- ✓ Wider Community

**Making  
Work,  
Work!**



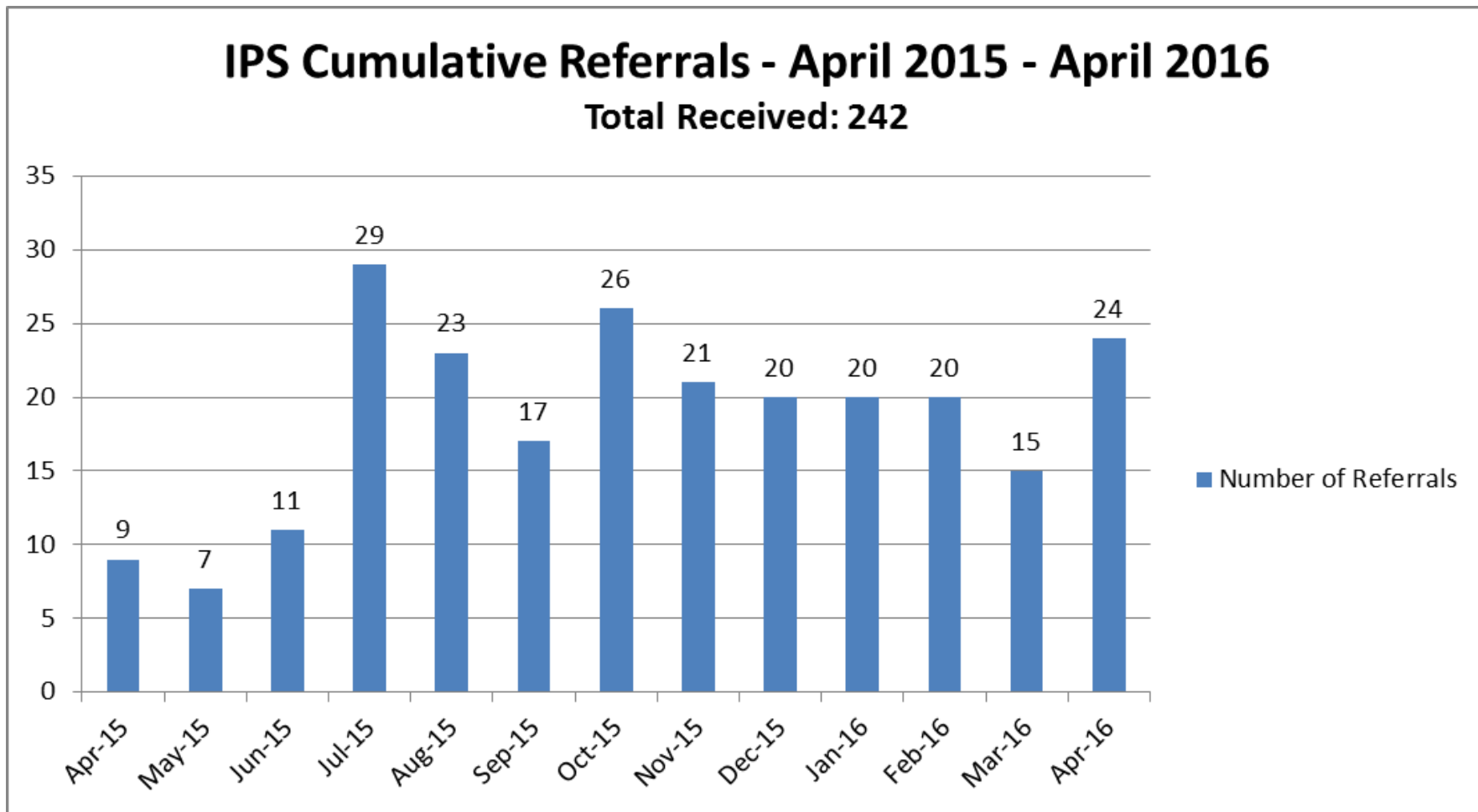
# Current Picture in Bradford

## The Employment Service Started in April 15

- Recruited 5 new Employment Specialists
  - 3 started in June 15
  - 1 started in August 15
  - 1 started in October 15

