

# IPS Presentation



## Individual Placement & Support

*Returning to work after a mental health crisis*



Friday 15 January 2021

Presented by: Reema Kibreab, Chris Browne

## WHO WE ARE (OUR JOURNEY SO FAR)

Richmond Fellowship has changed over the past 60 years, but providing the right support at the right time remains at the heart of what we do.

- We make recovery reality for **over 9,000 people** in England every year across **over 170 services**.
- Our support includes: **employment services, community based support, crisis services, supported housing, residential care homes and social enterprises**.
- We work with the **NHS, local authorities, and other voluntary sector organisations** to deliver our services.
- In 2015, we founded **Recovery Focus**, a group of charities **inspiring recovery together** in the areas of mental health, substance use and gambling, and domestic violence.
- We have two specialist divisions, **My Time** and **DVIP**, which work primarily in tackling domestic abuse.

WHO ARE  
RICHMOND  
FELLOWSHIP?

We are a national mental health charity making recovery reality for thousands of people every year.

We provide a wide range of services including residential support, supported housing, employment services, community support and crisis support.



PLANNING >

# Our mission, vision and values



- **Mission** – to make recovery reality
- **Vision** – to help create a society that values everyone with mental health problems

## Our values:

ENABLING

INCLUSION

RESPECT

HOPE

# Hammersmith and Fulham Employment Service

- Our team of 7 employment advisors (EAs) are embedded within 3 NHS multidisciplinary teams:
  - IAPT
  - VRS, Treatment and Recovery
  - Early Intervention Service
- All EAs operate under the Individual and Placement Support (IPS) model

# IPS History

- ❑ IPS originated in the USA during the 1980s. Pioneered by Deborah Becker, Bob Drake and Gary Bond at Dartmouth Psychiatric Research Centre, New Hampshire
- ❑ Piloted in the UK in 1998, Individual Placement and Support (IPS)
- ❑ Also known as evidence-based supported employment
- ❑ Addresses the problem that the majority of mental health service clients do not receive help with finding paid work

# Individual Placement & Support (IPS) model

There are 8 Key Principles of the IPS model:

- **Zero exclusion policy**, meaning that it is open to all those who want to work
- Employment advisors are highly **Integrated within mental health teams**
- A **Rapid job search** takes place
- **Competitive employment** is the focus
- IPS focuses on meaningful work consistent with **Clients' preferences**
- Employment advisors **Network with employers** that are relevant to clients' work preferences
- **Time-unlimited support**
- Employment advisors should have sufficient knowledge to provide clients with **Benefits information** but not necessarily advice

# Highlights from IPS Fidelity Scale

## STAFFING

1	Number on caseload
2	Employment Services Staff
3	Vocational Generalists

# Highlights from IPS Fidelity Scale

## ORGANISATION

4	Integration with CMHT through team assignment
5	Integration with CMHT through frequent contact
6	Collaboration between employment specialists and JC+/WVP
7	Vocational unit
8	Role of employment supervisor
9	Zero exclusion criteria
10	Mental Health Trust focus on competitive employment
11	Executive Team support

# Highlights from IPS Fidelity Scale

## SERVICES

12	Work incentives planning
13	Disclosure
14	Ongoing, work-based vocational assessment
15	Rapid search for competitive job
16	Individualised job search
17	Job development – Frequent employer contact
18	Job development – Quality of employer contacts
19	Diversity of job types
20	Diversity of employers
21	Competitive jobs
22	Individualised follow-along supports
23	Time-unlimited follow-along supports
24	Community-based services
25	Assertive engagement and outreach by integrated team

# Evidence-based practice

“There is overwhelming international evidence that 'place then train' models – and IPS in particular – are much more effective than traditional approaches (such as vocational training and sheltered work) in successfully getting people into work”

IPS Grow. (2019). *IPS Employment Specialist Induction Workbook*

# Returning to work after a mental health crisis

- Case study
- Vocational generalists: Each employment specialist carries out all phases of employment service, including:
  - **Intake**
  - **Engagement**
  - **Assessment**
  - **Job placement**
  - **Job coaching**
  - **Follow-along support**

# Case study

[1]

- Roger (not the client's real name) is a 29 year old male that was referred to the Early Intervention Service (EIS) after experiencing an episode of psychosis
- Upon his referral to EIS, Roger spoke of his keenness to get back to work as he felt that it would help provide him with more structure and purpose in his life

- At the point of his vocational referral, Roger had been out of work for 10 months and had stopped due to problems with his mental health and alcohol and drug use
- He told me that he was struggling with feelings of isolation and had lost the social element of being at work

- 
- I completed an Initial Assessment with Roger to discuss his vocational goals
  - We completed CV and covering letter work and started the job search process within the first few sessions of vocational support

- Roger had a background in fitness but gyms were closed due to the lockdown
- Roger found that he wasn't hearing back from employers and felt disheartened by this
- I encouraged him to persevere with his efforts and Roger remained determined with his job search, expressing to his doctor that the routine of a job would help with his mood

- As gyms began hiring again, Roger began to receive interview invitations
- Roger attended an interview for a part time Fitness Trainer role and successfully secured the position
- Roger informed me that he was settling in well, liked the team he was working with and that he had been getting involved in some social activities with his colleagues

- Roger was looking for another part time role, so continued to submit regular job applications and attend interviews
- He reported to be doing well and feeling positive about the interview invitations he was receiving, and said that they were keeping him busy and focused

- Roger was successful in securing another position, a part time Fitness Supervisor role
- Roger worked in this role alongside the first job he had secured

- 
- Roger continues to be employed as a part time Fitness Supervisor
  - Roger left the first role he had secured as a Fitness Trainer, so we are continuing to look for additional Fitness roles currently

# IPS during COVID-19

- The pandemic resulted in an **adjustment** to how we deliver our service
- We began delivering all of our support over the **telephone**
- Whilst referrals slowed in the VRS Treatment & Recovery Service, the Early Intervention Service and IAPT teams experienced a **peak in vocational referrals**
- Advertised jobs decreased but clients were still attending interviews and some **clients secured job roles**

# Further reading

Centre for Mental Health

<https://www.centreformentalhealth.org.uk/>

<https://www.centreformentalhealth.org.uk/research-evidence-ips>

IPS Grow (UK)

<https://ipsgrow.org.uk/>

IPS Works (USA)

<https://ipsworks.org/>

# Contact details

Reema Kibreab, Employment Advisor

[Reema.Kibreab@RichmondFellowship.org.uk](mailto:Reema.Kibreab@RichmondFellowship.org.uk)

Chris Browne, Service Manager

[Christopher.Browne@RichmondFellowship.org.uk](mailto:Christopher.Browne@RichmondFellowship.org.uk)

Hammersmith & Fulham Employment and  
Wellbeing Service