



# IPS Training Course Brochure



Courses 2020

Contact Zak Palmer via [courses@centreformentalhealth.org.uk](mailto:courses@centreformentalhealth.org.uk) for more info

Visit [www.centreformentalhealth.org.uk/training](http://www.centreformentalhealth.org.uk/training) to book



# Courses 2020

Course	Individual open course price	Group in-house price
Doing what works: Virtual training for Employment Specialists	£350 + VAT	£3,600 + VAT
Employer Engagement	£195 + VAT	£1,800 + VAT
Employer Engagement & In-Field Training	NA	£2,900 + VAT
Leading for Excellence: Training for IPS Supervisors <b>*NEW*</b>	£195 + VAT	£1,800 + VAT
Supporting What Works: Essential Training for Teams Hosting IPS <b>*NEW*</b>	£195 + VAT	On request
Employment and Equality Law	£495 + VAT	On request
Motivational Interviewing	£395 + VAT	£3,300 + VAT

## Open courses:

We run open IPS training courses throughout the year for individuals to book. This is a great opportunity to meet, train and share information with people from other IPS services. Our open courses normally take place at a London venue. Visit [centreformentalhealth.org.uk/training](http://centreformentalhealth.org.uk/training) to see a list of our upcoming open courses.

## In-house courses:

Our courses can take place at your venue. This is more cost-effective for you if you wish to train a large group of people (8 to 16) with the added benefit that the courses can be tailored to your organisation's requirements. You provide the venue and we provide the trainers and materials.

Visit [www.centreformentalhealth.org.uk/training](http://www.centreformentalhealth.org.uk/training) to book. Prices are correct Sept 2020

## Doing what works: Training for Employment Specialists (Virtual Training)

Our popular “Doing what works” course is currently being delivered virtually across 4 mornings using a mixture of presentation, group work, digital breakout rooms, polls, pre-work and homework.

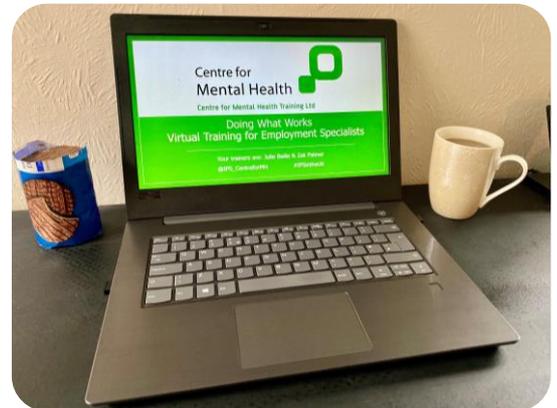
Each morning we will set homework for delegates to complete and bring to the following morning, so additional time will need to be set aside by the delegate to complete this.

Aimed at new employment specialists, this course will help you to set up an effective IPS service.

Individual Placement and Support (IPS) has been internationally recognised as the most effective method of supporting people with severe mental illness into sustainable, competitive employment.

Employment specialists in UK IPS Centres of Excellence successfully support 50% of clients into paid employment; irrespective of the severity of their diagnosis or additional substance misuse.

This training course is ideal for employment specialists who want to use IPS principles to increase paid job outcomes for people with mental health conditions.



### The training will cover:

- The 8 principles of IPS
- Marketing the IPS service
- The research evidence for the effectiveness of IPS
- Working with the NHS clinical teams to obtain referrals
- Integrating the clinical and employment teams
- Providing benefits advice
- Vocational profiling and ongoing assessment
- Vocational action planning with the service user
- Collaborating with other employment agencies
- Developing relationships with potential employers
- Job carving
- Overcoming barriers to employment
- Disclosure of mental health history
- Providing on-going support for the employer and the service user
- Case studies
- Overcoming local challenges and issues
- Ongoing personal development as an employment specialist

### Course Times:

- 09:45 – 12:30 Day 1
- 10:00 – 12:30 Day 2
- 10:00 – 12:30 Day 3
- 10:00 – 12:30 Day 4



### Testimonials:

*"This is one of the best training courses I have attended on zoom. I would highly recommend this course. [The trainers] are excellent facilitators and explained everything really well. They also ensured that everyone was involved and engaged".*

## Employer Engagement



This one-day course runs from 10:00 - 16:00. Sandwich platter lunch provided at open courses. Prices on page 2.

If you don't feel confident about approaching employers, then you are not alone! Employer Engagement is considered the most daunting aspect of the role by many Employment Specialists.

This one-day training course is ideal for anyone supporting people with mental health conditions into employment including: Employment specialists, Supervisors, occupational therapists and vocational support workers.

The course will develop your confidence to approach employers on behalf of service users and develop long term positive relationships.

The training will cover:

- Planning your engagement
- Developing your introduction to employers
- How to use the "Three cups of tea" method
- How to sell the benefits of your IPS service to employers
- Overcoming stigma & objections
- When and how to share personal information with employers (disclosure)
- A brief look at the Equality Act 2010

### In-Field Option

We also offer this as a two-day in-field course where our trainers take you to meet local employers to practice Employer Engagement in real life! Day one follows the classroom course described above, followed by a fun packed second day out in your local town meeting employers. Contact us to find out more.

