



Training and development

in evidence-based supported employment (IPS) for people with mental health problems

Independent fidelity reviews

One of the keys to developing evidence-based employment services is the use of the Individual Placement and Support (IPS) Fidelity Scale to continuously improve outcomes and service quality (see overleaf). Fidelity is the degree to which a service follows the standards for evidence-based IPS practice. To help services to develop and provide evidence for what they do, Centre for Mental Health will offer independent fidelity reviews with support in action-planning and training opportunities for staff who want to become fidelity reviewers.

A review for one team is normally conducted by an experienced senior reviewer over 1 or 2 days. Reviewers will be drawn from national experts in the field including Professors Bob Grove and Geoff Shepherd, Lynne Miller and Jan Hutchinson – all pioneers in this field – with moderation by Miles Rinaldi, Head of Social Inclusion and Recovery at South West London and St George's Mental Health Trust.

The cost of the review will include the opportunity for a suitably experienced worker from the agency under review to participate in a separate fidelity review as a learning experience. Independent Fidelity Reviews include a written report to the agency (one day) and a further half day to discuss feedback and/or the agency's Action Plan. Learning for the agency's own worker includes participation in one of a number of 3-hour seminars on Fidelity Reviewing to be led by Miles Rinaldi during 2010/11.

Cost of Fidelity Review: £2200 + VAT + reasonable expenses

Additional technical support and/or supervision can be provided by our senior team on request.

Training course for service leads

Early in 2011, Centre for Mental Health will be running a **3-day Leadership Training** Course for Service Leads designed to help managers responsible for developing IPS services. This will be run by Miles Rinaldi, Head of Social Inclusion and Recovery at South West London and St George's Mental Health Trust, and Sarah Swanson from Dartmouth College. It will be based on the course run by Dartmouth – attended by a number of senior managers from our Centres of Excellence last year – and will cover all aspects of the organisational process of implementation.

Cost per place (excluding overnight accommodation): £550 plus VAT

Background

Building on a very successful first year of the 'Developing Centres of Excellence' programme, the Centre for Mental Health will continue to work with our nine partners to extend both the quantity and quality of evidence-based supported employment (Individual Placement and Support) in the UK.

To find out more about the first year, download a brief report from www.centreformentalhealth.org.uk/employment/centres_of_excellence.aspx.

Over time, we will invite other partners to join as members of the programme, which will remain both a learning network and a vehicle for the development and dissemination of best practice in this field. Future partners will be invited on the basis of their willingness and capacity to engage with these aims.

Recognising the complexity of implementing an evidence-based practice, Centre for Mental Health will offer a range of training and development supports from **September 2010** to help services with the ambition to develop as centres of excellence in delivering evidence-based supported employment.

We will offer Independent Fidelity Reviews and a Training Course for Service Leads (see overleaf). We will be piloting the use of Regional Training and Development Managers to accelerate implementation across England and testing an e-learning package for the ongoing training of frontline staff.

Regional Training and Development Managers

Centre for Mental Health will be piloting the use of Regional Training and Development Managers (equivalent to 'State Trainers in the Johnson and Johnson - Dartmouth Community Mental Health Program in the US) to work with local services to speed up the full implementation of IPS in specific localities. One such post has already been funded and funding is being sought for one or two others.

E-learning in IPS for front line workers

Looking at ways of making training in IPS for front line workers more generally available, Centre for Mental Health will be testing an e-learning package devised by Deborah Becker, Sarah Swanson and the team at Dartmouth. We will be able to advise on the suitability of this for UK workers later in the year.

Find out more

If you or the service in which you work are interested in learning more about Fidelity Reviews, Regional Trainers, Leadership training or the Centres of Excellence programme, or would like to discuss other options contact Nicola Oliver (IPS Project Coordinator) on 020 7827 8312 or email nicola.oliver@centreformentalhealth.org.uk.

For more information on the Johnson & Johnson Community Mental Health Program and the Fidelity Scale, visit the Dartmouth website at www.dartmouth.edu/~ips/index.html

Get involved

You can find information about evidence-based supported employment and the Centres of Excellence programme and sign up to be kept up to date with key developments at www.centreformentalhealth.org.uk.

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