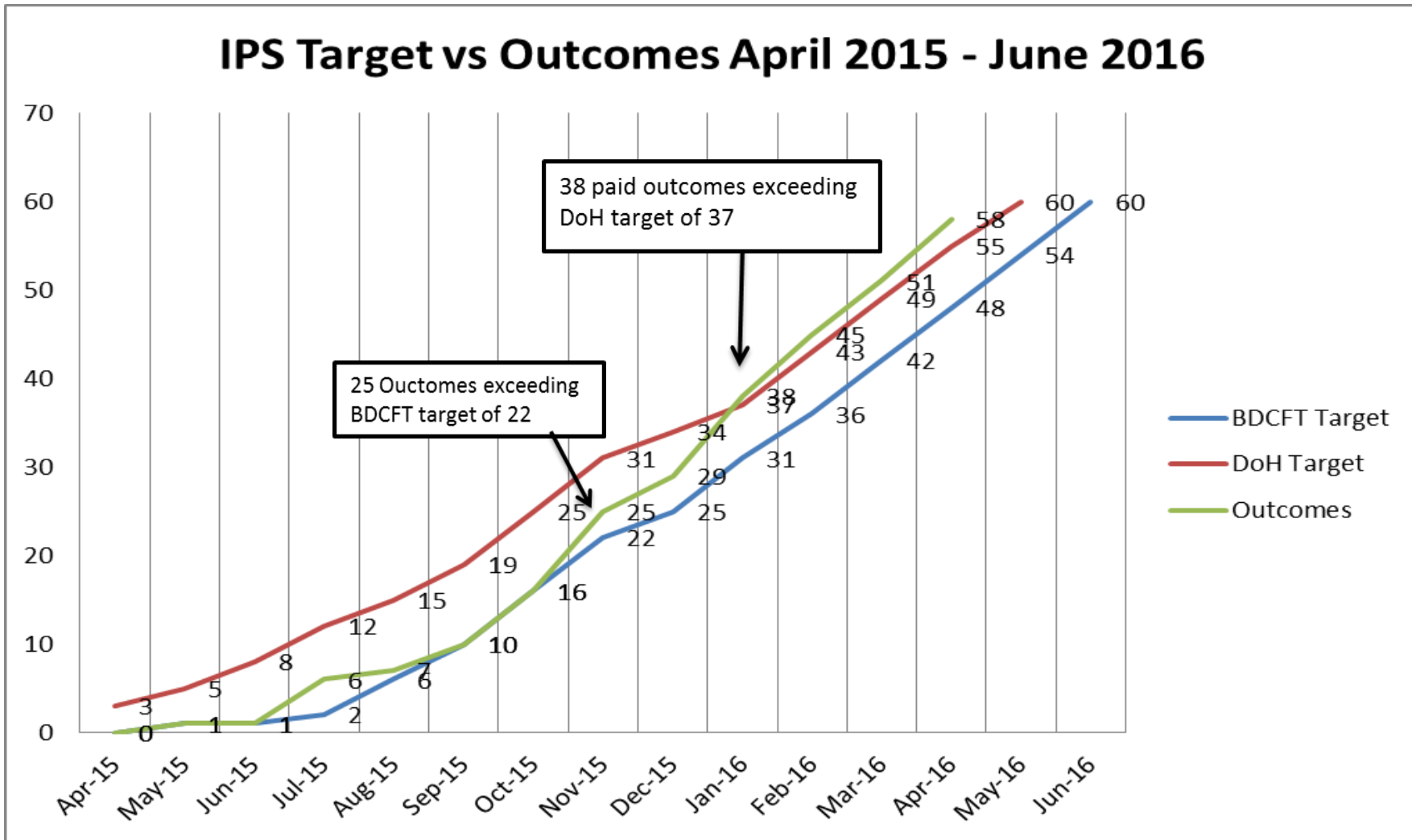
# Referrals

## Target for the Project - 120



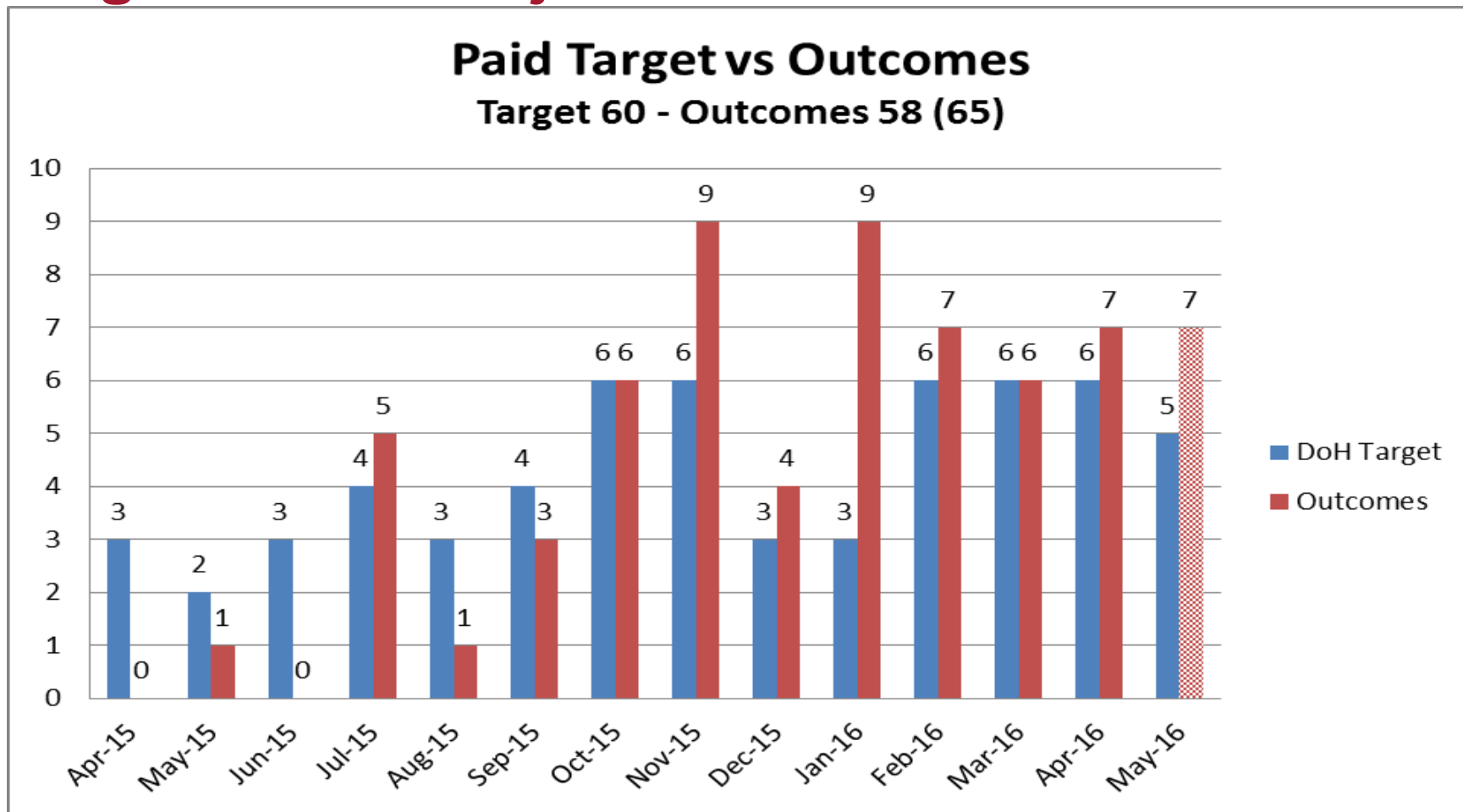
# Outcomes vs Targets

## IPS Target vs Outcomes April 2015 - June 2016



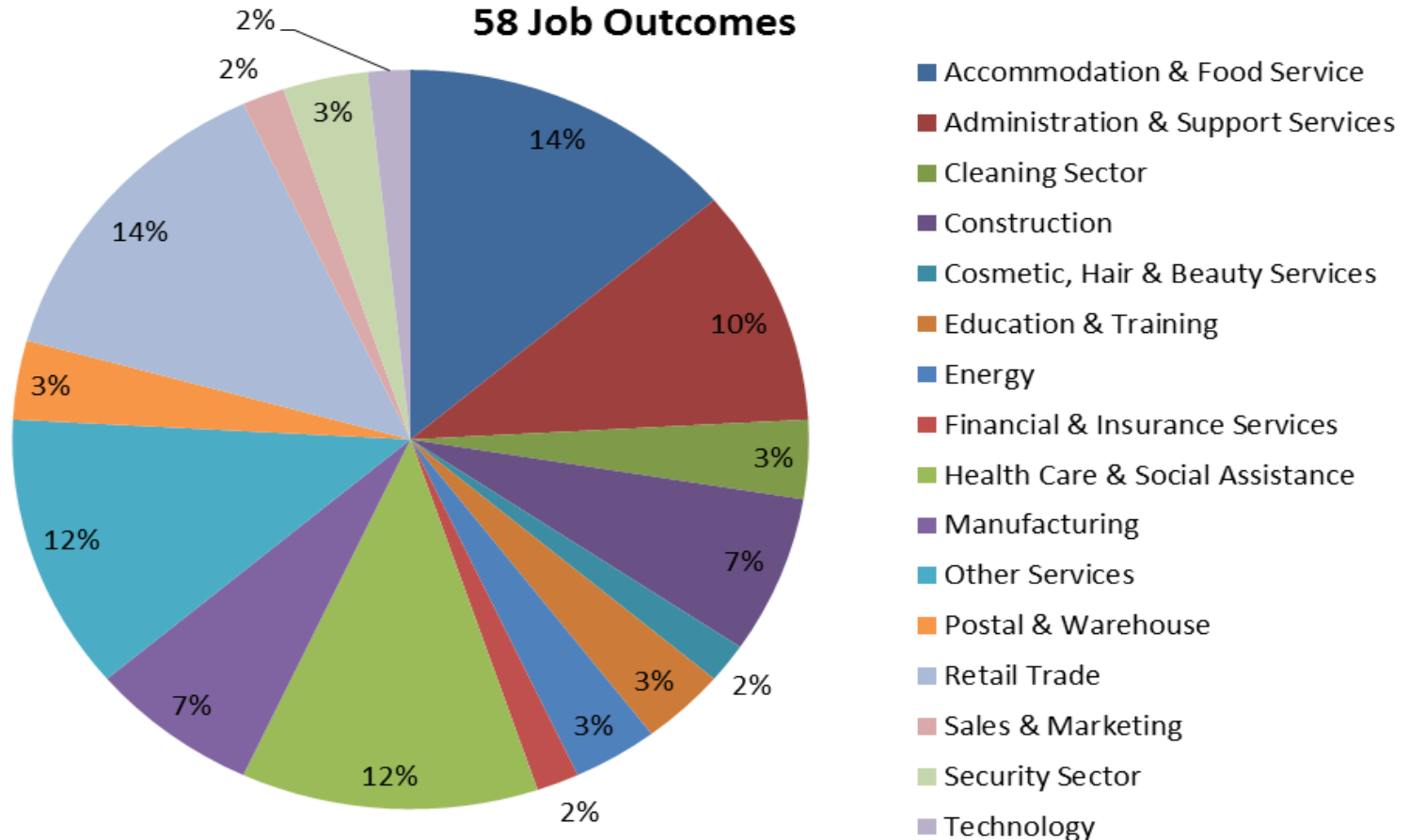
