Individual Placement and Support Employment Service

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IPS Employment Lead
Supported Employment Recommended and needed

- 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”.

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Individual Placement and Support (IPS) Model

What is IPS?

It's 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

![Bar Chart]

- **IPS**
- **Control 1**
- **Control 2**

**Competitive Employment Rates (%)**

**IPS RCT Site Name**

- 96 NH
- 10 AL
- 07 IL
- 04 CT
- 08 HK
- 10 CA
- 08 AUS
- 06 SC
- 99 DC
- 08 CA
- 7EUR
- 6 QUE
- 10 HOL
- 2 MD
Findings from the EQOLISE Project

- IPS participants were twice as likely to gain employment (55% v. 28%) compared 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

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 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
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
### IPS Cumulative Referrals - April 2015 - April 2016

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<th>Month</th>
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**Total Received:** 242

- **Target for the Project:** 120
Outcomes vs Targets

IPS Target vs Outcomes April 2015 - June 2016

38 paid outcomes exceeding DoH target of 37

25 Outcomes exceeding BDCFT target of 22

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Outcomes

Target for the Project - 60

Paid Target vs Outcomes
Target 60 - Outcomes 58 (65)

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Breakdown of Sectors
58 Job Outcomes

- Accommodation & Food Service: 14%
- Administration & Support Services: 12%
- Cleaning Sector: 12%
- Construction: 7%
- Cosmetic, Hair & Beauty Services: 7%
- Education & Training: 6%
- Energy: 5%
- Financial & Insurance Services: 3%
- Health Care & Social Assistance: 3%
- Manufacturing: 3%
- Other Services: 3%
- Postal & Warehouse: 3%
- Retail Trade: 2%
- Sales & Marketing: 2%
- Security Sector: 2%
- Technology: 2%
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
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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