## Leading for Excellence: Training for IPS Supervisors (Virtual Training)

The Supervisor role is key in implementing and continually improving a successful IPS service in order to maintain a high quality of IPS practice and providing the best service for its IPS clients.

Aimed at new IPS Supervisors and Team Leaders, this one-day course will help you to manage and develop IPS services. This course is an extension of our IPS Doing What Works course and focuses on the role and responsibilities of the Supervisor in IPS.



Delegates are expected to have already undertaken the two-day "Doing What Works" training course provided by Centre for Mental Health prior to attending this course, or have a good understanding of IPS principles and the IPS Fidelity Model before attending this course.

This interactive course is useful both for supervisors and their managers who want to support IPS teams to improve service performance, compliance to the IPS Fidelity model and increase both quantity and quality of job outcomes for clients.

The training will cover:

- The key success factors in IPS
- Roles and responsibilities of the IPS Supervisor
- Using a strengths-based approach in IPS
- Coaching & Supervision of Employment Specialists
- Managing difficult conversations
- Quality & Performance management
- Partnership Working

Course times:

- 09:45 – 12:30 Day 1
- 10:00 – 12:30 Day 2
- 10:00 – 12:30 Day 3

## Supporting What Works: Essential Training for Teams Hosting IPS

This course is delivered virtually over 2 half days and provides information and skills to Mental Health staff to enable them to support IPS workers in achieving successful client employment outcomes. Prices on page 2.

An IPS worker is typically the only person in such a role in their team, often new to health systems and will only work effectively if the team have a good understanding of their role.

IPS is a whole systems approach. For success, it requires involvement of the whole care team and backing by the mental health organisation in which it takes place.

One third of the activities that describe the IPS approach (the IPS Fidelity Scale) have to involve activity from other team members. An effective IPS service needs the support and understanding of clinicians and managers.

The training will cover:

- What is IPS and why does it work?
- How does an IPS employment worker support somebody with mental ill health into work?
- How can the rest of the team (and organisation) support each phase of IPS involvement?
- How does employment fit into recovery-oriented mental health work?



This course can help:

- **New areas starting IPS.** The course prepares the ground for a new IPS service.
- **Areas where integration is proving difficult:** This could have been highlighted in a Fidelity Review, either formal or self-assessed.

This course is aimed at:

- Recovery Leads
- Occupational Therapists
- Managers (Mental Health Team Managers, Occupational Therapy Managers, Service Managers, Recovery Service Team Managers)
- Team Members (Peer Support Workers, CPNs, Social Workers, Support Workers)
- Psychologists
- IAPT teams
- Primary care mental health teams
- Dual diagnosis teams (substance misuse and mental health) and other teams providing ongoing clinical support

The course is not appropriate for areas where employment support is not to be integrated within a team offering ongoing clinical support.

Testimonials:

*"Excellent learning tool for mental health practitioners and should be considered as part of preceptorship programme"*

## Employment and Equality Law for Employment Specialists

This two-day open course runs from 09:30 - 16:30 on both days with registration from 09:15. Sandwich platter lunch provided at open courses. Prices on page 2.

Centre for Mental Health is proud to be working with Kathleen Bolt, an experienced employment lawyer and mediator to deliver this in-depth course.

This two-day course offers practical advice and knowledge to enhance your understanding of employment law and disability rights to help you assist clients to retain work, overcome barriers arising from long term health conditions and to build your confidence in providing effective on-going support.



The training will cover:

- ❑ Understanding how the Equality Act protects employees and workers with a disability
- ❑ Dealing with disclosure – how to help clients weigh up the pros and cons
- ❑ Opening up communication with the employee and employer: an interactive conversation
- ❑ Workplace internal policies and procedures – why they are important to you
- ❑ Dismissal procedures and unfair dismissal
- ❑ Mediation - reducing conflict and resolving disputes
- ❑ Using mediation skills to maximise outcomes for clients
- ❑ Thinking about reasonable adjustments: Your role in enabling employers and employees to understand and find reasonable adjustments
- ❑ Employment protection rights
- ❑ Employee's written terms and conditions of employment
- ❑ Zero-hour contracts, guaranteed hours and the gig economy
- ❑ Pay, sick pay and statutory entitlements
- ❑ A brief introduction to the Equality Act 2010

## Motivational Interviewing

This two-day open course runs from 10:00 - 16:30 on day one and 09:30 - 16:00 on day two. Sandwich platter lunch provided at open courses. Prices on page 2.

An individual's motivation and self-confidence is a key factor for people with mental health conditions to actively engage in seeking employment.

This two-day training course is a comprehensive extension of our IPS Doing What Works course and teaches you Motivational Interviewing techniques to significantly improve motivation in people who find it hard to overcome barriers to returning to employment.

The techniques focus on reducing internal barriers and negative attitudes, improving confidence and raising awareness of the benefits of employment to wellbeing by empowering the person and helping them to access their own resources. Research has demonstrated that Motivational Interviewing can significantly improve employment outcomes.

During the course you will learn and develop practical skills in the application of Motivational Interviewing techniques for helping people into employment including those who have been low in motivation and unable to overcome their barriers to work.

This course is aimed at:

- Employment Advisors and Vocational Support Workers
- Secondary Care Mental Health Staff
- Occupational Therapists and Health Professionals
- Human Resource Managers and Occupational Health Staff