# Outcomes

## Target for the Project - 60



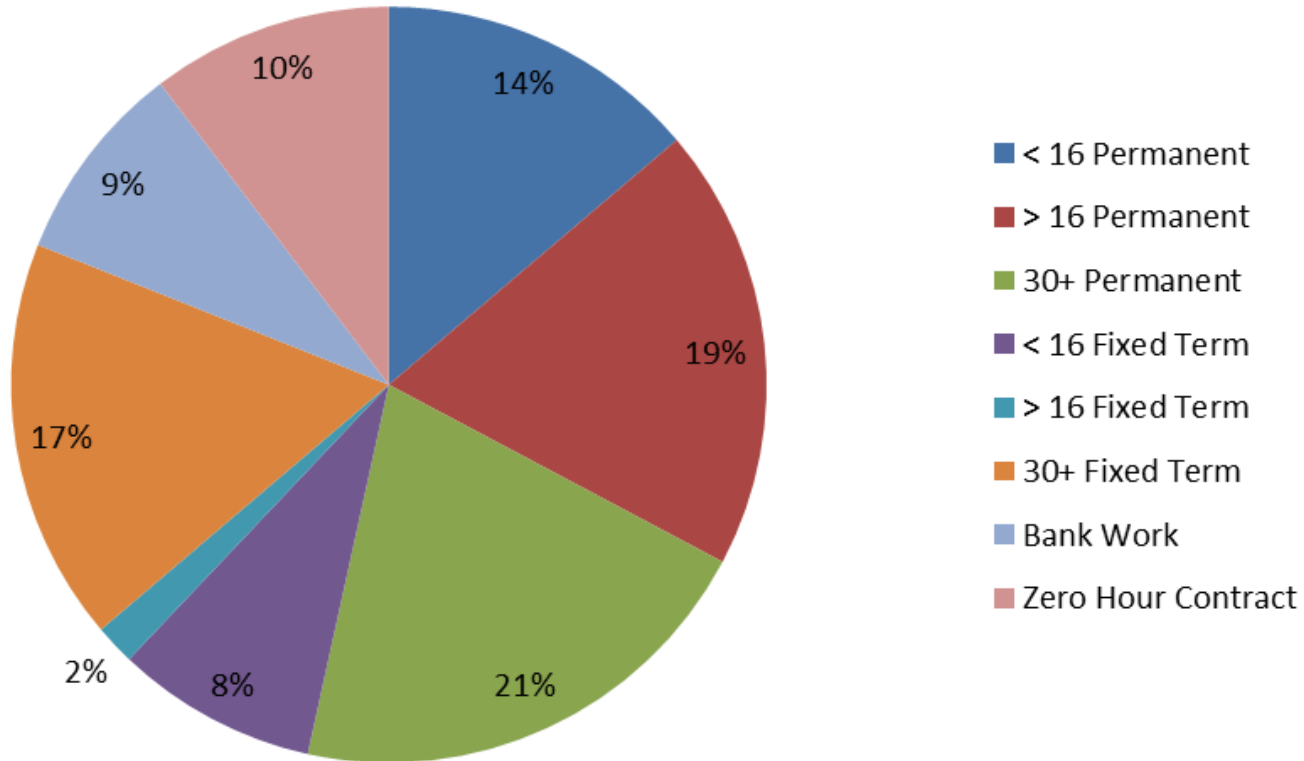
# Job Industries

## Breakdown of Sectors 58 Job Outcomes



# Job Outcome Hours

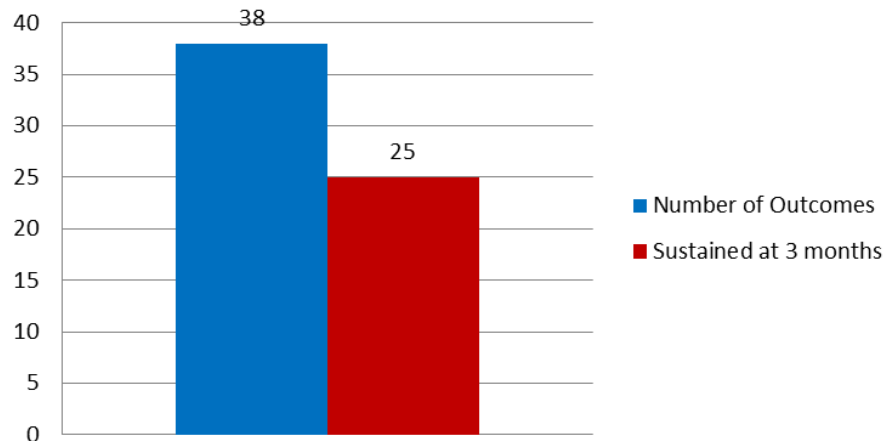
## Breakdown of Hours 58 Job Outcomes



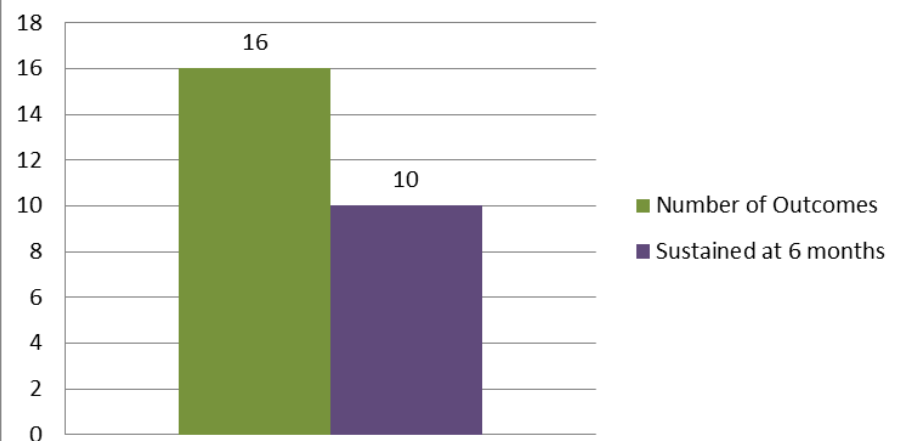
# Sustainment Figures

- The individuals who started in their new job roles during April 2015 – January 2016
  - 66% sustained at 3 months
  - 63% sustained at 6 months

### Outcomes vs Sustained at 3 Months



### Outcomes vs Sustained at 6 Months



# Plans for the Bradford IPS Service

- An Employment Strategy integrated into the NHS Trust wide strategy
- Highlight additional teams which would benefit from an IPS Service:
  - IAPT
  - Forensic
  - Assertive Outreach



# Thank You

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