

# INDIVIDUAL PLACEMENT SUPPORT

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An overview in 10 minutes

# IPS

- Place then train model delivered in partnership
- Aimed at those with severe and enduring mental health conditions
- Huge evidence base
- Arrives in Fife: next month

# Facts and Figures

- • **Do people want to work?**
- 70-90% people want to return to work (Grove, 1999; Rinaldi & Hill, 2000; Secker & Seebohm, 2001)
- Only 20% with mental health problems receiving secondary services level care are in work, just look at severe and enduring that figure is more like 4%
- More likely to be in employment in the UK if you have a learning disability than a SE mental health problem

# Indicators of Employability

- Diagnosis is **poor** indicator of employability
- Work history and length of time in employment are **better** indicators
- And...
- Overwhelming, the **best** indicator is a desire to work
- (Grove and Membrey, 2005)

# Is employment is a realistic goal

## **Job Ready?**

- Diagnosis and symptoms do not predict success
- Having previously had a job, wanting a job and believing that you can work are the best predictors of success

## **Is work too stressful?**

- As compared to what?
- If you think work is stressful, try unemployment

# Vicious circles



# 8 Evidence Based Principles

- It aims to get people into competitive employment
- It is open to all those who want to work
- It tries to find jobs consistent with people's preferences
- It works quickly
- It brings employment specialists into clinical teams (small caseloads)
- Employment specialists develop relationships with employers based upon a person's work preferences
- It provides time unlimited, individualised support for the person and their employer
- Benefits counselling is included.

# Fidelity

- Effects of intervention depend on how it is delivered
- Programmes that faithfully implement the 8 key elements of the model get more people into employment than those that don't
- Fidelity scale, 21 items, rate self on scale 1-5.
- If score 115-125 you become a 'Centre for Excellence of Supported Employment' – none in Scotland at present



# Fife IPS

- DWP Flexible Support Funding March 2015-March 2016  
(other applications pending)
- Fidelity Assessment July 2015
- Confirmed partners are NHS Fife, DWP, Capability Scotland, Fife College, FEAT and open to more partners that can add value
- Small caseloads

# Fife IPS Service

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Referrals from March/April 2015